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# Migration to Poland: A Study of Social and Cultural Challenges in the Integration Process

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## Abstract

This research project focuses on individuals living in Poland as immigrants. These immigrants have faced various challenges in their countries of origin, such as gender discrimination, war, insecurity, violence, and inequality in educational and job opportunities. They have chosen to migrate in the hope of achieving a more comfortable and peaceful life in safety and stability. However, during their residency process, they encounter numerous challenges, including discrimination, being ignored or rejected in educational and work environments, lengthy residency procedures, lack of access to job opportunities, and language barriers. All these factors make their

integration into the new society difficult. Additionally, many immigrants struggle with issues such as isolation, loss of self-confidence, and in some cases, depression.

The aim of this research project is to engage with immigrants from various backgrounds and lifestyles who are living in Poland. This engagement will take place through face-to-face and online interviews conducted via social media. Based on their experiences, the goal is to propose strategies and opportunities to improve their quality of life and facilitate their integration into Polish society.

**Keywords:** *Immigration, Integration, Discrimination, Job opportunities, Migration policy*

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## **Introduction**

With the modernization of societies, life has moved away from traditional patterns, and individuals have become increasingly aware of their capacities and abilities, no longer limiting themselves to predetermined roles and paths. Along with this change in perspective, social values and statuses have also undergone transformation. One important trend in the field of migration is the gradual change in its nature and the increasing diversity in the motivations and goals of migrants. Some individuals use migration as a strategy to improve their living conditions, achieve personal independence, and escape social and cultural constraints in their countries of origin.

Moreover, dissatisfaction with limited job opportunities and low income has led some migrants to seek better educational and employment prospects, prompting them to leave their home countries. These individuals migrate with the aim of attaining better social and economic status and aspire to develop their abilities in environments with equal opportunities.

Considering the vulnerable conditions of certain groups of migrants and the consequences arising from the migration process, this research examines the challenges migrants face in host societies. The aim of this study is to provide solutions to create equal opportunities in social, cultural, and economic domains, and to facilitate the integration process of migrants.

In many traditional societies, women are presented as fewer able than men and given less opportunities and responsibilities. Mainly due to significant gender inequality, women's roles and responsibilities are limited to the home and family, and their participation in public social life tends to be controlled and discouraged. Job opportunities and salaries are generally determined by gender, and there are large gender differences in education (Chaudhry, 2007, p. 82). In these patriarchal societies, women face unequal treatment because of their gender and are dominated by

men. They feel discriminated in different areas of life and suffer from limited access to various economic, social, cultural, and political opportunities (Chaudhry, 2007, p. 83).

Afghan society is a particularly drastic example of a society in which gender inequality is a permanent, huge obstacle for women accompanying them over different parts of their lives. This includes the unequal attitudes of many families towards their offspring, which do not consider the negative beliefs of many families that do not consider education necessary for girls, believe in the early marriage of girls, and prioritize the education of boys (Mashwani, 2017,p.43). There are also traditional beliefs in society that believe that women do not need to leave the house and that their role is limited to the family, and mainly serving men. Such social imaginaries that are based on unequal gender relations and draw on ideas of tradition that affirm these, continue to affect women's opportunities, which is still based on the traditions and beliefs of the past, and the gender discrimination based on which men are superior to women, have always hindered the progress of women and disappointed them in various areas of life (Mashwani, 2017, P.47).

The power of patriarchy in Afghanistan has been noted as alarming by researchers and human rights activists. Women are exposed to everyday legal restrictions and bans and regularly endure severe harassment, as human rights organizations have reported (OHCHR, 2024). Therefore, many women feel the need to leave the country and in most cases are forced to travel irregularly due to the lack of sufficient legal options (Mohammadi et al., 2023).

