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1. Executive Summary

Purpose

This report aims to provide a comprehensive understanding of the needs, challenges, and opportunities faced by migrants, refugees, and asylum seekers across Spain, Greece, Germany, Italy, and Denmark. To work towards the inclusion of established migrants, ensuring that in the future they will form part of the reception operation. To offer migrants a sense of security and closeness that someone can speak to them in a language they know better than the language of their destination. The ultimate goal is to inform the development of national mechanisms, gamification strategies, and tools that enhance integration, inclusion, and well-being for migrants in host countries.

Survey Overview

The research was conducted using a desk research methodology, relying on secondary data sources such as national reports, statistical data, academic articles, NGO case studies, international organization reports, and media publications. The approach combined qualitative and quantitative data analysis to explore migrants' needs, challenges, and opportunities. Key methods included literature reviews, policy analysis, and statistical evaluations.

Key Findings

Needs: Migrants require support across basic needs (food, water, shelter, healthcare), safety (protection from violence and legal aid), integration (language skills, education, social networks), and economic opportunities (employment and financial inclusion).

Challenges: Migrants face barriers such as language and communication difficulties, cultural adaptation, discrimination, legal complexities, and psychological challenges.

Opportunities: Enhancing integration through language and cultural training, education and skills development, employment support, community engagement, and mental health services is crucial. Anti-discrimination campaigns and political representation were also identified as important steps for inclusion.

Preliminary Recommendations

- Language training programs must be expanded and tailored to accommodate varying levels
 of proficiency, ensuring that they are accessible to all migrants.
- Strengthen Legal Protections for Migrants, provide personalized and specialized support for migrants and refugees
- Develop accessible resources and tools to guide migrants to essential services and support systems.
- Integrate culturally sensitive mental health services
- Targeted programs for refugee women should be implemented to enhance their labor market participation.
- Combat Discrimination and Hate Speech
- Improve Employment Access and Address Discrimination





- Foster collaboration among stakeholders and use innovative digital tools.
- Promote vocational training, entrepreneurship, and labor market access
- Simplify asylum procedures and reduce the bureaucratic complexity of residency applications
- Stronger national framework to support migrants and refugees





2. Introduction

Theoretical Background

Migration has played a defining role in shaping the socioeconomic and cultural landscapes of Spain, Greece, Germany, Italy, and Denmark, the countries under consideration in this research. Each has experienced unique migration patterns influenced by historical, geographical, and political factors. Understanding these histories, alongside the challenges and opportunities facing migrants, is crucial for addressing integration and well-being effectively.

Migration History of the Countries

Spain, situated at the crossroads of Europe and Africa, has historically been both a transit and destination country for migrants. Over the past three decades, Spain has experienced significant inward migration, largely driven by economic opportunities and its proximity to North Africa. Migration flows increased markedly during the late 20th century, transforming Spain into one of Europe's leading migrant destinations.

Greece, with its geographic position at the gateway of Europe, has been a primary entry point for migrants and refugees fleeing conflict, particularly from the Middle East and Asia. The 2015 refugee crisis significantly heightened migration pressures in Greece, with thousands crossing via Turkey to seek asylum in the EU.

Germany, as Europe's economic powerhouse, has long been a focal point for migration. Post-World War II labor migration from Southern Europe and Turkey laid the foundation for Germany's current multicultural society. More recently, Germany has been a key destination for asylum seekers, particularly during the 2015-2016 influx of Syrian refugees.

Italy's geographic location in the Mediterranean has made it a critical entry point for migrants crossing from North Africa. Migration to Italy surged after the Arab Spring in 2011, with many migrants fleeing political instability, persecution, and economic hardships.

Denmark's migration history reflects its Scandinavian context, with significant waves of labor migration in the mid-20th century and more recent arrivals of refugees from war-torn regions like Syria. While Denmark has a smaller migrant population compared to the other countries, its migration policies and integration programs remain critical for understanding broader trends in Northern Europe.

Main Countries of Origin and Reasons for Displacement

In recent years, the primary countries of origin for migrants in these nations have included Syria, Afghanistan, Iraq, Somalia, and various West African countries. The reasons for displacement are diverse, ranging from conflict and persecution to economic hardship and environmental degradation. For example, Syrian and Afghan refugees fleeing war and instability have been prominent in Greece, Germany, and Denmark, while economic migrants from Sub-Saharan Africa often transit through Italy and Spain seeking opportunities in Europe.

National Migration Policies Over the Last Five Years

The migration policies of the five countries reveal contrasting approaches to addressing the needs and challenges of migrants.

- **Spain:** Spain has pursued policies balancing border control with humanitarian obligations. Programs addressing the inclusion of irregular migrants, as well as enhanced access to education and healthcare, have been central to its approach.
- **Greece:** Greek migration policy has been heavily influenced by EU directives and the country's position on the frontlines of migration routes. While emergency reception centers





have been established, challenges remain in ensuring adequate long-term integration measures.

- Germany: Germany's migration policy has been characterized by openness, especially
 during the Syrian refugee crisis. However, there has been a gradual tightening of asylum
 laws in recent years, with an emphasis on faster processing times and deportations for
 rejected asylum seekers.
- Italy: Italy's migration policy has oscillated between humanitarian efforts and strict border control. Recent years have seen the implementation of stringent measures aimed at curbing irregular migration, including agreements with North African countries to intercept migrant boats.
- **Denmark:** Denmark has adopted some of Europe's strictest migration policies, including temporary residence permits and a focus on repatriation rather than permanent settlement. While controversial, these policies reflect a broader European trend toward restrictive migration management.

Despite differing national strategies, common themes emerge, such as addressing language barriers, improving access to healthcare and employment, and combating discrimination.

Objectives

This desk research aims to provide a comprehensive understanding of the needs, challenges, and opportunities faced by migrant populations in the five partner countries. Specifically, the research seeks to:

- 1. Identify the primary needs of migrants, such as housing, healthcare, and social integration.
- 2. Analyze the barriers and challenges migrants face in achieving successful integration.
- 3. Highlight opportunities for improving migrant inclusion, well-being, and self-sufficiency.
- 4. Support the development of a gamified app that connects migrants with resources and services tailored to their specific needs.
- 5. Contribute to evidence-based recommendations for enhancing policy and practice across the partner countries.

Scope

The report covers the migration landscapes of Spain, Greece, Germany, Italy and Denmark, focusing on the unique needs and challenges faced by migrant populations in each country. The research is confined to secondary data sources, including national reports, policy documents, and academic studies. While this approach allows for broad coverage, it is limited by the availability and reliability of existing data. The absence of primary data collection restricts the ability to capture real-time insights and perspectives from migrants themselves.

General Methodology and Structure

This report employs a desk research methodology, synthesizing existing qualitative and quantitative data from various sources:

• **Data Sources:** National reports, academic articles, NGO documents, international organization databases (e.g., UNHCR, IOM), and media coverage.





 Analytical Methods: Thematic analysis to identify recurring patterns in migrant needs, challenges, and opportunities, alongside policy reviews to evaluate national strategies and their effectiveness.

The report is structured as follows:

- 1. Introduction: Contextualizing the research, outlining objectives, scope, and methodology.
- 2. **Country-Specific Analysis:** Detailed insights into the migration landscapes of Spain, Greece, Germany, Italy and Denmark, including policy reviews and key findings.
- 3. **Comparative Analysis:** A cross-country comparison highlighting shared challenges and opportunities.
- 4. **Preliminary Recommendations:** Practical suggestions for improving migrant inclusion and integration.

By adopting this structured approach, the report seeks to provide actionable insights that inform both policy development and practical interventions aimed at enhancing the well-being of migrants across Europe.





3. Methodology

Survey design:

This survey was developed during the implementation of A.2 of the WP4 PIPE project. This activity involved conducting desk research to gather information on the needs, challenges, and opportunities of the migrant population in the host country, in each partner country.

Desk research, also known as secondary research or documentary research, was a type of research that relied on data that has already been collected and published by others. Its data sources include public libraries, websites, reports, surveys, journals, newspapers, magazines, books, podcasts, videos, and other sources.

This desk research protocol used the following data collection methods related to the study topic: literature review, policy analysis, case studies, and statistical analysis.

Secondary research involved data assimilation from different sources, that is, using available research materials instead of creating a new pool of data using primary research methods. It can also be categorized into qualitative and quantitative data.

- Qualitative data research refers to analyzing existing data (e.g. interviews, surveys, observations) to gain insights into people's behaviors, motivations, and opinions. This method delved deeper into the context and meaning behind data.
- Quantitative research refers to analyzing and interpreting numerical data to draw conclusions and make predictions. This involved quantifying patterns and trends to find relationships between variables.

Data Collection

To meet the needs of this National Desk Research involved the collection and analysis of secondary quantitative or/and qualitative data from various sources, including:

- **National Reports and Statistical Data:** These provided official statistics, policies, and programs related to migrant integration.
- Academic and Scholarly Articles: Publications in journals or/and Libraries regarding the situation in partners' countries offered insights into theoretical frameworks and empirical studies on the soft skills and cultural needs of migrants.
- International Organizations' Reports and databases: Publications from international organizations such as the EU, UNHCR, IOM, OECD, and Council of Europe hold data or other information per country provided a broader context and comparative data.
- **NGO Documents:** Reports and case studies from NGOs highlighted grassroots-level initiatives and challenges.
- **Media Reports:** News articles offered real-time updates and highlight public discourse on migration issues.
- **Programs Evaluations:** Assessments and evaluations of existing mentorship programs for migrants, focusing on the needs, challenges and opportunities of migrants.





Analysis method:

Descriptive analysis is a statistical methodology used to describe, summarize, and organize data in a way that highlights patterns or trends without making conclusions about cause-and-effect relationships. It's typically the first step in data analysis, focused on providing an overview of the raw data so that it's easier to interpret. In the context of desk research, descriptive analysis involved reviewing existing reports, publications, policy documents, and datasets on migrants' needs, challenges, and opportunities. The goal was to synthesize this information into an organized summary that presents the most important findings in a clear and accessible way.

Here's how it was applied in this context:

Step 1: Data Collection and Review

Collected data from multiple sources on the conditions of migrants in each country. This data included:

- Reports and publications: NGO reports, government documents, academic research
- Quantitative datasets: Demographic statistics, employment rates, education access, housing
- Qualitative findings: Testimonials, interviews, focus group discussions, news articles

Step 2: Organize the Data by Topic

To create a structured overview, we organized the data into the three main categories of needs, challenges and opportunities. You may need to have subcategories.

Step 3: Descriptive Statistical Analysis (Quantitative Data)

For the quantitative data, focus on basic statistical summaries.

Step 4: Descriptive Qualitative Analysis (Qualitative Data)

For **qualitative data**, we performed thematic analysis to summarize the recurring themes and issues across countries. This involved:

- **Identifying common themes**: For instance, a frequent mention of "language barriers" or "lack of access to affordable housing."
- **Categorizing** the data into key themes related to migrant experiences.
- Summarizing the findings under each theme.

Step 5: Identify Key Issues and Priorities

Based on the descriptive analysis, we identified the **key issues** and **priorities** for each country. For example:





- **Key issues** could include the most important needs, challenges and opportunities for the migrants, such as legal restrictions or poor access to healthcare.
- **Priorities** could involve policy recommendations or areas where improvements are needed, such as language training or employment opportunities.

4. Country-Specific Desk Research Findings and Priorities

4.1 Denmark's Desk Research Findings and Priorities

4.1.1. Quantitative Findings

The quantitative findings from the desk research highlight the following key statistics and trends:

- 1. Language training programs show a consistent participation rate increase of approximately 20% over the last five years, reflecting improved accessibility and promotion efforts.
- 2. Employment statistics reveal that only 65% of working-age migrants are engaged in the labor market, compared to 85% of native citizens. This highlights significant gaps in economic integration.
- 3. Financial literacy programs for migrants have shown a participation rate of 30%, indicating a need for better outreach and engagement strategies.
- 4. Housing data indicates that 40% of migrant households face overcrowded living conditions, compared to 10% of the general population, showcasing a critical need for affordable housing solutions.
- 5. Reports show that 15% of migrants have experienced hate crimes or discrimination, underlining the importance of anti-discrimination initiatives.

4.1.2. Qualitative Findings

The qualitative findings provide insights into the challenges and opportunities faced by migrants in Denmark:

- 1. Migrants face significant socio-cultural barriers, including language difficulties and cultural adjustment challenges, which hinder their integration into local communities.
- 2. Employment discrimination and lack of recognition of foreign qualifications are persistent issues, limiting economic opportunities for migrants.
- 3. Programs that promote community engagement and intercultural dialogue have been identified as good practices, fostering mutual understanding and reducing social exclusion.
- 4. Access to healthcare services is often limited for migrants due to language barriers and a lack of cultural sensitivity among healthcare providers.





- 5. Community initiatives led by migrants themselves have emerged as effective solutions for building social networks and supporting integration.
- 6. Mentorship programs connecting migrants with established professionals have been effective in improving job readiness and confidence in navigating the labor market.
- 7. Migrants reported positive experiences in regions where local governments actively promoted cultural festivals and intercultural interactions.
- 8. Some migrants highlighted the significance of accessible legal aid as a crucial factor in resolving administrative and legal challenges.
- 9. Women migrants face unique challenges, including access to employment opportunities and cultural restrictions, which need tailored solutions.
- 10. Programs that address trauma and provide mental health support are increasingly being recognized for their role in improving overall well-being and resilience among migrants.

4.1.3. Key Issues and Gaps

- 1. Language Barriers: Despite progress, language barriers remain a critical issue, affecting migrants' ability to access services and employment opportunities.
- 2. Employment Challenges: Discrimination in the labor market and lack of job matching services contribute to high rates of underemployment among migrants.
- 3. Social Exclusion: Cultural differences and limited engagement with local communities lead to social isolation and marginalization.
- 4. Housing Shortages: Overcrowded and substandard housing disproportionately affects migrant households.
- 5. Legal Complexity: Navigating immigration laws and administrative systems remains a significant challenge for many migrants.
- 6. Mental Health Services: Lack of culturally appropriate mental health services leaves many migrants without necessary support.
- 7. Financial Inclusion: Many migrants face challenges accessing financial services, such as banking and credit systems, which impacts their economic stability.
- 9. Childcare Access: Migrant families often struggle with limited access to affordable childcare, affecting their ability to seek employment.
- 10. Digital Literacy: Limited digital skills among some migrant populations restrict their access to online services and job opportunities.

4.1.4. Good Practices

1. Language and Cultural Training Programs: Comprehensive language and cultural orientation programs have demonstrated success in improving communication skills and cultural understanding.





- 2. Community Engagement Initiatives: Programs fostering interaction between migrants and locals have been effective in reducing social exclusion.
- 3. Employment Mentorship Programs: These programs provide guidance and support, helping migrants navigate the labor market and improve job readiness.
- 4. Anti-Discrimination Campaigns: Awareness initiatives have helped reduce prejudice and promote inclusivity in local communities.

4.1.5. Priorities and Hierarchy of Issues

- 1. Addressing Language Barriers: Enhancing the accessibility and effectiveness of language training programs should be the top priority to facilitate better integration.
- 2. Reducing Employment Discrimination: Implementing targeted policies to ensure fair treatment and recognition of foreign qualifications is crucial for economic integration.
- 3. Promoting Community Engagement: Expanding initiatives that encourage social interaction, and intercultural dialogue can significantly reduce social exclusion and foster a sense of belonging.
- 4. Improving Housing Conditions: Policymakers should prioritize affordable housing solutions to address the challenges of overcrowding and poor living conditions.
- 5. Simplifying Legal Processes: Streamlining administrative procedures and providing clear, multilingual resources can empower migrants to navigate complex systems more effectively.
- 6. Expanding Mental Health Services: Providing culturally sensitive mental health support should be prioritized to address the psychological well-being of migrants.

4.2 Germany's Desk Research Findings and Priorities

4.2.1. Quantitative and qualitative Findings

Germany, as a key destination for migrants and refugees in Europe, faces both opportunities and challenges in integrating this diverse population. Drawing insights from multiple studies, the following report outlines key socio-cultural, economic, legal, and psychological challenges faced by migrants in Germany and provides actionable recommendations to address these issues.

4.2.2. Key Issues and Gaps

1. Socio-Cultural Challenges

Migrants in Germany face significant socio-cultural barriers that affect their ability to integrate successfully. Language remains one of the most significant hurdles, with many refugees struggling to acquire proficiency in German, which hinders their ability to participate fully in society. The lack of language skills limits migrants' ability to access services, secure employment, and engage in social activities, fostering isolation. Furthermore, cultural differences and discrimination contribute





to social exclusion. Refugees often face prejudice from the host population, which leads to lower social integration and fewer opportunities to build social networks.

Key Statistics:

- A study on Syrian refugees found that refugees with higher proficiency in German had better social integration outcomes, emphasizing the importance of language acquisition.
- Similarly, the report from the United Nations Economic Commission for Europe (UNECE) found that refugees living in neighborhoods with higher community interaction fared better in terms of integration.

2. Economic Challenges

Economic integration is another critical issue for migrants in Germany. Many refugees face barriers to entering the labor market, including difficulties in having foreign qualifications recognized and competition for low-wage jobs. The skills mismatch, compounded by language barriers, results in high unemployment rates among migrants. Moreover, refugee women, in particular, face additional challenges in securing employment, with lower participation rates in the workforce compared to male counterparts

Key Statistics:

- A report by the Migration Policy Institute highlights that refugees earn significantly less than both native Germans and other immigrant groups. Refugee women earn even lower wages, highlighting the gender-specific economic barriers they face <u>Deutscher</u> <u>Bildungsserver</u>.
- According to the Social Integration of Syrian Refugees study, employment has a positive effect on social integration, but economic opportunities remain limited for low- and medium-educated refugees

3. Legal and Administrative Challenges

The legal and administrative landscape presents significant obstacles to the integration of migrants in Germany. Complex asylum procedures, long waiting times for asylum decisions, and bureaucratic hurdles delay migrants' access to essential services and employment. Legal uncertainty surrounding refugee status further compounds the issue, leading to increased stress and instability. Moreover, the non-recognition of foreign qualifications and experience in many cases forces migrants to accept jobs that do not match their skills, limiting their ability to achieve economic independence

Key Statistics:

 Migrants face challenges in navigating Germany's asylum process, with significant delays in applications and residency status decisions. The delays often hinder their ability to find stable work and access social services





 The difficulty in having qualifications recognized is a significant barrier. A report by the German Institute for Employment Research found that even highly skilled refugees often struggle to find employment in their field due to bureaucratic barriers and the non-recognition of qualifications.

4. Psychological and Well-being Challenges

The psychological well-being of migrants is a pressing concern. Many refugees have experienced traumatic events in their home countries, including violence, loss, and displacement, leading to mental health issues such as PTSD, anxiety, and depression. The uncertainty surrounding their legal status and the challenges of integration exacerbate these psychological burdens. Social isolation and discrimination also contribute to mental health struggles, with limited access to appropriate psychological support services for refugees <u>UNECE Deutscher Bildungsserver</u>.

Key Statistics:

- The European Website on Integration highlights the role of mental health support in the successful integration of migrants. Refugees with access to psychological support services report better overall integration outcomes <u>European Website on Integration</u>.
- Studies on Syrian refugees indicate that trauma and social exclusion are significant factors
 affecting their mental health, which in turn impacts their ability to integrate into German
 society

4.2.3. Good Practices

Language Programs: Tailored, region-specific language courses.

Community Engagement: Initiatives fostering interaction between migrants and locals.

Job Training: Programs improving skill recognition and employment access.

4.2.4. Priorities and Hierarchy of Issues

Streamlining Asylum and Legal Processes: The most urgent priority is to simplify asylum procedures and reduce waiting times for decisions. Migrants need clearer legal pathways to residency and work permits. Faster, more transparent processes will allow them to gain stability, access services, and contribute economically.

Expanding Language and Cultural Integration: Language acquisition is key to successful integration. Expanding accessible, tailored language programs is vital to help migrants engage with society and the job market. Additionally, fostering intercultural dialogue will promote mutual understanding and reduce social isolation.

Improving Economic Opportunities: Providing better access to the labor market through skill recognition, vocational training, and job placement services will enhance economic self-sufficiency. Programs focused on migrant women and addressing employment discrimination are essential.

Enhancing Psychological Support Services: Expanding mental health services tailored to refugees and migrants, particularly trauma-focused care, is essential for ensuring their well-being. Providing accessible psychological support will help migrants cope with past traumas, legal uncertainty, and integration stress.





4.2.5. Hierarchy of Issues

Legal and Administrative Challenges: Addressing the complexities of asylum processes and ensuring quicker decisions on residency and work permits is the highest priority. Legal uncertainty severely affects migrants' ability to integrate, as it limits their access to jobs, housing, and services. Streamlining the bureaucratic procedures will foster a sense of security and stability, enabling other integration efforts to take hold.

Socio-Cultural Integration: Social isolation and language barriers significantly impede integration, especially when migrants cannot interact meaningfully with locals. Bridging this gap through language programs, intercultural activities, and initiatives promoting inclusion will enhance social cohesion and reduce discrimination.

Economic Integration: While legal processes are the top priority, addressing economic challenges is equally important. Without access to meaningful employment, migrants cannot achieve self-reliance. Policies focusing on job opportunities, fair wages, and vocational training will help migrants become active economic participants and reduce their dependency on welfare.

Psychological Well-being: Psychological challenges are often secondary to legal and economic issues but are crucial for long-term integration. Refugees and migrants need mental health support, particularly for trauma and stress, to ensure they are not held back by unresolved psychological burdens. Access to these services is critical for full participation in society and the workforce.

4.3 Italy's Desk Research Findings and Priorities

Italy is a destination and transit country for many migrants, representing one of the main points of arrival in Europe. The migration routes crossing the Mediterranean, especially from North Africa and the Middle East, make the country a crucial crossroads for those seeking protection, refuge, or economic opportunities. As such, and considering its geographical position, Italy faces significant challenges in managing migratory flows and integrating newcomers. The Italian reception and asylum system involves initiating procedures for the recognition of refugee status and other forms of international protection (in accordance with the Dublin Regulation). The social, cultural, and economic integration of migrants remains a complex issue, requiring effective policies in interconnected areas such as education, employment, and social inclusion. Difficulties in accessing the labor market, discrimination, and language barriers are just some of the challenges migrants face. Despite these obstacles, as highlighted in the analyzed tools, numerous local projects and initiatives have sought to promote integration through the involvement of various stakeholders, such as institutions, organizations, NGOs, and third-sector entities.

4.3.1. Quantitative and qualitative Findings

The desk research conducted highlighted a series of quantitative results regarding the different dimensions of integration pathways. The data contained in the sources are extensive, making it quite challenging to be exhaustive in this section, but some key aspects stand out:





According to the statistical analysis of the labor dimension, conducted by the ILO, migrants are concentrated in specific sectors such as agriculture (8.6%), construction (20.3%), and domestic assistance (42.7% among women), in which there are also higher rates of irregular employment. Migrant women face higher inactivity rates. Migrants generally have lower education levels compared to Italians, and these differences have remained unchanged over time. Only 8-9% hold a university degree (compared to 18.1% of Italians). The low value of foreign academic qualifications is due to the fact that it is rare for foreign diplomas to be recognized in Italy. About 71.7% of foreigners do not consider it necessary to seek recognition of their qualifications; the rates range from 77.8% for those with at most a middle school diploma to 45.7% for university graduates. Among the latter, one-third does not request recognition due to the high costs or the complexity of the process. ISTAT highlighted that the reasons that push immigrants over the age of 18 to attend Italian courses are mainly work needs (55.3%), personal needs (45%), or training needs (32.1%).

According to the report of research promoted by EURICSE and Robert F. Kennedy Human Rights Italia, through the analysis of some national projects on psychosocial vulnerability, it is estimated that between 5% and 25% of migrants in reception centers need psychiatric or psychological assistance. With a focus on the local dimension, according to the study conducted by OECD on the Municipality of Rome, the provision of Italian language classes for adults in Rome covers 60-70% of the foreign resident population's needs. It is also important to highlight the data derived from testimonies and interviews with migrants, such as the snapshot mentioned in the sources.

Qualitative findings provide insights into the challenges and opportunities faced by migrants in Italy, addressing a number of issues highlighted in the analysis. These range from the need to recognize an integrated approach to the needs of migrants, allowing for a comprehensive approach at multiple levels to address the main challenges related to integration in the host country. Social, economic, and cultural dimensions intersect when discussing work-related pathways, for example.

The issues of housing, education, or participation in the social life of the host community cannot be addressed without multilayered actions aimed at promoting social and relational stability, involving both the host country communities and migrant communities in overcoming barriers to understanding and promoting interculturality. Certainly, the participation of all the actors involved is essential in order to ensure the best possible achievement of results. Regarding labor integration, it is important to consider that, in addition to formal qualifications, migrants bring with them a wealth of valuable personal resources. These are skills, heavily shaped by the migratory journeys, which the host society is not always able to recognize and capitalize on. Hence, the importance of developing methodologies and tools capable of bringing out, recognizing, and properly valuing migrants' informal skills through support in reconstructing their biographies and identifying their needs.

4.3.2. Key Issues and Gaps

Socio-cultural challenges: Cultural differences and conflicting social expectations can hinder integration, particularly for migrants with complex migration experiences. For instance, gender roles and traditions differ significantly between cultures, creating barriers between migrants and the host society. The difficulty of learning the Italian language represents a significant barrier to





integration, especially in the early stages of settlement. Social marginalization can stem from a lack of support networks or spatial isolation, making it more difficult to participate in social and working life.

Economic challenges: Migrants often find themselves in precarious employment situations, with many occupying low-skilled or temporary jobs, partly due to high unemployment and reliance on informal networks for job searching. Although there have been improvements in access to financial services, administrative barriers persist for some migrants.

Legal and administrative challenges: Bureaucratic obstacles in accessing services and managing legal status, with delays in residence permits and difficulties in obtaining recognition of foreign professional qualifications; administrative complexities in transitioning from the reception system to public services, particularly in registration procedures for access to the healthcare system.

Psychological challenges: Psychological difficulties related to migration, such as acute mental health issues in cases of forced migration, are common. In some circumstances, there is a lack of structured and ongoing psychological support.

4.3.3. Good Practices

- Initiatives and integration programs developed at the local level promote the creation of a support network, allowing migrants to form bonds with the host community. These programs help reduce isolation and promote greater intercultural understanding.
- Enhancing support networks of migrant communities already present in Italy.
- The synergy between local administrations and third-sector associations can lead to the creation of an effective integrated approach aimed at fostering the integration of migrants and refugees, with a particular focus on social and labor inclusion.
- Professional training projects aim to integrate refugees into the formal labor market, supporting their economic autonomy.
- Development of programs that pay special attention to particularly vulnerable individuals, such as migrant women, through awareness-raising and protection paths against the risk of social exclusion and violence, promoting pathways toward economic autonomy.
- Access to facilities that offer an integrated approach to the needs of migrants, starting with healthcare and multifunctional assistance desks.

4.3.4. Priorities and Hierarchy of Issues

Access to Education and Language Training: Language is a fundamental tool for integration. The priority is to ensure all migrants have access to Italian language courses, both for adults and children, in order to improve communication with the community, facilitate entry into the labor market, and promote cultural integration based on mutual recognition.

Labor Integration and Economic Autonomy: Improving job opportunities and creating professional training pathways that consider specific needs are essential for promoting the economic autonomy of migrants. This includes access to training courses and activities that can support entry into the formal sector and prevent reliance on informal or precarious jobs.

Psychological and Social Support for Migrants: Providing psychological and social support, especially for vulnerable groups such as women, children, and victims of exploitation, is crucial to





ensure true integration. Awareness-raising activities, orientation, and protection are essential to address the emotional and social difficulties faced by migrants. Such support must adhere to the principle of continuity.

Strengthening the Policies of Widespread Reception: Reception should be integrated into the local community through models that do not isolate migrants but actively involve them in the social and cultural fabric of the country. The spread of reception promotes better mutual understanding and reduces the risk of discrimination and marginalization.

