

Just Her

Giving Women a Voice



CONCEPTUAL BACKGROUND

SUCCESS, POWER, EQUALITY, ASYLUM AND
KNOWLEDGE: JUST HER



Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Education and Culture Executive Agency (EACEA). Neither the European Union nor EACEA can be held responsible for them.



Editor-in-chief: Open Europe

Contributors: ASTED, Gifted Ireland, IRIS, Let Her In, Nikanor, Open Europe, Stitching EuNation

Design: Open Europe

© JUSTHER!, 2024

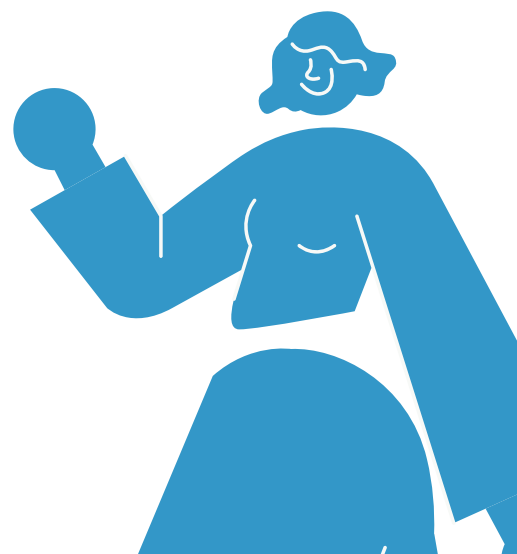
Reproduction for non-commercial use is authorised provided the source is acknowledged.

© EUROPEAN UNION, 2024

The European Commission support to produce this publication does not constitute an endorsement of the contents, which only reflect the views of the authors. The Commission cannot be held responsible for any use, which may be made of the information contained therein. in the hospitality sector.

TABLE OF CONTENTS

01	Introduction	1
	Scope of the project	2
02	Understanding the concept	3
	2.1. Defining unknown and invisible women	3
	2.2. Intersectionality: gender, migration and refugees	5
03	European Realities	7
	3.1. Spain	8
	3.2. Turkey	14
	3.3. Poland	18
	3.4. Ireland	23
	3.5. Bulgaria	27
	3.6. The Netherlands	33
04	Education as a tool of social inclusion	37
	4.1 Equipping Adult Educators	37
	4.2 Collaboration and Diversity of Perspectives	38
	4.3 Overcoming Challenges	39
05	Path forward	40
06	References	42

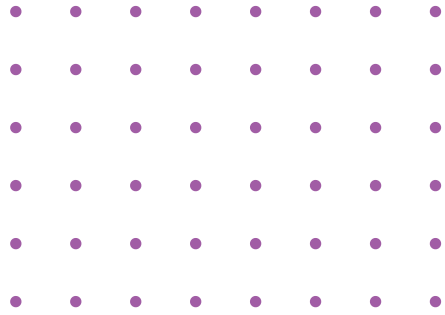




INTRODUCTION

In today's globalised landscape, pervasive inequality casts a shadow over marginalised communities worldwide. **Migrant and refugee women** who find themselves at a critical juncture face not only the hurdles of migration, but also the enduring legacy of historical gender inequalities. Over time, societal norms and structures have marginalised these women and curtailed their **access to education, economic opportunities, and meaningful participation in their host societies.**

Against the backdrop of this systematic marginalisation, the project "**Success, Power, Equality, Asylum and Knowledge: Just Her!**" (Just Her! for short) is a beacon of hope and empowerment. Just Her! recognises the urgent need for transformative action and seeks to **equip adult educators** with the tools and knowledge needed to **break down the barriers faced by migrant and refugee women.**



-
-
-
-
-
-
-
-
-
-

By empowering adult educators to adopt a gender-sensitive approach, Just Her! aims to bring about positive change at both an individual and societal level. Through targeted interventions and **innovative pedagogical strategies**, the project seeks to **create an environment** in which migrant and refugee women can **thrive, learn, and contribute** meaningfully to their communities. In this way, Just Her! not only addresses the immediate needs of this vulnerable population, but also lays the foundation for a more equitable and inclusive society.

1

Scope of the project

Just Her! is an Erasmus+ project, a joint initiative of various organisations from the **Netherlands, Bulgaria, Ireland, Poland, Spain and Turkey**. The main aim of the project is to enable adult educators to effectively reach out to migrant and refugee women and help them to improve their basic knowledge and **language skills while developing a sense of belonging (to their country of residence) and agency**.

Based on fundamental European Union values and international commitments, such as the Beijing Declaration and Platform for Action, the project aims to remove **systemic barriers to gender equality and empower marginalised women**. Furthermore, the project recognises the diverse experiences of women and the **intersectionality of discrimination**, especially for migrant and refugee women who face additional challenges due to their gender and migration status.

This said, Just Her! focuses on improving the professional skills of adult educators, equipping them with the necessary tools to work effectively with migrant and refugee women. Through **customised training materials** and **innovative teaching methods**, adult educators will gain insights into motivational techniques, intercultural awareness and inclusive practises. By prioritising the improvement of outreach and participation in adult education, the project seeks to create an environment that is conducive to the inclusion of migrant and refugee women. Additionally, the project focuses on **raising awareness** of the needs of migrant and refugee women and promoting gender equality in education.

A cornerstone of this initiative is the use of storytelling as a **pedagogical tool** to inspire and motivate learners. Through the art of **storytelling**, adult educators can create immersive learning experiences that resonate with the life experiences of migrant and refugee women. By establishing open platforms with inspiring narratives and **customised lesson plans**, the project aims to facilitate **language learning** from a perspective that is closely connected to the experiences of migrant and refugee women, fostering a deep sense of identity and belonging.

The scope of the project includes the development of this document, a **conceptual background**, that will serve as the basis for all project activities and outcomes. It will focus on clarifying key concepts, contextualising historical inequalities and advocating for a gender-sensitive approach to adult education. This particular section of the document emphasises the importance of understanding the **historical roots of inequality and adapting adult education to the needs of migrant and refugee women**.

To summarise, "Just Her!" is a comprehensive initiative that addresses the complex **intersection of gender, migration and education**. Through the use of storytelling, the promotion of intercultural understanding and the enhancement of **educators' skills**, the project strives to create a more **inclusive and equitable learning environment for migrant and refugee women**, thereby fostering their empowerment and integration into European society.


2

Understanding the concept

2.1 Defining unknown and invisible women

The concept of 'unknown and invisible women' encapsulates the experiences of marginalised women whose voices are often overlooked or marginalised in mainstream discourse. These women face systemic challenges that make them invisible and unheard.

The term '**invisible women**' has emerged from feminist discourse and critical gender studies. It reflects the broader struggle for gender equality. Although the concept has been debated for decades, it has gained prominence in recent years due to research, activism and literature highlighting the inequalities faced by women in different contexts.



-
-
-
-
-
-
-
-
-
-

In the framework of this project, these women include migrant and refugee women who face various forms of discrimination based on their **gender, ethnic background (relative to race), migration status and in some cases nationality**. Let us examine specific situations in which they remain invisible:

Refugee and migrant women face numerous challenges that often make them invisible in society. **When they apply for asylum**, they are often detained in overcrowded centres without adequate facilities, where their stories, fears and vulnerabilities go unnoticed in bureaucratic systems. In addition, **language barriers** hinder their access to essential services, while cultural norms can further restrict their mobility and prevent full participation in public life.

Furthermore, many migrant women are trapped in **low-paid** and often invisible labour sectors, such as **domestic work or agriculture**, which compounds their invisibility. Gender-based violence poses a significant threat to these women, but fear of deportation or stigmatisation often deters them from seeking help, further increasing their vulnerability. These structural prejudices and discriminatory policies, as well as stereotypes that turn them into passive victims, reinforce their invisibility and hinder the recognition of their resilience and agency.

Inadequate access to healthcare, particularly in the area of **reproductive rights**, further exacerbates the plight of invisible women. Health inequalities persist, **particularly during pregnancy and childbirth**, as their reproductive rights are neglected, exposing them to avoidable health risks. Addressing these interlinked issues is crucial to ensure the visibility, rights and well-being of refugee and migrant women in our society.

The concept of 'unknown and invisible women' compels us to recognise and amplify the voices of marginalised women. In the following chapters of this document, we will delve deeper into the reasons why migrant and refugee women are particularly vulnerable and the specific challenges they face. In the next chapter, we will now explore the intricate links between these factors and their impact on marginalised women.



2.2 Intersectionality: gender, migration and refugees

Intersectionality is a concept that highlights the complexity of social identities and how they intersect and shape individuals' experiences of **discrimination and privilege**. It recognises that people simultaneously embody different social categories, such as **gender, ethnicity (race), class and nationality**, and that these intersecting identities profoundly affect the reality of their lives.

The term "intersectionality" was coined by the legal scholar Kimberlé Crenshaw in 1989. She emphasised that **interlocking systems of power disproportionately affect those who are most marginalised in society**. Intersectionality originated in the United States (US) and has gained prominence in recent years in academia and now is mainstream. The black women's movement in the US played a crucial role in popularising intersectionality and amplifying the voices of those who find themselves at the intersection of various forms of oppression. These movements have challenged the dominant view of middle-class white feminism and have emphasised the particular experiences of women of colour, the poor and other marginalised women.

Intersectionality is particularly important in the context of migrant and refugee women. These women face intersecting forms of discrimination due to their gender, migration status and often their refugee status. They operate in complex networks of marginalisation that **increase their vulnerability and restrict their access to resources and opportunities**.

To put things in perspective, here is an example that sheds light on the challenges faced by migrant and refugee women during the COVID-19 pandemic in Italy. The study, entitled "**The pandemic made us stop and think about who we are and what we want: Using intersectionality to understand migrant and refugee women's experiences of gender-based violence during COVID-19**" addresses this pressing issue.

