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ASYLUM SEEKERS INTEGRATION INTO SWEDISH SOCIETY

A Qualitative study on how Asylum Organizations work in facilitating the integration of asylum   seekers in Sweden.

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Abstract

The aim of this study was to examine how asylum organizations work in facilitating the integration of asylum seekers into Swedish society. In Sweden, despite its historical acceptance of migrants and asylum seekers, the country is not immune to integration challenges. The study employed a qualitative research approach to capture the perspectives and opinions of employees working in the selected organizations. A purposive sampling method was utilized, wherein two representatives were carefully chosen from each organization. Semi-structured interviews were conducted with a total of four (4) participants. Thematic analysis was applied to analyze the data gathered from these interviews.

The findings of the study indicated that asylum organizations offer various forms of support, including assistance with school placement, language acquisition, housing, education on Swedish norms and customs, and facilitating connections with authorities to Asylum seekers. However, several challenges persist, such as insufficient government support, inadequate funding, and lengthy asylum procedures. To address these issues, there is a need for increased government support, proactive measures, financial aid, expedited asylum processes. These improvements would enable the organizations to effectively engage and assist asylum seekers in their integration process.

Keywords: Asylum seekers, Integration, Asylum Organizations, Empowerment theory, Social Inclusion Theory.

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CHAPTER ONE: INTRODUCTION

This chapter provides comprehensive information on the introduction to the current study. It discusses the aim and research questions, provides definitions of key terms, and outlines the structure of the essay. The purpose of this chapter is to offer a deeper understanding of the study being conducted and its overall framework.

1.1 Introduction

Over the last three decades, there has been a notable rise in the migration of individuals from developing nations to developed countries. This steady increase can be attributed to factors such as insecurity, conflict, and poverty. As a consequence, there have been significant demographic shifts within many developed nations due to this mass movement of people (Taket et al., 2009). Sweden, situated in Northern Europe, is among the Scandinavian countries that have a significant migration history (Garvik & Valenta, 2021). Annually, the nation registers the highest influx of asylum seekers and migrants. Throughout the years, Sweden has welcomed individuals from various non-European nationalities, including Syrians, Iranians, Turks, Kurds, and Eritreans (Garvik & Valenta, 2021). The country's prosperous economy has also played a role in attracting numerous asylum seekers and migrants from across the globe (Garvik & Valenta, 2021). The available data from previous statistics clearly demonstrates that Sweden has the highest rate of accepting asylum seekers and other migrants compared to other developed nations worldwide. For instance, in 2017, there were approximately 1.9 million foreign-born individuals residing in Sweden (Brydsten et al., 2019). This number represents approximately one-sixth of the total population, highlighting the substantial presence of migrants in the country (Brydsten et al., 2019). Furthermore, in 2015, several European countries, including Sweden, Germany, and Hungary, welcomed a combined total of 1.3 million refugees and asylum seekers. Among these countries, Sweden stands as the second top European destination for asylum seekers globally (Garvik & Valenta, 2021). Moreover, Sweden has also experienced the highest influx of unaccompanied minors in both Europe and the Scandinavian region. Out of the 45,300 unaccompanied Afghan minors who migrated to EU countries in 2015, Sweden accounted for a staggering 30,080, surpassing all other EU nations in terms of numbers (Garvik & Valenta, 2021).