4.4 Spain's Desk Research Findings and Priorities

4.4.1. Quantitative and qualitative findings

According to <u>CEA(R)</u> report 163,220 asylum applications were registered in 2023 in Spain, a historical record that represents an increase of 37.3% compared to 2022. The first Spanish autonomous community by number of international protection applications filed in its territory was once again the Community of Madrid, with 33% of the total, followed by Andalusia and Catalonia (9%). In 2023, the applications submitted in the Canary Islands increased compared to the previous year, becoming the 4th Autonomous Community with the highest number of requests.

The situation on the Spanish Southern Border, marked by an 80% increase in arrivals in 2023 compared to 2022, especially due to sea route, which has posed enormous humanitarian and protection challenges. From the unprecedented reactivation of the deadly Atlantic route to the Canary Islands, until the fluctuations in maritime routes to the coasts of Andalusia and the Balearic Islands, or the decrease in arrivals to Ceuta and Melilla, the trends, profiles and challenges of the humanitarian response in the face of a complex and urgent reality. Special focus should be placed on the emergency in the Canary Islands as a result of the arrival of almost 40,000 people in 2023, mostly from Senegal and with the small island of El Hierro as the main arrival point.

With 163,220 registered asylum applications, Spain once again positions itself as the third country receiving applications for international protection from the EU, but also in the last place in terms of protection recognition, with the protection rate falling to 12% in 2023, and increasingly further away from the European average of 42%. Four out of ten applications were denied.

However, the number of pending applications increased by 56% compared to the previous year, with 191,095 people awaiting a decision on which their lives depend.

One of the serious problems is the lack of citations (appointments) prior to requesting asylum, a problem that remains unresolved, leaving thousands of people for months in a situation of serious lack of protection.

In total, 88,042 files of different types of protection were resolved, a slight increase compared to 2022, consolidating the increasing trend in the number of resolutions since 2019.

The main countries of origin of asylum seekers from Venezuela (60,534), Colombia (53,564) and Peru (14,308), which are (14,308), which together account for 78.7% of all applications. There were





33,928 applications for temporary protection from displaced persons from Ukraine, bringing the total to 195,000 since February 2022.



Graph 1: Asylum seekers by nationality in Spain

Source: Spanish Commission for Refugee Assistance and Ministry of Interior

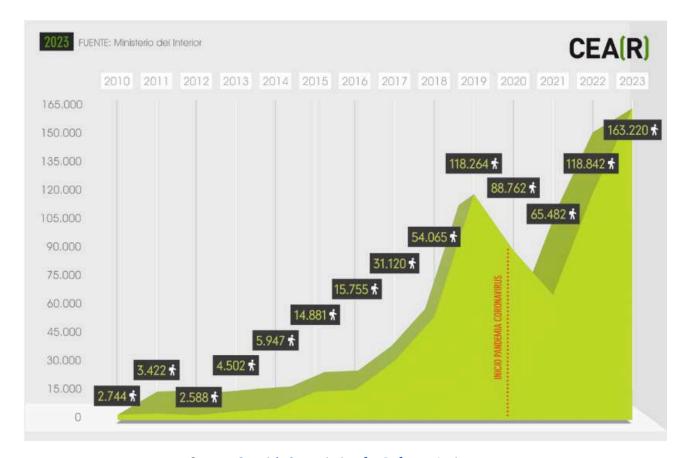
The age groups with the highest number of applications correspond to the working age group (18-64 years), representing 79.6% of the total. In terms of gender, compared to the last two years. There was an 11.3% increase in the number of women compared to the last two years.

Throughout these 11 years, the difficulties of people applying for international protection (SPI) and the beneficiaries of protection (BIS) have evolved, but not in a positive way or in the direction in which we would like the entities that work with these collectives. To understand this situation, it is necessary to reflect the increase in people who have requested international protection in our country. During these years, with 2012 being a year with only 2,588 applications, while in 2023 the number of applications reached 163,220 applications.

Graph 2. Evolution of asylum seekers in Spain, 2010 - 2023







Source: Spanish Commission for Refugee Assistance

Although this data is very significant, if the age ranges are taken into account, the increase has occurred in the number of people in working age of this group. In 2023 more than 80% of people who have requested international protection are between 16 and 65 years old, which means 131,919 people, while in 2012 there were about 2,000 people; This shows an increase in people potentially active for the Spanish labor market of 66%. In the following infographic, we can observe the distribution of people requesting international protection in 2023, according to sex and age.





CEA(R) 77.678 52.241 **Hombres** 24.755 86.004 6.674 163.220 1.872 0 - 1314-17 18-34 35-64 +65AÑOS AÑOS AÑOS AÑOS AÑOS 2023 FUENTE: Ministerio del Interior

Graph 3. Asylum seekers by sex and age in Spain

Source: Spanish Commission for Refugee Assistance

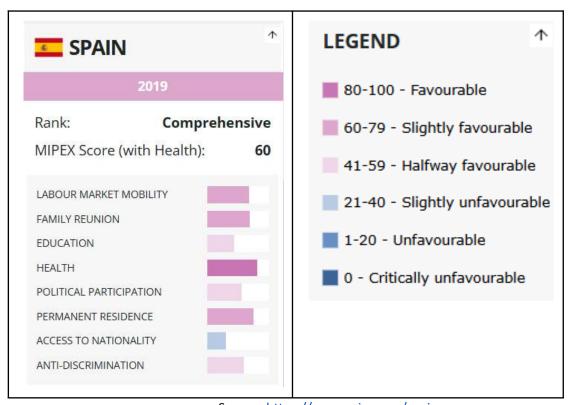
The fact that the difficulties in accessing employment for people applying for international protection and the beneficiaries of international protection have changed and even increased over time, not is due to the increase in the number of people of working age who are within these groups, but rather to the definition of the concept of social and real inclusion towards which it has evolved in recent years.

The international Migrant Integration Policy Index (MIPEX) points out that over the last few years, immigrants in Spain have benefitted from some improvements to integration policy, mainly in naturalisation and health. With 60 out of 100 points on the MIPEX 2020 scale, the country is deemed to have a comprehensive approach to integration which overall guarantees equal rights, opportunities and security to migrants.





Table 1: MIPEX Score



Source: https://www.mipex.eu/spain

11 years ago people talked about social and labor integration, understanding it as the adaptation of people to the norms and values established in the society. Although integration can be an important step towards inclusion, since it can lead to assimilation, where people are pressured to abandon aspects of their identity or culture to fit into the dominant society.

In 2023, Spain recorded the highest positive net migration balance of foreign nationals since 2008 and achieved the highest levels of employment and Social Security affiliation since 2012. However, migrants, especially those from non-EU countries, face significant social vulnerabilities. Indicators like the AROPE rate (poverty or social exclusion), severe poverty, material and social deprivation, and housing expense delays highlight these challenges. Migrants also encounter barriers in obtaining identification, registration, accessing healthcare, employment, and reporting crimes safely, alongside issues like financial exclusion and unequal access to unemployment protections and social benefits.

4.4.2. Key Issues and Gaps

Administrative barriers. There are long delays in assigning appointments for the expression of will and for the formalization of the application for international protection. These long waits exacerbate their legal vulnerability and prolong uncertainty.

Municipal Registration (Empadronamiento): Access to the municipal registry is fundamental for foreigners in Spain to exercise rights like healthcare, education, and local resources, regardless of their administrative status. The law (Law 7/1985 and Royal Decree 1690/1986) allows foreigners to





register using valid identity documents and proof of residence. However, some local administrations impose unnecessary barriers, violating legal guidelines. For non-permanent residents, the mandatory biennial renewal risks exclusion from the registry, leading to loss of critical rights and worsening their housing and social conditions.

Digital gap and difficulties in accessing electronic administrative procedures. The increasing digitalization of administrative processes creates significant challenges for migrants. Many administrative procedures require electronic forms, prior online appointments, or mandatory fields like DNI/NIE numbers, excluding those with only a passport. While full digitalization is not legally required, it has become widespread, disproportionately affecting migrants who may lack digital literacy, internet access, or familiarity with administrative systems. These barriers are compounded by language difficulties and the absence of physical alternatives, leaving many unable to complete critical procedures like obtaining a social security number or certifying qualifications. The COVID-19 pandemic further widened the digital gap, exacerbating these challenges.

Work Permit Restrictions. International protection applicants cannot access employment permits until six months after their application has been formalized. Even then, temporary permits are subject to renewal until a final decision is reached. These delays, combined with slow administrative processes, severely limit migrants' ability to earn a living and achieve financial stability.

Financial exclusion. Barriers to opening and maintaining a bank account. Most banking entities do not inform or open basic payment accounts for migrants and asylum seekers in situations of economic vulnerability. Banks in Spain resist implementing laws ensuring access to basic payment accounts, crucial for financial inclusion. Issues include insufficient client information, discriminatory practices, and blocked accounts that restrict access to wages and benefits. Collaboration with authorities and pending legislation aims to address these challenges. Therefore migrants are in situation of financial and social exclusion: they cannot contract basic services such as electricity or water, they have problems when paying rent or signing an employment contract and makes it impossible for them to request social benefits.

Language barrier. Literacy facilitates socio-productive inclusion and improvement of living conditions. People are exposed to situations in which speaking, reading and writing are necessary to participate with autonomy in society (read and fill out forms with personal data, interpret notices, notes, posters, schedules, etc.), to get access to the public, healthcare, financial services. Definitely, Illiteracy constitutes a serious limitation to being part of a political and social community. Migrants have to reach a level of B1 of Spanish to access free training from public employment services, which restricts opportunities for those with limited language skills.

Right to Basic Social Services: The Legal Committee of the Forum highlights the right of all foreigners, regardless of administrative status, to basic social services as guaranteed by the Immigration Law. However, this right is often obstructed in practice, with barriers such as requiring municipal registration even for the homeless and excluding undocumented individuals from benefits like the Minimum Vital Income (IMV), which demands a year of legal residency. Local emergency aid now often requires documentation, further marginalizing undocumented migrants. Despite legal guarantees, migrants in irregular situations face increasing difficulties accessing basic





social services due to administrative barriers, exclusion from key benefits, and local aid requirements. Legislative reforms are needed to address these systemic obstacles and ensure inclusivity.

Legal protection. Migrants in Spain face significant barriers to legal protection, especially those in irregular situations. Despite constitutional guarantees for judicial access and victim rights, undocumented individuals often fear reporting crimes due to the risk of facing deportation procedures initiated under immigration law. Recommendations to prioritize victims' status over administrative irregularities remain unimplemented. Legislative changes are needed to align protections for irregular migrants with those already extended to victims of gender violence or human trafficking, ensuring equality and preventing impunity for crimes.

Access to education: data on lower enrollment rates of migrant students, challenges in recognizing foreign qualifications, disparities in educational outcomes between migrant and native populations, discrimination in the classroom.

Different types of discrimination are distinguished according to the point in the educational process:

Discrimination in access: the type of discrimination which occurs before entering the education system and is associated with lower enrollment rates among young foreigners;

Discrimination in the classroom: the type of discrimination which happens in the education centers, which translates into poorer academic results and higher drop-out rates for foreign students;

Educational discrimination: the type of discrimination that can be observed at the end of the educational process and which is reflected in a lower level of education attained by the foreign adult population.

Bearing in mind that discrimination at the end of the educational process is the result of discrimination exists before and during the educational process, the following should be true:

EDUCATIONAL DISCRIMINATION

DISCRIMINATION IN ACCESS +

DISCRIMINATION IN THE CLASSROOM

Vocational education offers a pathway to employment, particularly for men, though foreign women remain disproportionately disadvantaged. Access to training programs is limited by administrative barriers and language requirements, further inhibiting integration.

Access to employment: Some of the difficulties encountered were the lack of job offers in sectors traditionally occupied by job seekers with international protection (construction, hospitality and other areas of the services sectors), given the current crisis situation; the different formulas of termination of contracts, individual or collective, that directly affected special way to this group; access to more fluctuating jobs and with a higher rate of temporary employment, or to jobs with low qualifications professional and without taking into account their training and previous work experience; the difficulties in the approval of the training or education carried out in their countries of origin, both for the administrative procedures and for the time for request resolution; the barrier to enrolling in public employment services, many times due to ignorance of part of the SPI people of the required administrative documentation; the denial of the collection of





unemployment benefits generated by their contribution time in a regular situation when they were denied their application for international protection and did not comply, therefore, with the requirements established by the administration.

Among the most common challenges faced by the immigrant population in Spain in relation to their employment, there are difficulties in validating diplomas, language barriers, discrimination, and lack of access to training and education. Another key procedure where significant difficulties persist for employment is the homologation of driving licenses, essential for a large number of occupations.

Hate crimes: according to Annual Report 2023 on the situation of migrants and refugees in Spain hate crimes in Spain increased by 3.7% in 2022, with 43.5% motivated by racism and xenophobia. However, these figures are likely underreported as many migrants refrain from contacting law enforcement. Hate speech in media perpetuates stigmatizing narratives about migrants, undermining their inclusion and social cohesion. Transforming these narratives is essential to combat discrimination and prioritize human rights.

Migrants in Spain face multifaceted barriers across administrative, social, economic, and legal domains. Structural reforms, improved digital accessibility, anti-discrimination measures, and inclusive narratives are crucial to ensure migrants' rights and enable their full integration into Spanish society.

4.4.3. Good Practices

Language and Cultural Training Programs: comprehensive language and cultural orientation programs provide migrants with essential communication skills and cultural awareness, facilitating their integration into Spanish society. Special programs support vulnerable groups, including migrant students and women, to improve educational outcomes and social inclusion.

Community Engagement Initiatives: initiatives that foster interaction between migrants and local communities help reduce social exclusion. Programs promoting intercultural dialogue, host family initiatives, and community-building activities contribute to better social cohesion and mutual understanding.

Employment Mentorship and Job Placement Programs: job training, career guidance, and mentorship programs support migrants in accessing stable employment. Policies improving work permit accessibility and skill recognition further enhance their ability to integrate into the labor market.

Anti-Discrimination Campaigns: awareness initiatives combat racism, xenophobia, and hate speech, particularly online and in public discourse. Legal frameworks and support services help victims of discrimination while promoting inclusivity and equal treatment.

Housing Support Programs: accommodation initiatives provide stable housing for migrants, particularly those in vulnerable situations, ensuring a safe living environment and promoting long-term integration.





Financial Inclusion Initiatives: economic aid programs assist migrants in maintaining financial stability by providing access to basic financial services, helping them secure housing, employment, and social benefits.

Legal Aid and Advocacy Services: free legal assistance and advisory services help migrants navigate residency, asylum applications, and employment rights. Strengthened anti-discrimination laws ensure better protection for those facing legal and social challenges.

Streamlined Administrative Support Services: translation, interpretation, and digital assistance services help migrants access healthcare, education, employment, and other essential public services, reducing bureaucratic barriers.

Mental Health and Trauma-Informed Care: culturally sensitive psychological support services provide specialized care for migrants facing trauma, stress, or displacement, ensuring their well-being and successful integration.

Community Building and Social Support Programs: social inclusion initiatives create safe spaces for migrants to connect, share experiences, and access support networks, fostering a sense of belonging and community.

4.4.4. Priorities and Hierarchy of Issues

Legal Protection & Administrative Access: Speeding up asylum processing, reducing appointment delays, and improving legal protection for migrants. Simplification of municipal registration and access to services.

Employment & Economic Inclusion: reducing time to obtain the work permit and recognizing foreign qualifications. Expanding vocational training and job opportunities to facilitate economic integration.

Financial & Housing Stability: ensuring access to bank accounts and financial services. Removal of barriers to renting and expanding affordable housing options.

Education & Language Support: improving Spanish language training and reducing discrimination in schools. Facilitating access to higher education and vocational programs for better job prospects.

Healthcare & Social Services: healthcare access for all migrants and expanding eligibility for social benefits. Strengthening mental health support and removing administrative barriers to essential services.

Anti-Discrimination & Social Inclusion: enforcing stronger anti-discrimination laws and laws combating hate speech. Promotion of migrant participation in society and address barriers to legal and social protection.





4.5 Greece's Desk Research Findings and Priorities

4.5.1. Quantitative and qualitative Findings

The aforementioned activity entailed the undertaking of desk research to gather information about the needs, challenges, and opportunities faced by the migrant population in Greece. A total of 112 research articles, national reports and statistical data, NGO documents, and other related sources were investigated by the Greek team, of which 38 met the established criteria. The research team employed a range of tools and strategies/methods, including the use of keywords (such as "needs", "challenges", "opportunities", and so forth) and filters in academic databases (e.g., Google Scholar, JSTOR). Additionally, the team accessed online repositories and archives of relevant organizations and conducted reviews of bibliographies and references in collected documents to identify further sources. A clear pathway is followed to provide a concise overview of the quantitative and qualitative findings at the outset of this section.

The term "needs" refers to the basic requirements and conditions necessary for migrants to live with dignity, safety, and well-being in their new environments. Non-Governmental Organizations (NGOs) seem to play a significant role in providing integration services for migrants (Bagavos & Kourachanis, 2022; UNHCR, 2020). As Bagavos & Kourachanis (2022, p.1) point out, "The 2015 crisis of refugee policies saw an upgrade in the role of civil society organizations (CSOs) as service providers for the migrant population in Greece. CSOs attempted to substitute for the government's failure to provide a migration policy designed for the social intergration of migrants, refugees and asylum seekers"

The quantitative data collected reveal the extent of the needs and deficiencies faced by migrants and refugees in Greece. Approximately 80% of the 26 million refugees worldwide face food insecurity regardless of location (Nisbet et al., 2022). Among those who received support through the "Food for All" program, 30.1% were recognized refugees. The majority (54%) were children, of whom 1 in 3 (23.7%) were under 4 years old, and 84.7% were women and girls (Intersos Hellas, 2023). Similarly, 25,578 recognized refugees were housed (2015-2020) through the "ESTIA" program, which provided free accommodation, 51% of whom were children (UNHCR, 2020). From 2020, the number of places decreased from 27,000 to 10,000, citing improved management of the migration issue (Ministry of Migration and Asylum, 2022). However, the termination of the "ESTIA" program left over 7,000 highly vulnerable asylum seekers (people with disabilities, pregnant women, single-parent families) homeless, while the operation of the sole integration program for recognized refugees, "HELIOS," is limited and dysfunctional (Nikolaidis, 2024). Regarding employment, based on the 2001 census data on wage employment, the employment rate of migrants reached 89%, while for Greeks it was only 62.8%. The economic recession significantly impacted the access of foreigners to the labor market. The employment rate dropped between 2008-2018 from 68.9% in 2008 to 46.1% in 2013, before slightly recovering to 54.1% in 2018. Migrant workers are primarily employed in four sectors: construction, industry, private households, and hotels (Kapsalis et al., 2021). The qualitative data collected highlight the gaps and barriers migrants face in accessing goods, rights, and services, with repeated words such as "barriers," "gaps," "insecurity," and "limitations" (Intersos Hellas, 2023; Orjuela-Grimm et al., 2022; Myloneros & Sakellariou, 2021; Bastaki, 2019; Diotima Centre for Women's Studies and Research,





2019; Stathopoulou & Dassi, 2020; Nikolaidis, 2024). A significant issue identified through qualitative data is the lack of knowledge of the Greek language, which posed barriers in key areas of migrants' and refugees' needs (Xenariou, 2024; Siomou, 2022; Desipris et al., 2022; Galanis et al., 2022; Nassi, 2023; Stathopoulou & Dassi, 2020; Mavridou, 2020; Kotoyannos et al., 2019). These barriers were particularly evident in accessing healthcare services (Siomou, 2022; Desipris et al., 2022; Galanis et al., 2022; Nassi, 2023), education (Stathopoulou & Dassi, 2020), in the lack of information on legal and medical matters (National Register of Administrative Services, 2024; Xenariou, 2024), and in accessing the labor market (Mavridou, 2020; Kotoyannos et al., 2019). A major issue also highlighted was delays in asylum procedures (Georgiou, 2024; Equal Rights Beyond Borders, n.d.; Bastaki, 2019). Finally, there are restrictions on access to the labor market (Nikolaidis, 2024; National Recovery and Resilience Plan, Greece 2.0, 2022; Mavridou, 2020; Kotoyannos et al., 2019), due to factors such as lack of Greek language proficiency (Siomou, 2022; Desipris et al., 2022), legal status (Georgiou, 2024), non-recognition of refugees' qualifications (Stathopoulou & Dassi, 2020; Common Ground, International Rescue Committee, 2021), and the low educational level of migrants (Mavridou, 2020; Kotoyannos et al., 2019; Bagavos & Kourachanis, 2022).

Discrimination and restrictions faced by LGBTQ+ refugees and asylum seekers are even more burdensome. Research highlighted by *Naftemporiki* (2021) underscores conditions of homelessness, exclusion from employment and education, and violence from their fellow countrymen, as they remain invisible and stigmatized. Access to basic goods and services was further impacted by the emergence of the health crisis and COVID-19 (Orjuela-Grimm et al., 2022; Teloni et al., 2023; Common Ground, International Rescue Committee, 2021; Xenariou, 2024). The health crisis particularly affected the access to healthcare for refugees residing in hotspots (Teloni et al., 2023), impacted the labor sector, as many migrants were unable to receive government financial support because they worked informally, and delayed legal matters (Common Ground, International Rescue Committee, 2021).

Greece has been a focal point in the migration crisis due to its geographical location as a gateway to Europe. Migrants and refugees face numerous challenges that span socio-cultural, economic, legal, and administrative dimensions (Frangiskou,et al 2020). Language barriers, cultural differences, and occasional societal resistance or xenophobia hinder integration into Greek society. Refugees often struggle to access adequate education, healthcare, and housing due to social exclusion (Ministry of Justice and National Council against Racism and intolerance, 2020). Furthermore, many refugees face high unemployment rates and exploitative labor conditions. Limited access to work permits, coupled with Greece's ongoing economic struggles, exacerbates poverty among migrant communities (IOBE, 2021). Refugees encounter lengthy asylum application processes, limited legal assistance, and unclear policies. This leads to prolonged uncertainty about their legal status and residency rights (Tramountanis, A.2021). The Greek asylum system is often overwhelmed by the sheer volume of applications. Bureaucratic inefficiencies and resource shortages result in delays and inadequate support for migrants (Bitsakos, 2023).

In Greece, refugees and migrants face significant mental health challenges, including high prevalence rates of anxiety, depression, and PTSD. Studies (Blekas et al 2020;Theofanidis et al.2022;Stathopoulou et al.2022) indicate that these conditions are more common among refugees





and asylum seekers compared to the general population. PTSD rates vary widely for refugee populations, with prevalence rates between 4–86% and 5–31% for depression (Anagnostopoulos et al, 2019). Contributing factors include exposure to pre-migration trauma, adverse conditions during migration, and post-migration stressors like poor living conditions, social isolation, and uncertain legal status (Belivanaki et al, 2020).

Greece offers mostly various private, or voluntary, or non-governmental initiatives for language and training programs in the field of the Municipalities (ESTIA, 2019, IMC,2020, IOM,2021). Various initiatives provide networking opportunities for migrants and refugees, aimed at fostering integration, skill development, and community building: a. Cities Network for Integration: inter-municipal initiative connects Greek municipalities to coordinate activities for social and labor market integration. Events and collaborations focus on employment opportunities in critical sectors like tourism and agriculture, benefiting both local communities and migrants. The network includes partnerships with local governments, employers, and NGOs to create sustainable pathways for integration (IOM., Greece. 2022), b. Refugee Week Greece: Organized annually, this event promotes community collaboration through cultural and social activities. Participants can engage in skill-sharing, art, sports, and community events that foster mutual understanding and inclusion. For instance, the 2024 theme "Our Home" emphasized building inclusive societies through collective activities (UNHCR,2024). HELIOS Program: Managed by the International Organization for Migration (IOM), this program supports integration by offering cultural orientation, Greek language classes, and connections to housing and employment opportunities. It works closely with local stakeholders and encourages networking through workshops and job fairs (IOM, 2022). The National Strategy 2021-2027 comes as a more pivotal solution for the aforementioned challenges and the reduced opportunities to introduce and implement a new model of integration in Greece which is based on social inclusion and adjusts to the dynamics and particularities of the Greek society and state. It incorporates new data both and sets out the following policy guidelines of the National Integration Strategy:

- Cooperation with local authorities to promote integration at the local level
 - Access to basic goods and services
 - Promotion of integration to education
 - Promotion of labour market integration
 - Interculturality
 - Civic participation
 - Combating racism and xenophobia
 - Targeted policies for vulnerable groups of migrants and beneficiaries of international protection
 - Targeted policies for 'second generation' third country nationals.

4.5.2. Key Issues and Gaps

- Barriers and obstacles to securing the right to health
- Lack of interpretation for healthcare
- Food Insecurity
- Legal restrictions and delays affecting the status of migrants





- Limited access to adult refugee and migrant training
- Limited access to the labor market for refugees and asylum seekers
- Language presents one of the main obstacles to effectiveness in their work with refugees and migrants.
- Language barriers worsened by the lack of interpretation in public services and limited to no knowledge of Greek or English among the refugee communities.
- The social exclusion faced by migrants and refugees represents a complex array of social, economic, and political pathologies that were significantly exacerbated during the recent Greek debt crisis of 2009.
- Daily discrimination against refugees across various service sectors and daily life
- Negative media and political rhetoric on refugees, affecting public opinion.
- Refugees desire to interact with host community and have peaceful relations.
- Poor living conditions in state camps and uncertainty about the future leads many children to hopelessness, feeling stuck in a limbo and losing motivation
- Lack of a framework for the academic and professional recognition of qualifications of Third Country Nationals
- Refugees often remain in protracted displacement with no clear pathway to self-reliance.
- Lack of an appropriate and universal program for evaluating migrant support interventions (the effectiveness of interventions is unclear)
- Lack of personalized and specialized support for migrants to successfully integrate into the labor market
- Regional innovation hubs to support entrepreneurship in smaller cities and rural areas.
- Exclusion from the right to vote and be elected
- Undocumented migrants are frequently excluded from public services, even in emergencies.
- Stigma surrounding mental health issues may discourage refugees from seeking help.
- Inadequate training and support for professionals on migrant and refugee issues
- Monolingual policies force people to leave special characteristics, such as their language(s), behind and prevent immigrants from having "an equal footing with the majority members" while their participation in social domains and public services in the host country is reduced.
- Insufficient coordination between national and regional agencies.
- Insufficient funding for community integration programs.

4.5.3. Good Practices

- The implementation of the housing assistance program "ESTIA"
- Hellenic Integration Support for Beneficiaries of International Protection "HELIOS" (promotes refugee integration through housing support, language courses, cultural orientation, and job counseling).
- National Coordination Mechanism for Migration (Centralizes migration data and harmonizes policies across national and regional levels).





- Cities Network for Integration (CNI). A collaboration among Greek municipalities, supported by the UNHCR and the Ministry of Migration and Asylum. Facilitates housing, language classes, and cultural exchange programs to foster local integration
- Solidarity Now: Provides holistic support, including legal aid, language training, employability workshops, and psychosocial services.
- Integration Councils for Migrants and Refugees provide needs assessment and counsel to municipalities on integrating migrants and refugees, ensuring their harmonious coexistence with the local community.

4.5.4. Priorities and Hierarchy of Issues

- Creation of an appropriate and universal program for evaluating migrant support interventions
- Language training to enhance communication and integration through state-run short-term programs
- Specialized and personalized employment programs and support for job placement
- Improvement of housing services for migrants
- Legal recognition for participation in public affairs
- Strengthening the institutional role of intercultural mediators
- Enhancing integration in education
- Focus on creating pathways to legal employment, education, and localized integration policies that encourage self-reliance.
- Immediate awareness campaigns and culturally sensitive mental health services are needed.
- Training should be implemented quickly to enhance the effectiveness of existing services.
- Invest in multilingual policies and language training for both migrants and public service providers.
- Centralized frameworks to improve collaboration over the medium term.