In this study, 51 key informant interviews and eight focus group discussions were conducted with a total of 31 participants. Key informants included service providers from various sectors such as gender-based violence organisations, government agencies, health, psychology, social work and anti-trafficking administration. The focus group participants were migrant and **refugee women aged 18-65** from countries such as Bangladesh, Cameroon, Colombia, El Salvador, Gambia, Ghana, Honduras, Libya, Nigeria, Pakistan, Peru, Senegal and Syria.

They found that during **COVID-19 incidents of sexism, racism and xenophobia, made life more difficult for these women**. Violence against them increased, both in public and at home. Many of these women were **already struggling with money problems**, and COVID-19 made things worse.

Some services they needed were not available, and it was hard for them to get help because of **language and cultural barriers**. But despite all these challenges, the women found strength in their communities (Dikomitis, L., & Greenfields, M. 2022).

The implications of this study are profound. Intersectionality is an important tool with which we **can better understand the particular challenges faced by migrant and refugee women**. By taking into account their multiple identities and contexts, we can develop more effective strategies to support and empower these women.

Just Her! recognises the importance of addressing these intersecting inequalities in order to create a more **inclusive and equitable educational environment** for migrant and refugee women. By placing intersectionality at the centre of our approach, the project aims to break down barriers and **empower these women to participate fully in their host communities**. This commitment to intersectional feminism emphasises the interconnectedness of the struggles for gender equality and human rights. Therefore, this introduction serves as a call to action to educators, policy makers and other stakeholders to work together towards a more equitable and inclusive society where **every individual, regardless of their background or status, can thrive**.

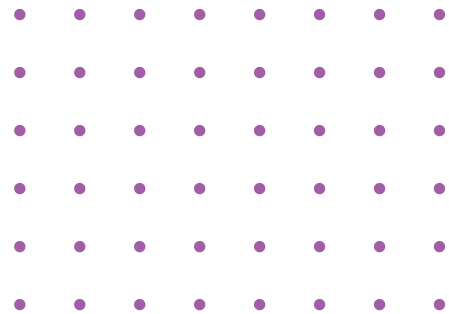




3

European Realities

In the next chapter, we will take a closer look at the specific challenges faced by migrant and refugee women, especially in the context of six European countries: Netherlands, Bulgaria, Ireland, Poland, Spain and Turkey. These countries represent different European realities, each with its **own unique social, economic and political landscape**. Through a comparative analysis, we will explore the **intersecting factors that contribute to the vulnerability of migrant and refugee women in these contexts**. From examining the legal framework and policies to understanding the socio-cultural dynamics, we aim to uncover the **multi-layered challenges faced by these women**. By placing their experiences in the broader European context, this document aims to provide insights into the **systemic barriers and inequalities that hinder their integration and empowerment**. Ultimately, this chapter aims to provide a comprehensive understanding of the complexity of migrant and refugee women's experiences in Europe, thereby laying the foundation for informed and targeted interventions within the **Just Her! Project**.

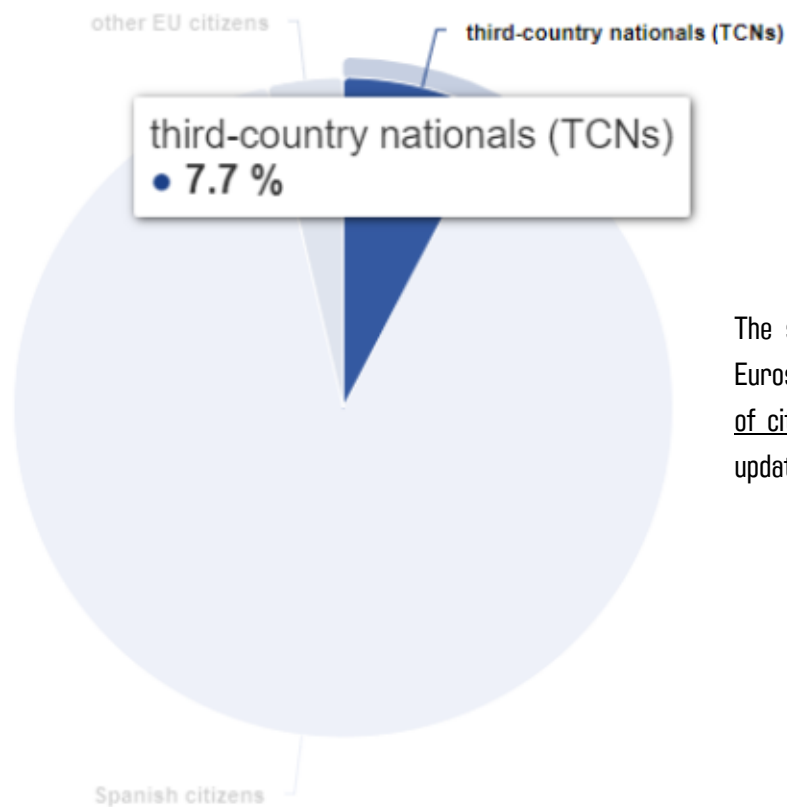


3.1 Spain

Demographic Statistics

In the first half of 2022, the resident population in Spain totalled 47,615,034 inhabitants. The increase is due to **positive net migration of 258,547 people**, according to the Spanish National Institute of Statistics in Spanish: Instituto Nacional de Estadísticas, or INE for short (INE, n.d.).

According to Eurostat statistics on migration and migrant population, on 1 January 2022 there were around **3,664,000 third-country nationals (TCNs)**, representing **7.7%** of the population, and a further 1,741,100 EU citizens (3.7%) living in Spain at that time. In addition, the INE notes that the largest groups among **TCNs are migrants from Morocco, Colombia and China, with the number of migrants from Venezuela also increasing.**



The statistics in the chart are based on Eurostat's [Non-national population by group of citizenship, 1 January 2022](#). (Eurostat's update in March 2024).

Figure 1. Eurostat's Non-national population by group of citizenship, 1 January 2022

- The reasons for leaving the country of origin were often complex. For example, the most frequently cited non-economic reasons were **war/conflict** (18% of respondents) and **family disputes** (17%), – which often overlapped with issues such as **ethnic discrimination, forced marriage** or **domestic violence**. Interestingly, women were **more likely to give reasons for leaving that were not exclusively economic**. Syrian respondents, for example, cited **sexual and gender-based violence** as common reasons for leaving (2%) [UNHCR, 2019].

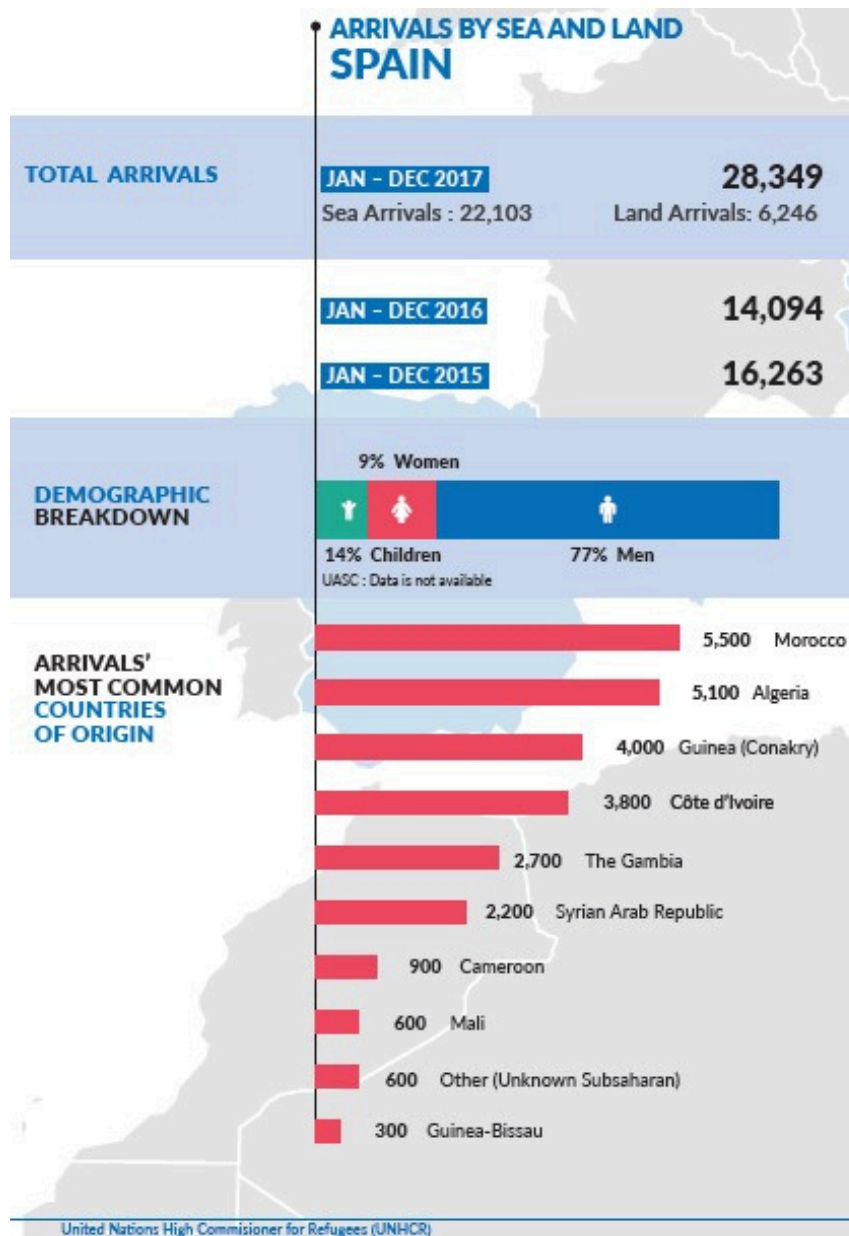


Figure 3. Refugees & migrants arrivals to Spain (Jan- Dec 2017) - UNHCR, 2017

• • • **Employment, unemployment rate and underemployment rate**

• • • The employment situation for migrant and refugee women in Spain is complex. Whilst we do not have accurate statistics specifically for women, it is important to look at the wider context:

- • • ● **Employment:** Many migrant women work in sectors such as domestic services, agriculture and hospitality.
- • • ● **Unemployment:** Migrant women face higher unemployment rates due to language barriers, lack of recognition of qualifications and discrimination.
- • • ● **Underemployment:** Some migrant women are underemployed, meaning their skills are not fully utilised or they work part-time involuntarily.