1.2   Problem Formulation

The integration of asylum seekers moving into European countries has been a global concern to policymakers, and the issues of integration have become a central research topic in many migration studies (Taket et al., 2009). Integration refers to the gradual process through which individuals become accepted members of a society, which is usually characterized by a population of immigrants/foreigners or newcomers (Taket et al., 2009). The process of integrating asylum seekers is not an isolated endeavor but rather exists within the sphere of interactions between two key entities: immigrants and the host society. Sweden, despite its history of accepting migrants and asylum seekers, is not exempt from integration challenges (Cetrez et al., 2021).   For instance, the emergence of intricate and arduous procedures for obtaining residence permits among asylum seekers, language barriers, limited access to transportation, healthcare, and other obstacles have significantly hindered the integration of asylum seekers in Sweden (Cetrez et al., 2021). In 2015, the country encountered challenges in granting citizenship to asylum migrants due to the implementation of restrictive changes by the Swedish Migration Policies Board. These changes posed a significant threat to the well-being and survival of asylum seekers, impacting their mental health. (Cetrez et al., 2021). According to Leudar et al., (2008), The hostility directed towards asylum seekers has profound and detrimental impacts on their psychological well-being, leading to a considerable portion of them experiencing mental health disorders such as depression, anxiety, and post-traumatic stress disorder. Asylum seekers, as a group of newcomers, require significant attention in any country, as they may bring with them values and norms that differ substantially from those of the host population. Consequently, they often face subtle forms of social exclusion, and this is where asylum organizations play a crucial role in facilitating and supporting the integration of these refugees (Taket et al., 2009). For instance, in Sweden, asylum organizations actively engage in the integration of cultural identity and serve as essential service providers. They offer conventional individual psychological counseling, psychotherapy, and psychosocial support to asylum seekers, enabling them to participate in various educational activities such as language learning, vocational training, and social group engagements. These initiatives aim to foster interaction and facilitate the integration of asylum seekers into local communities (Taket et al., 2009). Therefore, our study is aimed to examine how asylum organizations work in facilitating the integration of asylum seekers into Swedish society.

1.3 Aim

The aim of this study is to examine how asylum organizations work in facilitating the integration of asylum seekers into Swedish society.

1.4 Research Questions

1. What roles do asylum organizations play in facilitating the integration of asylum seekers?
2. What are the challenges facing asylum organizations in facilitating the integration of asylum seekers into Swedish society?
3. What are the policies that are working well in facilitating the integration of asylum seekers?
4. How can the services provided by asylum organizations be improved to enhance the integration of asylum seekers in Swedish society?

1.5 Relevance of the Study

The study holds significant importance for policymakers, social work educators, asylum organizations, and government stakeholders, as it provides valuable insights to intervene effectively and enhance the social integration and overall welfare of asylum seekers in their host countries (Taket et al., 2009). Additionally, this research topic contributes to the broader field of international social work by addressing the challenges posed by the influx of refugees and aligns with the mission statement of the social work profession, which aims to advocate for the well-being of vulnerable and marginalized populations. (Ventevogel et al., 2015).

1.6 Description of the Chosen Organizations

A. Soulidarity Human Right Organization

This is a network comprising multiple organizations that joined forces and commenced operations in April 2020. The network includes representatives from various entities such as the Red Cross, Swedish Church, Salvation Army, War Child, Ny Gemenskap, and Fryshuset (Soulidarityhumanrights, 2020). The primary objective of this organization is to offer shelter, food, and access to psychosocial care and healthcare to vulnerable young individuals while

respecting their rights and autonomy. The identified vulnerable young people are those who have fled from war-torn countries and arrived in Sweden without any resources (Soulidarityhumanrights, 2020). The organization places emphasis on social integration as the first step to preventing these vulnerable youths from experiencing exclusion, which often leads to criminal activities. The risk of exclusion and involvement in crime escalates significantly when individuals are hungry and exhausted, resulting in dire consequences for the individuals themselves. The Soulidarity Human Rights Organization firmly believes that prevention is the most effective approach in combating exclusion, poverty, and crime (Soulidarityhumanrights, 2020).

B. Church of Sweden

King Gustav I Vasa spearheaded the establishment of the Church of Sweden in 1536. The Church of Sweden, also referred to as the former state church, is an evangelical Lutheran national church with its headquarters in Uppsala, Sweden (Church of Sweden, 2023). It boasts a membership of over 5.6 million registered individuals as of the end of 2021 and stands as the largest Christian denomination in Sweden. The church engages in a range of operations, including offering individual support, counseling services, facilitating the integration of cultural identity, providing food and shelter, and organizing educational activities such as language learning for asylum seekers (Church of Sweden, 2023).

1.7 Definition of Terms
1.7.1 Integration
The concept of integration encompasses various definitions, each carrying distinct interpretations for different individuals (Carlgren & Diaz, 2004). From a political standpoint, integration refers to the attainment of full participation by minority groups in all facets of society, including the labor market, politics, and the educational system. According to Westin (1999), integration can be understood in three ways. Firstly, it involves the cohesion of society, where different segments come together as a unified whole, including the ability to communicate and comprehend the language. Secondly, integration entails the active involvement of minority groups in societal affairs. Lastly, integration represents a process through which individuals become integrated into the majority, encompassing economic, social, and political dimensions (Westin, 1999).