5. Conclusions and Recommendations

5.1 Denmark's Conclusions and Recommendations

5.1.1.Conclusions

The findings of this research highlight a complex landscape for migrant integration in Denmark. Language barriers remain a pervasive issue, limiting access to essential services, employment, and social inclusion. Despite the availability of language training programs, their reach and accessibility need improvement. Employment challenges are equally critical, with migrants facing discrimination and barriers to utilizing their qualifications. Social exclusion emerges as a significant concern, driven by cultural differences and limited community engagement. Housing shortages disproportionately affect migrant households, with many living in overcrowded or substandard conditions. Legal complexities, including navigating residency and administrative processes, further





complicate the integration experience. Additionally, the lack of culturally sensitive mental health services and financial inclusion initiatives hampers the overall well-being and economic stability of migrants.

A unique characteristic of Denmark in this context is its strong emphasis on localized governance and decentralized integration policies. While this allows for tailored solutions that reflect regional needs, it also results in inconsistencies in service quality and access. Denmark's well-established welfare state provides a solid foundation for addressing these challenges, but gaps in its accessibility for migrants indicate areas for significant policy improvements.

5.1.2. Recommendations

To address these challenges and enhance the integration of migrants in Denmark, a multi-faceted approach is recommended. First, language training programs must be expanded and tailored to accommodate varying levels of proficiency, ensuring that they are accessible to all migrants. Employment discrimination must be addressed through stricter enforcement of anti-discrimination laws and initiatives that recognize and utilize migrants' foreign qualifications. Community engagement programs should be scaled up to foster intercultural dialogue and reduce social exclusion. Affordable housing solutions need to be prioritized, with increased funding for social housing projects and incentives for private sector participation. Streamlining administrative processes and providing multilingual resources can simplify legal procedures for migrants, reducing the stress associated with navigating bureaucratic systems. Culturally sensitive mental health services must be integrated into the healthcare system, offering trauma-informed care to address the psychological needs of migrants. Lastly, financial inclusion initiatives, including financial literacy programs and access to banking services, should be developed to support migrants' economic stability.

Denmark's decentralized approach to integration could be leveraged to foster innovation in localized programs. However, a stronger national framework is essential to ensure consistency and equity across regions. Collaborative efforts between government agencies, non-governmental organizations, and migrant communities are critical for designing and implementing effective solutions. By addressing these issues comprehensively, Denmark can create a more inclusive and supportive environment for migrants, ultimately benefiting both the individuals and the society at large.

5.2 Germany's Conclusions and Recommendations

5.2.1. Conclusions

Migrants in Germany face significant challenges across socio-cultural, economic, legal, and psychological dimensions. However, with targeted reforms and a holistic approach to integration, these challenges can be mitigated. By enhancing language programs, improving economic opportunities, streamlining legal processes, and expanding mental health support, Germany can create a more inclusive and supportive environment for migrants, ensuring that they contribute meaningfully to society while improving their quality of life. These efforts will not only benefit migrants but also strengthen Germany's social cohesion and economic resilience.





5.2.2. Recommendations

To overcome socio-cultural barriers, Germany must invest in more accessible and effective language programs. Expanding the availability of language courses and ensuring that these programs are widely accessible, especially in rural areas, will improve integration outcomes. Additionally, fostering intercultural dialogue through community activities and public events will help reduce discrimination and build mutual understanding between migrants and host communities. Further, to implement region-specific language courses that cater to migrants' different levels of proficiency and offer cultural exchange programs to foster integration. In regard to the Economic Opportunities, Germany must streamline the process for recognizing foreign qualifications and skills, allowing migrants to access higher-paying jobs that match their expertise. Expanding vocational training programs and providing job-matching services will help reduce unemployment rates and allow migrants to contribute more effectively to the economy. Additionally, targeted programs for refugee women should be implemented to enhance their labor market participation. We consider it important to Accelerate the recognition of foreign qualifications and expand job training and employment placement services tailored to migrants' skill sets. Furthermore, it is crucial to simplify asylum procedures and reducing the bureaucratic complexity of residency applications will provide migrants with greater stability and security, allowing them to integrate more effectively. Legal reforms should focus on making the asylum process more transparent and efficient, reducing waiting times, and providing clearer pathways to permanent residency and citizenship. Additionally, increasing access to legal assistance for migrants will help them navigate the system more easily. In doing so includes to reform asylum processes to reduce delays and simplify administrative procedures, and expand legal aid programs for migrants.

Addressing the psychological challenges of refugees is crucial for their overall integration. Expanding access to mental health services, including trauma counseling, will help refugees recover from past traumas and improve their mental well-being. Additionally, integrating mental health support into the general health system will ensure that refugees can access the care they need without stigma. Therefore, it is important to increase funding for mental health services targeting refugees and integrate these services into local healthcare systems.

5.3 Italy's Conclusions and Recommendations

5.3.1. Conclusions

The information provided in this desk research highlights the complexity and multifaceted nature of migrant integration in a host country, demonstrating that in order to achieve effective and lasting integration, it is necessary to address a range of needs and challenges in an integrated manner. These challenges range from basic needs, such as access to healthcare and housing, to the need for safety and protection, including psychological support and the promotion of economic and employment opportunities.

For migrant integration to be effective, a comprehensive and synergistic approach is required, one that considers not only immediate needs but also long-term development opportunities. Policies





must therefore be able to provide migrants with the tools to overcome challenges related to their status, while local communities must be prepared to welcome and foster inclusion in a context of mutuality and respect, combating forms of discrimination. Only through cooperation between institutions, civil society, and the migrants themselves can true integration be achieved, one that goes beyond mere coexistence and aims at building a pluralistic and inclusive society.

5.3.2. Recommendations

One of the most urgent priorities that has emerged is the need for access to essential services such as housing, healthcare, and psychological support. Decent living conditions and access to appropriate care are fundamental to ensuring that migrants have the opportunity to build a stable life in the host country. At the same time, legal protection, support against exploitation, and guidance regarding migrants' rights are crucial to avoid vulnerable situations. In particular, the adoption of policies and services that provide safe and easily accessible housing solutions, along with the ability to overcome language barriers in service delivery, would be a crucial step toward true inclusion.

Another key aspect is the importance of **language teaching and professional training**. Knowledge and mastery of the host country's language is an essential tool for social integration, access to the labor market, and the development of support networks within local communities. In this context, language programs must be inclusive, structured in a way that responds to the actual needs of migrants, and accessible to all, regardless of legal status or economic situation.

At the same time, creating **job opportunities** and valuing the informal skills of migrants is a key step in promoting their economic and social autonomy. Recognition of academic qualifications and previous professional experiences, including those acquired abroad, along with offering training programs for the sectors most in demand in the labor market, are tools that can reduce the risk of marginalization and exploitation. It is essential to create work integration pathways that include support for entry into the formal sector, avoiding relegating migrants to precarious and poorly paid jobs.

Finally, building an **inclusive social fabric** is equally crucial for facilitating integration. Building trust between host communities and migrants is essential to create a climate of social cohesion where cultural diversity is valued. Good practices at the local level, such as cultural events and exchange programs, have the potential to break down barriers between different communities and foster a sense of "community" that includes both migrants and residents. The collaboration and active participation of institutions, third-sector organizations, and citizens is essential promote a culture of inclusion where everyone is involved.





5.4 Spain's Conclusions and Recommendations

5.4.1. Conclusions

Spain has become one of the main destinations for international protection seekers in Europe, reflecting its growing role in addressing global migration. However, this trend has exposed critical gaps in the country's ability to support and integrate migrants effectively. Challenges in the asylum process, administrative barriers, and social vulnerabilities persist, limiting access to fundamental rights and opportunities for migrants. These obstacles hinder access to healthcare, education, decent housing, work, and financial inclusion, thereby affecting the dignity and social inclusion of these individuals. A multifaceted approach is essential to address these barriers. Significant reforms are required in the asylum process to ensure timely and efficient resolutions, while legal protections must prioritize migrants' rights over administrative status. Efforts to eliminate discrimination and ensure equal access to economic, social, and cultural rights are fundamental to guaranteeing a dignified life for all.

By addressing administrative inefficiencies, expanding access to basic services, and fostering labor market integration, Spain can transform migration into an opportunity for social and economic growth. Structural reforms, inclusive policies, and targeted investments are essential to building a cohesive society that values diversity and upholds human rights. Collaboration among government agencies, civil society, and the private sector will be key to addressing these challenges and ensuring equitable outcomes for migrants and host communities alike. Improving digital access, enhancing financial inclusion, and fostering social integration are key steps toward enabling migrants to contribute meaningfully to Spain's economy and society. Programs that target education and employment barriers, coupled with community-driven initiatives to promote inclusion, can help bridge existing gaps. Legislative reforms are also necessary to align national policies with the broader goal of migrant inclusion and equal opportunity.

By addressing these systemic challenges and investing in targeted solutions, Spain can position itself as a model of integration in Europe. Strengthening the rights, access, and opportunities for migrants not only upholds human dignity but also enriches society, fostering a more cohesive and inclusive future for all.

5.4.2. Recommendations

Improve the Asylum Process and Reduce Backlogs

The long delays in asylum procedures and the increasing backlog of pending applications are a serious concern. To address this, Spain should streamline its asylum process by increasing staffing, improving appointment scheduling systems, and expanding resources for faster decision-making. Clear timelines for decision-making would reduce uncertainty and vulnerability for asylum seekers.





1. Address Administrative Barriers and Improve Access to Basic Rights

The *padrón* (municipal registry) is a critical tool for migrants to access healthcare, education, and social services, but many local authorities impose unnecessary barriers to registration. Spain should enforce existing laws that guarantee access to the registry for all foreigners, regardless of their administrative status. This would ensure that migrants can fully access their rights, including public healthcare, and contribute to their integration into society.

2. Bridge the Digital Divide

The increasing reliance on digital procedures for administrative processes presents a significant barrier for migrants, particularly those without digital literacy or internet access. Spain should provide physical alternatives to online procedures and invest in digital literacy programs for migrants, ensuring they can access essential services, such as social security, healthcare, and job applications. Additionally, administrative platforms should be made more inclusive by accommodating languages other than Spanish and by removing unnecessary requirements like the DNI or NIE.

3. Promote Financial Inclusion

Financial exclusion remains a major issue for migrants, particularly for those in vulnerable economic situations. Spain should ensure that banks fully implement laws guaranteeing access to basic payment accounts for migrants and asylum seekers. Additionally, measures should be taken to prevent discriminatory practices in financial institutions, and collaboration with authorities should be strengthened to improve access to essential financial services.

4. Language and Education Support

Language proficiency is a key factor in migrant integration. Spain should invest in accessible language courses and ensure that migrants can access free or subsidized education and training programs. Additionally, the recognition of foreign qualifications should be streamlined to ensure that migrants can enter the labor market at appropriate levels, contributing to economic stability and social inclusion.

5. Strengthen Legal Protections for Migrants

Migrants, especially those in irregular situations, often fear seeking legal protection or reporting crimes due to the risk of deportation. Spain must align legal protections for irregular migrants with those extended to victims of gender violence or human trafficking, prioritizing victims' rights over administrative irregularities. Legal reforms are essential to ensure that migrants can report crimes and access justice without fear of deportation.

6. Enhance Social Inclusion Programs

Social exclusion remains a significant challenge for migrants, exacerbated by barriers in housing, employment, and access to social services. Spain should implement more inclusive social support programs that provide assistance to undocumented migrants and those at risk of exclusion. Local emergency aid should not require documentation that excludes vulnerable populations, and more





effort should be placed on fostering community integration initiatives to combat isolation and discrimination.

7. Combat Discrimination and Hate Speech

Spain should take stronger action to address hate crimes and improve reporting mechanisms to ensure that migrants can safely report abuses. Efforts should also be made to challenge negative stereotypes through public campaigns and media reform, shifting narratives from security concerns to focusing on migrants' contributions to society.

8. Improve Employment Access and Address Discrimination

Migrants face significant barriers in accessing stable and decent employment, particularly in sectors with low qualifications. Spain should expand programs that offer skills training and internships tailored to migrant needs and promote greater recognition of foreign qualifications. Efforts should also be made to reduce discrimination in the hiring process, and programs should be introduced to ensure that migrants have access to social benefits, including unemployment protection.

5.5 Greece's Conclusions and Recommendations

5.5.1. Conclusions

The integration of migrants in Greece necessitates the fulfillment of several fundamental requirements, including the provision of equitable access to services, the advancement of economic empowerment through employment and entrepreneurship opportunities, the delivery of mental health support, the facilitation of social inclusion, and the assurance of sustained funding. The challenges faced by migrants in Greece include prolonged displacement, bureaucratic barriers, discrimination, regional disparities, and insufficient coordination and resources. Nevertheless, there are opportunities to leverage innovation, decentralized integration models, partnerships, the potential of migrants, and EU support. The data collected indicate that the needs of migrants are significant and ongoing. Despite the efforts that have been made and those that are ongoing, their coverage remains fragmented. The limitations, deficiencies, and barriers to access to goods, rights, and services are a tangible reality. Integration at all levels should not be approached as a short-term endeavor, with programs and interventions having a finite lifespan. Instead, it is essential to establish long-term state programs that are designed to facilitate the comprehensive integration of migrants (in key areas such as legal matters, health, education, and employment).

5.5.2. Recommendations

In light of the aforementioned conclusions, it is recommended to

- Strengthening the role of cultural mediators in every public service (particularly in the areas above),
- Reducing bureaucratic procedures in the asylum and residence permit processes,
- Develop comprehensive policies and simplify legal processes to facilitate the integration procedure





- Create a framework for the academic and professional recognition of Third Country Nationals' qualifications,
- Provide personalized and specialized support for migrants to successfully integrate into the labor market,
- Invest in education, healthcare, housing, and language long term-training.
- Removing legal restrictions on migrants' participation in public affairs and democratic processes.
- Promote vocational training, entrepreneurship, and labor market access
- Combat stigma through awareness campaigns and intercultural dialogue.
- Provide culturally sensitive mental health services and train professionals.
- Foster collaboration among stakeholders and use innovative digital tools.

It is of paramount importance to cultivate collaboration among stakeholders and to employ cutting-edge digital tools. Nevertheless, any effort that is not subject to consistent and regular evaluation is ultimately futile. It is therefore imperative to develop an appropriate and comprehensive evaluation program for interventions supporting migrants. The objective of such an evaluation program should be to facilitate continuous improvement, identify areas for improvement, and highlight the effectiveness, benefits, and good practices of all interventions. Proactive strategies will ensure that the benefits of integration are distributed equitably between migrants and host communities, thereby fostering social cohesion and economic growth.





6. Summary table - cross-country comparisons

Key Areas	Denmark	Germany	Italy	Spain	Greece
	l -	expanded, region-specific programs.	mastery crucial for integration; inclusive and structured programs needed.	language courses	Long-term training and education investment required.
Employment & Economic Integration	and qualification barriers; stronger anti-discriminat ion measures needed.	recognition of foreign qualifications; job training & targeted	skill recognition needed; risk of marginalization	employment programs, social benefits access, and	Promote vocational training, entrepreneurship , and market access.
Housing	overcrowding and	_	-		Investment in housing and access required.
Legal & Administrative Barriers	residency procedures; need for	asylum procedures; expand legal aid.	Legal protection and guidance crucial for migrants' rights.	Reduce bureaucratic	Simplify asylum and residence permit processes.
	community engagement; need for	intercultural dialogue, community engagement.	cohesion through cultural		Combat stigma through awareness campaigns, intercultural dialogue.





Mental Health & Well-being		Expand mental health	, 0		Provide culturally sensitive mental
	sensitive services; trauma-inform	services; integrate	essential; ensure	mental health into broader social support.	health services, train
	Decentralized governance leads to inconsistencies; national	approach required;	needed.	reforms and inclusive policies	Long-term programs over short-term interventions; regular evaluation required.
	NGOs, and migrant communities must	civil society, and private sector cooperation	third-sector organizations, and citizens must work together.	among government agencies, civil	tools.





7. Appendix

7.1. Country-Specific Desk Research Data

7.1.1. Denmark's Research Data

General Information table per resource

Resource 1

Source	European Commission, 2022. Governance of Migrant Integration in Denmark. [Link](https://migrant-integration.ec.europa.eu/country-governance/governance-migrant-integration-denmark_en)
Type of Document	Policy Report
Country of Origin	Denmark
Study Population	Migrant populations in Denmark
Purpose of Study/Report	To provide an overview of Denmark's integration policies at both national and local levels, highlighting institutional developments such as the Integration Act of 1999 and subsequent initiatives aimed at labor market integration.

Source	Kristina Bakkær Simonsen, 2017. Integration of Immigrants in Denmark. Politica, Volume 49, No. 3. [Link](https://politica.dk/the-journal/volume-49-no-3-integrati on-of-immigrants-in-denmark/)
Type of Document	Academic Article
Country of Origin	Denmark
Study Population	Immigrants in Denmark





Purpose Study/Report	of	To analyze the possibilities and challenges related to the integration of immigrants into various sectors of Danish society, providing a pulanced understanding of integration dynamics
		providing a nuanced understanding of integration dynamics.

Source	Ministry of Immigration and Integration, 2021. International Migration – Denmark: Report to OECD. [Link](https://www.europarl.europa.eu/RegData/etudes/STUD/2019/638397/IPOL_STU%282019%29638397%28ANN02%29_EN.pdf)
Type of Document	National Report
Country of Origin	Denmark
Study Population	Migrants in Denmark
Purpose of Study/Report	To describe recent developments in migration to and integration in Denmark, including statistical data and policy measures.

Source	Henrik Emilsson, 2015. A National Turn of Local Integration Policy: Multi-Level Governance Dynamics in Denmark and Sweden. Comparative Migration Studies, 3(1), 7. [Link](https://comparativemigrationstudies.springeropen.com/articles/10.1186/s40878-015-0008-5)
Type of Document	Academic Article
Country of Origin	Denmark and Sweden
Study Population	Migrant newcomers in Denmark and Sweden
Purpose of Study/Report	To examine the shift in integration policies towards national-level governance and its impact on local integration efforts.





Source	European Commission, 2023. Key 2023 Figures on Denmark's Integration Goals. [Link](https://migrant-integration.ec.europa.eu/country-govern ance/governance-migrant-integration-denmark_en)
Type of Document	Statistical Report
Country of Origin	Denmark
Study Population	First- and second-generation refugees and migrants from non-Western countries in Denmark
Purpose of Study/Report	To track progress towards Denmark's national integration goals, using data from Statistics Denmark and annual citizen surveys.

Source	UNHCR, 2021. UNHCR Recommendations to Denmark on Strengthening Refugee Protection in Denmark, Europe, and Globally. [Link](https://www.unhcr.org/neu/wp-content/uploads/sites/1 5/2021/01/UNHCR-Recommendations-to-Denmark-on-strengt hening-refugee-protection-in-DK-Europe-and-globally-January-2021.pdf)
Type of Document	International Organization Report
Country of Origin	Denmark
Study Population	Refugees and asylum seekers in Denmark
Purpose of Study/Report	To provide recommendations for enhancing refugee protection and integration in Denmark, emphasizing the importance of effective integration and social cohesion.





Source	Tanya Basok, 2013. Decentralising Immigrant Integration: Denmark's Mainstreaming Initiatives in a Scandinavian Context. Migration Policy Institute. [Link] (https://www.migrationpolicy.org/sites/default/files/publications/Mainstreaming-Denmark.pdf)
Type of Document	Policy Analysis
Country of Origin	Denmark
Study Population	Immigrants in Denmark
Purpose of Study/Report	To analyze Denmark's approach to immigrant integration through mainstreaming initiatives, comparing it within the Scandinavian context.

Needs table per resource

Resource 1: Governance of Migrant Integration in Denmark

Basic Needs	Healthcare Access: Limited access to healthcare for migrants highlighted in policy frameworks.
Safety and Protection Needs	Legal Protection: Emphasizes the importance of access to legal aid for migrants.
Social and Integration Needs	Language Learning: Policies include language training programs for integration. Social Inclusion: Focuses on community engagement to enhance integration.
Self-Reliance and Economic Needs	Employment: Labor market integration initiatives mentioned.

Resource 2: Integration of Immigrants in Denmark

Basic Needs	Housing: Discusses the challenges in securing affordable housing for immigrants.
Safety and Protection Needs	Not available





Social and Integration Needs	Language Learning: Highlights barriers to effective language learning among immigrants. Education and Skills Training: Suggests vocational training as a tool for better integration.
Self-Reliance and Economic Needs	Employment: Examines discrimination in employment opportunities.

Resource 3: International Migration – Denmark: Report to OECD

Basic Needs	Housing: Reports highlight difficulties migrants face in accessing affordable and adequate housing. Healthcare Access: Limited healthcare access due to language and administrative barriers.
Safety and Protection Needs	Legal Protection: Emphasizes the need for legal aid and awareness among migrants. Mental Health Support: Identifies gaps in mental health services for migrants.
Social and Integration Needs	Language Learning: Focuses on improving participation in language courses. Education and Skills Training: Addresses recognition of foreign qualifications. Social Inclusion: Encourages participation in local cultural activities.
Self-Reliance and Economic Needs	Employment: Points out challenges in labor market participation. Financial Inclusion: Mentions barriers to accessing financial services.

Resource: A National Turn of Local Integration Policy

Basic Need	ds	Not available
Safety a Needs	nd Protection	Legal Protection: Discusses policy shifts impacting migrant legal aid availability.
Social ar Needs	nd Integration	Language Learning: Examines localized language training efforts. Social Inclusion: Highlights efforts in community engagement.





Self-Reliance and	Employment: Analyzes employment discrimination trends.
Leonomic Needs	

Resource: Key 2023 Figures on Denmark's Integration Goals

Basic Needs	Not available
Safety and Protect Needs	n Not available
Social and Integrat Needs	n Language Learning: Reports on the effectiveness or language programs. Social Inclusion: Includes data on community participation.
Self-Reliance a	d Employment: Tracks employment statistics for migran- populations.

Resource: UNHCR Recommendations to Denmark

Basic Needs	Housing: Recommendations on improving housing conditions for refugees. Healthcare Access: Highlights need for culturally sensitive healthcare.
Safety and Protection Needs	Legal Protection: Stresses on strengthening legal protections for refugees. Physical Safety: Identifies risks and vulnerabilities refugees face.
Social and Integration Needs	Language Learning: Advocates for more accessible language programs. Social Inclusion: Promotes initiatives to reduce isolation.
Self-Reliance and Economic Needs	Employment: Supports creation of job opportunities tailored for refugees.

Resource: Decentralising Immigrant Integration

Basic Needs			Not available
Safety Needs	and	Protection	Not available





Social Needs	and	Integration	Language Learning: Discusses decentralized language learning efforts. Education and Skills Training: Examines vocational programs for immigrants.
Self-Rel Econom		and ds	Employment: Analyzes the role of local governments in employment support.

Challenges table per resource

Resource 1: Governance of Migrant Integration in Denmark

Socio-Cultural Challenges	Language Barriers: Highlights barriers to effective communication due to language. Cultural Adjustment: Discusses difficulties in cultural adaptation faced by migrants.
Economic Challenges	Unemployment & Underemployment: Labor market policies aim to address these issues.
Legal and Administrative Challenges	Access to Legal Status: Mentions the complexity of navigating residency processes. Access to Services: Language and administrative barriers limit service access.
Psychological Challenges	Social Isolation: Focus on reducing isolation through community programs.

Resource 2: Integration of Immigrants in Denmark

Socio-Cultural Challenges	Language Barriers: Examines how language proficiency affects integration. Social Exclusion: Describes experiences of social exclusion in communities.
Economic Challenges	Employment Discrimination: Reports on discrimination in hiring processes. Unemployment & Underemployment: Discusses challenges in finding suitable employment.
Legal and Administrative Challenges	Not available





	Social Isolation: Highlights the psychological toll of isolation on migrants.
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Resource 3: International Migration – Denmark: Report to OECD

Socio-Cultural Challenges	Language Barriers: Language barriers remain a significant issue in accessing services and employment. Social Exclusion: Describes social exclusion due to cultural differences and discrimination.
Economic Challenges	Employment Discrimination: Highlights challenges in overcoming workplace discrimination. Financial Difficulties: Discusses financial insecurity among migrant households.
Legal and Administrative Challenges	Access to Legal Status: Complex immigration laws create hurdles for migrants. Navigating Bureaucracy: Difficulty navigating bureaucratic systems for essential services.
Psychological Challenges	Mental Health Impacts: Mentions the mental health effects of financial and social stress.

Resource 4: A National Turn of Local Integration Policy

Socio-Cultural Challenges	Language Barriers: Limited access to language learning initiatives is noted. Cultural Adjustment: Local integration efforts aim to address cultural adjustment challenges.
Economic Challenges	Not available
Legal and Administrative Challenges	Access to Services: Challenges in accessing consistent and fair administrative support.
Psychological Challenges	Not available

Resource 5: Key 2023 Figures on Denmark's Integration Goals

Socio-Cultural Challenges	Not available





Economic Challenges	Employment Discrimination: Data highlights ongoing wage disparities among migrant workers. Unemployment & Underemployment: Tracks trends in unemployment rates for non-native workers.
Legal and Administrative Challenges	Not available
Psychological Challenges	Not available

Resource 6: UNHCR Recommendations to Denmark

Socio-Cultural Challenges	Language Barriers: Emphasizes enhancing access to language education. Social Exclusion: Identifies exclusion as a key issue in rural areas.
Economic Challenges	Financial Difficulties: Financial challenges include lack of banking services for refugees.
Legal and Administrative Challenges	Access to Legal Status: UNHCR stresses simplifying the legal processes for refugees. Access to Services: Calls for better service provision across localities.
Psychological Challenges	Mental Health Impacts: Recognizes trauma-related mental health needs. Social Isolation: Supports initiatives to reduce feelings of isolation.

Resource 7: Decentralising Immigrant Integration

Socio-Cultural Challenges	Language Barriers: Decentralized language training is discussed.
Economic Challenges	Employment Discrimination: Notes uneven support for employment across regions.
Legal and Administrative Challenges	Not available
Psychological Challenges	Not available





Challenges table per resource

Resource: Governance of Migrant Integration in Denmark

Socio-Cultural Opportunities	Language & Cultural Training: Focus on comprehensive language and cultural programs for migrants. Community Engagement: Policies promoting interaction between migrants and locals.
Economic Opportunities	Employment Support: Includes mentorship programs to improve job readiness.
Legal and Administrative Opportunities	Pathways to Citizenship: Simplified integration criteria for long-term residents. Legal Aid and Advocacy: Enhanced access to legal services for migrants.
Psychological and Well-being Opportunities	Community Building & Social Support: Supports initiatives to foster community integration.

Resource: Integration of Immigrants in Denmark

Socio-Cultural Opportunities	Language & Cultural Training: Enhanced language learning programs for effective communication. Community Engagement: Local initiatives fostering migrant inclusion in communities.
Economic Opportunities	Employment Support: Addresses barriers to entry into the Danish labor market.
Legal and Administrative Opportunities	Not available
Psychological and Well-being Opportunities	Not available

Resource: International Migration – Denmark: Report to OECD

Socio-Cultural Opportunities	Language & Cultural Training: Highlights ongoing efforts to improve language accessibility. Community Engagement: Encourages intercultural dialogue
	through local programs. Anti-Discrimination Initiatives: Includes campaigns to promote diversity and inclusion.





Economic Opportunities	Employment Support: Focuses on job placement programs for skilled migrants. Financial Inclusion: Explores initiatives for financial literacy among migrants.
Legal and Administrative Opportunities	Legal Aid and Advocacy: Mentions efforts to increase availability of legal aid services.
Psychological and Well-being Opportunities	Not available

Resource: A National Turn of Local Integration Policy

Socio-Cultural Opportunities	Community Engagement: Local governments support engagement through cultural events.
Economic Opportunities	Employment Support: Describes mentoring networks for employment assistance.
Legal and Administrative Opportunities	Not available
Psychological and Well-being Opportunities	Not available

Resource: Key 2023 Figures on Denmark's Integration Goals

Socio-Cultural Opportunities	Language & Cultural Training: Tracks progress in language program participation. Community Engagement: Reports on migrants' participation in local community programs.
Economic Opportunities	Employment Support: Measures success rates of employment initiatives.
Legal and Administrative Opportunities	Not available
Psychological and Well-being Opportunities	Not available

Resource: UNHCR Recommendations to Denmark





Socio-Cultural Opportunities	Language & Cultural Training: Recommends expansion of language training for refugees. Community Engagement: Stresses the importance of integrating refugees into local communities. Anti-Discrimination Initiatives: Supports anti-discrimination laws and awareness campaigns.
Economic Opportunities	Employment Support: Advocates for increased job opportunities for refugees. Financial Inclusion: Suggests programs to improve access to financial services.
Legal and Administrative Opportunities	Legal Aid and Advocacy: UNHCR emphasizes legal aid as a critical area for improvement.
Psychological and Well-being Opportunities	Mental Health Support: Highlights need for culturally appropriate mental health services.