Types of industries or sectors where migrant and refugee women in Spain are employed

Migrant and refugee women in Spain are often employed in the following sectors:

- **Domestic work:** as carers, cleaners or nannies
- **Agriculture:** seasonal agriculture work
- **Hospitality and tourism:** jobs in hotels, restaurants and tourism-related services

Access to Support Services

The support services available for migrant and refugee women in Spain are:

- **Legal aid for asylum seekers:** *International agencies, bar associations and NGOs* offer legal support with asylum applications and help them understand their rights. Housing and social services: Social services provide assistance in accessing resources such as safe housing and essential resources (food and clothing).
- **Healthcare and medical assistance:** *NGOs and public health centres* work together to provide migrants and refugees access to medical care, including preventive care and psychological support.
- **Education and employment support:** *Central and regional administrations work alongside NGOs* work on initiatives that focus on offering language courses and vocational training, removing language barriers and improving employability and social integration.
- **Legal support:** *NGOs* help provide legal assistance addressing family reunification, labour rights and residency status.
- **Legal aid for victims of gender-based violence:** *The Government Delegation against Gender Violence* proposes the Government's policy against the different forms of violence against women and promotes, coordinates and advises on all measures carried out in this area. In this framework specialised legal assistance is available for survivors of gender-based violence to

help seek justice and protection even if, upon reporting the situation of gender violence, the irregular situation of the foreign woman is revealed (Delegación del Gobierno para la Violencia de Género, n.d.).

Gender-specific Barriers

Migrant and refugee women in Spain face particular challenges because they are both women and migrants. These include a higher unemployment rate, especially among women with young children, and inequalities in education and employment.

Perception of Integration/Ethnicity and religion

Migrant and refugee women in Spain perceive their level of integration into the local community differently. Some feel welcomed and connected, while others struggle with cultural differences and social isolation.

According to an official estimate by the Centro de Investigaciones Sociológicas (CIS), around 2.8% of the Spanish population belong to a religion other than Catholicism. A government study carried out by the Ministries of Justice, the Interior and Labour found that Spain's Muslim immigrant community was particularly tolerant, Western-oriented and liberal in 2010. Their views largely coincide with those of Spanish citizens. Muslim women in particular felt at home in Spain. However, recent studies have shown that views have changed. A recent study by the Spanish Ministry of Equality shows that the majority of Spaniards have a negative image of people belonging to a racial or ethnic minority, especially Roma and people of African origin. To illustrate this, according to the study, respondents belonging to a black or ethnic minority stated that they had been discriminated against when looking for housing. Stereotypes and physical appearance played an important role in discriminatory behaviour (Ministerio de Igualdad, 2020).

Policies or legal frameworks in place

Spain has policies that take into account the needs and rights of migrants and refugees. These include provisions relating to participation in the labour market, family reunification and international protection. The Guide on *How to Approach Migrant Women Integration for the Public Administration*, published by the Instituto de la Mujer (Ministry for Equality), considers the integration of migrant women as a policy priority.

Sources of support

The Reception System for International and Temporary Protection, which is supervised by the Directorate General for the Management of the Reception System for International and Temporary Protection, works together with the Sub-Directorate General for International Protection Programmes and the Sub-Directorate General for Reception System Centres.

- • • Under this system, *undocumented immigrants are entitled to basic social services and benefits intended for the entire population, regardless of social or demographic factors*. These services represent the first level of support and are quickly available to respond to immediate demands or needs. They are provided by the municipalities and regional administrations, especially in the event of social emergencies. Basic social services and benefits include basic social care, housing assistance, canteen services, facilities for minors under the age of 18 and emergency social assistance. For people who are in an irregular situation, registration with a municipality (with different requirements) allows access to essential services such as healthcare and education [(Inclusión Social, n.d.); (Newtral, 2019)].

At present, the authorised entities that provide services under the System of Reception of International and Temporary Protection are:

<https://www2.cruzroja.es/>

<https://www.cear.es/>

<https://www.accem.es/>

<https://www.cepaim.org/>

<https://www.mpd.org/>

<https://diaconia.es/>

<https://acoge.org/>

Among others ...

Integration of migrant people in general is a policy priority in Spain, but it is clear that women have more difficulties than men, so in Spain there is a wide variety of resources that highlight the importance of migrant women integration.



3.2 Turkey

Demographic Statistics

Population size and composition of migrant and refugee women in Turkey.

According to the data of the Directorate of Immigration Management as of 15 February 2024, there are **1,511,935 women** with temporary protection status living in Turkey.

As a result of the escalation of the humanitarian crisis in Syria and the problems in other countries, movement has materialised to the border regions. Turkey is one of the countries hosting the **largest number of refugees in the world. 90% of the migrants in Turkey are Syrians**, the others come from Afghanistan, Ukraine, Iraq, the Russian Federation, Iran, Pakistan and Palestine.

According to data from the Directorate of Immigration Management dated 15 February 2024, the age distribution of Syrian foreigners with temporary protection status in the country is as follows:

Aged 0-18 years: 1,538,637

Aged 19-59 years: 1,512,406

Aged 60-89: 114,536

90 years and older: 1,842

Resource

Ministry of Interior of Türkiye, Presidency of Migration Management

<https://en.goc.gov.tr/>

After the civil war that began in Syria in 2011, forced and mass migration to neighbouring Turkey began and the number of migrants increased rapidly. This process, which was initially seen as a temporary permanent state, has gradually developed into a permanent transitional state. Syrians who have sought refuge in Turkey are labelled with terms such as migrant, asylum seeker, refugee, and foreigner. However, the correct legal status of this terminology is 'persons under temporary protection'.

The legal status of 90 % is temporary protection: those who were forced to leave their country, who cannot return to the country they left, who came to the Turkish borders en-masse or individually during this period of mass influx or crossed the borders to find urgent and temporary protection.

Employment, unemployment rate and underemployment rate

It is known that the employment of foreign nationals, their access to health services and the use of education, the health system, social services and the labour market facilitates the social adaptation process. According to the International Labour Law No. 6735, foreign nationals in Turkey can enter the business world by obtaining a work permit in non-prohibited occupations. Foreign Nationals who have access to the labour market certainly have sufficient financial resources to support themselves. In addition to financial means, the opportunity for foreign national workers to build a life outside their own community speeds up the adjustment process.

Some employers prefer to employ asylum seekers, refugees or persons with temporary protection status unregistered and without a work permit. Employers who choose to employ unregistered Foreign Nationals do not take on basic obligations such as social security and tax payments.

Only about 7% of women with temporary protection in Turkey participate in the labour market, most of them informally in low-skilled and low-paid jobs.

Types of industries or sectors in which migrant and refugee women are employed.

Most migrant women in Turkey work in domestic services, agriculture and handicraft production, take care of children or elderly people or work in various service sectors and in the textile industry. Moreover, migrant women are employed in the manufacturing sector, especially in the textile industry, as well as in cooperatives run by migrant women. Data from the Turkish Ministry of Family, Labour and Social Affairs shows that 41.5 of foreigners who were granted a work permit were women and 58.5% were men.

Access to support services

In Turkey, they have access to most basic rights and needs according to Article 26 of the Temporary Protection Regulation:

- Health services,
- Education and learning opportunities
- Access to the labour market
- Social support and services
- Translation Psychosocial support
- Socio-economic support
- Provision of language courses
- Provision of career and employment counselling services
- Provision of basic skills for the labour market

- Home production for women (food, handicrafts, etc.)
- Support for business start-ups
- Women's co-operatives and social enterprises
- School transport services
- Employability training
- Tutoring
- Necessary immunisations (vaccines) as part of preventive healthcare for children and similar services are offered.
- They can access primary and emergency care as well as treatments and medicines provided by organisations affiliated to the Ministry of Health without paying for them.

Gender-specific barriers

Due to socio-cultural structures, gender inequalities occur in education, health, employment and other areas. For example, due to past cultural and traditional practices, many families see child marriage as the only way to secure a future for their daughters. Child marriage and early marriage are some of the reasons for the vulnerability of migrants under the age of 18. Migrant women are considered vulnerable due to limited employment opportunities and lack of language skills.

Resource

Ministry of Interior of Türkiye, Presidency of Migration Management
<https://en.goc.gov.tr/>

Perception of integration

As most migrant and refugee women do not speak the language of the country (Turkish), the level of integration is slow and very low. Another reason is their desire to continue living in their own culture, which makes integration into the local community difficult. Migrant and refugee women say that they try to learn Turkish in order to integrate into daily life and that they encourage their children to do so, but as their level of education is low, they have difficulty learning the language.

Ethnicity and religion

People of different ethnic backgrounds have been living together in Turkey for a long time. For this reason, migrant and refugee women can continue their faith and religious life in Turkey. Most of them have the same religion as the people in Turkey and they also have a similar culture.

• • • **Policies or legal frameworks are in place**

• • • Migrants and refugees have the right to access education and learning opportunities, labour opportunities and medical and psychological support. They are required by Turkish law to register with the Provincial Directorate of Migration Management.

• • • The following services are offered to migrant and refugee women:

- Educational activities and counselling, health and reproductive counselling,
- Legal counselling and support,
- Psychological and psychiatric counselling and support,
- Psycho-social counselling and support,
- Counselling on access to rights and services for people with special needs.
- Support from an interpreter for your medical and legal procedures,
- Support with writing petitions
- Social activities

The Human Resources Development Foundation (HRDF) works to build and strengthen the rights-based reception system to support refugees. Social workers in seven provinces work closely with local authorities to ensure that refugees can exercise their rights.