1.7.2 Asylum Seekers

An asylum seeker is a person who has fled their country of origin due to persecution or threats and is seeking refuge in another country (Ratnayake et al., 2022). They have not yet been granted legal status in the host country and are awaiting a decision on their asylum claim (Ratnayake et al., 2022).

1.8 Essay Structure

This research study is broadly divided into six key areas: chapter one is made up of the introduction, problem formulation, aim, research questions, study relevance, and definition terms. Chapter two focuses on the methodology, which is made up of the method of inquiry chosen, data collection, data analysis, sampling design, ethical consideration and limitations of the study. Chapter three is made up of the earlier research study. Chapter four captures the theoretical framework section. Chapter five consists of the results and analysis section and finally, chapter six has a discussion of the findings section.

CHAPTER TWO: EARLIER RESEARCH

To increase the understanding of how asylum organizations work in facilitating the integration of asylum seekers into Swedish society. This section is made up of a review of previous studies, documents, and research in connection to the current study at hand. The review was necessary in order to look at the gaps in earlier research findings, so that the current study would be informed through such findings.

2.1 Asylum Seekers in Sweden

The number of people seeking safety and asylum is gradually increasing within European countries, and it is unlikely that this trend will be reversed. This trend is driven by various social problems that individuals face in their country of origin. Factors such as poverty, unemployment, climate change, human rights violations, and security problems contribute to people's decision to leave their home countries in search of a better and safer life. (Crisp & Dessalenge, 2002). These

social problems create unfavorable living conditions and threaten the well-being of individuals and communities. The circumstances in their home countries may not provide them with the necessary resources, opportunities, or security they need for a dignified life. As a result, they make the difficult choice to migrate to other countries, in the hope of finding safety, stability, and improved living conditions (Crisp & Dessalenge, 2002). However, the challenges do not end upon their arrival in the host country. The process of seeking asylum and integration brings its own set of stressors. These stressors, including language barriers, cultural differences, legal processes, and difficulties in accessing essential services, can further impact the mental health and well-being of asylum seekers (Crisp & Dessalenge, 2002).

Sweden as a country is widely recognized for its reputation as one of the most welcoming countries for asylum seekers and migrants (Skakara & Szalanska, 2020). The country has a long-standing tradition of providing support and protection to individuals seeking refuge from conflict, persecution, and other difficult circumstances. According to Cetrez et al. (2020), the number of applicants for Swedish citizenship remained high in 2019, which is an indication of the country's openness to accepting asylum seekers who have gone through the necessary processes and meet the requirements for citizenship. In a study conducted by Skakara and Szalanska (2020), most participants choose Sweden as an asylum destination, because the country has a generous policy for awarding citizenship particularly those who permanently reside in Sweden, especially children and adolescents. The benevolence of such a policy served as the foundation that enticed numerous individuals to consider Sweden as their preferred asylum destination. Children and minor teenagers were granted particular accord when awarded citizenship because of the vulnerability attached to these groups (Shakara & Szalanska, 2020). This has given us the impression that Sweden is considered the most welcoming country for asylum seekers and other migrants. Sweden's reputation as a welcoming country is further reinforced by the efforts of governmental agencies, civil society organizations, and local communities in providing support and assistance to asylum seekers and migrants (Shakara & Szalanska, 2020).

However, in 2015, the country experienced a decline in granting citizenship through asylum applications, primarily due to changes in its migration policy which imposed limitations and constraints (Barthoma et al., 2020). These policy changes had significant consequences resulting

in increased hardships, disillusionment, and heightened stress levels for the asylum seekers who were in search of better opportunities. As highlighted by Cetrez et al. (2020), many asylum seekers faced challenges such as a lack of support, difficulties in obtaining information, limited rights, and restricted access to citizenship. These obstacles impeded their integration process and created barriers to their ability to fully participate in society.