Resource: Decentralising Immigrant Integration

Socio-Cultural Opportunities	Language & Cultural Training: Decentralized approach to language and cultural programs. Community Engagement: Encourages migrant involvement in local governance.
Economic Opportunities	Employment Support: Local initiatives to enhance job matching for immigrants. Entrepreneurship Support: Describes pilot programs for migrant entrepreneurs.
Legal and Administrative Opportunities	Not available
Psychological and Well-being Opportunities	Not available

7.1.2 German's Research Data

General Information table per resource

Source	Integrating Refugees and Asylum Seekers into the German
	Economy and Society





Type of Document	Policy Report
Country of Origin	Germany
Study Population	Refugees and asylum seekers from 2013–2016
Purpose of Study/Report	To analyze economic and social integration outcomes and identify policy impacts on labor market participation and social cohesion.

Source	Migrants' Social Integration and Its Relevance for National Identification https://www.frontiersin.org/journals/sociology/articles/10.3 389/fsoc.2021.700580/full
Tune of Decument	·
Type of Document	Academic Article
Country of Origin	Germany
Study Population	Migrants and natives across various social contexts
Purpose of Study/Report	To investigate social distance and integration factors influencing migrants' identification with German society.

Resource 3

Source	Germany: From Denied Immigration to Integration of Migrants	
Type of Document	Academic Book Chapter https://publishup.uni-potsdam.de/frontdoor/index/index/y ear/2021/docId/50025	
Country of Origin	Germany	
Study Population	Migrants, including asylum seekers	
Purpose of Study/Report	To explore historical and current integration frameworks and legislative developments in German immigration policy.	

Source	The Civic Engagement and Social Integration of Refugees in
	Germany
	https://hubhere.org/resources/the-civic-engagement-and-s
	ocial-integration-of-refugees-in-germany/





Type of Document	Academic Article
Country of Origin	Germany
Study Population	Refugees and civic organizations
Purpose of Study/Report	To study how civic engagement fosters refugees' social integration and community participation.

Source	Economic and Social Integration of Migrants in Germany	
Type of Document	OECD Report	
Country of Origin	Germany	
Study Population	Migrants and second-generation immigrants	
Purpose of Study/Report	To evaluate integration outcomes in labor markets and	
	social inclusion practices.	

Resource 6

Source	Social Integration of Syrian Refugees and Their Intention to Stay in Germany
Type of Document	Academic Study
Country of Origin	Germany
Study Population	Syrian refugees in Germany
Purpose of Study/Report	To assess social and economic factors influencing refugees' decisions to integrate or return to their home countries.

Source	Housing for Migrants and Refugees in the UNECE Region https://www.migrationpolicy.org/research/integrating-refugees-asylum-seekers-germany	
Type of Document	NGO Report	
Country of Origin	Germany	
Study Population	Migrants and refugees in Europe, with a focus on Germany	
Purpose of Study/Report	To identify challenges in securing adequate housing for migrants and propose policy solutions.	





Needs table per resource

Resource 1: Integrating Refugees and Asylum Seekers into the German Economy and Society

Basic Needs	Housing: Many migrants struggle to access affordable and adequate housing. The report highlights overcrowding and the lack of resources for accommodating the large influx of asylum seekers between 2013 and 2016 Healthcare: Migrants face difficulties accessing healthcare due to linguistic and cultural barriers. Mental health support, particularly for trauma survivors, remains underdeveloped, despite the heightened need among refugees.
Safety and Protection Needs	Legal Protections: Migrants encounter complex asylum application processes with long waiting periods. While Germany has made policy adjustments to support asylum seekers, gaps in legal aid and clarity on rights persist. Community Safety: Anti-discrimination policies aim to enhance societal acceptance, but some refugees still experience prejudice and xenophobia, impacting their sense of safety and belonging
Social and Integration Needs	Language acquisition programs have expanded significantly, helping migrants better integrate into German society. However, participation varies based on access and regional disparities. Social Networks and Engagement: Developing connections within host communities is crucial for integration. Migrants with more robust social networks tend to report stronger national identification and a greater sense of belonging.
Self-Relianc e and Economic Needs	Employment: Refugees have started integrating into the labor market more quickly compared to previous cohorts. However, their earnings are lower than those of native Germans and other migrants, highlighting continued economic disparities. Skill Utilization: The non-recognition of foreign qualifications remains a barrier to leveraging existing skills. Germany's policies, including job training and language programs, address these gaps but require further expansion

Resource 2: Migrants' Social Integration and Its Relevance for National Identification

Itesource El IV	ingrantes social integration and its relevance for itational lacitumeation
Basic	The article does not directly address basic needs such as housing or
Needs	healthcare. However, it implies that foundational needs, such as stability in
	housing and access to community services, are prerequisites for successful
	social integration.
Safety and	Community Safety: Social distance and perceived discrimination can lead
Protection	to feelings of insecurity among migrants. Safety is indirectly linked to a
Needs	sense of belonging and acceptance in host communities





	Cultural Tensions: Migrants may experience cultural exclusion due to differences in norms and values, which can manifest as social tension and reduce their sense of protection within host societies
Social and Integration Needs	Social Networks: The development of social networks with natives significantly reduces perceived social distance and fosters national identification. Integration improves when migrants share common social spaces and participate in intercultural exchanges Belonging: Social integration is closely tied to migrants' feelings of inclusion within the host society. The study highlights that stronger social ties and reduced discrimination increase migrants' identification with Germany.
Self-Relianc e and Economic Needs	Employment and Economic Stability: Though not a primary focus, the study notes that self-reliance is reinforced by employment, which provides opportunities for interaction with native populations and enhances integration. Civic Engagement: Migrants who engage in civic and community activities often achieve higher levels of self-reliance and economic participation, further embedding themselves in society.

Resource 3: Germany: From Denied Immigration to Integration of Migrants

Basic Needs	Housing: Migrants, particularly asylum seekers, face varying conditions in accommodation, with some federal states having more resources than others. The allocation of asylum seekers across states is done through the EASY quota system, which determines how many asylum seekers each region must accept based on tax revenue and population size. Healthcare: Access to basic healthcare is a concern, as migrants may face difficulties navigating the healthcare system, often due to language barriers or lack of familiarity with processes.
Safety and Protection Needs	Legal Protections: Legal frameworks for asylum and immigration are set at the federal level, but implementation varies by state. There are efforts to ensure that migrants have access to legal resources, but the process can be slow and complex. Asylum seekers are subject to the <i>Asylbewerberleistungsgesetz</i> , which governs their accommodation and basic benefits. Physical Safety: Migrants' safety is impacted by the broader political climate, with some regions experiencing higher levels of anti-migrant sentiment, potentially increasing the risks of social exclusion and discrimination.





Social	and
Integra	tion
Needs	

Language and Cultural Integration: The report emphasizes the importance of integrating migrants into social life, notably through language learning and cultural programs. Different federal states have implemented various integration laws, such as in Berlin, North Rhine-Westphalia, and Bavaria, which reflect regional differences in how migrants are expected to integrate

Community Engagement: Integration policies highlight the need for migrants to engage with local communities and respect the German constitution. However, some states focus more on individual integration efforts, while others stress the importance of cultural integration.

Self-Relianc e and Economic Needs

Employment: Economic integration is facilitated through labor market policies that focus on the qualifications of migrants. The federal level controls aspects of economic policy, but the local and state governments are responsible for creating opportunities for employment through various programs

Social Inclusion: The overall goal of integration policies is to ensure that migrants can fully participate in social life. The provision of financial and legal support systems is essential for this to happen, but disparities remain between different regions in terms of resource allocation.

Resource 4: The Civic Engagement and Social Integration of Refugees in Germany

Basic	
Needs	

Housing: The article highlights that refugees face difficulties in securing adequate housing, and civic engagement plays a critical role in facilitating housing assistance. Regions with stronger civil society networks offer better access to housing support for refugees

Healthcare: Although healthcare is not explicitly mentioned, the report notes that in regions with higher civic engagement, refugees generally receive better support for various practical needs, which likely extends to healthcare services.

Safety and Protection Needs

Legal Protections: Legal issues are not directly discussed, but civic engagement has been correlated with improved access to governmental support, which indirectly enhances legal protections, such as assistance with asylum processes and residency status.

Physical Safety: The article does not focus on physical safety in detail, but the presence of high levels of civic engagement is associated with refugees feeling more welcomed and integrated into their new communities, which may reduce risks related to discrimination and violence.





Social	and
Integra	tion
Needs	

Language and Cultural Integration: Social integration is strongly linked to civic engagement. Refugees in regions with active civic associations report better language acquisition, more frequent interactions with Germans, and higher life satisfaction. This engagement helps refugees develop social networks and cultural understanding

Community Engagement: Areas with more civic involvement correlate with refugees spending more time with Germans and feeling more welcome in Germany. Women and refugees with lower education levels particularly benefit from such community-focused integration efforts.

Self-Relianc e and Economic Needs

Employment: While direct correlations between civic engagement and employment were not found, refugees in areas with higher civic engagement tend to have better-paying jobs, especially those with higher educational qualifications.

Financial Stability: Civic engagement is shown to improve access to financial and social support services, which indirectly aids economic stability. Refugees in these regions are more likely to have better support in securing housing and financial assistance.

Resource 5: Economic and Social Integration of Migrants in Germany

Basic	
Needs	

Housing: Migrants, especially asylum seekers, often experience overcrowded living conditions. The process of securing adequate housing is complicated, particularly in regions with fewer resources or high demand for accommodation. These issues exacerbate the challenges migrants face when integrating into society.

Healthcare: Migrants struggle with accessing healthcare due to language barriers and a lack of knowledge about the system. While integration programs aim to address these gaps, there is still insufficient support for trauma care and culturally sensitive services.

Safety and Protection Needs

Legal Protections: The asylum process can be lengthy and complicated, leading to prolonged uncertainty for migrants. Legal protections are in place, but many refugees face significant barriers in navigating complex legal and bureaucratic systems..

Physical Safety: Refugees may face risks from discrimination, xenophobia, and sometimes physical violence. The safety of migrants is also influenced by the broader socio-political environment and regional variations in attitudes toward refugees.





Social and Integration Needs	Language and Education: The report emphasizes the importance of language acquisition for successful integration. Migrants who engage in language courses and educational programs are more likely to develop meaningful connections with local communities, which facilitates social integration Community Engagement: Regions with higher levels of civic engagement and volunteerism tend to offer better integration outcomes, with refugees having more frequent interactions with German nationals, improving their sense of belonging and life satisfaction.
Self-Relianc e and Economic Needs	Employment: Despite facing challenges such as recognition of foreign qualifications and employment discrimination, many refugees are integrating into the German labor market more quickly than previous cohorts. However, their average monthly earnings remain lower compared to other migrant groups and German nationals. Female refugees face additional barriers to employment Economic Stability: The ability to achieve economic self-reliance is hindered by limited access to high-paying jobs and financial services.

Resource 6: Social Integration of Syrian Refugees and Their Intention to Stay in Germany

Migrants in Germany often require more targeted programs to enhance their economic mobility, such as skills training and job placement services.

	· · · · · · · · · · · · · · · · · · ·
Basic Needs	Housing and Accommodation: Refugees living in designated refugee accommodation tend to have higher levels of social integration. This suggests that access to stable housing is an important factor in their integration into German society.
Safety and	Legal and Social Protection: The study does not focus directly on safety and
	, , , , , , , , , , , , , , , , , , , ,
Protection	legal protections but indicates that having a child in Germany positively
Needs	affects social integration, which could suggest that family stability
	contributes to a sense of security.
Social and	Language Proficiency: Refugees who have learned German are more
Integration	socially integrated. Language proficiency is a key factor that helps refugees
Needs	connect with German society and reduces feelings of isolation
Necus	Social Networks: Refugees with more acquaintances, particularly those
	from different countries, report better integration outcomes. This
	highlights the importance of building diverse social networks for better
	integration
	Cultural and Community Engagement: Social integration is strongly linked
	to the amount of time refugees spend interacting with Germans. Regions
	with more opportunities for community engagement help refugees feel
	more connected and reduce feelings of being outsiders.





Self-Re	elianc
e	and
Econo	mic
Needs	

Employment and Economic Integration: Economic integration has a significant impact on the social integration of low- and medium-educated refugees. However, for high-educated refugees, economic factors do not significantly affect their decision to stay in Germany

.Intention to Stay: The study found that social integration, rather than economic integration, plays a stronger role in determining whether refugees choose to stay in Germany. Refugees with higher social integration are more likely to remain in the country, whereas economic integration did not have the same effect on their intentions.

Resource 7: Housing for Migrants and Refugees in the UNECE Region

Basic	Housing and Accommodation: Refugees living in designated refugee
Needs	accommodation tend to have higher levels of social integration. This
	suggests that access to stable housing is an important factor in their
	integration into German society.
Safety and	Legal and Social Protection: The study does not focus directly on safety and
Protection	legal protections but indicates that having a child in Germany positively
Needs	affects social integration, which could suggest that family stability contributes to a sense of security.
Social and Integration Needs	Language Proficiency: Refugees who have learned German are more socially integrated. Language proficiency is a key factor that helps refugees connect with German society and reduces feelings of isolation Social Networks: Refugees with more acquaintances, particularly those from different countries, report better integration outcomes. This highlights the importance of building diverse social networks for better integration Cultural and Community Engagement: Social integration is strongly linked to the amount of time refugees spend interacting with Germans. Regions with more opportunities for community engagement help refugees feel more connected and reduce feelings of being outsiders.
Self-Relianc e and Economic Needs	Employment and Economic Integration: Economic integration has a significant impact on the social integration of low- and medium-educated refugees. However, for high-educated refugees, economic factors do not significantly affect their decision to stay in GermanyIntention to Stay: The study found that social integration, rather than economic integration, plays a stronger role in determining whether refugees choose to stay in Germany. Refugees with higher social integration are more likely to remain in the country, whereas economic integration did not have the same effect on their intentions.





Challenges table per resource

Resource 1: Integrating Refugees and Asylum Seekers into the German Economy and Society

Socio-Cultural	Refugees face cultural barriers and social integration difficulties. The
Challenges	challenge is particularly pronounced for women, who face greater
	obstacles in integrating into society compared to men.
Economic	Despite faster integration into the labor market compared to
Challenges	previous cohorts, refugees still earn less than both other immigrants
	and German natives. Tailored programs are needed to support their
	economic mobility.
Legal and	The legal and administrative processes, including asylum applications
Administrative	and work permits, remain complex and can delay full integration.
Challenges	
Psychological	The report does not explicitly address psychological challenges but
Challenges	highlights that many refugees, particularly women and those with
	low educational attainment, face barriers to accessing full
	employment.

Resource 2: Migrants' Social Integration and Its Relevance for National Identification

Socio-Cultural	Language barriers, cultural differences, and discrimination hinder
Challenges	social integration, particularly in areas with limited intercultural
	interactions.
Economic	Limited access to jobs, underemployment, and wage disparities are
Challenges	significant hurdles.
Legal and	Migrants face challenges in navigating complex asylum procedures
Administrative	and residency laws.
Challenges	
Psychological	The stress of displacement and social isolation, along with trauma,
Challenges	affect mental health.

Resource 3: Germany: From Denied Immigration to Integration of Migrants

	i			
Socio-Cultural	Language barriers and cultural differences often result in social			
Challenges	exclusion and difficulties in forming meaningful relationships with			
	the host community.			
Economic	Migrants experience high unemployment rates, underemployment,			
Challenges	and challenges related to skill recognition.			
Legal and	Navigating complex asylum processes and residence permits can			
Administrative	delay integration.			
Challenges				
Psychological	Migrants, particularly refugees, face psychological challenges due to			
Challenges	trauma and uncertainty.			





Resource 4: The Civic Engagement and Social Integration of Refugees in Germany

Socio-Cultural Challenges	Cultural differences and language barriers hinder integration into the broader society.			
Economic Challenges	Refugees often face unemployment and underemployment, especially women and those with lower educational backgrounds.			
Legal and Administrative Challenges	Navigating asylum procedures and gaining legal residency is often a lengthy and complex process.			
Psychological Challenges	Refugees frequently struggle with trauma from past experiences and challenges related to adapting to a new environment.			

Resource 5: Economic and Social Integration of Migrants in Germany

Socio-Cultural	Language barriers and cultural differences create obstacles for
Challenges	integration into German society.
Economic	Migrants face difficulties in accessing the job market, with lower
Challenges	wages and high unemployment rates.
Legal &	Complex asylum processes and bureaucratic hurdles impede smooth
Administrative	integration.
Challenges	
Psychological	Trauma and stress from displacement impact refugees' mental
Challenges	well-being, affecting their ability to integrate.

Resource 6: Social Integration of Syrian Refugees and Their Intention to Stay in Germany

Socio-Cultural	Language barriers, lack of social networks, and cultural differences			
Challenges	hinder integration.			
Economic	Refugees experience high unemployment and underemployment,			
Challenges	especially among women.			
Legal and	The asylum process is slow, leading to uncertainty about residency			
Administrative	status.			
Challenges				
Psychological	Many refugees deal with trauma from conflict and displacement,			
Challenges	affecting their mental health and integration efforts.			

Resource 7: Housing for Migrants and Refugees in the UNECE Region

Socio-Cultural Challenges	Housing in areas with limited integration opportunities may hinder social interactions between refugees and local communities.
Economic Challenges	Access to affordable housing is essential for economic stability, but often scarce.





Legal	and	Migrants	face	legal	barriers	in	securing	housing	due	to
Administrativ	ve	document	ation a	nd bur	eaucratic p	oroce	esses.			
Challenges										
Psychologica Challenges	I	Inadequat challenges		_						alth

Opportunities table per resource

Resource 1: Integrating Refugees and Asylum Seekers into the German Economy and Society

Socio-Cultural	Access to social integration programs, language courses, and					
Opportunities	community activities fosters social cohesion and belonging.					
Economic	Refugees have opportunities for employment through tailored					
Opportunities	integration programs and vocational training.					
Legal and	Efforts to streamline asylum processes and improve access to work					
Administrative	permits create legal pathways for better integration.					
Opportunities						
Psychological and	Mental health services and trauma support initiatives offer					
Well-being	pathways to improve well-being for refugees.					
Opportunities						

Resource 2: Migrants' Social Integration and Its Relevance for National Identification

Socio-Cultural	Migrants gain from intercultural exchanges and engagement in local
Opportunities	community activities, enhancing social integration.
Economic	Access to labor markets through skills development and job
Opportunities	programs supports economic participation.
Legal and	Simplified residency processes and legal aid improve access to work
Administrative	and social benefits.
Opportunities	
Psychological and	Support programs focusing on mental health and well-being help
Well-being	address the trauma of migration.
Opportunities	

Resource 3: Germany: From Denied Immigration to Integration of Migrants

Socio-Cultural Opportunities	Engaging in community activities and intercultural dialogues facilitates integration and national identification.
Economic Opportunities	Access to labor markets and educational programs enhances economic mobility and independence.
Legal and	Streamlined legal processes and residency policies provide pathways
Administrative	to better integration.
Opportunities	





Psychological and	Support services addressing mental health help migrants manage
Well-being	stress and trauma, improving well-being.
Opportunities	

Resource 4: The Civic Engagement and Social Integration of Refugees in Germany

Socio-Cultural	Participation in community projects and local initiatives fosters				
Opportunities	stronger ties with host society.				
Economic	Employment programs and training enhance self-reliance and				
Opportunities	financial independence.				
Legal and	Simplified legal processes and refugee support services help				
Administrative	streamline integration.				
Opportunities					
Psychological and	Not available				
Well-being					
Opportunities					

Resource 5: Economic and Social Integration of Migrants in Germany

Socio-Cultural	Integration programs that promote community
Opportunities	involvement and intercultural understanding.
Economic Opportunities	Access to the labor market through training, job matching, and vocational programs.
Legal and Administrative Opportunities	Facilitated asylum and work permit processes enhance migrants' stability.
Psychological and Well-being Opportunities	Support programs for mental health address the trauma and stress migrants may experience.

Resource 6: Social Integration of Syrian Refugees and Their Intention to Stay in Germany

Socio-Cultural	Engagement in language courses and community-building	
Opportunities	activities enhances social integration.	
Economic Opportunities	Job training and access to labor market initiatives improve	
	financial independence.	
Legal and Administrative	Simplified asylum and residency processes provide a clearer	
Opportunities	path to stability.	
Psychological and	Not available.	
Well-being Opportunities		

Resource 7: Housing for Migrants and Refugees in the UNECE Region

Socio-Cultural Opportunities	Housing projects that encourage community interactions foster better integration.
Economic Opportunities	Providing stable housing can enhance access to employment and education, facilitating economic independence.





Legal Administrative Opportunities	and	Coordinated housing policies at national and local levels ensure access to secure housing.
Psychological Well-being Opportunities	and	Adequate housing contributes to mental well-being by providing stability and a sense of belonging.

7.1.3. Italian's Research Data

General Information table per resource

Resource 1

Source		ISTAT (2018). Vita e percorsi di integrazione degli immigrati in Italia (<i>Life and integration paths of immigrants in Italy</i>) https://www.istat.it/wp-content/uploads/2019/05/Vita-e-percorsi.pdf (Date of publication: 17 May 2019)
Туре	of	Handbook
Document		
Country	of	Italy
Origin		
Study		Migrants, including refugees and asylum seekers
Population		
Purpose	of	This volume aims to offer a reference framework of the integration
Study/Repo	ort	paths undertaken by the various foreign communities in Italy.

Resource 2

Source		OECD (2019). Working Together for Local Integration of Migrants and Refugees in Rome, OECD Publishing, Paris. https://doi.org/10.1787/ca4d491e-en
Туре	of	Case study
Document		
Country	of	Italy (Metropolitan City of Rome)
Origin		
Study		Migrants and refugees
Population		
Purpose	of	Local characteristics, specifically regarding the Municipality of Rome, to
Study/Repo	rt	access to jobs, housing, and other relevant services.





Source		Corbanese V & Rosas G. (2023). Statistical analysis of employment and conditions of work of migrants in Italy Labour migration policy review, Rome: ILO https://www.ilo.org/sites/default/files/2024-06/statistical_analysis_of_employment.pdf
Туре	of	Policy review
Document		
Country	of	Italy
Origin		
Study		Migrants, including refugees asylum seekers
Population		
Purpose	of	This publication aims to provide a reference framework on the situation
Study/Repo	ort	relating to the employment and condition of work of migrants in Italy

Source		Italian Ministry of Labor and Social Policies General Directorate of Immigration and integration policies, Programmazione integrata pluriennale in tema di lavoro, integrazione e inclusione (<i>Multi-year integrated programming on the subject of work, integration and inclusion</i>) (updated January 2022) https://www.lavoro.gov.it/temi-e-priorita/immigrazione/Documents/Programmazione-integrata-gennaio-2022.pdf
Type Document	of	Institutional document
Country Origin	of	Italy
Study Population		Migrants and foreign citizens
Purpose Study/Repor	of rt	Priority lines of action for integration policies (period 2021-2027)

Source		Galera G., Gotz I., Franch S. (a cura di) (2021). Accoglienza ed inclusione di richiedenti asilo, rifugiati e migranti in Italia: Sfide e dinamiche evolutive, EURICSE & Robert F. Kennedy Human Rights Italia, https://www.fondazionebasso.it/2015/wp-content/uploads/2021/10/R https://wp-content/uploads/2021/10/R https://wp-content/uploads/2021/10/R htt
		italy: Challenges and evolutionary dynamics)
Туре	of	Report of research
Document		





Country of	Italy
Origin	
Study	Migrants, refugees and asylum seekers,
Population	
Purpose of	Analysis of the challenges posed by the migratory phenomenon since
Study/Report	arrival in the country, with particular attention to reception and
	inclusion and future perspective.

Source	Mixed Migration Centre, Bisogni e sfide di rifugiati e migranti nel
	Nord-Est dell'Italia (April 2021),
	https://mixedmigration.org/wp-content/uploads/2021/04/163 bisogni-
	<u>e sfide di rifugiati e migranti nel Nord Est dell Italia.pdf</u>
Type of	snapshot
Document	
Country of	North-East Italy
Origin	
Study	Migrants and refugees
Population	
Purpose of	Analysis of the needs reported by 51 refugees and migrants interviewed
Study/Report	in Piedmont and Liguria regions. The work involves both refugees and
	migrants in transit to other countries of Europe and those who have
	chosen to settle in Italy.

Needs table per resource

Resource 1: Vita e percorsi di integrazione degli immigrati in Italia (*Life and integration paths of immigrants in Italy*)

Basic Needs	Adequate housing conditions represent an important element for social integration and inclusion, since bad housing conditions can negatively affect the overall quality of life. In accessing healthcare services, often migrants face barriers due to poor language knowledge or insufficient understanding of their legal status.
Safety and Protection Needs	As for physical safety, personal security and protection from exploitation are key elements for fostering a sense of stability in the host country. Tools to address problems of uprooting, especially in case of forced migration, which manifest themselves in the short term with acute mental health disorders, are therefore requested.





Social and Integration Needs	As for language learning, proficiency in Italian is a critical factor for effective integration and access to services, and also for obtaining a long-term residence permit (for migrants who are residents in Italy and who are already at an advanced point in the integration process). Building trust and relationships in host communities as essential element for creating a sense of belonging and social connection.
Self-Relianc e and Economic Needs	Immigrants can rely on ethnic networks for initial support. For example, newcomers often seek help from community associations for housing and job searches. As for the empoyment, recognition of qualifications and skills is needed.

Resource 2: Working Together for Local Integration of Migrants and Refugees in Rome

Basic Needs	Housing is recognized as a fundamental right. To meet the healthcare needs of migrants, basic health services are provided; however, adequate information may be lacking, especially for irregular migrants.
Safety and Protection Needs	The guarantee of legal protection is part of the protection framework which is linked to the procedure undertaken for the recognition of refugee status.
Social and Integration Needs	Language learning is an aspect relating to integration path of migrants in the host country, that migrants themselves consider being of great importance. Education and training: in the case of adults, need to improve their skills / for children, possibility of entering the public education system.
Self-Relianc e and Economic Needs	Not specifically addressed in the case study.

Resource 3: Statistical analysis of employment and conditions of work of migrants in Italy Labour migration policy review

Basic Needs	Not specifically addressed in the document.
Safety and Protection Needs	Not specifically addressed in the document.
Social and Integration	It is important to recognize that in addition to formal qualifications, migrants bring with them a wealth of high-value personal resources and
Needs	informal skills, strongly tested by complex migratory journeys.





Self-Relianc	Migration networks support migrants but often can trap them in
e and	inadequate jobs, with over-qualified migrants finding low-skilled jobs.
Economic	
Needs	

Resource 4: Programmazione integrata pluriennale in tema di lavoro, integrazione e inclusione (*Multi-year integrated programming on the subject of work, integration and inclusion*)

Basic Needs	Possibility of accessing decent and affordable housing solutions. Possibility of accessing the healthcare system by overcoming linguistic difficulties.
Safety and Protection Needs	Protection and assistance for victims of exploitation, including work exploitation; integrated support services.
Social and Integration Needs	Need for improvement of language skills and forms of educational support especially for minors.
Self-Relianc e and Economic Needs	Employment opportunities: overcoming conditions of job insecurity; Financial inclusion: forms of orientation towards autonomy in particular for migrant women victims of exploitation and gender violence.