Both Iranian and Afghan women migrate for different reasons, some of which have been mentioned, but the scale of their migration is different. One of the most important factors of migration and cross-border opportunities for Iranian women is educational migration. This often leads to better job prospects and opportunities in higher-income countries than in their own. Many skilled women with educational and professional qualifications decide to migrate to achieve their career and professional goals so that they can use their skills away from gender stereotypes. Economic and educational migration has increased due to the needs of other countries and the availability of financial resources. Skilled Iranian women migrate to different communities due to the lack of suitable job opportunities in their country and seek to use their expertise in foreign universities and institutions for growth and development (Nazari & Seyedan, 2016,pp. 167,169).

### **State of the Art:**

Understanding the importance of gender in migration is crucial. Many anthropologists have conducted extensive research in the field

of women's migration. The role of women in the migration process has often been discussed about the job opportunities, economic impact, and the challenges faced by immigrant women. These women have played significant roles in supporting their families economically, but have also experienced discrimination and abuse in the workplace. In discussions of women's migration, there is less focus on immigrant women from patriarchal societies who migrated under traditional and tribal laws due to war, insecurity, and gender discrimination. My research focuses on this particular group of women, exploring their personal experiences and narratives to further discuss the impact of cultural migration in the host society. Immigrant women can sometimes experience significant improvements and opportunities after settling in the destination country. At the same time, they may also face many challenges in the migration process. Addressing these challenges requires strategies that facilitate the integration process and protect their rights to achieve equal opportunities. During my master's course, based on to my research project, I conducted interviews with twelve women from Iran and Afghanistan from different backgrounds and lifestyles who had migrated from 2015 to 2022, and according to their experiences, I realized that they faced various challenges in work and education environment including rejection, marginalization, neglect, and discrimination. Also, the lack of job opportunities, long-term residency verification processes, financial and economic problems, and social integration issues were among the challenges faced by women in different situations. All these obstacles and challenges created many problems for them, including stress, anxiety, self-confidence reduction, and loss of social skills that they already had. They reported feelings of insecurity in the work and study environment, and, in some cases, even extreme social isolation with no tangible perspective of employment or training.

Based on the experiences these women gained during their stay, they considered the cultural differences between themselves and the host society to be the most important factor that hindered their integration into the host society. Some tried to adapt to the new environment and devote themselves, and others preferred to keep themselves away from the environment and the people around them. For example, one of the participants, a student studying at a university in Warsaw, shared that she had been consistently ignored by one of her co-workers in a shared office for two years, which she suffered greatly. After a while, she looked for it as a problem on her part and her behavior. At the same time, she became confused and insecure and preferred to stay away.

One of the participants, who is studying at a university in Poznan, mentioned that in joint working meetings, her Polish colleagues discuss scientific issues related to their joint research project in Polish and ignore her. When she asked to continue the discussion in English so she could also participate in the joint discussion, her colleagues told her that they would share the results with her. This issue was very hurtful and has led her to remain on the sidelines. Also, there was another participant, a female student from Iran, who, after completing her studies in Poland, sent out many job applications according to her field of study. However, she only received negative responses. She wanted to stay in Poland and did side jobs such as working with Uber, but due to the lengthy process of residence checks, which took more than a year, she was not allowed to work during this period and she had to give up her side jobs, faced many economic problems, and finally decided to leave Poland.

In addition, I conducted other interviews with a woman from Afghanistan who had a different situation and lifestyle. One of my Afghan informants immigrated to Poland through marriage with an Afghan migrant living there already. During our conversation, she mentioned that she had been looking for a job opportunity for a long time to improve her Polish language skills and communicate with Polish people to integrate into society. Despite living in Poland for a long time, she was still unable to find a job compatible with her responsibilities as a mother. The jobs offered to her had conditions such as long working hours and night shifts, which were impossible for her. After living in Poland for a long time, she has had contact with her Afghan friends, and during this time, she had little contact with the local people and, in fact, she was not integrated into Polish society and felt involuntarily isolated from it.

Since I had several interviews with Iranian and Afghan immigrant women in Germany and the United States, according to the participants' statements and experiences, I found that women in these places had easier and faster access to language courses and were able to participate in professional classes and training. These courses provided them the opportunity and had a great impact on the process of their integration into society.