3.3 Poland

Demographic Statistics

Russia's invasion of Ukraine became a breakthrough for the migration situation in Poland and contributed significantly to changing the situation in the country. The total number of foreign nationals officially and unofficially living in Poland is estimated at around 3.5 to 4 million, with a significant part of them employed in the **grey area*** (811.9 thousand) and exceeding the recorded figure of immigrants officially living in Poland, which was 803,750 in September 2023 (The Institute of Economic Forecasts and Analysis, 2023). The majority (61.5%) of immigrants are men. However, it should be added that about 68% of Ukrainian citizens living in Poland are women. The share of Ukrainian immigrants among all immigrants living in Poland is very high at 60-75%. However, these are unofficial figures (Warsaw Enterprise Institute, 2023).

According to the Social Insurance Institution in Poland, the number of Foreign Nationals registered for pension and disability insurance at the end of 2023 was 1,127,744. The largest group of insured foreign nationals are Ukrainians (759,400 - 67.3%), so they make up the overwhelming majority. Belarusians are in second place (129,400 - 11.4%). These two countries clearly distance themselves from the others.

Next, we have: Georgia (26,200 - 2.3%), India (20,500 - 1.8%), Moldova (14,900 - 1.3%), Russia (12,400 - 1.1%), Vietnam (9,800), Turkey (9,800), Philippines (9,700), Uzbekistan (6,900) and Nepal (6,600). The largest representatives of the EU are Romanians (6,000) and Italians (5,400). Colombians from South America are in the lead (5,200).

According to the Immigration Office, the largest age group of immigrants in Poland are 20 to 39-year-olds (53.3%), followed by 40 to 59-year-olds (31.1%), i.e. people of working age. As a rule, the vast majority of immigrants living legally in Poland have a temporary residence permit (603,649 people in 2023, compared to 111,878 people with a permanent residence permit). Often, people from countries that are geographically and culturally close to Poland (Belarus, Ukraine) reside permanently in Poland, and much less frequently, for example, immigrants from Asia (India, Bangladesh).

Employment, unemployment rate and underemployment rate

The unemployment rate in Poland has been low in recent years: according to the Ministry of Family and Social Policy, unemployed people make up less than 5% of the population. In July 2022, 7.1% of the newly registered unemployed were foreign nationals, which was significantly higher than in 2021 (when foreign nationals accounted for only 0.4% of the unemployed).

The reason for the increase in the number of unemployed foreign nationals was the large influx of refugees from Ukraine following the Russian invasion. However, the vast majority of new Ukrainian arrivals in Poland find employment without any problems – their employment even fills gaps in the Polish labour market.

According to the OECD, the unemployment rate among migrants in Poland was 5.7% at the end of 2023. It is estimated that around 1/3 of foreign nationals of working age are registered with the Social Insurance Institution. As mentioned before, added to this is the estimated number of people employed in the grey area (811.9 thousand) and exceeding the recorded figure of immigrants officially living in Poland, which was 803,750 in September 2023 (The Institute of Economic Forecasts and Analysis, 2023). Overall, this would mean that around 66% of foreigners living in Poland are officially and unofficially working in the country. According to the Central Statistical Office, the proportion of foreign nationals in the total labour force was 6.5%. The statistics do not include people working illegally.

Types of industries or sectors in which migrant and refugee women are employed

Insured foreign national women in Poland work most frequently in the following sectors:

20.6% of foreign nationals are registered in the "administrative and support services activities", but their sector affiliation is not clear as this sector also includes contracts with temporary employment agencies working for various clients – and this probably applies to the majority of foreign nationals registered in this sector. It is worth noting that services related to cleaning and the maintenance of green areas are also included here:

- industrial processing – 16.1%
- transport – 14.3%
- construction – 12%
- trade and repair of vehicles – 8.4%
- accommodation and catering – 6%

At the same time, it should be emphasised that there are significant differences between foreign nationals from different countries of origin, e.g. the largest percentage of Indian citizens work in the IT sector, in the case of Ukraine, Georgia and Moldova it is industrial processing, and in the case of Belarusians – transport and warehousing.

Access to support services

In light of the refugee crisis, various solutions have been introduced to support refugees. The government introduced a special law that made it easier for refugees to assimilate, and the legal framework created allowed access to the labour market, healthcare and education. The authorities granted people leaving Ukraine access to basic administrative systems such as PESEL (national identification number) and legalised their stay for 18 months.

The rapid opening of the labour market and access to schools and kindergartens for refugee children through the Law on Support for Ukrainian Citizens facilitated access to legal work in Poland. At the same time, the lack of forced resettlement prevented refugees from being sent to regions with a weaker labour market situation.

The government also supported the refugees financially by allowing them to use general social benefits available to Poles (e.g. PLN 500 for each child, family allowance, childcare allowance), as well as special funds (e.g. one-off benefit of PLN 300 per person, financial support for hosts of refugees from Ukraine).

The reality of the situation forced employers to find solutions that enabled greater participation of women in various market segments. One of these instruments was the division of labour into two or even three shifts.

In addition to refugees, Ukrainians, Belarusians and Georgians are three of six countries whose citizens have easier access to the Polish labour market under simplified procedures for hiring foreign nationals. Nevertheless, many people who want to work in Poland struggle with the administrative procedures. There are often situations where a person has problems obtaining a visa, which often takes 9 months.

Unfortunately, Poland still has not developed a clear immigration policy, does not develop educational programmes and does not encourage entrepreneurship among migrants. Many foreigners feel that their work in Poland is below their qualifications or incompatible with their current educational attainment, mainly due to the language barrier. There are not enough integration programmes in the areas of education, language acquisition or life in Polish society.

Gender-specific Barriers

It is worth noting that men and young people (up to 34 years old) are much more represented among those who obtain a work permit than in the total population of foreign nationals.

On the other hand, the emigration of Ukrainian men and the influx of a record number of female refugees (mainly mothers with children and family members, who made up 55% of pre-war immigrants and 78% of refugees) have led to an increase in the employment of women in some sectors where male employment predominates. For example, they already account for over 36.5% of the workforce in the automotive industry, as automation makes it easier for companies to create jobs for women.

Refugee women from Ukraine relatively often have stable employment if they do not have a family in Poland or remain in Poland without children. Raising children in Poland is associated with a greater risk of unemployment, especially for women with more than one child. In the case of immigrants from the pre-war period, the influence of the family on professional activity is clearly lower.

Perception of integration

The degree of integration into the local community depends on the country of origin and at the same time on factors such as ethnicity and religion.

Immigrants from Ukraine and Belarus and those from Asia, Africa and other continents are characterised by different adaptation strategies. In the case of Ukrainians and Belarusians, it is often of an assimilative nature and is primarily based on cultural proximity, which makes it possible to acquire sufficient language skills to function freely in Polish society relatively quickly and without major problems.

One of the most important effects of these interactions is the high rate of mixed marriages between Polish citizens (mostly men) and Ukrainians (mostly women). Another effect is quite intensive contacts with Poles outside the workplace. As far as the representatives of other countries are concerned, they usually choose strategies to preserve their cultural differences due to, among other things, considerable cultural differences and communication difficulties caused by language barriers. Their interactions with Polish society are often limited to the work environment and rarely involve the private sphere.

Linguistic barriers

Foreign nationals of compulsory school age who do not speak Polish or do not speak it well enough to benefit from education are entitled to additional free language tuition in the form of additional Polish lessons. The additional Polish lessons are organised by the municipality or district. The use of additional Polish lessons by foreign nationals is not limited in time.

Foreign national students are also entitled to assistance from a person who speaks the language of their country of origin and who is employed by the head teacher as a teacher's assistant for a maximum of 12 months.

In the case of adult foreign nationals, there are no systematic solutions. Teaching materials for learning Polish are available online on numerous websites, and free Polish language courses for adults are offered by NGOs and other organisations.

Ethnicity and religion

Positive attitudes towards migrants and refugees are declining in Poland, which may have a direct impact on their experiences during their stay. Although ethnicity and religion play a major role in this, they are not the only reasons for this situation. It turns out that Poles' opinions about migrants are a direct result of their political preferences, but also of what they see on TV and where they get their information from. In recent years, the situation has been exacerbated by the influence of the Polish right-wing government and its aversion to migration policy.

Sources of support

In the face of the refugee crisis, Polish society as a whole has shown great support. Citizens themselves decided to collect donations or provide accommodation for refugees. During the first three months of the war in Ukraine, 70% of Poles declared that they would participate in helping refugees. The Polish Institute of Economics estimates that the value of private spending for this purpose in this period alone could have been as much as PLN 10 billion, i.e. more than twice as much as private spending for all charitable purposes in the whole of 2021. Local governments often coordinated support for refugees from Ukraine, offering free public transport and psychological help, among other things.

Currently, migrants and refugees can rely on various sources of support, including state-funded programmes, NGOs, community centres and migrant support networks.



3.4 Ireland

Demographic Statistics

The population of migrant and refugee women in the Republic of Ireland has steadily increased over the last few decades due to immigration from various countries. According to the Central Statistics Office (CSO) of Ireland, there were approximately **665,500 non-Irish nationals living in Ireland in the year ending April 2021**, which is approximately **13.3% of the total population**. However, this figure includes both men and women and a specific breakdown by gender is not readily available.

Migrant and refugee women in Ireland come from a range of countries, including EU and non-EU countries, they may have migrated for a **variety of reasons, such as to work, reunite with family, study or seek asylum**. The composition of migrant and refugee women in Ireland mirrors global migration patterns, with significant populations from countries such as Poland, the UK, Lithuania, Romania, Nigeria, Brazil and China, to name but a few.

Ireland has a system for processing asylum applications and granting protection to refugees. Women and girls make up a significant proportion of asylum seekers and refugees in Ireland. They can face particular challenges related to gender-based violence, discrimination and access to healthcare and education.