2.2 The Conditions Facing Asylum Seekers in Sweden

The process of adaptation for asylum seekers in host countries is often complex and time-consuming, characterized by lengthy asylum procedures (Cetrez et al., 2020) This extended period of uncertainty and waiting can lead to anxiety, distress, and feelings of loneliness among asylum seekers (Thomessen et al., 2015). These have been the most challenging experiences faced by asylum seekers in Sweden. The challenges faced during this period are significant and have been identified in previous research, these include: fear of rejection, social isolation, discrimination, loss of cultural identity, and lack of social support (Strang & Quinn, 2021). Making a commitment to offering social support for such individuals becomes of utmost importance. Studies from other European countries have demonstrated that post-migration stressors negatively affect the mental health of asylum-seeking populations (Strang & Quinn, 2021). In place of the above, risk factors in host countries like Sweden can contribute to poor mental health among asylum seekers. Like any other hosting country like Sweden, Strang & Quinn (2021), pointed out how Asylum seekers are often under considerable stress, which can contribute to various mental health issues such as anxiety, depression, and traumatic stress. According to Leudar et al. (2018), the hostile treatment that asylum seekers often face has detrimental effects on their psychological well-being, resulting in significant mental health challenges. This holds true as many asylum seekers encounter various obstacles that hinder their coping mechanisms, ultimately contributing to the development of severe mental health disorders.

2.3 Integration

In a study conducted by Oweini & Holmgren (1999), it was emphasized that the process of integration among new arrivals should be a collaborative effort involving the entire community. This highlights the importance of community mobilization and cooperation in promoting the well-being of asylum seekers within the community. Similarly, Al-Baldawi (2014) acknowledges

the role of the community in facilitating the integration of asylum seekers, but also emphasizes that the success of integration depends on the preparedness, drive, and motivation of the migrants themselves. It is important to note that integration cannot be measured using a single indicator. Rather, it is a complex and multifaceted process, as discussed by Wilkinson (2013), Integration entails the extent to which individuals from diverse backgrounds or groups interact with each other on equal terms, fostering a sense of belonging in society. It is aimed at reducing discrimination and social inequalities, and plays a crucial role in the overall well-being of both individuals and society as a whole (Carlgren & Diaz, 2004).

2.4 Support Organizations for Asylum Seekers

Support organizations for asylum seekers have a crucial role in promoting and facilitating the integration of asylum seekers into host communities. These organizations collaborate, facilitate, and provide various services to asylum seekers. as highlighted by Ratnayake et al. (2022), these services include legal aid, individual counseling, psychotherapy, psycho-social support, accommodation, access to food, language learning assistance, employment support, leisure activities, physical fitness programs, and vocational training. According to Ratnayake et al. (2022), these asylum organizations also work in partnership with other support organizations, including business entities, philanthropic foundations, NGOs, individual donors, and local municipalities. These partnerships enable discussions on priority issues related to asylum seekers, as well as create platforms for increased engagement in enhancing their integration and improving service coordination for immigrants in the country. It is important to address hostilities toward asylum seekers in other countries, as highlighted by Ratnayake et al. (2022). The consequences of such hostilities often lead to the implementation of stricter controls on asylum seekers, resulting in traumatic experiences for those affected. However, Leudal et al. (2008), emphasize that advocacy support provided by organizations plays a significant role in improving the perception of asylum seekers within host countries. Leuder & Nekvapil (2000), further explain that asylum seekers, in the face of hostility often find it difficult to assert their identity in public and experience disempowerment as a part of their daily lives. Understanding the discourse surrounding hostility is incomplete without considering the impact it has on the lives of asylum seekers, including how they internalize and respond to such hostility. Overall, support organizations are essential in addressing the challenges and hostilities faced by asylum

seekers, promoting their integration, and ensuring their well-being in host communities (Leuder & Nekvapil, 2000).

CHAPTER THREE: THEORETICAL FRAMEWORK

This chapter introduces the theoretical concepts employed in the study, which serve as a foundation for the study's design. The two primary theories utilized in this research are the social inclusion theory and the empowerment theory.