The goal of my research project is to ethnographically assess the situation of female migrants and refugees/ asylum seekers from Afghanistan and Iran in Poland and to develop solutions how to support these immigrant women in a new environment with a different culture to solve the mentioned challenges, achieve equal opportunities, and facilitate their integration process. Based on the experiences of participants with different lifestyles and situations, who have different needs and skills and need similar supports, and also according to my own experiences as an immigrant woman and

international student, this research intends to make policy suggestions and propose an empirically grounded framework for future governmental and non-governmental integration programs that takes into account the situations of differently skilled and aged migrant women.

During my research in the master's course, many ideas and questions arose in my mind according to the experience of the participants, so I need more time and opportunity so that I can continue my research and reach more complete results. Things like what methods can be offered to provide language training courses for international students and non-academic women so that they can acquire language skills as soon as possible, expand their communication, and avoid marginalization, need more research. Also, according to the experiences of international students, what kind of programs and events related to the culture of Poland and the culture of foreign students can be organized to bring them closer to each other, to understand each other's culture and interests, and to expand their communication and reduce feelings of rejection needs to be investigated. Additionally, considering that I have gained experience in this field as an international student, holding more conferences in universities with the presence of local and foreign students and exchanging opinions can have a significant impact on creating solidarity. Can holding more such conferences in universities between international and local students lead to better and more effective scientific communication between students? Moreover, according to the experiences of the participants who face many challenges during their stay in Poland, more extensive research is needed to examine what kind of more effective laws and regulations can be proposed in this field to reduce the long-term review process for international students in the shortest possible time. More opportunities for this research are needed. Also, considering that non-academic immigrant women possess high technical and professional abilities, and some have gained experience in their country of origin, more studies are required to explore what solutions can be proposed to hold technical and professional courses for non-academic women, given them opportunities to acquire skills and income and helping them to move out of the margins and integrate into society.

## **Research Methodology**

As mentioned, this research project will focus on immigrant women from Iran and Afghanistan in different situations who live in Poland. They face many challenges in their immigration process and try to improve their living conditions. As an immigrant woman and an international student, I aim to communicate with immigrant women

from Iran and Afghanistan and have conversations based on their experiences. During my master's course, I conducted individual interviews in person and online via social networks, which in my view, created great ideas that I can use in the future to address challenges and remove obstacles. In my upcoming research project, I also plan to conduct individual and group interviews, after designing a questionnaire that will be made available to the participants. I will schedule a meeting to explain the purpose of my research in detail so that they get to know me and my research project, trust me, and express their consent.

The individual interviews will be held in an environment preferred by the participants to ensure comfort and ease of communication. I will also suggest group interviews, such as a picnic, to create a friendly atmosphere and expanding our communication. We will exchange information about our achievements, challenges, migration journey, and settlement period to find solutions for the challenges we are facing. I will also document and record the interviews if the participants consent.

What strategies and opportunities are important for the equal opportunities and integration of immigrant women from Iran and Afghanistan in Poland?

The integration and equal opportunities for immigrant women is a crucial topic within the broader discourse of immigration, labor markets, and gender equality. Historically, immigrant women have played a vital role in shaping labor markets, particularly in North America, where demographic shifts have seen significant waves of women arriving from Latin America and Asia since the twentieth century.[1] [2] Despite their contributions, these women face multifaceted challenges, including socioeconomic barriers, discrimination, and gender-specific obstacles that hinder their ability to secure fair employment and participate fully in society.[3][4][5][6] The significance of this issue lies in the increasing representation of immigrant women in the global workforce; as of 2020, women migrants constituted nearly half of all international migrants, often seeking employment opportunities that provide greater economic independence and social integration.[7] However, systemic barriers such as low socioeconomic status, workplace discrimination, and cultural biases persist, resulting in their vulnerability and exploitation in the labor market.[5] [8] Contemporary research highlights the intersectionality of race, gender, and immigration status as critical factors influencing the experiences of immigrant women, necessitating targeted strategies for their empowerment and integration.[4][9] Prominent controversies surrounding this topic include the effectiveness of existing policies and programs aimed at

supporting immigrant women, many of which fall short due to poor implementation and societal resistance to reform.[8][10] The debate also extends to the recognition of foreign qualifications, access to language training, and the need for tailored employment services that address the unique challenges faced by this demographic.[9][11][12]