Resource 5: Accoglienza ed inclusione di richiedenti asilo, rifugiati e migranti in Italia: Sfide e dinamiche evolutive (*Reception and inclusion of asylum seekers, refugees and migrants in Italy: Challenges and evolutionary dynamics*)

Basic Needs	Housing: Migrants need safe and dignified housing solutions and support to access the rental market. Access to Healthcare: fundamental right of the migrant.
Safety and Protection Needs	It is essential to recognize the right to international protection and protect migrants from exploitation and abuse during the reception process. There is a growing need for psychological support for migrants who have experienced traumatic experiences.
Social and Integration Needs	Learning the Italian language remains a priority need for social and work integration. And it is essential to build social networks that promote integration and reduce spatial isolation.
Self-Reliance and Economic Needs	Migrants need tools to achieve personal and professional autonomy. If migrants have not built a support network, they risk regressing to a condition of marginality. Employment opportunities: need to address the conditions of job insecurity that characterize many migratory experiences.





Resource 6: Bisogni e sfide di rifugiati e migranti nel Nord-Est dell'Italia (*Needs and challenges of refugees and migrants in North-East Italy*)

rejugees and m	igrants in North-East italy)
Basic Needs	Most of the interviewees received basic assistance but complained of deficiencies in the areas of legal support and job search support. As for
	housing, long-term support is needed.
Safety and	Need to receive information on the legal procedure for obtaining asylum
Protection	or visa.
Needs	Psychological support is a need felt by migrants who are also in the path
	of integration.
Social and	Longer-term support in language-learning process.
Integration	Social inclusion: not specifically addressed other than referring to a
Needs	general need for support for socio-cultural integration.
Self-Reliance	Employment: need for decent work and support in order to undertake
and	effective paths of socio-economic integration.
Economic	
Needs	

Challenges table per resource

Resource 1: Vita e percorsi di integrazione degli immigrati in Italia (*Life and integration paths of immigrants in Italy*)

immigrants in ital	<i>y</i>
Socio-Cultural	Differences in traditions and societal expectations can hinder
Challenges	integration. For example, gender roles and expectations differ widely
	across cultures. Adaptation to a new context can vary greatly among
	individuals (great variety of forms of adaptation). The integration of
	immigrants, particularly non-EU nationals, is influenced by the
	problems of overcrowding, more common in urban areas.
	Limited proficiency in Italian - in particular in the phase of first
	insertion into the host society – can create barriers in daily life and
	hinder employment.
	Prejudice persists in various contexts, including housing and
	workplaces. It is important to consider the result of the ISTAT survey
	mentioned in this handbook on "Condition and Social Integration of
	Foreign Citizens" (Condizione e Integrazione Sociale dei Cittadini
	Stranieri) which includes direct findings on the topic of work
	integration and which involved 9553 families with at least one foreign
	citizen.





Economic Challenges	Immigrants often face underemployment or exploitation in low-skilled jobs and precarious conditions in segmented labor markets. Due to high unemployment, migrants often use informal networks to find work. Job-seeking through co-ethnic (informal) acquaintance networks is usually associated with an increasingly greater probability of having a first irregular job. Women, in particular, are more vulnerable to exploitation in some work sectors. Access to financial services is improving but it remains challenging for some due to administrative barriers.
Legal and Administrative Challenges	Bureaucratic hurdles make accessing services and securing legal status difficult. For instance, delays in processing residency permits are common.
Psychological Challenges	Socio-economic conditions and migration paths of migrants have a strong impact on their health, both physical and mental. Mental health needs are often overlooked, despite stress from migration experiences.

Resource 2: Working Together for Local Integration of Migrants and Refugees in Rome

Socio-Cultural Challenges	Increasing cultural diversity can strengthen intercultural dialogue, but a supporting infrastructure is lacking. The provision of language courses depends on NGOs and third sector associations both before and after recognition of refugee status. However, the funding of these courses as well as the standards vary and there is a lack of coordination. This results in a shortage of information for the beneficiaries of the courses. About the social condition of migrants in different fields: it is needed to improve public discourse to orient it in an inclusive sense.
Economic	Employment: Dominant informal sector.
Challenges	
Legal and	Navigating bureaucracy: Administrative complexities in registration and
Administrative	access to public services also due to the lack of formalized support
Challenges	mechanisms. The passage from the reception system, where migrants are initially hosted, to universal services and public administration procedures can be problematic due the difference between the reception and integration policies (in terms of management and funds). These circumstances can lead migrants, including refugees, to increasingly turn to informal networks. Administrative obstacles to access the national healthcare system, and migrants often lack information about their rights to access health services (n particular when they are irregular). The registration in municipal registry is compulsory for access to





Psychological Challenges	Psychological support provided by NGOs and third sector associations but not always accessible in a structured way. However, not only SPRAR (Protection system for asylum seekers and refugees) but also extraordinary reception structures (CAS) must take this aspect into consideration in the guaranteed services.
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Resource 3: Statistical analysis of employment and conditions of work of migrants in Italy Labour migration policy review

Socio-Cultural Challenges	The limitation of cultural integration is also given by the concentration of migrants in occupational niches where individuals of specific nationalities tend to dominate and the risk of remaining trapped in precarious jobs.
Economic Challenges	Migrants often carry out precarious and low-skilled jobs, often with fixed-term or involuntary part-time contracts and with high exposure to informal work. There is a high employability of migrants, especially the less educated ones, which is mainly attributable to the significant demand for flexible, low-skilled and low-paid work. Contacts within the relevant ethnic group are quite effective in finding work and reducing the time needed to find it, yet at the cost of a greater risk of being trapped in low-skilled jobs.
Legal and Administrative Challenges	The recognition of qualifications and educational credentials obtained abroad is very often not requested by interested parties (migrants) and is also hampered by high costs and complex bureaucracy.
Psychological Challenges	Not specifically addressed in the document.

Resource 4: Programmazione integrata pluriennale in tema di lavoro, integrazione e inclusione (*Multi-year integrated programming on the subject of work, integration and inclusion*)

Socio-Cultural	Strengthening linguistic and professional skills for the socio-work
Challenges	reintegration of victims of labor exploitation. Prevention of forms of
	discrimination and promotion of well-being and full social and cultural
	development, in particular of minors with a migratory background at
	risk of dropping out of school and marginalization.
Economic	Attention, among others, to the socio-work inclusion of migrant
Challenges	women particularly exposed to the risk of social marginalization (also
	through the principle of intersectionality)
Legal and	To escape from a condition of vulnerability, a guarantee of access to
Administrative	healthcare, the availability of accommodation, material assistance,
Challenges	psychological support and legal assistance is necessary.





of exposure to the risk of suffering physical and psychological violence	Psychological Challenges	The information available relates to the challenges for foreign girls and women with disabilities who run a high risk of discrimination but also of exposure to the risk of suffering physical and psychological violence. This entails the need to bring out the phenomenon.
		of exposure to the risk of suffering physical and psychological violence

Resource 5: Accoglienza ed inclusione di richiedenti asilo, rifugiati e migranti in italia: Sfide e dinamiche evolutive (*Reception and inclusion of asylum seekers, refugees and migrants in Italy: Challenges and evolutionary dynamics*)

Socio-Cultural Challenges	The lack of adequate language services is perceived as a significant barrier to integration. Faced with the high numbers of arrivals, the Third Sector, with substantial experience in the field of social inclusion, has organized itself to structure adequate reception services, linguistic mediation and integration of people at serious risk of social exclusion.
Economic Challenges	Job insecurity represents as a major challenge for migrants. This entails the importance of developing methodologies and tools capable of bringing out, recognizing and adequately valorising the informal skills of migrants. With regard to access to financial services, appropriate strategies to increase users' current financial knowledge and culture are needed
Legal and Administrative Challenges	Access to general information on the recognition of status in consideration of regulatory changes. Access service: fragmented reception system does not help the process.
Psychological Challenges	Mental health: The testimonies of reception workers highlight the difficulty of managing mental health due to the diversification of forms of vulnerability and discomfort, in particular those which are mild and which risk becoming more significant. Social isolation: Social marginalization can also be the consequence of untreated vulnerability.

Resource 6: Bisogni e sfide di rifugiati e migranti nel Nord-Est dell'Italia (*Needs and challenges of refugees and migrants in North-East Italy*)

Socio-Cultural	The language barrier has been identified as one of the main difficulties
Challenges	in the socio-economic integration process.
Economic	Not specifically addressed in the document.
Challenges	





Legal and Administrative Challenges	Access legal status: More than half of the interviewees would be interested in receiving additional information regarding status, rights and procedure for requesting protection in Italy. Access service: the dissemination of information on services, rights and obligations in Italy was still considered incomplete despite being recognized as fundamental for refugees and migrants to take on a proactive role during their migratory journey.
Psychological Challenges	Not specifically addressed in the document.

Opportunities table per resource

Resource 1: Vita e percorsi di integrazione degli immigrati in Italia (*Life and integration paths of immigrants in Italy*)

Socio-Cultural Opportunities	Community programs and cultural exchange initiatives foster mutual understanding. Through the promotion of a greater access to services, the language of the host country can become functional "language of adoption". Events and integration programs developed at local level and involving local community can foster connections and creation of sense of belonging.
Economic Opportunities	Not specifically addressed in the document.
Legal and Administrative Opportunities	Simplified processes for long-term residency and citizenship enhance stability.
Psychological and Well-being Opportunities	Support groups and counseling services provide aid in overcoming migration-related stress.

Resource 2: Working Together for Local Integration of Migrants and Refugees in Rome

Socio-Cultural	Protection system for asylum seekers and refugees (SPRAR) aims at
Opportunities	following a holistic and integrated approach in order to strengthen the
	positive value of interculturality with repercussions also on other fields
	(e.g. work). The city of Rome seeks to provide social assistance
	measures in line with the need for inclusion of migrants. The synergy
	between different actors (institutional and non-institutional) is
	highlighted.
	Italian language courses are organized by various entities, and the
	beneficiaries are also adult migrants in different stages of the
	integration process.





Economic Opportunities	Employment: Growth potential for migrants in the formal sector, improving their economic integration; some small-scale experiences funded by the municipality were successful in integrating refugees in the formal labour market. for professional training, some specific projects were aimed in particular at migrants like those promoted by a third sector operators such as Programma Integra.
Legal and Administrative Opportunities	Potential for improvement in the management of access rights to services through better bureaucratic tools. The Municipality of Rome together with associations has promoted a series of initiatives oriented towards specific areas (such as accompanying migrants in finding housing). The creation of a sort of "road-map" approach designing bridges between service providers and guarantee migrants' access to various universal services consistently, is also quite useful. Migrants have been recognized their right to legal defence.
Psychological and Well-being Opportunities	In the Lazio region, access to essential care is guaranteed to everyon (both regular and irregular migrants) in case of emergency, in order to guarantee a better quality of life. Lazio Region also sets by specific legal measures to facilitate migrant access to health services providing also information, linguistic, social and communicative facilitation (Regione Lazio – Assessorato alla Sanità Prot. 3151/44/09, January 2004). Potential to strengthen mental health support and reduce inequalities in wellbeing between migrants and local populations. Among the good practices of reference: The San Gallicano Hospital and the National Institute for Migrant Health Promotion (Source: www.inmp.it/index.php/ita/Servizi-Socio-Sanitari)

Resource 3: Statistical analysis of employment and conditions of work of migrants in Italy Labour migration policy review

	•		
Socio-Cultural Opportunities			Not specifically addressed in the document.
Economic Opportunities			Not specifically addressed in the document.
Legal an	d A	dministrative	No specific legal or administrative opportunities
Opportunities	5		are highlighted.
Psychological	and	Well-being	Not specifically addressed in the document.
Opportunities	5		

Resource 4: Programmazione integrata pluriennale in tema di lavoro, integrazione e inclusione (*Multi-year integrated programming on the subject of work, integration and inclusion*)





Socio-Cultural Opportunities	Planning and implementation of a national system for the socio-work reintegration of victims of labor exploitation; Awareness-raising actions aimed at companies on the value of including vulnerable migrants; Integrated socio-work integration paths that also offer migrants specialized orientation and work support services and on-the-job experiences (with the involvement of the entire reception network); Programs aimed at strengthening the linguistic and digital skills of young people and minors.
Economic Opportunities	Education and job training programs aimed at foreign citizens, and the creation of information desks with a focus on services in general.
Legal and	Actions for decent housing solutions to overcome the phenomenon of
Administrative	informal settlements, to be implemented in collaboration with local
Opportunities	authorities.
Psychological	Awareness plans on the issues of integration in formal and non-formal
and Well-being	places of aggregation.
Opportunities	

Resource 5: Accoglienza ed inclusione di richiedenti asilo, rifugiati e migranti in italia: Sfide e dinamiche evolutive (*Reception and inclusion of asylum seekers, refugees and migrants in Italy: Challenges and evolutionary dynamics*)

Socio-Cultural Opportunities	Language and training: language learning programs and cultural exchanges between local people and foreigners for the purpose of
	effective social integration.
	Community engagement: the widespread reception model is
	1
	considered a positive example of community involvement to promote
	integration.
	Social and work inclusion requires both patient work with migrants and
	host communities, and action on a variety of levels - relationships,
	work, training.
	Anti-Discrimination initiatives: monitoring discriminatory practices in
	various areas (social barriers, discrimination and anti-migrant rhetoric)
	helps to address them systematically.
Economic	Employment support: accompaniment in the reconstruction of
Opportunities	biographies and the identification of needs and new objectives also in
''	the field of informal skills.
	To encourage the beneficiaries of integration programs to achieve full
	1
	autonomy, the third sector supports the promotion of individualized
	transversal training paths, which encourage the emergence of not only
	formal but also informal skills. Financial inclusion through actions that





	promote accessibility (information, language, costs, ease of access, guarantees, procedures, etc.).
Legal and	Not specifically addressed in the document.
Administrative	
Opportunities	
Psychological and Well-being Opportunities	It is recommended to strengthen strategies aimed at addressing psychosocial fragilities and building cohesive communities that can contain latent discrimination and underlying conflicts and can trigger virtuous processes of innovation and development/participatory planning initiatives.

Resource 6: Accoglienza ed inclusione di richiedenti asilo, rifugiati e migranti in italia: Sfide e dinamiche evolutive Bisogni e sfide di rifugiati e migranti nel Nord-Est dell'Italia (*Needs and challenges of refugees and migrants in North-East Italy*)

Casia Cultural	Language and sultimal training half of those interviewed on the
Socio-Cultural	Language and cultural training: half of those interviewed say they
Opportunities	have received linguistic support and assistance in accessing
	education.
Economic	Employment support was received but a third of those interviewed
Opportunities	state the need for further support.
Legal and	Administrative process: the majority of interviewees received
Administrative	support in accessing health services, sustenance and assistance
Opportunities	relating to administrative procedures.
Psychological	Not specifically addressed in the document.
and Well-being	
Opportunities	

7.1.4 Spain's Research Data

General Information Extraction Template

1	Category	Data to be Extracted
		2414 10 30 2/11 40104





Source

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 3





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Type of document

- 1. Statistics
- 2. Report
- 3. Report
- 4. Report
- 5. Statistics, infographics
- 6. Strategy
- 7. Report
- 8. ACCEM factsheet and statistics
- 9. Study
- 10. Report with statistics
- 11. Report
- 12. Report
- 13. Statistics, information about migrant integration
- 14. Migrant integration indicators
- 15. Report
- 16. Statistics
- 17. Action Plan
- 18. Spain factsheet, statistics
- 19. Study
- 20. Overview with statistics
- 21. Publication
- 22. Report
- 23. Article
- 24. Article
- 25. Article
- 26. Article27. Article
- _____
- 28. Article 29. Article





Country of Origin

- 1. Spain
- 2. Spain
- 3. Spain
- 4. Spain
- 5. Spain
- 6. Spain
- 7. Spain
- 8. Spain 9. Spain
- 10. Spain
- 11. Spain
- 12. Spain
- 13. Belgium
- 14. Belgium
- 15. Belgium
- 16. Luxembourg
- 17. Belgium
- 18. Austria
- 19. Belgium
- 20. Switzerland
- 21. France
- 22. Switzerland
- 23. Spain
- 24. Spain
- 25. Spain
- 26. Italy
- 27. Spain
- 28. Spain
- 29. Spain





Country(ies) of study or focus

- 1. Spain
- 2. Spain
- 3. Spain
- 4. EU and Spain
- 5. Spain
- 6. Spain
- 7. Spain and Europe
- 8. Spain
- 9. Spain
- 10. Spain and EU
- 11. Spain
- 12. Spain
- 13. EU and Spain
- 14. Spain
- 15. Spain and 14 EU states
- 16. Spain and EU Member States
- 17. EU, including Spain
- 18. Spain
- 19. Spain
- 20. Meditteranean area
- 21. Spain and other OECD countries
- 22. Spain
- 23. Spain
- 24. Spain
- 25. Spain
- 26. Spain
- 27. Spain
- 28. Spain
- 29. Spain





Study Population

- 1. Asylum seekers, refugees and migrants
- 2. Migrants and refugees
- 3. Migrants and refugees
- 4. Refugees and asylum seekers
- 5. Asylum seekers, refugees and migrants in Spain
- 6. Asylum seekers, refugees and migrants
- 7. Refugees and displaced people
- 8. Asylum seekers, refugees and migrants
- 9. Asylum seekers, refugees and migrants
- 10. Refugees and migrants
- 11. Asylum seekers, refugees and migrants
- 12. Asylum seekers, refugees and migrants
- 13. Asylum seekers, refugees and migrants
- 14. Asylum seekers, refugees and migrants
- 15. Asylum seekers, refugees and migrants
- 16. Asylum seekers, refugees and migrants
- 17. Asylum seekers, refugees and migrants
- 18. Migrants and EU citizens
- 19. Asylum seekers, refugees and migrants
- 20. Asylum seekers, refugees and migrants
- 21. Asylum seekers, refugees and migrants
- 22. Asylum seekers, refugees and migrants
- 23. Asylum seekers, refugees and migrants
- 24. Asylum seekers, refugees and migrants
- 25. Minors migrants
- 26. Asylum seekers, refugees and migrants
- 27. Asylum seekers, refugees and migrants
- 28. Asylum seekers, refugees and migrants
- 29. Asylum seekers, refugees and migrants





Description of the population studied

- 1. Asylum seekers, refugees and migrants in Spain
- 2. Migrants and refugees in Spain
- 3. Migrants and refugees in Spain
- 4. Refugees and asylum seekers in Spain
- 5. Asylum seekers, refugees and migrants in Spain
- 6. Asylum seekers, refugees and migrants in Spain
- 7. Refugees and displaced people in Spain
- 8. Asylum seekers, refugees and migrants in Spain
- 9. Asylum seekers, refugees and migrants in Spain
- 10. Refugees and immigrants in Spain
- 11. Asylum seekers, refugees and migrants in Spain
- 12. Asylum seekers, refugees and migrants in Spain
- 13. Asylum seekers, refugees and migrants in Spain
- 14. Asylum seekers, refugees and migrants in Spain
- 15. Asylum seekers, refugees and migrants in Spain
- 16. Asylum seekers, refugees and migrants in Spain
- 17. Asylum seekers, refugees and migrants in Spain
- 18. Migrants and EU citizens in Spain and EU
- 19. Asylum seekers, refugees and migrants in Spain
- 20. Asylum seekers, refugees and migrants in Mediterranean area
- 21. Asylum seekers, refugees and migrants in Spain
- 22. Asylum seekers, refugees and migrants in the world
- 23. Asylum seekers, refugees and migrants in Spain
- 24. Asylum seekers, refugees and migrants in Spain
- 25. Asylum seekers, refugees and migrants in Spain
- 26. Asylum seekers, refugees and migrants in Spain
- 27. Asylum seekers, refugees and migrants in Spain
- 28. Asylum seekers, refugees and migrants in Spain
- 29. Asylum seekers, refugees and migrants in Spain





Purpose of Study/ Report

- 1. Presentation of data on migration flows and residency changes in Spain
- 2. Findings on the situation of migrants and refugees in Spain.
- 3. Findings on the situation of migrants and refugees in Spain.
- 4. Challenges faced by refugees and displaced persons in Spain.
- 5. Presentation of Infographics and a data.
- 6. Creation of sustainable, and equal society by addressing critical social, economic, and environmental challenges.
- 7. Analysis of situation of refugees in Spain and Europe.
- 8. Presentation of activities, mission and projects of ACCEM.
- 9. Study on the needs of the immigrant population in Spain.
- 10. International Protection Statistics in EU and Spain for 2023.
- 11. Analysis of challenges faced by migrants in Spain, focusing on social, economic, and legal obstacles to their inclusion.
- 12. Analysis of current situation of migration and exclusion in different dimensions.
- 13. Statistics about migrant integration.
- 14. Migrant integration indicators.
- 15. Report on migrant integration indicators.
- 16. Statistics on Migration flows and migration population.
- 17. Support migrants and EU citizens with a migrant background by fostering their social, economic, and cultural inclusion.
- 18. Developments in migration and international protection, including latest
- 19. Analysis of the social integration of migrant populations in Spain
- 20. Overview of the challenges and needs of refugees, asylum seekers, and migrants in the region.
- 21. Analysis of recent developments in migration movements and policies.
- 22. Report with key data and information on world migration
- 23. Exploration of the emotional and relational experiences of unaccompanied migrant adolescents in Spain.
- 24. Highlight the challenges and opportunities of integrating migrants into Spanish society.
- 25. Highlight Spain's leading role in Europe regarding the socio-educational integration of migrant children.
- 26. Outline strategies for building a stronger integration framework for individuals with migration backgrounds.
- 27. Analysis of the evolution of Spain's immigration system.
- 28. Presentation of findings from Cáritas and Comillas University about migration in Spain.
- 29. Showcasing Navarra's "Navarra Colores" initiative as an exemplary model for good migration practices in Spain.





Objective of the study or document

- 1. Data and information for research on migration.
- 2. Provision of information and findings for research.
- 3. Analysis of the situation and measures to improve the integration of migrants and refugees.
- 4. Analysis of the situation and challenges.
- 5. Infographics to collect asylum data for 2023.
- 6. Roadmap for achieving the goals outlined in the global 2030 Agenda for Sustainable Development.
- 7. Analysis of the situation and measures to improve the integration of migrants and refugees.
- 8. Raising awareness about activities, mission and projects of ACCEM addressed to migrants.
- 9. Analysis of the needs to address the challenges and facilitate social inclusion.
- 10. International Protection data for research..
- 11. Provision of recommendations to improve migration policies and practices in Spain.
- 12. Recommendations to improve integration policies in Spain.
- 13. Provision of migrant integration data for research.
- 14. Provision of recommendations based on migrant integration indicators.
- 15. Monitoring and measurement of refugee integration policies in 14 EU countries.
- 16. Data and information for research on migration.
- 17. Promotion of equal opportunities, access to services, participation in European society while addressing barriers in education, employment, healthcare, and housing.
- 18. Data and information for research on migration and international protection.
- 19. Provision of recommendations for the social integration of migrant population in Spain.
- 20. Support coordinated responses to protect vulnerable populations, address root causes of displacement, and ensure safe and sustainable migration pathways.
- 21. Data and information for research and understanding of migration policies.
- 22. Global understanding of the world migration and mobility throughout the world.
- 23. Identification of the factors impacting their emotional health, social relationships, and inclusion.
- 24. Promotion of policies and practices that turn migration into a driver of economic and social growth, emphasizing inclusion, diversity, and mutual benefits for both migrants and host communities.





- 25. Presentation of the results of a study that emphasizes the importance of inclusive education policies and support systems in fostering social and academic success among migrant minors.
- 26. Sharing insights from the Integreat project. Improving support mechanisms to enhance the integration of migrants into host societies.
- 27. Highlight the balance Spain seeks between controlling migration flows and promoting integration, offering insights into policy successes and ongoing challenges.
- 28. Demonstrating that migrants are well-integrated, educated, and provide more to the community than they receive.
- 29. Highlight how innovative policies and programs can foster inclusion and demonstrate the region's commitment to building an intercultural and cohesive society.

Needs Data Extraction Template

Category	Data to be extracted
Basic needs	
Food security	Prevalence of food insecurity among migrants: 9. Need in food.
Housing	Availability and affordability of housing for migrants: 2. Difficulties in accessing housing. Higher rates of overcrowding and delays in paying housing-related expenses, especially for those from non-EU countries. 4. Necessity in designing the policies to combat residential exclusion and facilitating access to the housing of people seeking international protection, refugees and migrants in vulnerable situations. Social housing stock is needed and reservation of a public housing. 7. Residential exclusion and difficulties in access to the housing of people seeking international protection, refugees and migrants in vulnerable situations. Social housing stock is needed and reservation of a public housing. 9. Access to affordable, safe, and non-discriminatory housing. Many migrants experience overcrowding (overcrowding rates are higher among migrants) and struggle with finding appropriate living conditions. 11. High rental costs and lack of affordable housing worsen the situation, particularly for undocumented migrants. Homelessness rate. 12. Need in access to affordable housing. Overcrowding, unsafe structures, and a lack of basic utilities. 15. Gap in housing. 17. Access to affordable housing and segregation in migrant communities.





	19. Access to affordable housing. Unsafe housing conditions or overcrowding.
Healthcare Access	Barriers to healthcare access for migrants: 2 Residency registration requirements and issues for international protection applicants. 4. Registration requirements. 7. Registration requirement. 9. Language barriers, lack of cultural training for providers, and restricted healthcare access for migrants without legal status. 11.Language barrier, registration requirement, absence of required documents. Excessive documentation demand. 12.Restricted healthcare access for migrants without legal status. Language barrier. Financial barrier. Prejudices among healthcare providers. Administrative hurdles for accessing health cards and healthcare rights 14. No legal or economic obstacles to healthcare for immigrants in Spain. Immigrants benefit from responsive services and are properly informed of their healthcare rights, but there remain administrative barriers. 17. Language barriers and cultural competency among providers in accessing to healthcare services. 26. Administrative barriers and lack of information in native language hinder access to healthcare services.
Legal Protection	Access to legal aid and representation for migrants: 2. Significant barriers to legal protection, especially for migrants in irregular situations. 8. ACCEM: legal support, legal advice and legal assistance. 9. Complexity of administrative processes and necessity to increase awareness of rights.
Physical Safety	Prevalence of violence and discrimination against migrants: 2. Hate speech, particularly on social media, targets migrants and ethnic minorities, exacerbating racial and ethnic discrimination. 4. Hate speech in social media. Disinformation. 7. Hate speech in social media. Disinformation. 12. Discrimination in housing, healthcare, and employment, often compounded by racial or ethnic bias. 14. Victims of racial, ethnic and religious discrimination are protected by law in Spain. Immigrants who are discriminated against can benefit from strong enforcement mechanisms, but the country's equality body is weak. 17. Protection of migrant women and girls.





Mental	Availability and accessibility of mental health services for migrants:
Health	8. ACCEM: Psychological Care and support.
Support	9. Need for access to comprehensive mental health and psychosocial support services tailored to the specific experiences of migrants especially in the rural areas, such as trauma or displacement-related stress. Language difficulties hinder communication with health service providers. Migrants without legal status often have restricted access to psychosocial support. 23. Challenges in accessing mental health support.
Social and Int	tegration Needs
Language	Availability and effectiveness of language training programs:
Learning	8. ACCEM: face-to-face and online courses in Spanish language and culture and co-official languages for adults and minors; literacy and oral Spanish courses.9. Necessity in language courses.14. Limited support to learn the language.
Education	Access to education and vocational training for migrants:
	 Programs like PROA+ and MUS-E promote the integration of migrant students, but challenges such as residential segregation and systemic inequalities persist. Difficulties in validating diplomas and degrees. Educational discrimination: data on lower enrollment rates of migrant students, challenges in recognizing foreign qualifications, disparities in educational outcomes between migrant and native populations, discrimination in the classroom. Obstacles in the access of migrants to Economic and Social services due to the registration requirement to access education. Difficulty in homologation of degrees and accreditation professional for refugees and applicants for international protection. Vocational training data. Obstacles in the access of migrants to Economic and Social services due to the
	registration requirement to access education. 9. Necessity in foreign qualifications, vocational training for migrants 11. Difficulties in obtaining recognition of foreign qualifications/diplomas, limiting employment opportunities. 14. A growing number of immigrant pupils can legally access all schools. Limited support to 'catch up' academically. 15. Gap in education. 17. Focus on inclusive education systems, early childhood education, and skill development for migrants. Bridging programs and the recognition of foreign qualifications are needed. 19. Language barriers and challenges in credential recognition limit access to education and vocational training, reducing economic opportunities. 25. Inclusive education policies and support systems in fostering social and

academic success.