Employment, unemployment rate and underemployment rate

Table 3.1 Usually resident one year immigrants aged 15 years and over, economic status by nationality, 2016

	Number of Immigrants	At work	Unemployed (incl looking for first regular job)	Students	Looking after home/family	Others (incl retired)
Irish	24,768	15,227	3,799	2,584	1,198	1,960
Non-Irish	47,651	25,866	6,269	10,472	2,780	2,264
<i>of which</i>						
UK	4,917	2,814	662	305	356	780
Brazilian	4,499	1,423	593	2,370	86	27
Polish	3,427	2,579	436	141	202	69
Spanish	2,637	1,646	295	572	106	18
Romanian	2,534	1,875	363	69	174	53
French	2,412	1,408	136	774	65	29
Indian	2,185	1,043	306	539	252	45
Italian	2,097	1,479	234	313	47	24
German	1,386	869	41	335	53	88
Other non-Irish	21,557	10,730	3,203	5,054	1,439	1,131
Total	72,419	41,093	10,068	13,056	3,978	4,224

Figure 5. Legal status of immigrants according to the Central Statistics Office (CSO) Ireland (CSO, 2016).

-
-
-
-
-
-
-
-
-
-

The number of children born to women allows for a separate analysis of the labour force participation rates of women who have given birth and women who have never given birth. The labour force participation rate of women who have never had a child peaked at 92.1 percent at the age of 30-34, while it was significantly lower at 75.6 percent for women in the same age group who have had a child. In the older age group of 35 to 39-year-olds, the participation rate of women who had never had a child was 91.1 %, while it was 76.5 % for women who had given birth. The difference in labour force participation rates persists for women throughout their 50's.

Types of industries or sectors in which migrant and refugee women are employed

Migrant women in Ireland are employed in a range of sectors, including healthcare, hospitality, retail, cleaning, childcare and food services. They also work in sectors such as education, administration and manufacturing, contributing to a diverse labour market. The Central Statistics Office (CSO) counts 82,346 new immigrants, 41,093 were in employment in April 2016. Of these, almost 5,000 worked in the accommodation and food services sector, 4,070 of whom were non-Irish. The next largest sector was information and communication with 4,300 employees, of which more than 77 percent were non-Irish.

Manufacturing employed 4,110 workers, 69.3 percent of whom were non-Irish. Two thirds of employees in wholesale and retail were also non-Irish. In the healthcare, professional and scientific services and financial services sectors, the split between Irish and non-Irish nationals was more even. In the construction sector, where 2,323 new immigrants worked, Irish nationals dominated with 66.6 percent.

Access to support services

Migrant and refugee women in Ireland can access a range of support services, including language courses, vocational training and job placement assistance. Health services offer culturally sensitive care and NGOs provide legal advice and support with immigration processes. In addition, community organisations offer social integration programmes and practical support for a wide range of needs.

Gender-specific barriers

Gender inequalities within migrant and refugee communities in Ireland manifest themselves in limited access to education, employment and healthcare for women. Cultural norms can limit their autonomy and participation in decision-making. In addition, language barriers and discrimination exacerbate these inequalities and make women vulnerable to social isolation and economic dependency.

Perception of Integration

How migrant and refugee women perceive their integration into the local Irish community

- • • can depend on numerous factors, including personal experiences, socio-economic status, cultural background and the level of support received. Some feel accepted and point to community participation and support. Others face barriers such as language and discrimination that affect their sense of belonging. Overall, perceptions vary depending on individual experiences and community acceptance

Linguistic barriers

Migrant and asylum-seeking women in Ireland often face language barriers that hinder their integration. Limited English language skills make it difficult to access services, gain employment and manage daily life. This makes social interaction difficult and exacerbates feelings of isolation, affecting their ability to participate fully in society.

More than 470,500 people aged 15 and over spoke a language other than English or Irish at home in April 2016, 84 percent of whom said they had a good or very good level of English. The unemployment rate in this group was 13.3 %. In comparison, the rate of those whose English skills fell into the 'not well' or 'not at all' category was 25.6 %. The overall national unemployment rate in 2016 was 12.9 %.

Policy or legal frameworks

In Ireland, the needs and rights of migrant and refugee women are addressed through various policies and legal frameworks. These include anti-discrimination laws, asylum and immigration laws, gender equality measures and initiatives to promote social inclusion and integration. In addition, support services such as language courses, access to healthcare and employment assistance are offered to address the specific challenges faced by migrant women and refugees. Ireland is bound by the 1951 Refugee Convention and the 1967 Protocol. Article 78 of the Treaty on the Functioning of the EU (TFEU) prescribes measures for a Common European Asylum System to ensure "common standards and co-operation to ensure that asylum seekers are treated equally in an open and fair system - wherever they apply".

Asylum seekers in Ireland are entitled to some forms of public funding, but their access to financial support is limited compared to other residents. Asylum seekers are entitled to accommodation and a small weekly allowance provided by the government. This allowance is known as the Direct Provision allowance and covers basic living costs. However, it is significantly lower than the welfare allowance received by Irish citizens and other residents. Asylum seekers are also entitled to medical care through the public healthcare system.



• • • **Sources of support**

• • • The Irish government, NGOs, and community organisations offer various integration and support services to migrant and refugee women to help them adjust to life in Ireland, including government-funded integration programmes and migrant support networks. These offer help with language learning, housing, legal advice, access to healthcare, employment, childcare and cultural integration. In addition, informal networks within migrant communities offer emotional support and practical assistance and foster a sense of belonging and solidarity.



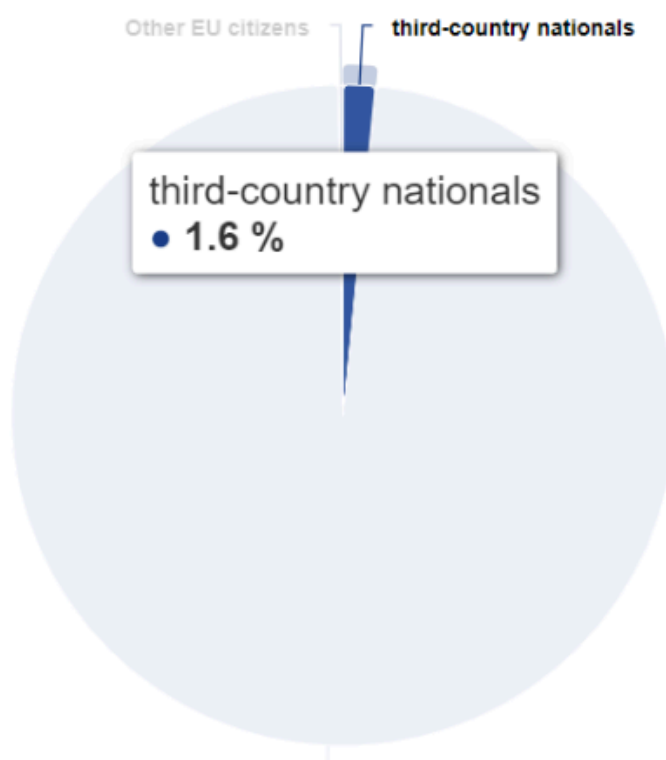
3.5. Bulgaria

Demographic statistics

According to the National Statistical Institute, the **permanent population of Bulgaria at the end of 2022 is 6,447,710 people**. In the same year, more people arrived in Bulgaria than had left it. In 2022, the number of people who have changed their residence from abroad to Bulgaria, or the flow of immigrants (including Bulgarian citizens who have returned to the country, as well as citizens of other countries who have obtained a permit or residence status in the country), numbered 40,619 people. **The relative share of men is 55.5% and of women - 44.5%.**

Among those who came to live in the country- 14.0% were in the age group 0-14 years, 75.5% were aged 15-64 years, and 10.5% of immigrants were aged 65 years and over. The highest share of immigrants is from **Turkey (23.1%), Germany (12.1%) and Syria (9.0%)**. Mechanical growth, which is positive in 2022, has a significant impact on the number and structures of the population in the country. The net migration rate for 2022 is +4.2% or 27,444 people.

According to Eurostat, in 2022 there were **106,646 non-EU citizens**, 15,680 EU citizens, 1,846 **stateless persons*** and 15,831 people without citizenship living in Bulgaria. In 2022, most migrants arrived in Bulgaria from **Russia (29,375), Turkey (20,775) and Syria (16,038)**.



The statistics in the chart are based on Eurostat's Non-national population by group of citizenship, 1 January 2022.

Figure 6. Eurostat's Non-national population by group of citizenship, 1 January 2022*

According to Eurostat data, in Bulgaria in 2022 the number of **first-time asylum seekers from non-EU countries** was **20,260**, which represents an increase of 86 percent, compared to 2021 (10,890 people) and a record number since data became available in 2011. /Figure 7 and Figure 8/

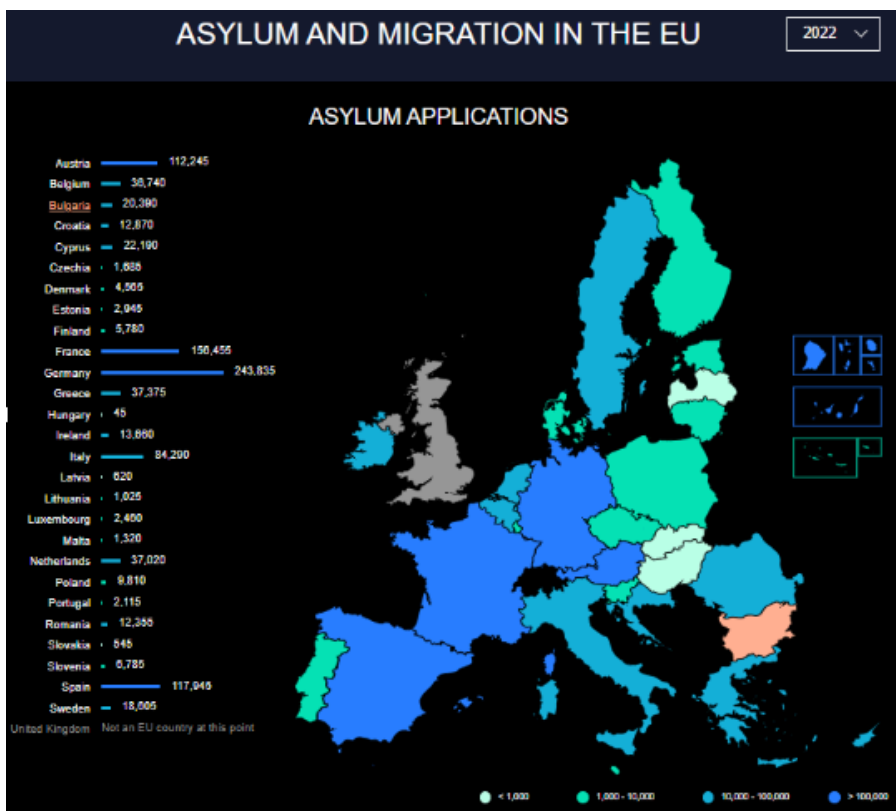


Figure 7.