Furthermore, calls for multi-stakeholder cooperation emphasize the necessity of collaborative efforts between local, regional, and national entities to foster an inclusive environment conducive to the successful integration of immigrant women into the labor market and broader community.[11][13] In conclusion, promoting equal opportunities for immigrant women requires a comprehensive understanding of their historical context, the barriers they face, and the development of effective strategies to facilitate their integration. By addressing the complex interplay of socioeconomic, cultural, and institutional factors, stakeholders can help create pathways that empower immigrant women, ultimately benefiting society as a whole.[14][15]

## **Historical Context**

The role of immigrant women in North America has been significant since the seventeenth century, with their demographics evolving notably over time. Initially, immigrant women arrived from diverse regions including England, Africa, and Europe. However, by the twentieth century, immigration patterns shifted, primarily due to the influx of women from Latin America and Asia[1]. These women often faced challenging circumstances, including job discrimination and exploitative working conditions, frequently relegated to domestic service or factories under difficult conditions[1]. In the 1990s, immigration patterns revealed that women were as likely as men to migrate to the United States, with developing nations like Mexico and the Philippines becoming major sources of this demographic shift. In 1993, for instance, a substantial number of undocumented women immigrated from Mexico, aligning with the growing need for domestic help in urban areas as American women increasingly entered the workforce[1]. The exploitation of immigrant women was highlighted in publications such as *The Chicago Review*, which addressed the harsh realities they faced in the labor market[1].

Research indicates that factors beyond gender, such as race, religion, and sexual orientation, significantly influence access to employment and its benefits. The interplay of these factors with gender creates complex dynamics that shape immigrant women's status in the labor markets of host countries[2]. As of 2020, women migrants constituted 48% of all international migrants, reflecting a growing



trend of women migrating for employment opportunities rather than solely for family reunification, a phenomenon referred to as the "feminisation" of migration[7]. This shift underscores women's emerging role as pioneers of migration, challenging traditional narratives centered around family migration models[7]. Despite these advancements, migrant women continue to be among the most vulnerable groups, facing violations of their human rights due to their dual status as both migrants and women[7]. Additionally, younger migrant girls and adolescents encounter heightened risks of discrimination and mistreatment, necessitating special protection and care as outlined in the Declaration of the Rights of the Child[7]. The historical context of immigrant women is crucial in understanding the contemporary challenges they face and the strategies necessary for promoting equal opportunities and integration in society.

## **Barriers to Equal Opportunities**

### **Socioeconomic Challenges**

Immigrant women face numerous barriers that hinder their equal opportunities in the labor market. These challenges often include low socioeconomic status (SES), which is compounded by limited access to resources and social capital. Immigrant groups typically have reduced social capital and rely heavily on kin and ethnic ties for support, which perpetuates low SES and contributes to psychological stress and health issues, further exacerbating their vulnerabilities in the labor market[3][4]

### **Discrimination and Workplace Barriers**

Discrimination remains a significant obstacle for immigrant women seeking equal opportunities. Political and cultural forms of discrimination, coupled with institutional barriers, create hostile work environments. Undocumented immigrants, in particular, experience exploitation, including long hours and substandard wages, which are intensified by a pervasive fear of retaliation from employers[5][4]. These workplace conditions not only affect their job performance but also impact their mental and physical health[8]. Furthermore, subtle forms of discrimination, which may be more difficult to recognize than overt discrimination, can create a persistent atmosphere of uncertainty and stress for immigrant women. Research indicates that such discrimination can negatively affect learning and performance outcomes, making it even more challenging for them to navigate the labor market effectively[4]