Social Inclusion

Opportunities for social interaction and community participation:

- 2. Accompanying and welcoming Ukrainian refugees from Ukraine in Spanish families in 2022.
- 4. Program of reception and social inclusion by Spanish families of Ukrainian refugees in 2022.
- 8. ACEM: actions for social insertion.
- 9. Social exclusion.
- 11. Social exclusion, lack of social support networks, and difficulty integrating into local communities.
- 12. Social exclusion. Need in opportunities for migrants to participate in community activities and form social networks.
- 19. Limited social interaction due to the integration in ethnic networks.
- 25. Inclusive education policies and support systems in fostering social integration among minors migrants in Spain.
- 26. Increased risk of social isolation especially among migrant women with kids, as they do not have the social resources outside their family ties or communities.

Self-Reliance and Economic Needs





Employment

Employment rates and types of jobs held by migrants:

- 2. Data on employment. Difficulties in employment; Migrants are mainly concentrated in low-wage and low qualified jobs. Types of jobs held by migrant women and men.
- 3. Occupational segregation and unemployment rates data among migrants, barriers that lead to labor market inequalities.
- 4. Promotion of the labor inclusion of asylum seekers and stateless people and refugees.
- 6. Difficulties in employment for migrants, first of all for women
- 7. Occupational segregation and gender specialization.
- 9. Need in access to stable, well-paying jobs and workplace protections. High unemployment rates, occupational segregation, and concentration in low-wage sectors.
- 11. Data on unemployment rates. Service sectors like domestic work and hospitality have the highest concentrations of irregular migrant workers.
- 12.Data on unemployment. Significant overrepresentation in informal work, with limited legal protections. Precarious job conditions, especially for undocumented migrants.
- 14. Non-EU immigrants have equal access to employment, self-employment and general employment support. They receive no targeted support.
- 15. Gap in employment.
- 17. Occupational segregation and discrimination in employment. Barriers to access the labor market.
- 19. High unemployment rate. Migrants mainly work on precarious jobs, characterized by low wages, temporary contracts, and limited social protections. These conditions are compounded for women and refugees, who occupy the lowest tiers of the labor market.
- 24. Migrants are mainly concentrated in low-wage and low qualified jobs.
- 27. Migrants are mainly involved in low-paying sectors with tough work conditions such as agriculture, catering, and domestic service.
- 28. Migrants are mainly concentrated in low-wage and low qualified jobs.

Financial Inclusion

Access to banking and financial services for migrants:

- 2. Barriers to opening and maintaining a bank account. Residency registration requirements for opening bank accounts. Difficulty to access the banking services due to language barrier and documents requirements
- 4. Difficulties in opening bank accounts and obtaining financial services provided by banks.
- 7. Financial and social exclusion: Difficulties in opening bank accounts and obtaining financial services provided by banks. Migrants don't have possibility to contract basic services such as electricity or water, or have problems when paying rent or signing an employment contract and makes it impossible to request social benefits.





Challenges Data Extraction Template

Category	Data to be extracted		
Socio-Cultura	Socio-Cultural Challenges		
Language Barriers	Prevalence of language difficulties among migrants: 2. Difficulty to access to public, healthcare, financial services due to language barrier. Literacy in Spanish is needed to read and fill out forms with personal data, interpret notices, notes in public, financial, educational institutions. 9. Lack of access to educational opportunities and difficulty in integrating into Spanish society, accessing basic services and formal education system and employment due to the language barrier. 11. Language barrier to access basic services. 12. Language barrier to access basic services. 17. Language barrier to access the health service. 19. Language barriers in education. 26. Language barrier to access the health service, employment and training opportunities.		
Cultural Adjustment	Challenges faced by migrants in adapting to the host culture: 2. Hate speech against migration population, especially in social media. 3. Bullying in schools, educational institutions. 4. Hate speech and messages against the migrant population, especially through the use of digital media and social networks. Desinformation. 7. Hate speech and messages against the migrant population 9. Discriminatory treatment in public places, in social and community environments. Women often suffer double discrimination due to being a woman and a foreigner. 11. Opportunities for community participation and reducing isolation 12. Opportunities for migrants to participate in community activities and form social networks. 26. Increased risk of social isolation especially among migrant women with kids, as they do not have the social resources outside their family ties or communities. 28. Discrimination of women.		





Social Exclusion

Extent of social exclusion experienced by migrants:

- 4. Program of reception and social inclusion by Spanish families of Ukrainian refugees in 2022.
- 6. AROPE rate refers to the percentage of the population that is at risk of poverty and/or social exclusion.
- 7. Social exclusion due to the financial exclusion: migrants cannot contract basic services such as electricity or water, they have problems when paying rent or signing an employment contract and makes it impossible for them to request social benefits.
- 9. AROPE rate demonstrating level of poverty. Social exclusion experienced by migrants and feelings of non-belonging to the society . No participation in community activities.
- 11. Few opportunities for community participation. Systemic exclusion, lack of social support networks, and difficulty integrating into local communities. High poverty and social exclusion rates.
- 12. Social exclusion due to housing insecurity and lack of residency documentation, which impacts access to community resources.
- 17. Low community participation and intercultural dialogue.
- 19. Ethnic networks support integration within communities but limit broader intercultural exchanges. Barriers to mixed social networks hinder full social inclusion.

Economic challenges





Employment Discriminatio n

Prevalence of discrimination against migrants in the labor market:

- 2. Mostly women, are concentrated in low-wage jobs. Occupational segregation. Wage and pension gap. Barriers to access the employment and labor market participation.
- 3. Barriers leading to labor market inequalities, lower quality of jobs held by foreigners, prevalence of part-time employment, wage gaps especially in case of female workers.
- 6. Violation of the right to work, lower salary, unemployment rate, women are more vulnerable.
- 7. Asylum seekers and refugees are not on equal terms to access a job and, if found, to maintain it. Discrimination in the workplace in the form of greater precariousness and poverty, occupational segregation and gender specialization.
- 9. Discrimination in the field of employment. Limited labor rights, occupational segregation, concentration in low-wage sectors.
- 11. Significant overrepresentation in low-paying, precarious jobs with poor working conditions.
- 12. Complexity of administrative procedures to regularize employment status. Dependency of legal status on employment contracts, which is difficult to secure. Exposure to exploitative conditions in informal work sectors. Significant overrepresentation in informal work, with limited legal protections. A large percentage of migrants work informally, with women facing additional risks of abuse and exploitation.
- 17. Discrimination in the field of employment.
- 19. Discrimination in the field of employment, especially for women. Other limitations: low wages, temporary contracts, and limited social protections.

nt & 2. Migrai Underemploy benefits. ment 3. Unem

Unemployme | Unemployment and underemployment rates among migrants:

- & 2. Migrants face higher unemployment rates and limited access to unemployment by benefits.
 - 3. Unemployment rates among migrants, overqualification of immigrants for the employment they get.
 - 6. Overqualification of migrants for the employment they get, especially among
 - 9. High unemployment rates. Migrants are disproportionately employed in precarious jobs, with limited labor rights.
 - 11. Migrants face higher unemployment rates.
 - 12. High unemployment.
 - 19. High unemployment.





Financial Difficulties

Financial challenges faced by migrants:

- 2 Financial exclusion: difficulty to access the financial and banking services due to the banks' requirements to the documents and residence permit
- 4. Financial exclusion: difficulty to access the financial and banking services
- 6. AROPE rate refers to the percentage of the population that is at risk of poverty and/or social exclusion.
- 7. Financial exclusion: access and maintenance of basic payment accounts.
- 9. Data on poverty rates: AROPE rate.

Legal and Administrative Challenges

Access to Legal Status

to Difficulties in obtaining or maintaining legal status:

- 2. Difficulty in obtaining an identity card, residency, registration; Administrative delays, barriers in residency documentation, and challenges in legal assistance for asylum seekers.
- 4. Challenges in recognition of international protection and difficulties in access to the procedure due to registered record number of asylum applications in Spain in 2022.
- 9. Long delays in processing documentation and limited access to legal assistance programs.
- 11. Necessity in legal assistance and simplified processes for obtaining residency and work permits. Complex requirements for residency renewal, including minimum earnings and uninterrupted employment. Administrative delays prevent timely processing of permits.
- 12. Complexity of administrative procedures to regularize residency and employment status.





Access Services

to Challenges in accessing essential services (healthcare, education, housing):

- 2. Language barrier to access healthcare services, state administrations
- 4. Obstacles in the access of migrants to Economic, Social and Cultural Rights and services due to the registration requirement to access social services and basic rights such as education or health care.
- 7. Access without discrimination and the exercise of Economic, Social and Cultural Rights (ESCR), such as the right to housing, education, health or employment.
- 9. Discrimination in the rental market and insufficient affordable housing stock. Language barriers, lack of cultural training for providers, and restricted healthcare access for migrants without legal status. Lack of access to educational opportunities and difficulties to integrate into formal education system.
- 11. High rental costs and lack of affordable housing. Higher requirements to migrants(e.g., proof of income, documentation) for housing. Difficulties in obtaining recognition of foreign qualifications and diplomas that limits the employment opportunities. Obstacles in access to healthcare services: language barrier, registration requirements, absence of required documents. Migrants experience systemic discrimination across housing, employment, and legal systems.
- 12. Discrimination in housing, healthcare, including racial and ethnic bias, excessive documentation demands, and refusal to rent to migrants. Deny in healthcare services provision due to administrative and financial barriers. Prejudices among healthcare providers. Language issues.
- 13. Administrative barriers to access to health, labor market and naturalization.
- 14. Administrative barriers to access health, labor market and naturalization
- 15. Gaps in education, employment and housing.
- 17. Language barriers and cultural competency among providers in accessing to healthcare services. Focus on inclusive education systems.
- 19. Administrative hurdles and restrictive policies exclude many, especially undocumented migrants, from essential services and protections. Barriers, like recognizing foreign qualifications, restrict upward occupational mobility. Language barriers and challenges in credential recognition limit access to education and vocational training.
- 21. Labour market inclusion of immigrants in OECD countries, including Spain.
- 26. Administrative barriers and lack of information in the native language hinder access to healthcare services. Language barriers also affect access to employment and training opportunities, as well as the capacity to validate their diplomas and access networks.
- 27. Administrative barriers to access employment and naturalization.





Navigating Bureaucracy	Difficulties in understanding and navigating administrative procedures: 2. language barrier, complexity of administrative procedures and electronic access to administrative procedures. 4. difficulties in access to basic public services and resources. 7. difficulties in access to basic public services and resources. 11. complexity of procedures for obtaining residency and work permits. Administrative delays prevent timely processing of permits. 12. Complexity of administrative procedures to regularize residency and employment status. 19. Immigrants encounter hurdles in accessing social benefits due to the restrictive administrative requirements.
Psychological	Challenges
Mental Health Impacts	Prevalence of mental health issues among migrants: 2. Mental health issues due to the difficulties in obtaining housing and employment. 9. Significant percentage of migrants report symptoms of anxiety and depression, particularly those who have experienced forced migration or asylum processes. Access to psychosocial well-being services remains uneven, with rural areas often lacking adequate support infrastructures. Limited availability of mental health professionals trained in cultural competence or trauma-informed care. 12. Mental Health Impacts of migration have to be researched. 23. Mental health issues among migrant adolescents in Spain.
Trauma and Loss	Experiences of trauma and loss associated with migration: 4. Trauma and loss of Ukrainian people fleeing a war that has forced them to abandon their homes, jobs, families, friends and, on occasions, they have had to face the death of close people.
Social Isolation	Feelings of loneliness and isolation among migrants: 9. Social isolation among migrants and lack of support. 11. Isolation due to few opportunities for community participation. 12. Isolation due to few opportunities for community participation. 26.Women with small kids are in many cases in the situation of social isolation.

Opportunities Programs Data Extraction Template

Category	Data to be extracted
Socio-Cultural Opportunities	





Language Cultural Training

& Availability and effectiveness of language and cultural orientation programs:

2. The Program for educational orientation, advancement and enrichment PROA+. It's objective is to offer support and guidance to students in situations of educational vulnerability and reduce school dropout rates. This aimed at centers with special educational complexity with students in vulnerable situations.

<u>MUS-E program</u> promotes the integration of migrant students. It is focused on educational and cultural inclusion.

- 4. **Program of reception and social inclusion by Spanish families** of Ukrainian refugees in 2022. The program has facilitated a cultural integration and rapid learning of Spanish of Ukrainian families as a vehicular language for their inclusion in Spain.
- 8. ACCEM: face-to-face and online courses in Spanish language and culture and co-official languages for adults and minors; literacy and oral Spanish courses; family conciliation and special needs activities; constitutional and socio-cultural knowledge courses about Spain; information on culture and official language courses.
- -DISCOVERING TOGETHER. Project for access to education for foreign women in vulnerable situations.

Community Engagement

Opportunities for interaction and collaboration between migrants and host communities:

- 2. Experience of accompanying and welcoming asylum seekers through the 'Family welcomes asylum seekers' initiative for refugees from Ukraine in 2022.
- 4. <u>Gran Canaria Convive Initiative</u> with objective is to identify intercultural assets on the island, generate strategic alliances and the commitment to contribute to the good management of intercultural and social diversity on the island of Gran Canaria with support of the Island Council.
- 4.Program of reception and social inclusion by Spanish families of Ukrainian refugees in 2022. The program has facilitated a deep knowledge of the culture and the host society.
- 9. Intercultural Community Intervention Project and other community participation projects to promote interaction and coexistence in neighborhoods and areas with significant cultural diversity. This project is carried out by the La Caixa Foundation in 36 territories of Spain.
- 13. Host family programme, with the collaboration of Fundación la Caixa, which connects Ukrainian families with volunteer host families, under the Ministry of Inclusion, Social Security and Migration.
- 29. European project "REGIN" (Regions for the Integration of Migrants and Refugees) seeks to improve action and cooperation between European regions in the integration of migrants and refugees.





Anti-Discrimination Initiatives

Policies and programs aimed at combating discrimination and promoting inclusivity:

2. <u>Project: "Educational centers free of hate speeches"</u> (entity: Madre corage) focused on promoting proposals in the educational system to identify hate speech, as well as processes to deconstruct violent thinking and narratives.

<u>Project "#Nodaigual"</u> Fight against Hate, Racism and Xenophobia on social networks

Project <u>"Cyberagents of Peace"</u> carried out by Jóvenes y Desarrollo together with Maldita financed by the Madrid City Council. Objective: prevent hate speech and misinformation among youth.

Project <u>"Deactivate your prejudices"</u> a Facebook and Fad project to prevent and anticipate negative stereotypes in adolescence.

<u>Project "No more haters"</u> ("FAD Juventud" Foundation) is an initiative to fight against messages of hate.

Project: <u>"Save a hater"</u> by ACCEM. The project offers tools, information, videos and links to combat racism, xenophobia.

Project: <u>Orientations. Manual to combat hate speech in Internet</u> (entity: Instituto de Juventud) It is designed for students from 13 to 18 years old to fight against online hate speech from a human rights perspective

Project: <u>Set of practical resources to work the hate speech in the classroom</u> (Entity: Basque Government and Moviendote Association)

Project: #(Dis)connected by ACCEM in the framework of SINRACXEN project. Diagnosis on the relationship between adolescence and hate speech in the digital environment

- 4. <u>Canarias Convive initiative</u> aims to shape the future Canary Islands Plan for Immigration and Intercultural Coexistence for management of the multidimensional reality from a participatory, community and human rights approach of reception, inclusion and coexistence in the Canarian Islands. With support of Ministry of Social Rights, Equality, Diversity and Youth of the Government of the Canary Islands.
- 4. Projects: <u>Desalambre</u>, <u>Baynana</u>, <u>Afroféminas</u> or <u>Revista 5W</u>, aimed to explain the complex reality behind migrations, offering context and the stories behind the cold figures.
- 8. -Programme aimed at detection and assistance to victims of incidents and hate crimes with racist, xenophobic or associated intolerance motivation.
- -Service for assistance and guidance to victims of discrimination based on racial or ethnic origin.
- -SINRACXEN. Awareness program against racism, xenophobia and other associated forms of intolerance
- 13. Strategic Framework for Citizenship and Inclusion against Racism and Xenophobia (2023-2027).
- SEMILLA (SEED) project for the implementation of the Protocol of Action against Violence against Women in the National Reception System for





	International and Temporary Protection, carried out by the Ministry of Inclusion, Social Security and Migration in collaboration with UNHCR Spain. -The Assistance and Guidance Service of the Council for the Elimination of Racial or Ethnic Discrimination is a free state service for victims of racial or ethnic discrimination provided by CEDRE, a collegiate body attached to the Ministry of Equality.
Housing initiatives	Initiatives and programs aimed at providing housing: 2. Experience of accompanying and welcoming asylum seekers through the 'Family welcomes asylum seekers' initiative for refugees from Ukraine in 2022. 4. Program of reception and social inclusion by Spanish families of Ukrainian refugees when the war started in Ukraine.
Economic Opportunities	
Employment Support	Programs, initiatives, laws facilitating migrant access to the labor market: 2. Regulation of the Law on Foreigners, Royal Decree 903/2021 entered into force improving access to work and residence permits. 6. Until 2030 it is planned to promote the recognition of qualifications of immigrants as a mechanism to facilitate their social integration and take advantage of their full potential in the labor market. 7. COUNCIL DIRECTIVE 2009/50/EC: Directive, of May 25, 2009, relating to conditions of entry and residence of third country nationals for the purposes of highly qualified employment. -BLUE CARD DIRECTIVE: Directive (EU) 2021/1883 of the European Parliament and of the Council of 20 October 2021 on the conditions of entry and residence of third-country nationals for the purposes of highly qualified employment, and by that Council Directive 2009/50/EC is repealed. 8. ACCEM: development of integrated and individualized job insertion itineraries to facilitate the socio-labor insertion of the people served. This intervention is carried out through a series of stages: evaluation and diagnosis, pre-training, access to occupational training, identification of employment opportunities, job orientation and active job search, and support for job placement -EMPLEAIN. Job insertion program for immigrants -#EMPLEANDOJUNTXS: socio-labor integration program for immigrants -RURALEMPLEA: socio-labor inclusion program in rural areas for immigrants. 9. Redes Plus project in Seville thanks to which foreigners can access professional internship itineraries, only having an experience in their countries of origin.
Entrepreneurship Support	Resources and programs encouraging migrant entrepreneurship: 17. Entrepreneurship support and mentorship programs for migrants. 21. Migrant entrepreneurship.





Financial Inclusion | Initiatives promoting access to financial services for migrants:

4. Financial aid to Ukrainian refugees under Temporary Protection regime. The Government of Spain approved a royal decree for the direct granting of subsidies to the autonomous communities to finance the provision of economic aid to the Ukrainian people under Temporary Protection regime, which amounted to 400 euros per month per adult, increased by another 100 euros for each minor.

Legal and Administrative Opportunities





Pathways Citizenship

to Policies, programs, laws facilitating access to citizenship and permanent residency:

- 2. Regulation of the Law on Foreigners, Royal Decree 903/2021 entered into force improving access to work and residence permits.
- 4. WELCOME DIRECTIVE. Directive 2013/33/EU, of June 26, 2013, by which standards are approved for the reception of applicants for international protection.
- PROCEDURES DIRECTIVE. Directive 2013/32/EU, of June 26, 2013, on common procedures for granting or withdrawing protection international.
- PROPOSAL FOR A REGULATION OF PROCEDURES: Amended proposal for a Regulation of the European Parliament and of the Council, of September 23, 2020, by which establishes a common procedure regarding international protection in the Union and repeals Directive 2013/32/EU.
- TEMPORARY PROTECTION DIRECTIVE. Directive 2001/55/EC, of July 20, 2001, relating to the minimum standards for the granting of Temporary Protection in case of massive influx of displaced people and measures to promote a equitable effort among Member States to accommodate such persons and assume the consequences of their reception.
- RECOGNITION DIRECTIVE. Directive 2011/95/EU, of December 13, 2011, which establishes rules relating to the requirements for the recognition of third-country nationals or stateless persons as beneficiaries of international protection, to a uniform status for refugees or for persons entitled to subsidiary protection and the content of the protection granted.
- ASYLUM LAW. Law 12/2009, of October 30, regulating the right of asylum and subsidiary protection.
- FOREIGNERS LAW. Organic Law 4/2000, of January 11, on rights and freedoms of foreigners in Spain and their social integration, modified by LO 8/2000, of December 22, modified by LO 11/2003, of September 29, modified by LO 14/2003, of November 20, modified by the LO 2/2009, December 11.
- -- DUBLIN REGULATION. Regulation (EU) No 604/2013 of the European Parliament and of the Council, of 26 June 2013, establishing the criteria and mechanisms for determining the Member State responsible for the examination of an application for international protection submitted in one of the Member States by a third-country national or a stateless person. ROYAL DECREE TO REFORM THE FOREIGN REGULATIONS. Royal Decree 629/2022, of July 26, which modifies the Regulations of the Organic Law 4/2000, on rights and freedoms of foreigners in Spain and their integration social, after its reform by Organic Law 2/2009, approved by the Royal Decree 557/2011, of April 20.





6. until 2030 it is envisaged to improve access to public services for migrants in vulnerable situations through financing of projects that promote their personal autonomy, knowledge of the environment and access to citizenship and permanent residency.

- 7. HOST DIRECTIVE: Directive 2013/33/EU, of June 26, 2013, by which approve standards for the reception of applicants for international protection. -BLUE CARD DIRECTIVE: Directive (EU) 2021/1883 of the European Parliament and of the Council of 20 October 2021 on the conditions of entry and residence of third-country nationals for the purposes of highly qualified employment, and by that Council Directive 2009/50/EC is repealed.
- TEMPORARY PROTECTION DIRECTIVE: Council Directive 2001/55/EC, of 20 July 2001, concerning minimum standards for the granting of temporary protection in case of massive influx of displaced people and measures to promote an equitable effort among Member States to welcome such people and assume the consequences of their reception.
- TEMPORARY PROTECTION DIRECTIVE: Directive 2001/55/EC, of July 20, 2001, concerning the minimum standards for the granting of temporary protection in case of massive influx of displaced people and measures to promote an effort equitable between Member States to accommodate such persons and assume the consequences of their reception.
- FOREIGNERS LAW: Organic Law 4/2000, of January 11, on the rights and freedoms of foreigners in Spain and their social integration, modified by LO 8/2000, of December 22, modified by LO 11/2003, of September 29, modified by LO 14/2003, of November 20, modified by LO 2/2009, of December 11.
- COVENANT ON ECONOMIC, SOCIAL AND CULTURAL RIGHTS: Covenant adopted by the United Nations General Assembly in its Resolution 2200 A (XXI) on 16 December 1966.
- -Declaration of Immigration Emergency by the Secretary of State for Migration adopted by the government of Canary Islands.
- 13.-Spanish Constitution of 1978: starting point of the framework of basic rights and obligations in terms of equality, human rights, and non-discrimination.
- Law on foreigners
- Asylum law
- -Integration Law
- -Citizenship Law
- -Anti-discrimination law
- 14. The naturalization process is Spain's main area of weakness. Immigrants can become citizens only after 10 years of residence, and dual citizenship is only granted to those from certain countries.
- 18. Law of Democratic Memory. It's possible toacquire Spanish nationality for people born abroad, whose father, mother, grandfather or grandmother were originally Spanish.





	26. Access to nationality is also Spain's main area of weakness.	
Legal Aid and Advocacy	Availability and accessibility of legal aid and advocacy services for migrants: 6. until 2030 it is envisaged to improve access to public services for migrants in vulnerable situations through financing of projects that promote their personal autonomy and their knowledge of the legal and advocacy services. As well as improvement of protection of especially vulnerable migrants, such as victims of trafficking with purposes of sexual exploitation or for the purposes of labor exploitation, by reinforcing the reception system specifically designed for this group. 8. ACCEM: legal support, legal advice and legal assistance for migrants 18. Fighting racism and discrimination Law 15/2022 for Equal Treatment and Non-discrimination provides measures to prevent, eliminate and correct all forms of direct or indirect discrimination. The Second Action Plan to Combat Hate Crimes (2022-2024) aims to assist and support victims of hate crime.	
Streamlined Administrative Processes	Initiatives aimed at simplifying administrative procedures for migrants: 6. until 2030 it is envisaged to improve access to public services for migrants in vulnerable situations through financing of projects that promote their personal autonomy and their knowledge of the administrative procedures. 8. ACCEM: interpretation services to facilitate interaction with state institutions, translation of documents necessary for administrative procedures. Support in contacting health, educational, justice or legal-administrative system.	
Psychological and Well-being Opportunities		
Mental Health Support	Culturally sensitive mental health services and support programs: 8. ACCEM: Psychological Care.	
Trauma-Informed Care	Initiatives addressing the specific needs of migrants who have experienced trauma: 8. ACCEM: Psychological support.	
Community Building & Social Support	Programs fostering social connections and community building among migrants: 8. ACCEM: social support and inclusion. The following projects carried out: -MEDIATIO. The purpose of this project is to contribute to the process of autonomy and improvement of the quality of life of vulnerable migrants in poor living conditions, through a permanent socio-health care service, as well as promoting intercultural mediation as a tool for inclusion, coexistence and improvement of living conditions. 9. Intercultural Community Intervention Project and other community participation projects to promote interaction and coexistence in neighborhoods and areas with significant cultural diversity. This project is carried out by the La Caixa Foundation in 36 territories of Spain.	





7.1.5 Greece's Research Data

General Information Extraction Template: Basic Needs

Category Data to be Extracted





Source

- 1) Medecins Sans Frontieres, 2024, The normalization of violence against refugees and migrants is established .
- **2)** The Nauteboriki, 2021, Migration: LGBTI refugees in Greece experience insecurity and discrimination, survey finds
- **3)** Intersos Hellas, 2023, Hunger in Europe: an analysis of the food insecurity experienced by refugees, asylum seekers, migrants and undocumented people in Greece.
- **4)** Nicolaides, 2024, Chronic problems, recent legislative solutions, and the course of refugee and migration issues in the EU.
- 5) UNHCR, 2020, Housing Briefing Note.
- **6)** Ministry of Immigration and Asylum, 2022, "ESTIA II" housing programme to be completed in 2022
- **7)** Ministry of Migration and Asylum, 2024, Support for the Integration in Greece of Beneficiaries of International Protection and Temporary Protection
- **8)** Ecopress, 2022, ESTIA: the programme ends, thousands of properties are rented out
- **9)** Council of Europe, Human Rights and Biomedicine, e.g., access to appropriate health care
- **10)** Xenariou, 2024, The right of refugees and migrants to health the approach of NGOs to the situation in Greece, Hellenic Open University, University of Thessaly.
- **11)** Teloni, Dedotsi, Lazanas, & Telonis, 2023, Social work with refugees: examining social workers' role and practice in times of crisis in Greece, International Social Work, 66(4), 1117-1134
- 12) European Commission, 2020, Migrant Health
- **13)** Malliouri, 2024, The social integration of refugees and migrants in Greece and Europe from 2015 to 2020
- **14**) Orjuela-Grimm, et al., 2022 , Migrants on the move and food (in) security: a call for research. Journal of Immigrant and Minority Health, 1-10.
- **15)** Nisbet, Lestrat, & Vatanparast, 2022, Food security interventions among refugees around the globe: a scoping review. Nutrients, 14(3), 522.
- **16)** Myloneros & Sakellariou 2021, The effectiveness of primary health care reforms in Greece towards achieving universal health coverage: a scoping review. BMC health services research, 21, 1-12.
- **17)** Siomou, 2022, ACCESS OF MIGRANTS TO PRIMARY HEALTH CARE UNITS. Perioperative Nursing-Quarterly scientific, online official journal of GORNA, 11(4 October-December 2022), 358-364.
- **18)** Desipris, Kapaki, & Kotsopoulos, 2022, Health Related Quality of Life of refugees, and barriers to their access to healthcare services. Archives of Hellenic Medicine/Arheia Ellenikes latrikes, 39(6).
- **19)** Galanis et al., 2022, Access of migrants to health services. Archives of Hellenic Medicine/Arheia Ellenikes latrikes, 39(3).
- **20)** Nassie, 2023, Migrants' access to health services: A qualitative analysis with a focus on primary health care.