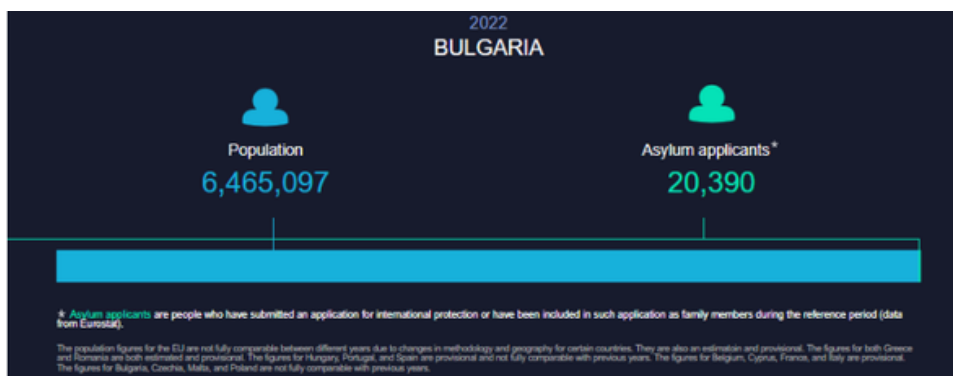
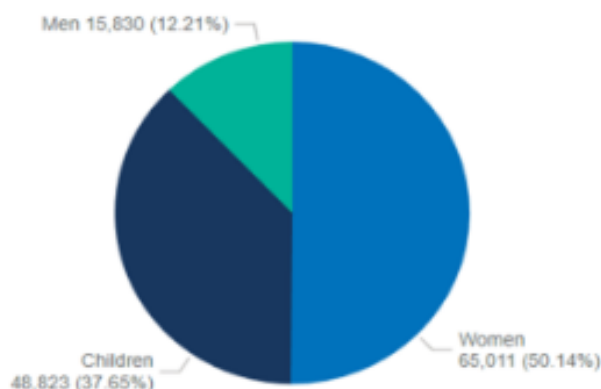


Figure 8.

Since the beginning of the conflict in Ukraine, Bulgaria has accepted more than half a million refugees at its borders and provided temporary protection to around 127 000 Ukrainian refugees, 92% of whom are women and children.

127,104

Refugees from Ukraine registered for temporary protection
in Bulgaria
TP Age & Gender



92%

of refugees remaining in Bulgaria are women and children

Figure 9. UNHCR- Report on the Ukraine refugee situation in Bulgaria- 05 August, 2022

By 5 August 2022, there were between **85-86,000 Ukrainian refugees on the territory** of the country. By the end of December, about 50,200 Ukrainian refugees remained in the country.

In the first half of 2022, there has been an increase in the number of asylum applications submitted by non-Ukrainians. The State Agency for Refugees has received 8,840 applications for international protection, which represents an **increase of 288% compared to the same period in 2021**, when 2,277 persons applied for international protection. Most of them originated from Afghanistan, Syria and North Africa. Based on the Bulgarian government's temporary protection registration data, **most refugees are women and children (50 and 36 % respectively)** [UNHCR, 2022].

Employment, unemployment rate and underemployment rate

- **Employment:** Migrant and refugee women are often employed in low-skilled positions. These positions are often those refused by Bulgarian citizens. The positions are mainly for hairdressers, tailors, fast food staff, call centre staff and even factory workers. Some of the jobs are temporary positions in hotels, restaurants and tourism-related services.
- **Unemployment:** In the country, migrant and refugee women have difficulty finding and keeping jobs. Migrant women face higher levels of unemployment due to language barriers, non-recognition of qualifications and discrimination. The language barrier reduces their access to

available positions. Many companies in the commercial and manufacturing sectors require legalised documents of education and experience.

- **Underemployment:** Due to lack of recognition of qualifications and experience, or due to lack of legalised documents, migrant and refugee women are employed in low-skilled positions that do not match their skills and knowledge. There is also gender discrimination in the sectors in which they are employed.

Types of industries or sectors in which migrant and refugee women in Bulgaria are employed

Migrant and refugee women in Bulgaria are often employed in the sectors "Hotels and restaurants", "Manufacturing", "Administrative and service activities" and "Trade and sales".

Access to Support Services

The support services available to migrants and refugees in Bulgaria are:

- **Health care:** foreign nationals who are in international protection procedures have the right to health insurance, affordable medical care, free medical treatment under the conditions and procedures for Bulgarian citizens.

The medical examination of persons seeking international protection is carried out in the health offices of the Territorial Units of the State Agency for Refugees under the Council of Ministers, where the following activities are carried out: initial examinations upon registration of persons applying for protection; permanent medical observation; provision of first medical aid; control over the hygienic condition of persons; ongoing control over compliance with hygiene requirements; preparation and maintenance of medical documentation for each person.

Social experts at the State Agency for Refugees under the Council of Ministers support access to health care for persons seeking international protection by: advising persons on health issues; making appointments with personal physicians; accompanying persons to hospital facilities; issuing official notes to the National Revenue Agency for persons with health insurance, etc.

- **Education:** school-age persons seeking international protection shall be provided with free education in the state and municipal schools of the Republic of Bulgaria under the conditions and in accordance with the procedures for Bulgarian citizens;

Centres, municipal and regional administrations work together with NGOs on initiatives aimed at offering language courses and vocational training, removing language barriers and improving employability and social integration.

- • • UNHCR implements its programme in Bulgaria directly and on a project basis, funding activities through NGOs - Bulgarian Red Cross, Bulgarian Helsinki Committee, Council of Refugee Women, Bulgarian Council for Refugees and Migrants, and the “Nadia” Centre Foundation.

- • • **Sources of support**

- • • The State Agency for Refugees under the Council of Ministers, the National Agency for Social Assistance and NGOs on the territory of the country aim to provide comprehensive care for effective adaptation and integration of third-country nationals. Social care, accommodation support, nutrition services, emergency social and medical assistance are some of the services that can be provided to migrants, refugees, temporary residents and asylum seekers.

Some of the structures that provide services on the territory of Bulgaria are:

<https://m.redcross.bg/>

<https://www.bghelsinki.org/>

<https://bcrm-bg.org/>

<https://caritas.bg/>

<https://crw-bg.org/>

<https://farbg.eu/bg>

<https://nmd.bg/members/tsentar-nadya/>

... and others.

Generally, there are serious deficits in the needs of women and children in the country, no matter their country of origin - they remain at high risk of exploitation, early marriages and various forms of gender-based violence - all of which are subject to considerable attention by state institutions, NGOs and international organisations.



The Netherlands

Demographic statistics

At the end of January 2024, the Netherlands had **17,951,298 inhabitants**. Migration issues are a hot topic in the Netherlands and in Europe as a whole. While migrants and refugees are portrayed as “a 'problem', little attention is paid to how they struggle with the increasingly restrictive laws and procedures of Fortress Europe. The various ways in which migrants and refugees try to improve their situation are also barely recognised. This is particularly true for migrant women. In the debate on the integration of ethnic minorities, the issue of **refugee women still receives little attention**. Studies show that they are the ones who need much more support from the host society than men from the same background.

According to Eurostat statistics on migration and migrant populations, around 574,000 third-country nationals (TCNs), **representing 3.3% of the population**, and a further 650,700 **EU citizens (3.7%) were living in the Netherlands on 1 January 2022**. By the end of 2022, around 110,000 refugees had arrived in the Netherlands. These were mostly people seeking asylum due to conflicts in their countries.

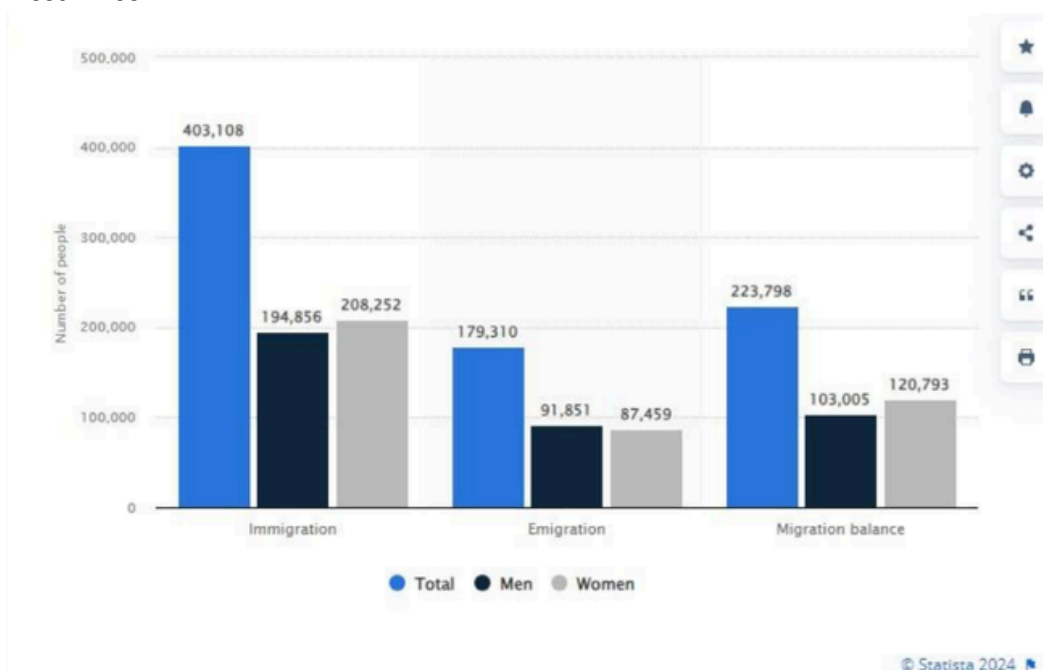


Figure 10. Immigration, emigration and net migration in the Netherlands in 2022, by gender
Published by Statista Research Department, Jul 18, 2023

The number of asylum seekers peaked in 2015, when the war in Syria caused a large influx of refugees. Subsequently, the number of family members joining them reached a peak in the last quarter of 2016 and the first two quarters of 2017.