3.1 Social Inclusion Theory

David Pocock is credited as the primary founder of the social inclusion theory. The theory revolves around the concepts of inclusion and exclusion, which are inherent in hierarchical structures (Pocock, 1957). Building upon this notion, Cameron (2006) suggests that the focus has shifted toward the problems and deficits associated with exclusion due to a lack of comprehensive understanding of inclusion. Additionally, Jackson (1999) emphasizes that inclusion can also lead to exclusion, as marginalized groups may achieve inclusion by excluding even more vulnerable groups. Allman (2013) further expands on this idea, asserting that social inclusion elucidates how social integration operates in stratified societies, shaping individuals' movement within their social worlds. According to Fredericks (2010), the sense of belonging experienced in everyday interactions significantly influences the sentiments that underpin both exclusion and inclusion within societies. Recognizing the limitations of the concept of poverty, Aasland and Flotten (2000) highlight the growing prominence of social inclusion in European policy discourse. Social inclusion has replaced poverty as it considers multiple dimensions of people's lives beyond financial deprivation. The shift in focus stems from the challenges associated with defining poverty and whether it adequately captures contemporary social disadvantages. Ongoing debates persist regarding both social inclusion and poverty (Aasland & Flotten, 2000).

Moreover, the previous definition of social inclusion encompasses the recognition of barriers that hinder effective and complete participation in society. These barriers contribute to the deprivation and marginalization of disadvantaged individuals in society (Du Toit, 2004).

Consequently, the theory of social inclusion aims to foster the inclusive participation of people in societies. Levita (1996), underscores the objective of social inclusion as the promotion of an approach that enhances the welfare of societies, advocating for the creation of inclusive societies (Levita, 1996, 1998). The theory of social inclusion provides a framework for understanding the process of facilitating active participation in society for individuals and groups. As Horsell (2006) emphasizes, the social inclusion paradigm reinforces neoliberal notions regarding social actors and agency, while also incorporating principles of mutual obligations and active participation. Within this framework, the concept of social inclusion upholds the human rights principle of promoting equality within communities (Horsell, 2006).

In relation to the study, the authors have opted to utilize this framework to analyze the study's findings. However, the concepts of social inclusion prove valuable in this study. For instance, there are multiple avenues through which asylum seekers and other migrants can be integrated into their host countries. By employing this theory, the authors have gained a deeper understanding of how inclusion manifests in various situations for asylum seekers, refugees, and other migrants (Horsell, 2006). The authors chose this theory because inclusion plays a central role in addressing migrant-related issues. Thus, by linking this theory to the study, the authors sought to examine the efforts of organizations working to integrate asylum seekers in Sweden.

In summary, the authors employed this theory during the analysis phase to establish connections between participant responses and the concepts of social inclusion, thereby enhancing their comprehension of the study's results.

3.2 Empowerment Theory

The empowerment theory originated from American Psychology and was introduced by Julian Rappaport in 1981. Rappaport advocated for the concept of empowerment as a means to support individuals who are less privileged in understanding their own circumstances and gaining increased agency. He emphasized the importance of considering people's rights and needs within the framework of empowerment (Rappaport, 1981). The empowerment theory shares some connections with Karl Marx's work in Marxist Sociological theory. Rappaport (1981), suggests that the empowerment theory serves as a model that influences both community and organizational functioning. According to Rappaport (1981), the concept of empowerment seeks

to examine individuals' competencies, strengths, coping mechanisms, and proactive behaviors in relation to social change and social policy. Additionally, Parkins et al. (1995) provides recommendations that highlight the collaborative effort required from policymakers and community organizations to achieve effective empowerment outcomes. In accordance with this pattern, collective empowerment serves as a counterforce against the oppression faced by marginalized and isolated groups in society, playing a theoretical role in promoting social inclusion among these excluded groups (Sjoberg & Turumen, 2018). When collective empowerment is effectively implemented, it enhances the capabilities of individuals within society to advocate for their rights.

In relating this theory to the study, the authors selected the empowerment theory to gain an understanding of the diverse approaches employed by asylum organizations to empower asylum seekers while facilitating their integration into Swedish society. The concepts derived from the empowerment theory aimed to ensure that individuals in vulnerable positions were empowered through participation in decision-making processes and economic activities, ultimately improving their own circumstances. When considering the situation faced by asylum seekers in Sweden, the significance of this theory cannot be overstated. The deplorable conditions experienced by asylum seekers, including challenges in obtaining residency permits, limited employment opportunities, and language barriers, contribute to their vulnerable circumstances (Ventevogel et al., 2015).