### **Gender-Specific Barriers**

The intersectionality of gender and immigration status introduces unique challenges for immigrant women. They often confront the "motherhood penalty," where childbearing and family responsibilities significantly hinder their labor market participation and career advancement opportunities[6][9]. Studies indicate that while educational credentials can moderate some of these barriers, many immigrant mothers still face lower employment returns on their education compared to native women due to non-recognition of their qualifications and limited language skills[9][16]

### **Policy and Structural Limitations**

Despite legislative efforts to promote equal opportunities, many immigrant women find themselves at a disadvantage due to ineffective implementation of policies and societal resistance to reform[8][10]. The lack of awareness and understanding of rights and protections among undocumented immigrants further exacerbates these challenges, leaving them vulnerable to workplace injustices[5][4]

Strategies aimed at improving equal opportunities for immigrant women often focus on enhancing their integration into the labor market and society. These strategies are designed to address the multifaceted challenges that immigrant women face, including language barriers, credential recognition, and the need for tailored support systems.

### **Development of Strategies**

To effectively integrate immigrant women, proposals should prioritize several key outcomes:

**Whole-of-Family Perspective:** Approaches that incorporate the entire family unit can enhance civic integration and labor market support measures, making them more effective and sustainable.[10]

**Knowledge and Access:** Increasing awareness among migrant women regarding their rights and opportunities to participate in the labor market is crucial. This includes targeting women who may be vulnerable or face specific challenges.[11]

**Professional Understanding:** It is essential to improve the understanding of gender equality issues and the specific needs of migrant women among professionals and public officials involved in integration programs.[11]

**Multi-Stakeholder Cooperation:** Establishing sustainable cooperation among local, regional, and national stakeholders can help address the complex needs of migrant women entering the workforce.[11]

**Enhancing Employer Awareness**

Recommendations to enhance employer engagement include raising awareness about the benefits of diversity in the workplace. Employers need to understand that diversity can drive profits and innovation, while homogeneity may not be effective in a multicultural environment.[17]

### **Credential Recognition and Language Support**

The establishment of a National Task Force on Credential Recognition is recommended to facilitate the recognition of foreign qualifications and reduce underemployment among immigrants.[12] Moreover, expanding language and professional development programs is critical, as language proficiency is often a significant barrier to employment for refugees and immigrants.[9]

### **Tailored Employment Services**

Employment services should include personalized support such as job readiness classes, resume preparation, mock interviews, and cultural competency training. These services can help immigrant women navigate the job market effectively and ensure they are well-prepared to enter the workforce.[18] Additionally, offering free childcare during language classes or mentoring by other migrant women can further enhance support.[19]

### **Community and Educational Programs**

Programs like the Mother Support Program provide essential education for mothers about child development and parenting while also familiarizing them with the educational systems in their host countries. These initiatives not only support family integration but also empower women as they transition into the labor market.[20] By implementing these strategies, stakeholders can significantly improve the equal opportunities available to immigrant women, thereby fostering their integration into both the workforce and the broader community.

### **Opportunities for Integration**

#### **Economic Integration**

Economic integration is a critical component in the overall process of immigrant integration. It often begins with labor market integration, which represents an essential step towards achieving economic stability for immigrant families[6]. Access to employment

opportunities not only facilitates financial independence but also enhances social cohesion within the broader community. Women, particularly those of working age with high qualifications, play a significant role in this process[6]. Therefore, targeted initiatives aimed at integrating immigrant women into the labor market can help foster their economic empowerment and contribute to community development.

### **Social Integration**

Social integration entails the active participation of immigrants in various societal institutions, such as schools and community organizations. This two-way process requires both immigrants and native-born citizens to adapt and engage with one another. Successful integration initiatives focus on creating spaces for collaboration, such as community-based participatory approaches that involve the input of immigrant populations in program development and policy-making[10][13]. For instance, organizations like In Her Presence work to cultivate connections between immigrants and the broader community, emphasizing the importance of mutual recognition and partnership in the integration process[21]

### **Educational Opportunities**

Access to education is another key factor in the integration of immigrant women. Educational programs tailored to the needs of immigrant populations can empower women by enhancing their skills and knowledge, which is vital for navigating the job market[14]. Additionally, mentorship and peer support networks can provide invaluable guidance to help women overcome barriers to education and employment. Such initiatives can create a sense of community and belonging, fostering resilience and personal growth among immigrant women[22]