The most common nationalities among asylum seekers and family members joining them in the Netherlands were Syrians (45.0 %), Turks (6.4 %), Iraqis (5.5 %), Yemenis (5.0 %), unknowns (4.0 %) and Eritreans (3.9 %). The remaining 30.2% were of other nationalities.

In January 2024, a total of 3,240 asylum seekers arrived in the Netherlands. This is 590 fewer than in the previous month. In addition, 975 family members arrived, 35 fewer than in December 2023. A total of 48,500 asylum seekers and accompanying family members arrived in the country in 2023. The group of people who applied for asylum in January 2024 comprised 62.0 percent male adults, **14.8 % female adults and 23.2 % children.**

Employment, unemployment rate and underemployment rate

A new study from Amsterdam confirms that **women who have recently obtained a right of residence in the Netherlands are less likely to work than men with the same status.** In 2022, a total of 29,635 temporary residence permits were issued to asylum seekers. This is 4,930 more than in 2021 and 15,590 more than in 2020. The most common nationalities to receive this type of residence permit in 2022 were Syrians (50.1 %) and Turks (10.6 %).

Male refugees tend to find employment faster than female refugees. It was observed that during a period of three to five years of residence in the country, 33 percent of men find a job. In comparison, only 15% of women find employment. Barriers to success include: language gap, different work experiences, inadequate job search support, lack of training opportunities, lack of confidence in navigating the labour market and non-existent networks.

Policies or legal frameworks

In its foreign policy, the Ministry of Foreign Affairs focuses on 4 themes related to women's rights and gender equality:

- Promoting female leadership and women's participation in political and other forms of decision-making.
- Strengthening economic empowerment and promoting a better economic climate for women.
- Preventing and eliminating violence against women and girls.
- Strengthening the role of women in conflict resolution and peace-building and protecting women and girls in conflict situations.



4

Education as a tool of social inclusion

Education is one of the means to promote social inclusion, especially for marginalised groups such as migrant and refugee women. As adult educators tasked with the task of providing language education to these people, it is important to adopt a multi-faceted approach that addresses their particular needs and challenges. This chapter provides an overview of how adult educators can take advantage of tools, innovative pedagogical strategies and collaborative frameworks to overcome barriers when interacting with migrant and refugee learners.

4.1 Equipping Adult Educators

Gender-Sensitive Approach

In order to respond to the different needs of female learners on the one hand and marginalised groups on the other, adult educators need to adopt a gender-sensitive approach to language teaching. Recognising the different socio-cultural factors that influence learning experiences, educators can create an inclusive environment that caters to the specific needs and preferences of each gender. By incorporating gender-sensitive teaching methods, educators can reduce prejudice, promote equality and create a safe and supportive space in which all learners can thrive.

Intercultural competence and innovative pedagogical strategies

Intercultural competence serves as a guiding principle for effective teaching practice. Adult educators who are culturally sensitive can create an inclusive learning environment by recognising and valuing cultural diversity. Their understanding of different cultural norms, communication styles and worldviews enables them to tailor their teaching methods to the needs of diverse learners. Furthermore, this cultural awareness fosters positive relationships with learners and thus trust and mutual respect.

An educator who has intercultural competence plays a crucial role in preparing students for the challenges of a globalised world. By promoting empathy, tolerance and global awareness, they empower learners to engage with different perspectives and manage intercultural interactions. In the context of language acquisition, which goes beyond mere language proficiency, cultural awareness includes lessons that teach appreciation for different cultures and identities. These lessons go beyond grammar rules and vocabulary; they address the rich diversity of human experiences, histories and traditions.

Culturally sensitive teaching practices play a central role in promoting meaningful interactions between educators and immigrant and refugee learners. Communicative approaches promote authentic language use and allow learners to express themselves in real-life contexts. In addition, task-based learning activities provide opportunities for collaboration, problem solving and cultural exchange.

Furthermore, constructivist approaches to learning, such as storytelling, immerse learners in rich experiences that deepen their understanding of language and culture. Through stories, learners make emotional connections, explore cultural nuances and develop a sense of common humanity. Culturally sensitive teaching practices therefore not only enhance language acquisition, but also foster global citizens who appreciate and celebrate diversity.

4.2 Collaboration and Diversity of Perspectives

Interdisciplinary project-based learning

Interdisciplinary project-based learning provides a dynamic platform that is ideally suited to the needs of adult educators teaching refugee and migrant women. It offers a hands-on approach that enables learners to actively engage with course material, collaborate with peers and develop practical skills essential for tackling real-life scenarios.

By working in diverse teams, learners not only gain exposure to a range of perspectives, but also learn to appreciate the richness of cultural diversity, which fosters a deeper understanding of their own experiences and those of others. Furthermore, the collaborative nature of project-based learning encourages learners to utilise their collective strengths to tackle complex challenges and instil a sense of agency.

Peer-to-peer learning and mentorship programs

Complementing this, peer-to-peer learning and mentoring programmes offer opportunities for mutual support, knowledge sharing and personal development, fostering a sense of community and empowerment among learners. Essentially, project-based learning serves as a catalyst for holistic development. It equips refugee and migrant learners with the skills, confidence and resilience they need to succeed in their new environment.

4.3 Overcoming Challenges

Migrant and refugee women face numerous barriers to social inclusion, these barriers include language barriers, socio-economic inequalities, cultural prejudices, and limited access to resources and opportunities. Supportive networks and services play a crucial role in improving the social inclusion of marginalised women, especially migrant and refugee women, who face multiple challenges. Therefore, adult educators can create an environment that fosters support networks through inclusive teaching methods and collaborative learning environments that facilitate interaction, empathy and mutual support among learners.

Peer-to-peer interactions and mentoring programmes can promote knowledge sharing and provide important resources and opportunities. Hence, creating an environment that facilitates exchange between women who are in a similar situation can lead to change. Through such interactions, newcomers can receive guidance, support and connections to relevant resources, ultimately fostering a sense of belonging and community empowerment.

In summary, education is a powerful catalyst for social inclusion, especially for marginalised groups. By equipping adult educators with essential tools, innovative pedagogical strategies and collaborative frameworks, we can create inclusive learning environments that empower learners to overcome challenges, embrace diversity and make positive contributions to society. Together, we can harness the transformative power of education to create a more equitable and inclusive world for all.



PATH FORWARD

The project "Success, Power, Equality, Asylum and Knowledge: Just Her!" is a beacon of hope and empowerment for migrant and refugee women facing the complex challenges of migration and historical gender inequality.

Based on the research outlined in this Conceptual Background document, the Just Her! Project therefore aims to equip adult educators with the necessary tools and knowledge to overcome the barriers faced by these women. Through customised training materials, innovative teaching methods and concerted actions to improve outreach and participation in adult education, the project is committed to fostering an environment that favours the inclusion of migrant and refugee women.

By harnessing the power of storytelling and developing customised learning resources for adult educators, Just Her! aims to facilitate language acquisition that is closely linked to the life stories of migrant and refugee women and fosters a deep sense of identity and belonging. Through these gender-sensitive resources and culturally competent teaching approaches, adult educators are empowered to create inclusive learning environments that enable learners to engage with diverse perspectives and effectively navigate intercultural interactions, which protects them from social exclusion.



- • • These customised learning materials incorporate interdisciplinary project-based learning and other
- • • constructivist approaches, including the aforementioned storytelling technique. These methods offer
- • • migrant and refugee learners with dynamic platforms to actively engage with course content,
- • • collaborate with peers and develop practical skills relevant to real-life scenarios. This potentially will
- • • create invaluable resources and opportunities to foster a sense of community and empowerment
- • • among women in similar situations.

Ultimately, this series of educational materials should serve as a powerful catalyst for social inclusion, especially for marginalised groups such as immigrant and refugee women. By equipping adult educators with basic tools and fostering a collaborative framework, we can cultivate inclusive learning environments that empower learners to overcome barriers, embrace diversity and make positive contributions to society. Together, through the transformative potential of education, we can work towards a more equitable and inclusive world for all.





REFERENCES

American Psychological Association. (n.d.). Intersectionality. APA Style. <https://apastyle.apa.org/style-grammar-guidelines/bias-free-language/intersectionality>

Chatto & Windus. (2019). Invisible Women: Exposing Data Bias in a World Designed for Men.

Davis, A. Y. (2022). The roots of intersectionality. Encyclopædia Britannica. <https://www.britannica.com/story/what-is-intersectionality>

Delegación del Gobierno para la Violencia de Género. (n.d.). Retrieved March 6, 2024, from <https://violenciagenero.igualdad.gob.es/instituciones/delegacionGobierno/home.htm>

Dikomitis, L., & Greenfields, M. (2022). Experiences of refugees and migrants during the COVID-19 pandemic: an intersectional analysis from the UK. BMC Public Health, 22(1), 163. <https://doi.org/10.1186/s12889-022-13866-7>

European Commission. (n.d.). Poland: Record number of migrants working legally. https://migrant-integration.ec.europa.eu/news/poland-record-number-migrants-working-legally_en

European Migration Network [EMN]. (2021). Integration of Migrant Women in the EU: Policies and Measures Common Template for EMN Study 2021 Version 1, 11 June 2021. https://home-affairs.ec.europa.eu/system/files/2022-09/00_eu_common_template_integration_of_migrant_women_spain.pdf

European Parliament-Inforgraphics ASYLUM AND MIGRATION IN THE EU- Bulgaria, 2022 https://www.europarl.europa.eu/infographic/asylum-migration/index_en.html#filter=2022-bg

Eurostat's Non-national population by group of citizenship, 1 January 2022 https://migrant-integration.ec.europa.eu/country-governance/governance-migrant-integration-bulgaria_en#:~:text=According%20to%20Eurostat%2C%20in%202022,unknown%20people%20living%20in%20Bulgaria.