Consequently, there is a pressing need to empower these individuals, a responsibility shouldered by asylum organizations. Thus, the relevance of using this theory becomes apparent, as the authors draw upon its concepts to analyze their results. The authors employed this theory during the data result analysis phase to support the participants' responses. The significance of these theories in the present study cannot be overstated. The empowerment theory will be employed to illustrate the importance of empowering specific population groups within communities. The theories prove invaluable to the study as they offer insights into strategies for enhancing and promoting the social inclusion of asylum seekers (Ventevogel et al., 2015).

CHAPTER FOUR: METHODOLOGY

This portion of our research work explained in detail the research steps used to explain the phenomenon being studied. The authors explained the research design chosen for this study, followed by the interview process, sampling design, credibility, tool of analysis, ethical considerations and limitations of the study.

4.1 Research Design

This research was focused on examining how asylum organizations work in facilitating the integration of asylum seekers into Swedish society. A qualitative research design was used during the course of conducting this study which is deemed most appropriate for comprehensively exploring and providing insights into the operations and motivations underlying a specific phenomenon or behavior within a particular context (Patton, 2015). The purpose of a qualitative study is to gain an understanding of a phenomenon or individual experiences, in words, thoughts, opinions, and trends, and to dig deeper into the problem at hand (Patton, 2015). The qualitative research approach was selected for several reasons. Firstly, it aligns with the aim of the study, which is to gain understanding of the perspectives and opinions of individuals involved in asylum organizations, namely Soulidarity Human Rights and the Church of Sweden. By utilizing this approach, the authors were able to engage in extensive interactions with the workers from these organizations, allowing for a deeper exploration of their views, perceptions, and opinions on the subject matter (Rubin & Babbie, 2017). This was in line with what Kvale & Brinkmann (2015), wrote that a qualitative inquiry creates an opportunity for a deeper understanding of the aim. Furthermore, utilizing this approach fostered increased engagement between the authors and the respondents. By actively incorporating the perspectives and ideas shared by the participants in this study, the authors were able to delve deeper into the subject matter (Carol, 2016). As Carol (2016) suggests, employing a qualitative design allows for probing and going beyond initial responses. To facilitate this process, the authors employed an interview guide that enabled them to further explore and probe the responses provided by the participants in the study. The use of open-ended questions and a semi-structured interview

technique allowed for rich and detailed data collection. Furthermore, all the interviews were conducted online using the zoom platform, enabling convenient and efficient remote communication with the participants (Rubin & Babbie, 2017).

4.2 Research Procedures

4.2.1 Materials

Research materials play a crucial role in enhancing the validity and reliability of a research study. In the context of this study, several research materials were utilized to facilitate the interviewing process with the participants. The following research materials were employed during the data collection phase: audio recorders were used to capture the interviews in an accurate and comprehensive manner, ensuring that no valuable information was missed. Notepads and computers were utilized for taking notes and organizing the collected data effectively. The zoom platform was employed as an online communication tool to conduct remote interviews, enabling seamless and convenient interaction between the authors and the participants. Additionally, phones were utilized as a means of communication to ensure smooth coordination with the participants throughout the study. By utilizing these research materials, the authors were able to gather and document the necessary data to support their research objectives effectively.

4.2.2 Interview guide

The interview guide played a crucial role in this study as it provided a structured framework for conducting the interviews. According to Rubin and Babbie (2017), an interview guide is a tool that outlines the topics and issues to be covered during the interview. It allows the interviewer to adapt the sequence and wording of questions for each participant while ensuring consistency across interviews. In this study, the interview guide served as a roadmap for the interviewers, ensuring that they covered the same material and stayed focused on the predetermined topics and issues. It provided a level of consistency while also allowing for flexibility to probe into unexpected circumstances and responses (Rubin & Babbie, 2017). The authors prepared a list of questions in the interview guide and followed them during the interviews with the staff working in the asylum organizations. By using the interview guide, the authors were able to maintain a general focus on the issues being discussed while encouraging conversational and free-flowing

interactions with the participants. This tool helped ensure that important topics were addressed and that the data collected remained relevant to the research objectives (Rubin & Babbie, 2017).