### **Policy and Community Support**

Effective integration policies must recognize the unique challenges faced by immigrant women and provide tailored support services. Collaboration between local and national organizations can enhance the provision of services, ensuring that immigrant women receive the necessary resources for successful integration[15]. Moreover, policymakers should engage with community-based organizations to understand the specific needs of immigrant populations, allowing for the development of more effective and inclusive policies that address these challenges[15]

## **Similar case Studies**

### **Validation of Learning for Migrant Women in Switzerland**

A significant case study explored the validation of learning completed by migrant women in Switzerland, emphasizing how gender inequalities are embedded within immigration laws and processes. The study highlighted the role of validation as a mechanism for individual empowerment, workforce entry, and access to higher education[23][24] Research conducted through semi-structured interviews with fifteen migrant women revealed that these women faced various challenges in navigating the Swiss validation system, which, while comprehensive, presented complexities due to a lack of clear information and guidance[24]The "World Wide Women" project exemplified how validation can empower immigrant women. By recognizing prior learning through peer experiences and personalized sessions, the project aimed to help women articulate their career aspirations[24]. Furthermore, the appeal of obtaining a Swiss qualification was underscored, as local credentials often hold more social value than those from foreign institutions [24]

### **Integration and Recognition in Higher Education**

Another aspect of the Swiss validation system involved a pilot project by Geneva University, which focused on summative validation processes in higher education. Qualified women presented personal dossiers detailing their previous educational achievements and experiential learning to a jury to obtain exemptions and credits for formal education pathways[24] . This initiative aimed to enhance women's social and professional integration, showing that validation processes can significantly impact their opportunities in Switzerland[24]

### **Labour Market Integration in the Nordic Countries**

Another case study presented in a report by the Nordic Council of Ministers examined the labour market integration of immigrant women in Arctic cities. It was noted that while various initiatives have been developed to improve access to the local labour market, there remains a significant employment gap between immigrant women and the native-born population[25] [26]. The report highlighted the need for tailored policies that specifically address the unique challenges faced by immigrant women in these regions, thereby fostering greater inclusion and equality[25]

## **Listening and Adapting**

An important takeaway from the EU-funded CONSOLIDATE project's European training on migrant women's integration was the necessity for cities to listen, adapt, and collaborate with immigrant women. The project emphasized that recognition, rather than charity, is vital for the integration of migrant women, advocating for their active participation in policy-making processes[27]. Successful integration models were identified as those that transformed policies into partnerships and services into shared solutions, ultimately enhancing the overall framework for migrant women's inclusion in society[27]. Through these case studies, it becomes evident that both validation of prior learning and proactive labour market policies play crucial roles in promoting the equal opportunities and integration of immigrant women in different contexts.

## **Challenges in Implementation**

### **Data Extraction and Evaluation**

Implementing effective strategies for the integration of immigrant women faces significant challenges, particularly in the realms of data extraction and evaluation. For instance, pilot-testing of data extraction on studies showed discrepancies that needed to be resolved to ensure a unified understanding of relevant data, highlighting the complexities involved in assessing methodologies within descriptive reviews[10]. The extraction of crucial data—such as study characteristics and the specific promotion strategies employed—requires careful consideration and a common framework for understanding, which can often be a hurdle for program coordinators who are responsible for managing these processes[28].