Type of Document	1) Report 2) Newspaper 3) Report 4) Report 5) Report 6) Press Release 7) Information leaflet 8) Report 9) Information leaflet, 10) Postgraduate research, 11) Research 12) Report 13) Postgraduate study 14) Article 15) Article 16) Article 17) Article 18) Article 19) Article 20) Postgraduate research
Country of origin	1) Greece 2) Greece 3) Greece 4) Greece 5) Greece 6) Greece 7) Greece 8) Greece 9) Greece 10) Greece 11) Greece 12) European Union 13) Greece 14) Global 15) Global 16) Greece 17) Greece 18) Greece 19) Greece 20) Greece
Study	1) Adult and minors Refugees & Migrants
population	2) LGBTI Refugees and Asylum Seekers
	3) Migrants, Refugees, Asylum seekers, People "without papers"
	4) People with a refugee profile
	5) Asylum seekers and Refugees
	6) Asylum seekers and Refugees
	7) Beneficiaries of International Protection and Temporary Protection
	8) Refugees and asylum seekers of the ESTIA Programme
	9) Migrants
	10) Refugees and migrants
	11) Social Workers and Refugees
	12) Migrants
	13) Refugees and migrants
	14) Refugees and migrants
	15) Refugees and migrants
	16) Natives, refugees and migrants
	17) Refugees and migrants 18) Refugees and migrants
	19) Migrants
	20) Health professionals, refugees and migrants
	20) Health professionals, refugees and migrants





Purpose of Study/Report

- 1) the devastating consequences of restrictive immigration policies and practices
- 2) The main problems faced by LGBTI refugees and asylum seekers during their stay in Greece
- **3)** The food insecurity of refugees, migrants, asylum seekers and "undocumented" people in Greece
- 4) The course of the refugee and migration issue in the EU
- **5)** Statistics of the ESTIA housing programme
- **6)** The termination of the "ESTIA II" housing programme due to the improved management of migration.
- **7)** Statistics of HELIOS beneficiaries
- **8)** The closure of the ESTIA programme and the transfer of the beneficiaries to accommodation facilities.
- **9**) Lack of information about available health services and how to find and use them
- **10)** Investigating the protection and safeguarding of the right to health of refugees and migrants residing in Greece
- **11)** The practice of social work with refugees and the role of social workers as human rights defenders
- 12) Health checks for the early identification of potential needs of migrants
- **13)** The examination of the social integration of migrants and refugees in Greece and other countries of the European Union during the five-year period 2015-2020
- **14)** Food security for migrants on the move and how active mobility is linked to food security
- **15)** Food security interventions for refugees and identification of existing gaps
- 16) The reforms of Primary Health Care in the period 2010-2018
- **17)** Investigating the accessibility of migrants to primary health care in their host country and the example of Greece.
- **18)** To assess the Health Related Quality of Life (HRQoL) of refugees and migrants living in temporary camps in Greece and identify their health care needs and the barriers they face in accessing health services
- **19)** Inequalities in access to health services
- **20)** Focuses on the obstacles that refugees and migrants encounter when seeking health care in health care facilities

Needs Data Extraction Template

A. Basic Needs

Category	Data to be Extracted
A. Basic Needs	





Food security

- **3)** 30.1% of people who received support through the "Food for All" programme are recognised refugees.
- The majority of the beneficiaries of the programme are children (54%) of which 1 in 3 (23.7%) are under 4 years old and 84.7% are women and girls.
 - 59.4% have access to food only 1-3 times a week.
- -Six out of ten people who received support through the programme have access to food only one to three times a week. 69.8% do not have consistent access to food, while 17.6% said they have no access to food at all.
- Steady increase in the number of applications entering the waiting list for the programme (2,366 people, including 1,233 minors
- have difficulty meeting their basic nutritional needs and are exposed to serious physical and psychological risks
- **14)** Food insecurity contributes to negative impacts on health and well-being, and its impact can be exacerbated during periods of vulnerability
 - Food insecurity is both a cause and a consequence of migration
- Monitoring food security is critical to ensuring the global right to food for migrants, and tools must be designed in a way that takes into account the unique challenges they face during these "exceptional" periods of mobility, including emergencies such as pandemic COVID-19
- **15)** There are 26 million refugees worldwide, with 80% of them facing food insecurity regardless of their location
- Food insecurity leads to poor nutrition from an early age and disproportionately affects certain groups, such as women
- Food security is a complex issue that needs to consider gender, policies, and the social and cultural conditions faced by refugees.
- In host countries, the types of interventions are more focused on capacity building and training. Despite the many existing interventions, the rate of food insecurity remains very high among refugees. Moreover, due to the lack of an appropriate and universal evaluation programme, the effectiveness of interventions is not clear.
- researchers should adopt a standardised and feasible food security assessment tool, which is necessary to evaluate the effectiveness of interventions in different locations and countries





Housing

- **2)** The majority of the survey (9 LGBTQ people out of 17 surveyed) reported on the conditions of asterism
- 4) Requests for housing are far outnumbered by the available options
 - The asterism exacerbates the difficulties
- The closure of the ESTIA programme has left more than 7,000 extremely vulnerable asylum seekers (people with disabilities, pregnant mothers, single-parent families) on the street
- Limited and dysfunctional operation of the unique program for the integration and integration of recognized refugees, HELIOS
- 5) 2015 to 2020 (end of June) 25,792 places in the ESTIA housing programme
 - 4,646 apartments, 8 buildings in 14 cities and 7 islands in Greece
- 54% are located in Athens, 39% in the rest of mainland Greece and 7% on the islands.
- 25,578 people are housed in the ESTIA programme. 6,447 are recognised refugees. 51% of the beneficiaries are children.
 - 86% are Syrian, Iraqi, Afghan, Iranian or Congolese
- ESTIA was implemented through 12 national and international NGOs and 11 municipalities
- **6)** Reduction of "ESTIA II" housing programme places from 27,000 to 10,000 due to the improved management of migration
 - Prospect of full implementation of the ESTIA programme by the end of 2022
- The ESTIA programme from 2015 to 2020 was run by UNHCR. From September 2020 it was transferred to the responsibility of the Ministry of Immigration and Asylum.
- 7) -10,000 households benefit from HELIOS rent subsidies
 - 24,510 people benefit from HELIOS rental subsidies
 - 8,076 unique HELIOS project residences
- **8)** completion of the ESTIA program and the transfer of the beneficiaries to accommodation facilities throughout Greece.
 - Decongestion of urban centres

Healthcare access

- 1) hotspots have significant shortcomings in protection and access to basic needs such as water, health care and safe accommodation
- fear of deportation, poor living conditions, complicated administrative procedures, exposure to insecurity are factors affecting people's mental health
- **2)** None of the trans people (who participated in the survey) were able to access health services, especially tribal health services
- 9) Health systems must be culturally sensitive
 - Have intercultural mediators,
- Adapt health services to the cultural characteristics of migrants and other people in similar situations
- **10)** Barriers and obstacles to ensuring the right to health of refugees and migrants in Greece





- Problems are identified both in the health centres/centres and in the community and relate to access to health services at all levels, to medication and to access to information and medical data
 - Insufficient training of health professionals
 - Negative experience of refugees and migrants with the public health system
- Burdensome impact of pandemic COVID-19 on ensuring and protecting the right to health of refugees and migrants
- **11)** The COVID-19 pandemic worsened the situation of refugees due to the lack of basic facilities in camps and detention centres.
- **12)** The European Commission supports countries hosting large numbers of refugees
- Provides funding to improve healthcare for vulnerable migrants and train health professionals
- Supports EU countries that receive particularly large numbers of migrants to address health challenges and promotes the exchange of best practices on healthcare models
- **13)** The access of migrants to state health services is a fundamental right, recognised by the state
- Pathologies remain which prevent migrants from having exactly the same rights as Greek citizens in this area and there are clear signs that further action is needed to mitigate inequalities.
- **16)** People with chronic or mental health conditions, people with disabilities, refugees and migrants face limited access to health care
- Migrants and refugees are excluded mainly because of economic and cultural barriers, although they have a legal right to access public services if they have a social security number or an asylum document number.
- **17)** The protection of migrants' health and their access to primary health care is an inalienable right and vital for their integration in their host country
- Nevertheless, the needs of migrants have not been met in primary health care in all host countries, as in Greece.
- Their main obstacle is the language and the lack of communication between patients and doctors and health professionals in general, as well as the lack of information and time pressure, so that they cannot be served
- **18)** Participants visited either community clinics (35.8%) or health centres (23.3%), receiving services mostly free of charge (93.2%) and mainly from a general practitioner (56.7%) or a non-specialist doctor (12.5%). There was a high demand for dental services (39.2%), followed by primary health care (PHC) for acute paediatric diseases (29.6%) and emergencies (28%). There was less demand for PHC for chronic diseases (12%), hospitalizations (6.4%), family planning counselling (5.6%) and special consultations (3.2%).
- Difficulty in accessing dental services, vaccinations and surgeons was reported.
- The main barriers reported were structural and financial, followed by cognitive issues.





- Refugees and migrants report moderate barriers and poor access to healthcare services.
- **19)** The most problems in accessing health services are faced by elderly migrants, migrants with less residence in the host country, migrants with lower incomes and migrants without insurance
- Limited access of migrants to primary health care services further exacerbates the problem
- Migrants and their children are less often insured and use health services less often than natives
- The most important problems in providing health care in a multicultural environment are different language, cultural differences, lack of trust, lack of continuity of care and lack of knowledge
- Not knowing the language of the host country is a major barrier to using health services, increasing waiting times and making telephone communication difficult.
- Ignorance of the language makes it even more difficult to use mental health services.
- **20)** health professionals at all levels of health care need additional support to provide specialised and well-coordinated health care and treatment to refugees and migrants
- A key issue in each question asked was the communication difficulty between health professionals and patients.
- Access to primary health care structures, communication issues including translation, intercultural training of translators and health professionals, access and navigation within the primary health care system for refugees and migrants without social security and issues of shortages in primary health care structures are the most important barriers to access for vulnerable populations in general to the primary health care system.

B. Safety and Protection Needs

Category Data to be Extracted





Source	1) Medecins Sans Frontieres, 2024, The normalization of violence against refugees and migrants is established.
	2) Kanata, 2024, Violence against Refugee and Migrant Women
	3) Human Rights Watch, 2022, Greece, Events of 2022.
	4) Social Policy, 2021, Greece: refusals and violence against refugees and migrants constitute de facto border policy
	5) The Nauteboriki, 2021, Migration: LGBTI refugees in Greece experience
	insecurity and discrimination, survey finds
	6) Georgiou, N., 2024, Joint Statement: Greece must fix its dysfunctional
	registration system which unlawfully detains asylum seekers and denies them access to fundamental rights
	7) Equal Rights Beyond Borders, e.g., Free legal support for asylum seekers and
	refugees 9) METAdrasi 2010 Logal assistance for migrants, asslum sockers and refugees in
	8) METAdrasi, 2019, Legal assistance for migrants, asylum seekers and refugees in Greece: Challenges and obstacles
	9) National Registry of Administrative Services, 2024, Provision of legal assistance
	and representation of applicants for international protection
	10) Bastaki, J., 2019, "Not Without My Daughter": EU Asylum Law, Gender, and the
	Separation of Refugee Families
	11) Generation 2.0 For Rights Equality & Diversity, 2020, Legal Advice and Cultural
	Mediation.
	12) Diotima Centre for Women's Studies and Research, 2019, Final Report. Survey
	on addressing gender-based violence in the refugee and migrant population (girls, boys, women, men).
	13) Common Ground, International Rescue Committee, (2021). European funding
	for the integration of migrants and refugees in Greece: The margins are narrowing
	14) Peritogiannis, et al. 2022, The role of the Mobile Mental Health Units in mental
	healthcare delivery in rural areas in Greece: current challenges and
	prospects.Psychiatriki, 33(4), 301-309.
Type of	1) Report 2) Report 3) Report 4) Report 5) Newspaper 6) Report 7) information
Document	leaflet 8) Report 9) information leaflet 10) Article 11) Report 12) Report 13) Report
	14) Article
Country of	1) Greece 2) Greece 3) Greece 3) Greece 4) Greece 5) Greece 6) Greece
origin	7) Greece (Hios, Kos, Athens) 8) Greece 9) Greece 10) Greece (Lesvos)
	11) Greece 12) Greece 13) Greece 14) Greece
	·





Study population

- 1) Adult and minors Refugees & Migrants
- 2) Women Refugees & Migrants
- 3) Refugees & Migrants
- 4) Refugees & Migrants
- 5) LGBTI refugees and asylum seekers
- **6)** Asylum seekers
- 7) Refugees and asylum seekers
- 8) Migrants, asylum seekers and refugees
- 9) Applicants for international protection
- 10) Asylum seekers
- 11) Refugees, migrants and young people of migrant origin
- 12) Refugee and migrant population
- 13) Migrants, asylum seekers and refugees
- **14)** Natives, migrants and refugees

Purpose of Study/Rep ort

- 1) Devastating consequences of restrictive immigration policies and practices
- 2) Gender-based violence against refugee and migrant women
- 3) Abusive practices by law enforcement authorities
- 4) Human rights violations at the borders of Greece; Greece's illegal repatriations
- **5)** The main problems faced by LGBTI refugees and asylum seekers during their stay in Greece
- 6) Unlawful detention and denial of access to fundamental rights of asylum seekers
- **7)** The defence and implementation of the rights of refugees and asylum seekers in Greece
- 8) The obstacles and challenges in the asylum application process
- 9) The procedure concerns the provision of free legal assistance
- 10) Barriers to family reunification for people over 18 years old
- **11)** The provision of free daily legal advice on residence permits and the acquisition of Greek citizenship
- **12)** Assessing the availability, accessibility and quality of gender-based violence services that meet the needs of the refugee and migrant population (women, men, girls and boys)
- 13) The challenges and increased integration needs during the COVID-19 period
- **14)** The importance of Mobile Mental Health Units (MHPUs) in the provision of mental health services in remote rural areas in Greece.

B. Safety and Protection Needs

Safety and	and
Protection	'n
Needs	





Legal protection

- 6) Serious deficiencies in the procedure for claiming asylum in mainland Greece
- Illegal practices, delays and malfunctions depriving asylum seekers of their legal rights in Malakasa
- **7)** Free legal assistance and representation to refugees and asylum seekers during the asylum procedure.
- 8) The provision of legal assistance is fragmentary
 - Numerous administrative, legislative and practical obstacles
 - Insufficient information and language barriers
- **9)** Free legal assistance and representation to applicants for international protection in appealing to the Refugee Authority following a rejected application
- 10) Restricting family reunification to parents and minor children only
- Adult daughters and sons often lose the right to be included in the same asylum application once they reach adulthood
 - Forced separation causes emotional and psychological distress
 - It endangers their mental health
- It leads families to difficult choices, such as giving up the asylum procedure to stay together or the person who has been granted refugee status to renounce it in order not to be separated from his/her family.
- The policy may inadvertently perpetuate a cycle of vulnerability by exposing women in particular to exploitation, isolation, and sexual and gender-based violence (SGBV).
- **11)** the non-governmental organization Generation 2.0 RED provides daily free legal support to third country citizens regarding access to information and the requirements for residence permits and the acquisition of Greek citizenship
- provides additional support to refugees who have been imprisoned due to expired documents and LGBTQ+ people seeking international protection
- **13)** The Asylum Service was closed (during COVID-19) to the public for months and when services were opened, delays and cancelled appointments for asylum interviews, family reunification requests or residence cards were often reported.





Physical safety

- **3)** Hate crime statistics for 2021, <u>published in May</u> by the non-governmental Racist Violence Reporting Network (RVRN), showed a decrease in incidents of organised violence.
 - Racially motivated police violence has been on the rise since 2018
- Victims (of incidents of violence against refugees and migrants) of hate crimes report uniformed personnel as perpetrators
- Lesbians, gays, bisexuals and trans people are targeted by a wide range of perpetrators (ordinary citizens, civil servants and uniformed people)
- 4) The incidents documented in the survey involved 1000 people.
- The majority of these people reported that they had been subjected to or witnessed violence (beatings with sticks or clubs, kicks, punches, slaps) by uniformed Greek state officials, as well as men in civilian clothes.
- Men were often subjected to humiliating and aggressive strip searches, sometimes in front of women and children.
- 5) -Assaults by LGBTI asylum seekers and refugees
 - -Stigmatised and often invisible LGBTI asylum seekers and refugees
- Limited evidence of complaints of racist violence against LGBTI refugees and migrants
- **12)** Vulnerability assessments in overcrowded conditions in CSTs where there is a workload many incidents of gender-based violence are not identified
- The safety and protection of survivors is undermined by the lack of police intervention in the structures
- Transportation and escorting of gender-based violence incidents is rarely available
- The provision of healthcare in the context of gender-based violence is hampered by the scarce availability of interpretation in public hospitals.
- There are significant concerns about the safe housing of survivors of gender-based violence there is no provision for the housing of male survivors and child survivors of gender-based violence are housed in hospitals or in facilities with staff not specialised in gender-based violence.
- **14)** One of the challenges that the Mobile Mental Health Units (MHUs) had to deal with was the flow of **refugees/migrants**
- The CMHCs of the islands that initially receive the influx of refugees have already faced an increased number of new referrals.
- in recent years have faced various challenges (the CMHS), such as the economic crisis and the influx of refugees/migrants

Mental health support

- 1) The 2,900 mental health sessions from 2021-2023 in Samos showed that 34% experienced symptoms of trauma and 28% experienced stress-related symptoms (including children)
- **2)** Women and girls faced many risks in the countries of transit and in the reception camps (Greece, Hungary, Croatia).
 - Women were being abused by men in public areas (toilets)





- Taking dangerous health precautions such as avoiding food and water to avoid using common areas (toilet)

C. Social and Integration Needs

Category	Data to be Extracted
Source	 The Nauteboriki, 2021, Migration: LGBTI refugees in Greece experience insecurity and discrimination, survey finds Tramountanis, 2024, After the crises: current situation and policy proposals
	for the integration of migrants and refugees in Greece
	3) Malliouri, 2024, The social integration of refugees and migrants in Greece and Europe from 2015 to 2020
	4) Ministry of Immigration and Asylum, (2024). "All Children in Education": the flagship programme that sent over 25,000 refugee children to the classroom 5) Tzoraki, 2019, A descriptive study of the schooling and higher education reforms in response to the refugees' influx into Greece, Social Sciences, 8(3), 72.
	6) Vasilopoulos & Ioannidi, 2020, European policies for the inclusion of refugees in higher education: the case of Greece Open Journal for Anthropological Studies, 4(2).
	 7) Stathopoulou & Dassi, 2020, Teaching Languages to Students from Refugee and Migrant Backgrounds around Europe: Exploring Difficulties and Teachers' Beliefs. International Online Journal of Education and Teaching, 7(1), 60-82. 8) Katsigianni & Kaila 2020, Refugee education in Greece: a case study in primary school, IJAEDU-International E-Journal of Advances in Education, 5(15), 352-360.
	 9) Arvanitidis, Papagiannitsis, Desli, Vergou, & Gourgouliani, 2021, Attitudes Towards Refugees & Immigrants in Greece: a national-local comparative analysis. European Journal of Geography, 12(3). 10) DiANEOSIS, Research and Analysis Organization, 2020, Comparative Analysis of the Integration of Migrants and Refugees in Greece. Personal Experiences, Best Practices, Policy Proposals
Type o	1) Newspaper 2) Research 3) Postgraduate study 4) Press release 5) Article 6) Article 7) Article 8) Article 9) Article 10) Report
Country o origin	1) Greece 2) Greece 3) Greece 4) Greece 5) Greece 6) Greece 6) Greece 7) Greece 7) Greece, 8) Greece (Pereus) 9) Greece (Athens, Tikala, Larisa, Volos) 10) Greece





Study	1) LGBTI refugees and asylum seekers
population	2) Migrants and refugees
	3) Migrants and refugees
	4) Migrants, refugees and teachers
	5) Migrants, refugees and asylum seekers
	6) Refugees
	7) Teachers
	8) Migrants and refugees
	9) Migrants, refugees and asylum seekers
	10) Migrants, refugees and asylum seekers
Purpose of	1) The main problems faced by LGBTI refugees and asylum seekers during their
Study/Report	stay in Greece
	2) The integration of migrants and refugees in Greece over the last fifteen
	years
	3) The examination of the social integration of migrants and refugees in Greece
	and in other countries of the European Union during the five-year period
	2015-2020
	4) Statistics on refugee and migrant students who received language and study
	support 5) The response of Greek educational institutions (primary, secondary and
	higher education) to the recent influx of migrants, with the main objectives of
	their integration, education and support.
	6) Policies concerning the integration of refugees in higher education (HE) in
	Greece
	7) The results of a study investigating the needs, attitudes and beliefs of
	refugee language teachers in Greece and other European countries.
	8) A case study of a primary school in the area of Piraeus in Attica, Greece, and
	the difficulties that arose from the initial anti-political reaction, highlighting
	how these affected the collaborative dynamics and the school climate as a
	whole.
	9) Different local communities tend to express different attitudes and views on
	refugees and migrants.
	10) The best policies for the integration of migrants and refugees based on
	international experience and those practices which are most widely accepted
	by migrants/refugees, shedding light on a parameter that has been overlooked
	by previous studies, that of the opinion of migrants/refugees themselves
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Language learning

- 1) Only three people (out of 17) were able to get into Greek language courses and one person managed to apply for admission to an internship school
- **2)** 25,366 refugee and migrant students receiving language and study support in 40 locations across the country. Among them, 5,982 unaccompanied or separated minors and 273 children with disabilities
- The programme has acted as a real "bridge" between non-formal and formal education, which also prevents school drop-out: 75% of ACE students have enrolled and remained in Greek public school.
- Alongside non-formal education, 8,322 ACE children have been supported with structured psychosocial support activities, 532 have been referred to specialised services, 4,642 children have been supported to enrol in public school, 379 schools have received support through interpretation services.
- more than 5,000 teachers were trained in the methodologies and pedagogy of inclusive education through Teach4Integration a 400-hour certified capacity building programme, implemented in cooperation with the Institute of Educational Policy of the Ministry of Education, Religious Affairs and Sports.
- **5)** The integration of children in education follows the project 111, "Reception Facilities for the Education of Refugees", launched by the Ministry of Education in 2017.
- the drop-out rate remains high (10-40% in primary school and 45-56% in secondary school). The disruption in their lives leads to a lack of regular attendance.
- **7)** Students' experiences of trauma, lack of school experience, behavioural problems, lack of specially designed materials to meet the needs of refugees and, of course, the language barrier, were some of the most frequently reported problems.
- **8)** The educational system was poorly prepared for the challenging reality of refugees and their introduction to education
- social resistance prevented acceptance and solidarity within the school community
 - the lack of preparatory programmes has caused mistrust and denial

Education and Skills Training

- on **6)** policies related to the integration of refugees in Greek higher education are Skills mainly limited
 - The Greek state has not yet developed a coherent policy for the integration of refugees aged 18 and above into Greek higher education, following the mainstream EU trend.
 - Need to establish a coherent framework for the academic and professional recognition of qualifications acquired abroad, the recording of the educational background and work experience of third country nationals





Social inclusion

- 1) All survey participants lack access to a social worker or support for their social inclusion
- Three participants (out of 17) were negatively treated by social workers on the basis of gender identity
- **2)** in the process of formulating and implementing the national migration policy, integration has almost never been a priority issue
- The legislative initiative of Law 3838/2010, which provided for the granting of citizenship to the second generation of immigrants and the granting of electoral rights to immigrants at the local level, can be characterized as a breakthrough on the part of the State, with regard to the policy of integration.
- However, both interventions were found to be unconstitutional and therefore did not have the intended effect. Therefore, it would not be an exaggeration to conclude that the integration of migrant populations into the country often ended up being based on their own actions and initiatives
- **3)** Political participation is an important area of weakness in Greece in the direction of integration of refugees/immigrants. Migrants are completely excluded from democratic processes, are denied the right to vote and stand for election in both local and national elections, and rarely participate in trade unions or form other organisations and groups to defend their labour and non-work interests.
- **9)** Public policies to remain oriented towards reception and control rather than integration.
- **10)** The most effective form of integration of third country nationals is thus two-way integration, which presupposes the active participation of both refugees and migrants, as well as the indigenous populations and local communities. Two-way integration is based on the sharing of rights, obligations and fundamental values of respect for all, without exception, citizens and residents of a country but also on the cultivation of channels of communication and understanding of the living conditions, experiences, habits, customs, customs, problems, needs and hopes of the Other, whether he or she is a refugee or a native.

D. Self-Reliance and Economic Needs

Category	Data to be Extracted
Cutche:	Data to be Extracted





Source	1) The Nauteboriki, 2021, Migration: LGBTI refugees in Greece experience insecurity and discrimination, survey finds 2) Nicolaides, 2024, Chronic problems, recent legislative solutions, and the course of refugee and migration issues in the EU. 3) National Recovery and Resilience Plan, Greece 2.0, 2022, Promoting the integration of the refugee population into the labour market. 4) Generation 2.0 For Rights Equality & Diversity, 2019, Managing Diversity in the Workplace 5) Ministry of Migration and Asylum, 2024, Support for the Integration in Greece of Beneficiaries of International Protection and Temporary Protection 6) Mavridou, 2020, Prospects for social and economic integration of refugees and migrants in Greece and the European Union. University of Macedonia. 7) European Commission, 2020, Integrating migrants and refugees into the labour market: Commission and social and economic partners reactivate cooperation 8) Malliouri, 2024, The social integration of migrants and refugees in Greece and Europe from 2015 to 2020. 9) Kotoyannos, Tzagkarakis, Kamekis, Dimari, Mavrozacharakis, 2019, Identification and categorization of Refugees' Integration Prospects in the Greek Socio-Economic System: case study in Mytilene and Crete Islands. European Quarterly of Political Attitudes and Mentalities, 8(3), 1-14. 10) Kapsalis, Levanti, & Vlassopoulos, 2021, Trapped in Greece: is there any perspective for labour market integration? in Between and between: integration refugees into the El Labour market.
	integrating refugees into the EU labour market, 165-190. 11) Bagavos & Kourachanis, 2022, Civil society organizations and labour market integration for refugees and asylum seekers in Greece. VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations, 33(5), 886-896 12) Common Ground, International Rescue Committee, 2021, European funding for the integration of migrants and refugees in Greece: The margins are narrowing.
	13) DiANEOSIS, Research and Analysis Organization, 2020, Comparative Analysis of the Integration of Migrants and Refugees in Greece. Personal Experiences, Best Practices, Policy Proposals.
Type of Document	1) Newspaper 2) Report 3) Report 4) Report 5) information leaflet 6) postgraduate research, 7) Press release 8) postgraduate study 9) Article 10) Article 11) Article 12) Report 13) Report
Country of origin	1) Greece 2) Greece 3) Greece 4) Greece 5) Greece 6) Greece 6) Greece 7) Greece 8) Greece 9) Greece 9) Greece (Kriti, Lesvos) 10) Greece 11) Greece 12) Greece 13) Greece





Study	1) LGBTI refugees and asylum seekers
population	2) People with a refugee profile
	3) Refugees
	4) Employers and employees of companies and organisations
	5) Beneficiaries of International Protection and Temporary Protection
	6) Migrants and refugees
	7) Migrants and refugees
	8) Migrants and refugees
	9) Migrants and refugees
	10) Migrants and refugees
	11) Migrants, refugees and asylum seekers
	12) Migrants, refugees and asylum seekers
	13) Migrants, refugees and asylum seekers
Purpose of	1) The main problems faced by LGBTI refugees and asylum seekers during their
Study/Report	stay in Greece
	2) The course of the refugee and migration issue in the EU
	3) Promoting the integration of the refugee population into the labour market
	4) Educational programme around diversity
	5) Statistics of HELIOS beneficiaries
	6) The process of integration of migrants in the host societies
	7) Strengthening the integration of migrants and refugees in the labour market
	8) The examination of the social integration of migrants and refugees in Greece
	and other countries of the European Union during the five-year period
	2015-2020
	9) The prospects for the integration of refugees into the Greek productive
	system. Case study in Crete and Mytilene.
	10) The participation of refugees and migrants in the labour market
	11) The upgrading of the role of civil society organisations (NGOs) as service
	providers for the migrant population in Greece.
	12) The challenges and increased integration needs during the COVID-19
	period.
	13) The best policies for the integration of migrants and refugees based on
	international experience and those practices which are most widely accepted
	by migrants/refugees, shedding light on a parameter that has been overlooked
	by previous studies, that of the opinion of migrants/refugees themselves.