Forsal.pl. (n.d.). Cudzoziemcy w Polsce. W tym roku to nie Ukraińców przybyło najwięcej [Foreigners in Poland. This year, most of the arrivals were not Ukrainians]. <https://forsal.pl/gospodarka/demografia/artykuly/9410129,cudzoziemcy-w-polsce-w-tym-roku-to-nie-ukraincow-przybylo-najwiecej.html#:~:text=Zak%25%82ad%20Ubezpiecze%25%84%20Spo%25%82ecznych%20poinformowa%25%82%2C%20%25%BCe,wzrost%20o%206%2C1%20proc.>

Gazeta Prawna. (n.d.). Polska stała się eldorado dla cudzoziemców. 999 tysięcy obcokrajowców [Poland has become an eldorado for foreigners. 999 thousand foreigners]. <https://www.gazetaprawna.pl/wiadomosci/kraj/artykuly/9425830,polska-stala-sie-eldorado-dla-cudzoziemcow-999-tysiecy-obcokrajowcow.html>

Gazeta Prawna. (n.d.). Liczba imigrantów w Polsce to ok. 3,54 mln, z czego 60-75 proc. stanowią Ukraińcy [The number of immigrants in Poland is about 3.54 million, of which 60-75% are Ukrainians]. <https://www.gazetaprawna.pl/wiadomosci/kraj/artykuly/9307688,liczba-imigrantow-w-polsce-to-ok-35-4-mln-z-czego-60-75-proc-stano.html>

Gazeta Prawna. (n.d.). Ukraińcy w Polsce to zwykle osoby młode lub w Średnim wieku [Ukrainians in Poland are usually young or middle-aged people]. <https://www.gazetaprawna.pl/wiadomosci/kraj/artykuly/9395524,ukraincy-w-polsce-to-zwykle-osoby-mlode-lub-w-srednim-wieku.html>

Governance of migrant integration in the Netherlands (January 2024). [Governance of migrant integration in the Netherlands | European Website on Integration \(europa.eu\)](https://www.europa.eu/en/governance-of-migrant-integration-in-the-netherlands)

Government of the Netherlands (s.d.) Tackling the refugee problem. [Tackling the refugee problem | Asylum policy | Government.nl](#)

IND Business Information Centre (BIC) (2024) Asylum Trends Monthly Report on Asylum Applications in The Netherlands (February 2024). <https://ind.nl/en/documents/03-2024/at-february-2024-main-report.pdf>

Inclusión Social. (n.d.). Cómo funciona. Retrieved March 6, 2024, from <https://www.inclusion.gob.es/web/migraciones/como-funciona>

Instituto Nacional de Estadística (INE). (n.d.). Estadísticas. https://ine.es/dyngs/INEbase/en/operacion.htm?c=Estadistica_C&cid=1254736177000&menu=ultiDatos&idp=1254735573002

Interia Biznes. (n.d.). Rosną liczba cudzoziemców legalnie pracujących w Polsce [The number of foreigners legally working in Poland is increasing]. https://biznes.interia.pl/gospodarka/news-rosnie-liczba-cudzoziemcow-legalnie-pracujacych-w-polsce-pad,nld,7197759#utm_source=paste&utm_medium=paste&utm_campaign=chrome

Interia Biznes. (n.d.). Polska stała się eldorado dla cudzoziemców. 999 tysięcy obcokrajowców [Poland has become an eldorado for foreigners. 999 thousand foreigners]. <https://biznes.interia.pl/gospodarka/news-rosnie-liczba-cudzoziemcow-legalnie-pracujacych-w-polsce-pad,nld,7197759#:~:text=%C5%9Arednia%20stopa%20bezrobocia%20w%20krajach,samym%20czasie%205%2C7%20proc.>

McCall, L. (2022). Intersectionality. *Ethnic and Racial Studies*, 45(1), 1-16. <https://doi.org/10.1080/0966369X.2022.2126826>

McCall, L. (2022). Intersectionality: Concepts and critiques. *Ethnic and Racial Studies*, 45(1), 17-34. <https://doi.org/10.1080/0966369X.2022.2126826>

Ministerio de Igualdad. (2020). Percepción de discriminación racial en España (Resumen ejecutivo). https://igualdadynodiscriminacion.igualdad.gob.es/destacados/pdf/05-PERCEPCION_DISCRIMINACION_RACIAL_RESUMEN-EN.pdf

Ministerstwo Edukacji. (n.d.). Informacja o kształceniu w polskim systemie oświaty osób przybywających z zagranicy [Information about education in the Polish education system for persons arriving from abroad]. <https://www.gov.pl/web/edukacja/informacja-o-ksztalceniu-w-polskim-systemie-oswiaty-osob-przybywajacych-z-zagranicy>

Ministerie van Justitie en Veiligheid Immigratie en Naturalisatiedienst (2022) Migratieradar Asiel september-december 2022 (Migration Radar third triannual period 2022). Retrieved from <https://ind.nl/en/documents/03-2023/migration-radar-third-triannual-period-2022.pdf>

Ministry of Foreign Affairs, Government of the Netherlands (2022). Prospects for refugees. https://www.nlontwikkelingssamenwerking.nl/en/#/results/themes/prospects-for-refugees-and-migration-cooperation/migration-shelter#Het_aantal_mensen_dat_formeel/informeel_onderwijs_en_trainingen_volgt

Ministry of Labour and Social Policy (2022). On the implementation of the Updated National Strategy for Demographic Development of the Population in the Republic of Bulgaria (2012-2030) <https://www.mlsp.government.bg/uploads/68/demogr-foto/za-2022-g-za-izplnenie-na-aktualiziranata-natsionalna-strategiya.pdf>

National Statistical Institute (2022). Population and Demographic Processes in Bulgaria in 2022 https://www.nsi.bg/sites/default/files/files/pressreleases/Population2022_3C3NKZP.pdf

Narodowy Bank Polski. (2024). Raport: Migranci z Ukrainy 2023 [Report: Migrants from Ukraine 2023]. https://nbp.pl/wp-content/uploads/2024/01/raport_migranci_z-Ukrainy_2023.pdf

Newtral. (2019, January 17). Datos: ¿Qué ayudas reciben los inmigrantes en España? <https://www.newtral.es/datos-que-ayudas-reciben-los-inmigrantes-en-espana/20190117/>

Republic of Bulgaria State Agency for refugees at the council of ministers- General information about protected persons <https://aref.government.bg/en/node/44>

Rzeczpospolita. (n.d.). Badanie: Spada pozytywne nastawienie do migrantów i uchodźców. Decyduje telewizja [Study: Positive attitudes

Sejm Rzeczypospolitej Polskiej. (n.d.). Infos 184. [https://orka.sejm.gov.pl/WydBAS.nsf/0/B154060C37557E78C1257DCB004C62C3/\\$file/Infos_184.pdf](https://orka.sejm.gov.pl/WydBAS.nsf/0/B154060C37557E78C1257DCB004C62C3/$file/Infos_184.pdf)

UNHCR. (2019, January). Refugees and migrants arriving in Spain [Report]. Profiling exercise conducted in partnership between CSIC and UNHCR. <https://data.unhcr.org/en/documents/download/68532>

UNHCR. (02 May 2018). Refugee and migrant children in Europe: overview 2017. <https://data2.unhcr.org/en/documents/details/63435> . P.1.

UNHCR. (16 February 2018). Refugee and Migrant Arrivals to Europe in 2017. : <https://data2.unhcr.org/en/documents/download/62023> . P.2

UNHCR. (n.d.). Reports. Birleşmiş Milletler Mülteciler Yüksek Komiserliği raporları.

UNHCR. (2022). Report on the Ukraine refugee situation in Bulgaria- 05 August, 2022. <https://data.unhcr.org/en/documents/details/95092>

Warsaw Enterprise Institute (2023). Migracje: Niewykorzystana na razie szansa Polski [Migrations: Poland's untapped opportunity for now]. <https://wei.org.pl/wp-content/uploads/2023/09/Migracje-niewykorzystana-na-razie-szansa-Polski-raport.pdf>

W Gospodarce. (n.d.). W 2024 Polskę czeka istny zalew imigrantów [Poland is facing a flood of immigrants in 2024]. <https://wgospodarce.pl/informacje/136661-w-2024-polske-czeka-istny-zalew-imigrantow>

World Bank (s.d.) Refugee population by country or territory of asylum - Netherlands. [Refugee population by country or territory of asylum - Netherlands | Data \(worldbank.org\)](#)



• • • **More links with useful information:**

• • • ActionAid. (2019). Migrant women's resilience in Spain. <https://actionaid.org/stories/2019/migrant-womens-resilience-spain>

• • • Bulgaria - emn country factsheet 2022 https://home-affairs.ec.europa.eu/system/files/2023-08/EMN_Factsheets2022_BG_0.pdf

Europe situations: data and trends- arrivals and displaced populations- December 2022 <https://data.unhcr.org/en/documents/download/98768>

Global Trends Forced Displacement in 2022 <https://www.unhcr.org/global-trends-report-2022>

Asylum Report 2022: Executive Summary <https://euaa.europa.eu/publications/asylum-report-2022-executive-summary>.

International Organization for Migration. (n.d.). Gender and migration. <https://www.migrationdataportal.org/themes/gender-and-migration>

The World Bank Group. (n.d.). Spain. <https://genderdata.worldbank.org/countries/spain/>
ved from [Refugee population by country or territory of asylum - Netherlands | Data \(worldbank.org\)](#)





www.justherproject.eu
[@justherproject](https://twitter.com/justherproject)

© EUROPEAN UNION, 2024



**Co-funded by
the European Union**

Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Education and Culture Executive Agency (EACEA). Neither the European Union nor EACEA can be held responsible for them.