### **Multi-Stakeholder Involvement**

Another critical challenge lies in the necessity for multi-stakeholder partnerships. Successful integration initiatives require the involvement of various actors, including local authorities, service providers, and representatives from the target group of migrant women. This inclusivity is essential for the design and implementation of effective projects. However, ensuring meaningful participation from all relevant stakeholders can be difficult, as it demands significant coordination and commitment across diverse entities[11]. Additionally, projects must be designed

in alignment with existing EU policy priorities, adding another layer of complexity to their implementation[11]

### **Integration Process Complexity**

The integration process itself is inherently complex and multidimensional. It involves economic and sociocultural dimensions that require active participation from both immigrant women and host societies. The process is gradual and relies on multiple factors, including educational attainment and social acceptance, which can vary widely among different communities and contexts[14] . Consequently, measuring integration outcomes can be challenging, especially when relying on easy-to-quantify metrics that do not capture the full scope of immigrant women's experiences[29]

### **Community Support Services**

The effectiveness of community support services also presents challenges. While there is a strong foundation for community-based support around the U.S., many organizations struggle with funding and capacity issues, particularly in providing both short-term and long-term assistance[15] . The survey results indicate that while many organizations provide essential services, gaps remain in funding and the range of services offered, which complicates the ability to support immigrant women adequately as they navigate the immigration process[15]

### **Academic Perspectives on Immigrant Women's Integration**

Research has explored various aspects of immigrant women's experiences and integration strategies. For instance, studies emphasize the importance of storytelling in dialogue among diverse groups, suggesting that including multiple narratives could enhance the richness of discussions and strengthen the generalizability of findings.[30]

Additionally, work on the cultural responsiveness of organizations serving refugee populations highlights the critical role of understanding cultural contexts in effectively supporting immigrant women.[13]

### **Mental Health and Emotional Resilience**

Mental health challenges, such as feelings of inadequacy among immigrant women, can significantly impact their integration. Studies reveal how mentorship can alleviate issues like imposter

syndrome by providing support and normalizing struggles faced by individuals in new environments.[22]

This approach not only empowers immigrant women but also fosters community-building and resilience, contributing to their overall well-being.

### **Practical Strategies for Support**

Effective integration requires practical strategies such as mentoring and networking. Programs that connect immigrant women with mentors can provide valuable insights into career paths and emotional support, enabling them to navigate challenges and seize opportunities within their communities.[22]

Furthermore, the positive reframing of experiences, particularly during difficult periods such as the COVID-19 pandemic, underscores the potential for growth and adaptation even in adversity.[25]

### **Research on Racial Discrimination**

Understanding the effects of racial discrimination on immigrant women is crucial for developing targeted support strategies. Studies indicate that factors like ethnic identity and age play significant roles in the psychological distress experienced by immigrant populations, including women.[4]

Addressing these issues is vital for fostering an inclusive environment where immigrant women can thrive.

### **Profiles of Emerging Scholars**

The contributions of emerging scholars in this field, such as Josselyn Andrea Garcia Quijano, who focuses on the intersections of trauma and integration among immigrant and refugee populations, highlight the importance of ongoing research and advocacy for the needs of these communities.[4]

Engaging with the work of these scholars can provide further insights into the complexities of immigrant women's experiences and the strategies necessary for their successful integration.

## **Participant Observation: Advantages, challenges, and benefits of the participants**

### **1. Immigrant female students:**



A group of immigrant female students has experience in various fields of study and are defined by their legal residency status. Their experiences in this field can be useful in generating ideas related to the cultural integration of female immigrant students in the new society, especially for those who face challenges such as rejection, discrimination, and integration in the academic environment. Communication with educated informants with legal status is easier, and we can appoint a schedule to meet in person after a brief introduction in the academic sphere.

### **2. Immigrant women with married status:**

Immigrant women who marry, join families, and have a long-term legal residence status face challenges such as communication with local people, job opportunities, and integration into society. To achieve a better understanding of results, it is important to recognize the linguistic and cultural commonalities between us. In this situation, we can communicate with these individuals through their relatives or shared contacts.

### **3. Refugee women:**

Women who have become refugees in the destination society due to war, insecurity, and gender discrimination are in refugee status. Experiences such as violence and insecurity in the country of origin have resulted in psychological issues like anxiety. It would be possible to make mutual trust through shared contacts or previous informants. In this case, communication is more complicated primarily because they are afraid of providing information which may disrupt their legal application for seeking asylum. The experiences of these women and the challenges they face in the field of integration as refugee women help to better understand the challenges of refugee women.

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