Self-Reliance	
and	
Economic	
Needs	





- Employment 1) The majority (who participated in the survey) reported exclusion from work.
 - 2) The bureaucratic obstacles in issuing and collecting the necessary documents such as the issue of an Insurance Identification Number make it difficult to find a iob

Thousands of asylum seekers residing in inland accommodation centres have, since 2019, been unable to work because they have to wait six months after applying for asylum before they can legally enter the labour market.

- 3) Facilitating the integration of refugee beneficiaries into the local labour market and society through employment in sectors with significant shortages through specialised and personalised support for their successful access to the Greek labour market
- The beneficiaries of the programmes are beneficiaries of international protection, beneficiaries of temporary protection, legal migrants and asylum seekers under the pre-accession procedure.
- include activities such as: Language Intercultural Education, Vocational Training (Basic/Digital/Technical Skills), Skills Certification, Interpreting.
- 4) Training programme involving 15 companies and organisations on diversity and inclusion in the workplace.
- The training touched on topics such as immigration terminology and legal regimes, attitudes, habits and practices of other cultures and religions, diversity management and good practices of inclusion in the workplace.
- 5) From 2019 to 2024, 12,693 sessions of job counselling have taken place
 - 53.8% were men and 46.2 were women.
 - 30.02 had 5-10 years of professional experience and 29.47% from 1-4 years
- Of the 8,112 people, 1,948 had a Diploma of Higher Education, 1,833 had a High School Diploma, 263 had a Master's Degree, 31 had a Doctorate
- 6) Migrants and refugees who are already employed in the host countries and have a good level of education, the job they hold is below their qualifications
- The people facing the greatest barriers to entering the labour market are refugees and applicants for international protection, and less so economic migrants
- Refugees do not have the necessary documents proving their education (they did not have time to collect their documents when they fled)
- Refugees face socio-economic conditions in the host country, legislation and policies regarding their protection, their right to work and other practical issues such as language and administrative barriers.
- Refugees often work in informal employment, in low-skilled, low-skilled jobs in degraded sectors, where they are exposed to inhuman conditions, discrimination and exploitation.
- Migrant workers may lack adequate language skills and often have limited or no social and professional networks to rely on.
- 7) The European Commission, trade unions, chambers of commerce and employers' organisations renew their cooperation to strengthen the integration of migrants and refugees in the labour market





- The signatories of the declaration agreed to focus future efforts in 3 areas: connecting stakeholders across all sectors of the economy and society for labour market integration; supporting entrepreneurship; and facilitating the identification

, assessment and validation of skills.

- **8)** Many of the migrants in Greece continue to be employed in manual work, as was exclusively the case with first generation migrants in Greece
- However, it is now quite common for migrants to be employed in the tourism and catering industries, sectors that have traditionally had a high labour supply.
- Moreover, in recent years it has become common for migrants to be employed in office jobs and large organisations, which was rare in previous years.
 - Migrants' wages are higher than in earlier years
- Insufficient public information on training and upskilling and opportunities for their use in the labour market
- **9)** Many locals often feel that the arrival of a significant (or even small) number of asylum seekers and refugees is a threat, as they feel it may lead to increased competition for access to services or jobs, especially when and where unemployment is high and social conditions are particularly harsh.
- The results of the survey show that refugees appear to be low-educated with low levels of work experience and with insufficient knowledge of the Greek language or computers.
- still need guidance and support both for psychological issues and to guide them in their next steps in education and work
- The problems with regard to integration into employment stem mainly from insufficient knowledge of the Greek language as well as from the difficulties of distribution in the country and support from the relevant institutions.
- **10)** Based on the data of the 2001 statistical census on paid employment, it appears that the employment rate of immigrants reached 89%, while for Greeks it was only 62.8%.
- In the context of the economic downturn, foreigners' access to the labour market has deteriorated significantly. In the period 2008-2018, in contrast to native workers, the share of employed migrants fell from 68.9% in 2008 to 46.1% in 2013, before recovering slightly in 2018 to 54.1%.
- The majority of migrant workers are mainly concentrated in just four sectors: construction, industry, private households and hotels and restaurants.
- The strong degree of concentration in these areas differs only in the caseof young women of immigrant origin who have completed basic education in Greece. In this case, 27% are employed in hotels and restaurants and only 20% as domestic help in private households
- the share of unemployed migrants (i.e. from non-EU countries) jumped from 6.4% in 2008 to 38.6% in 2013 and remained at 25.4% in 2018.
- **11)** the unfavourable landscape created by the high unemployment rate and the bleak economic environment, which makes it difficult to implement targeted job





creation programmes for refugees and asylum seekers, as measures to facilitate employment are mainly related to the fight against overall unemployment. - NGO beneficiaries are more likely to be directed towards flexible forms of employment and low-skilled jobs in the cleaning, agriculture and tourism sectors. 12) - The pandemic meant the end of employment for many migrants and refugees. It prevented jobseekers from finding work and those working in severely affected sectors, such as hospitality, lost their jobs - Many of the migrants and refugees who have stopped working have not been able to benefit from state assistance, as the vast majority of them are working informally or do not have access to the information needed to claim 13) Rapid integration into the labour market - through recognition and certification of qualifications and skills, professional language skills, practical employment and migrant/employer matching - is the most effective mechanism for the social integration of third-country nationals. **Financial** 12) COVID-19 has further increased barriers to access to social services. Obtaining inclusion a Tax Identification Number (TIN), Social Security Number (AMKA and P.A.A.Y.P.A.) or opening a bank account has always been difficult for migrants and refugees and without them they cannot access the labour market, healthcare, rental accommodation or social benefits. The turbulent transition to digital services, combined with the poor knowledge of the Greek language and the insufficient digital skills of migrants and refugees, has made the process of issuing basic documents even more difficult.

General Information Extraction Template: Social Cultural Challenges

Category	Data to be Extracted
Social	
Cultural	
Challenges	
_	





Sources

- **1**. A. Frangiskou, G. Kandylis, A. Mouriki, N. Sarris, T. Stathopoulou, M. Thanopoulou, J. Tsiganou, Ch. Varouxi. 2020. From reception to integration: migrant populations in Greece during and after the crisis. Studies research reports. EKKE
- **2.** Ministry of Justice and National Council against Racism and intolerance, 2020. Guide for the rights of hate crime victims . Project funding by the Rights, Equality and Citizenship Programme of the European Union (REC 2014-2020 "Developing a comprehensive strategy against racism, intolerance and hate crime".
- **3**.Skourmalla, A.M.Sounoglou, M. 2021 Human Rights and Minority Languages: Immigrants' Perspectives in Greece. Review of European Studies 13(1):55. DOI: 10.5539/res.v13n1p55
- **4.** UNHCR, 2022. Listening to the voices of Refugees and Asylum-Seekers in Greece through Participatory AssessmentT. {assessed at <a href="https://data.unhcr.org/en/documents/details/90849?gl=1*rbs9id*gcl_au*OTU_2OTkzODA5LjE3MzMwNDk1OTU.* rup_ga*NzQ1OTU0MjlyLjE2MTUxNDU0NTA.*_rup_ga_EVDQTJ4LMY*MTczMzA0OTU5Ni4xMC4wLjE3MzMwNDk1OTYuNjAuMC_4won_20th_October_2024}
- **5**. Terzakis,K. Daskalopoulou,I. 2021 Socio-Cultural Integration of First-Generation Immigrants in Greece. Migration Letters. November 2021 Volume: 18, No: 6, pp. 649 658 ISSN: 1741-8984 {assessed at https://migrationletters.com/index.php/ml/article/view/948 on 10th November}
- **6.** Panagiotopoulos, A. Giovanetti, E. Pavlopoulos, V. <u>2</u>022 <u>Adjustment of Refugees in Greece as a Social Identity Process: A Longitudinal Study. Papers from the International Association for Cross-Cultural Psychology Conferences</u>
- **7.**Foundation for Economic and Industrial Research,IOBE. 2021 Greece 2021 Factsheet on Social Inclusion {assessed at https://www.iobeecconference.gr/2021/Factsheet on Social Inclusion Sep2021 <a href="https://www.iobeecconference.gr/2021/Factsheet on Social Inclusion Sep2021 <a href="https://www.iobeecconference.gr/2021/Factsheet on Social
- **8.**Bitsakos, N. (2023). Obstacles to socioeconomic integration of low-skilled immigrants: A Spatial Approach in the Case of Greece. Italian Journal of Educational Research, 30, 42-53. https://doi.org/10.7346/sird012023-p42 17
- **9.**HELLENIC FOUNDATION FOR EUROPEAN & FOREIGN POLICY .2024 Migration Developments in Greece in 2023 {assessed at https://www.eliamep.gr/wp-content/uploads/2024/07/Working-paper-128-SOPEMI-.pdf }
- **10**.Tramountanis, A.2021 CITIZENSHIP ACQUISITION IN GREECE: SEEKING THE DEVIL IN THE(ADMINISTRATIVE) DETAILS. EKKE{ assessed at





	https://enainstitute.org/wp-content/uploads/2023/06/ENA_Citizenship-acquisiti
	on-in-Greece.pdf }
	11. Euro Med-Monitor. 2023 Greece's starving of refugees and asylum seekers is
	causing a dangerous crisis
	12 .European Website on Integration,2024. Governance of migrant integration in
	Greece{ assessed at
	https://migrant-integration.ec.europa.eu/country-governance/governance-migra
	<pre>nt-integration-greece_en#integration-strategy }</pre>
	13.Greek Council of refugees short overview of the asylum procedure, 2024
	{assessed at
	https://asylumineurope.org/reports/country/greece/asylum-procedure/general/s
	hort-overview-asylum-procedure/ }
Type of	1. Studies Research Reports 2. Handbook 3. Research Article,
Document	4. Report 5. Research 6. Research paper 7. Report 8. Research
	9. Report ,10. Report 11. Newsletter 12. Report 13.Report
Country of	1.,3,4,5,6,7,8,9,10,11,12,13 :Greece
Origin	2. Greece and other European Countries
Charles	4 National to and refuse of
Study	1. Migrants and refugees
Population	2. Migrants population
	3. Adult refugees
	4.Refugees
	5. 1st generation of migrant population
	6. Refugees
	7. Vulnerable population
	8. Students of immigrant and refugee background
	9. Native and migrant population
	10. Migrant population
	11. Refugees
	12. Asylum seekers
	13. Refugees





Purpose	of
Study/Re	por
t	

- **1**. Evaluate policies and social practices regarding the social inclusion and integration of migrant population in Greece over the last decade
- **2.** Contribute to reducing this phenomenon against racism, intolerance and hate crime"
- 3. Explore the existing language policies in Greece about minority languages.
- **4.** Participatory Assessment to identify their main concerns and key recommendations around protection and integration including language barriers
- **5**. Analyzing the socio-cultural integration (SCI) of first generation immigrants as the outcome of economic integration and regularization.
- **6**.Reasearch for the existence of preliminary evidence on the relevance of the Social Identity Model of Identity Change for refugees' adjustment.
- 7. Statistical data for poverty and social exclusion
- **8.**The research of socio-economic obstacles that influence the social exclusion by students with immigrant and refugee backgrounds attending Second Chance Schools and Second Chance Schools within detention facilities in Greece
- **9.**This report offers an overview of the most recent trends and developments in international migration flows and policies in Greece. It contains data and policy information for the whole of 2022, as well as for the first nine months of 2023, which are useful for identifying emerging trends.
- 10. Describing the Citizenship acquisition in Greece as a factor of marginalization
- **11**. Describe the hunger crisis for denied asylum seekers and recognised refugees unable to access food and other basic means of subsistence.
- 12. Information on third National strategy (2021-27) for integration
- 13. Information of the asylum procedure

1. Language barriers

Language Barriers	Data to be Extracted
Source	 Skourmalla, A.M.Sounoglou, M. 2021 Human Rights and Minority Languages: Immigrants' Perspectives in Greece. UNHCR, 2022. Listening to the voices of Refugees and Asylum-Seekers in Greece through Participatory AssessmentT.
Type of Document	11. Research Article 12. Report
Country of Origin	11.Greece 12. Greece
Study Population	11. Adult refugees 12. Refugees (men, women and accompanied childfen)





	[
Purpose of	11. The present research aims to explore the existing language policies in Greece
Study/Repor	about minority languages.
t	12 . Identify their main concerns and key recommendations around protection
	and integration.
Language	11.Languages are a very important issue that is closely related to human rights.
Barriers	Despite languages" importance, there are many cases at which it seems that the
	laws that refer to languages are not abided. As far as immigrants in Greece are
	concerned, research shows that information is in most cases not provided in a
	language that they know or understand. In these cases, minority languages are
	underestimated and applicants" rights are violated. The majority of the research
	participants could not use their mother languages in public services and in
	official settings, such as the hospitals, the police, and the schools. The present
	research confirmed that the monolingual policies have detrimental effects on
	immigrants" lives. Participants also explained that they feel more vulnerable,
	insecure and experienced social exclusion due to the language barrier.
	Insecure and experienced social exclusion due to the language partiel.
	12. Limited or complete lack of Greek language skills was mentioned as the main
	obstacle in finding employment, accommodation, gaining access to services and
	reaching self-reliance in general. Waiting for Greek language classes to start after
	receiving refugee status is
	seen as crippling and not conducive to integration

B. Cultural Adjustment

Cultural Adjustment	Data to be Extracted
Sources	6. Panagiotopoulos, A. Giovanetti, E. Pavlopoulos, V. <u>2</u> 022 <u>Adjustment of Refugees in Greece as a Social Identity Process: A Longitudinal Study.</u> <u>Papers from the International Association for Cross-Cultural Psychology Conferences</u> 13. Terzakis, K. Daskalopoulou, I. 2021 Socio-Cultural Integration of First-Generation Immigrants in Greece. Migration Letters.
Type of Document	6. Research 13. Research
Country of Origin	6. Research 13. Greece
Study Population	6. Refugees 13. 1 st Generation of migrant population





Purpose of study/Report	13. Analyzing the socio-cultural integration (SCI) of first generation immigrants
Cultural Adjustment	6. Many refugees moving into Greece and other European countries often struggle to adjust to their new life. Over and above other factors, social isolation seems to be a major contributor in their poor adjustment outcomes, yet the underlying psychological mechanisms of their links are not well understood. In general, the findings are consistent with SIMIC's theorizing suggesting that to understand refugees' adjustment in host countries, it is important to systematically consider the social identity processes that unfold over time. 13. Data inspection revealed that participation to socio-cultural activities follows a low typology including the Local fair, religious ceremony, museums, theatres e.tc.Migrants enjoy the events without sharing same customs or religious beliefs or much Knowledge about the event.Research findings highlight the interethnic friendliness (social contacts with Greeks) as a potential determinant of socio-cultural adjustment

C. Social Exclusion

Social Exclusion	Data to be extracted
Source	5 . Foundation for Economic and Industrial Research,IOBE. 2021 Greece 2021 – Factsheet on Social Inclusion
	8 . Bitsakos, N. (2023). Obstacles to socioeconomic integration of low-skilled immigrants: A Spatial Approach in the Case of Greece.
	10. Tramountanis, A.2021 Citizenship acquisition in Greece: seeking the devil in the(administrative) details
Type of Document	5 .Report, 8 . Research, 10 . Report
Country of Origin	5 .Greece, 8 . Greece, 10 . Report
Study	5. Vulnerable population
Population	8. Students with immigrants and refugee background
	10. Migrant population
Purpose of	5.Statistical data for poverty and social exclusion
Study/Report	8 .The study investigates the extent to which students with migrant and refugee background experience social exclusion.





10. Describing the citizenship acquisition in Greece

Social Exclusion

5.New challenges in terms of social exclusion in Greece, unemployment and financial insecurity have globally emerged from the ongoing COVID-19 pandemic, with the effects expected to have a particularly large effect on disadvantaged socioeconomic groups, especially children from more vulnerable backgrounds such as migrants and refugees. Social cohesion will be enhanced by improving access to healthcare and social services, and fostering active inclusion. According to the estimations included in Greece's endorsed Plan, the implementation of measures could lead to 180 000 – 200 000 new permanent jobs, i.e. an increase of around 5% compared to pre-COVID employment levels

8.The sample consists of students with immigrant and refugee backgrounds attending adult education facilities in the host country, including Second Chance Schools and Second Chance Schools within detention centers. The study approaches social exclusion in terms of economic, social, individual, and educational components, to identify the lack of resources, goods, rights, and services. A total of 320 students participated in the survey, with attending Second Chance Schools and 155 attending Second Chance Schools within detention centers. The results highlight the significant socio-economic obstacles that drive social exclusion and are caused by low skills, including difficulty finding a job, job insecurity, and exploitation at work, particularly among students who have not completed compulsory education.

10. the new Code of Citizenship provisions may contribute to reducing the uneven judgments that were recorded until recently between the different Naturalization Commissions. However, the procedures provided for, may not be the most appropriate for certifying the successful integration of the population concerned into the Greek society and economy. Through the relevant criteria and procedures applied, a significant part of the population is excluded either in advance or in the process of undergoing the examination process. In addition, the long delays recorded for citizenship acquisition by the second generation, place a burden on a population that has been born, raised, participated in the educational system and essentially integrated into Greek society through its own actions and initiatives. The critical issue raised is that these practices may shape and prolong conditions of alienation and marginalization for a portion of the population, which is however highly likely to continue living and working in the country. Thus, the existing system lays the conditions for a self-fulfilling prophesy: populations of migrant origin cannot be integrated into the host country, and therefore are not entitled to acquire citizenship.

D. Economic Challenges





Category Economic Challenges	Data to be Extracted	
Source	1 .A. Frangiskou, G. Kandylis, A. Mouriki, N. Sarris,T. Stathopoulou, M. Thanopoulou, J. Tsiganou, Ch. Varouxi. 2020. From reception to integration: migrant populations in Greece during and after the crisis. Studies research reports. EKKE	
	9 .Hellenic foundation for European & foreign policy 2024 Migration Developments in Greece in 2023	
	11 .Euro Med-Monitor. 2023 Greece's starving of refugees and asylum seekers is causing a dangerous crisis	
Type of Document	1. Studies and research reports,9. Report 11. Newsletter	
Country of Origin	1,9,11: . Greece	
Study	1. Migrants and refugees	
Population	9. Native and migrant population	
	11.Refugees	

Employment	1. In the areas of employment, skills, competences and educational credentials,
Discrimination	the much-needed migrant social capital is still being seriously
	'under-utilized'. The employment rates of migrants are higher than those of
	indigenous people in low paid jobs, as migrants work in the secondary labour
	market and are concentrated in 'secondary' sectors of the economy that are not
	preferred by natives, such as the construction sector





1	9. It should be noted that there has been a rising trend in the number of employed persons in Greece since the final months of 2021 and the end of the Covid restriction measures.22 In the third quarter of 2022, the number of employed Greek citizens stood at 4,216,000, increasing by 0.5% comparing to the corresponding quarter of 2021, whereas the labour force participation of the foreign population was 24% higher than for Greek nationals (68.6% compared to 52.2%). Finally, in the third quarter of 2023, the total number of employed persons in Greece stood at 4,256,200, with the labour force participation of the foreign population was 18.2% higher than for Greek nationals (69.4% compared to 51.2%).Because of lockdown restrictions due to the COVID-19 pandemic, the employers whose work contracts were suspended were still considered employed if the duration of the suspension was less than 3 months or if they received more than 50 % of their salary. It should be noted that immigrants who were uninsured and found themselves unemployed as a result of the pandemic were unable to benefit from the suspension process.
Financial Difficulties	11. Recognized refugees are already cut off from financial assistance after being granted rotection. Various bureaucratic obstacles prevents their right to food, housing and other social support. This is not the first time that large numbers of migrants, asylum seekers, and refugees have faced horrific food insecurity in Greece.By November 2021 a hunger crisis was affecting 60 per cent of all mainland camp residents, many of whom were refugees. In December 2022 following the closure of the Eleonas Centre plus the end of the ESTIA II Housing Programme, many reception centres became overcrowded, resulting in serious issues affecting not only accommodation but access to food and water. Up to 1,000 Ritsona Camp residents did not receive food for months—both those denied asylum and those recognised as refugees—despite agreements amounting to almost half a billion euros having been signed precisely for their feeding.

E. Legal and Administrative Challenges

Category Legal and Administrative Challenges	Data to be Extracted
Source	12 .European Website on Integration,2024. Governance of migrant integration in Greece 13 .Greek Council of refugees short overview of the asylum procedure, 2024
Type of Document	12. Report 13. Report
Country of Origin	12 Greece 13. Greece
Study Population	12. Asylum seekers 13. Refugees





- **12**. The strategy,2021-27 which replaced the previous 2019 national strategy aimed at third-country nationals, focuses exclusively on asylum seekers and beneficiaries of international protection, and is harmonised with the current legislative framework of Greece. It includes four main pillars: a. pre-integration of asylum seekers b.social integration of beneficiaries of international protection, c.prevention of and effective protection from all forms of violence, exploitation and abuse and d. monitoring the integration process
- **13.**Asylum applications need to be lodged in Malakasa and Diavata Reception and Identification Centres (RICs), in the south and north of Greece respectively. Subsequent applications are lodged before the Regional Asylum Offices (RAO) and Asylum Units (AU) across the country. The Asylum Service is also competent for applying the Dublin procedure, with most requests and transfers concerning family reunification in other Member States. The Asylum Service may be assisted by EUAA staff in registration and interviews. Effective access to the asylum procedure still remains an issue of concern. First instance decisions rejecting an asylum application also include a removal order or incorporate a previous removal decision if one had already been issued.

General Information Extraction Template: Opportunities Programs

A.Social Cultural Opportunities

Social Cultural Opportunities	Data to be Extracted
Sources	 Linguistic Integration of Adult Migrants (LIAM) 2019.A Council of Europe Toolkit. Programme on language policy. HELIOS PROJECT 2022 – Integration Learning Center - Metadrasi.org
	3 . Hellenic Republic Minisry of Migration and Policy. Civil participation 2013-2024
	4 .Stathopoulou, A. Liouni,M. Salapata, Y. Drigas, A. 2022 Emotional difficulties and post-traumatic stress disorder symptoms in children refugees & the role of ICTs: A case study in northern Greece borders. Technium Social Sciences Journal Vol. 31, 213-227, ISSN: 2668-7798 www.techniumscience.co 5. Theofanidis D.Karavasileiadou, S. and Wafa, H.2022. Post-traumatic stress disorder among Syrian refugees in Greece. Frontiers in psychiatry doi: 10.3389/fpsyt.2022.911642





T	1 Depart
Type of	·
Document	2.Report
	3.Report
	4.Research study
_	5.Research study
Country of	1.Greece and other European countries
Origin	2.Greece
	3.Greece
	4.Greece
	5.Greece
Study	1.Adult refugees
Population	2.Adult refugees
	3. Migrants, refugees and local community
	4. Children refugees
	5.Arabic speaking refugees
Purpose of	
Study /report	(LIAM) aims to offer support to policy deciders and practitioners to facilitate
	migrants' integration in civil society.
	2. The courses at the integration center are designed for refugees and focus on acquisition of Greek language skills and a variety of social skills, to promote the social integration, job readiness and to support their independent living in the country.
	3 .Civic participation is very important for refugees' and migrants' sense of belonging in society. Civic participation is also very important for peaceful co-existence, social inclusion and diversity in society
	4. Investigate the emotional difficulties and post-traumatic stress disorder symptoms within children refugees in northern Greece borders. The research focused on the traumatic and emotional difficulties experienced by children refugees, who have been separated from their families during their journey to Europe.
	5 .Determine the level of PTSD among Arabic-speaking refugees in a Greek refugee camp, who originate primarily from Syria

Category. Social	Data to be Extracted
Cultural	
Opportunities	





Source	1.Linguistic Integration of Adult Migrants (LIAM) 2019.A Council of Europe Toolkit. Programme on language policy 2. HELIOS PROJECT 2022 – Integration Learning Center - Metadrasi.org 3.Hellenic Republic Minisry of Migration and Policy. Civil participation 2013-2024 Συμμετοχή στα Κοινά Υπουργείο Μετανάστευσης και Ασύλου
Type of document	1.Report,2.Report 3.Report
Country of origin	1.Greece and other European Countries 2.Greece 3.Greece
Study of population	1.Adult refugees 2.Adult refugees 3. Migrants , refugees and Local Community
	1. The need for studying second language acquisition and language education issues for refugees and migrants in the Greek context has recently increased, mainly after and due to the 2015 refugee crisis. An attempt to implement needs analysis in a new dimension of language education for adult refugees and migrants was made during the LIAM project. The use of seven tools made this procedure less challenging and more 'feasible' to them, and it helped them in the design of adequate ad hoc learning material. The needs analyses tools of the toolkit seemed to work appropriately and sufficiently in the multilingual classrooms, enhancing plurilingual and multilingual awareness among all the participants and fulfilling focal students' language needs. It is a series of tools that could be used not only with volunteers and teachers actively involved in language education for refugees and migrants, but also in the training of both pre- and in- service language teachers. 2. The project HELIOS attempt to increase beneficiaries of international protection prospects towards self-reliance and support refugees in becoming active members of the Greek society, support the Greek authorities in establishing a sustainable integration mechanism for beneficiaries of international protection in Greece, as part of the overall Migration Management System in the country.





Community	3. M.R.I.C.'s role involves the following responsibilities:
Engagement	Identification and examination of the integration issues and problems that refugees and migrants face in the specific municipality area. Collaboration with public authorities or municipality authorities. Submission of integration-related proposals to the Municipality Council. Resolution of problems that migrants face, especially using the counseling services offered in municipalities. Organization of events in collaboration with the municipality to help raise awareness and enhance social cohesion in local communities. The Migrant and Refugee Integration Councils consist of eleven (11) members who are appointed by the Municipality Council.
	Members are: municipality counselors, representatives of organizations for migrant and refugee issues and refugees who are permanent residents of the specific municipality.

B. Psychological and Well-being Opportunities

Category		Data to be Extracted
Source		4. Stathopoulou, A. Liouni, M. Salapata, Y. Drigas, A. 2022 Emotional difficulties and post-traumatic stress disorder symptoms in children refugees & the role of ICTs: A case study in northern Greece borders. Technium Social Sciences Journal Vol. 31, 213-227, ISSN: 2668-7798 www.techniumscience.co . 5. Theofanidis D. Karavasileiadou, S. and Wafa, H.2022. Post-traumatic stress disorder among Syrian refugees in Greece. Frontiers in psychiatry doi: 10.3389/fpsyt.2022.911642
Type document	of	4. Research study 5. Research study
Country origin	of	4. Greece 5 Greece
Study population	of	4. Children Refugees 5. Arabic speaking refugees





4. The harshness of the participants' experiences related to their difficulty in expressing

their experiences even in Arabic, made the personal session painful and difficult. The statement

from the participants of good knowledge of digital applications allowed the researchers to use ICT to

overcome all the interfering factors. Many researchers have already made extensive research regarding the contribution of ICTs, e-Learning, VR, STEM, Games and AI in various domains

Trauma-Inform ed Care

as well as mobile applications as powerful tools in education and especially for stress management . Computer-based applications, as well as mobile

applications, have gained popularity within the special needs and treatment community. Both

are configured as powerful intermediate tools that complement human intervention and could be used in parallel with mindfulness, emotional and metacognitive techniques & strategies

5.PTSD was found in 58 participants, afflicting both genders (72% of men and 45% of women). In addition, the severity score was recorded to be significantly elevated for the majority of the participants. Finally, the most

vulnerable age group was the same for both genders, featuring those between the ages of 35 and 44 years.