Zoom is a communication platform that enables individuals from different locations to connect and interact through video and audio channels. This technology facilitates real-time communication and collaboration, making it convenient for individuals to engage in virtual meetings, interviews, and discussions. To utilize Zoom, one needs to have internet access on their computer, phone, or other compatible devices. In the context of this study, the authors opted to utilize the Zoom platform during their interviews with the respondents. This decision was motivated by the limited time constraints faced during the study, as Zoom provided a convenient and efficient means of conducting interviews remotely.

4.3 Sampling Design

The concept of sampling is indeed crucial in research, as it allows researchers to select a representative group that can provide insights into the larger population. Sampling in research can be classified into two main types: probability sampling and non-probability sampling. In this study, the purposive sampling design, which falls under non-probability sampling, was utilized (Rubin & Babbie, 2017). Purposive sampling, also known as judgmental sampling, involves the researcher intentionally selecting participants who meet specific criteria relevant to the study. In this case, the authors of the study selected participants exclusively from asylum organizations. The selection criteria ensured that the participants had direct experience and knowledge related to the topic of asylum seeker integration in Swedish society (Rubin & Babbie, 2017). To identify suitable participants, the authors established contact with two asylum organizations, namely Soulidarity Human Rights and the Church of Sweden, through email. They introduced themselves, explained the purpose and aim of the study, and requested the organization's willingness to participate (Rubin & Babbie, 2017). Upon receiving a positive response, two staff members from each organization were designated as contact respondents for the research study. By employing purposive sampling and engaging with key individuals from the selected organizations, the study aimed to gather valuable insights and perspectives on how asylum organizations work in facilitating the integration of asylum seekers in Swedish society (Rubin & Babbie, 2017).

4.4 Credibility

In research, ensuring the reliability and validity of the data and findings is crucial. Reliability refers to the consistency and stability of the collected data, while validity concerns the accuracy and truthfulness of the research findings (Saunders et al., 2003). In qualitative studies, the term credibility is often used instead of reliability and validity. Credibility in qualitative research is established by testing dependability, trustworthiness, transferability, and conformity to empirical findings (Kvale & Brinkmann, 2015). In this study, the authors took conscious efforts to maintain credibility and minimize personal biases that could influence the results. To enhance credibility, the authors conducted transparent and consistent data recordings and interpretations. They occasionally used direct and leading questions to check the stability of respondent's statements. Questions were also reworded and repeated to ensure clarity and consistency. Customized interview questions were used to obtain in-depth descriptions from each respondent, and direct quotations from participant's responses were considered to promote credibility. However, achieving reliability and validity in qualitative studies can be challenging. The diverse perspectives and changing thoughts of participants make it difficult to maintain consistent results over time and contexts (Patton, 2015). In conclusion, For the case of validity in this study, searching out for validity became hard because the authors had limited practice experience in qualitative study, and were not qualified researchers at the time of conducting this study. According to Patton (2015), this can affect the reliability of any research. The author's inexperience and lack of knowledge in conducting social research studies made it difficult for validity to be a proven context in this study (Patton, 2015).

4.5 Data Analysis

This study used the thematic analysis method. From the words of Hayes (2020), he describes this method as discovering themes after collecting the data and transcribing interviews. The responses from the interviews were thematized through transcription to get themes that would cover the aim of the study. According to Rambaree & Faxelid (2013), the thematic analysis is done by examining the connections among the different themes. The aim is to connect the patterns found through the analysis to the research question, as a method of answering the question. The process of thematic analysis in this study was carried out by transcription method in order to select themes in line with the aim and research questions as responded to by the participants in the study (Hayes, 2020). The authors examined the interviews with their

transcripts, so as to divide the transcribed themes into major themes. Finally, using the thematic method of analysis in a research study comes with many advantages, one of them being its flexibility. In this study, the authors were open and looked for emergent patterns (themes) in the data by utilizing the discovery or inductive approach (Patton, 2004). The thematic method also allowed the authors to reflect on their own values and beliefs during the process of this study. It helped us understand the meaning of the context and its interpretations (Patton, 2004).

4.6 Ethical Consideration

Ethical considerations are of great significance when conducting any research study, and it's important for us the authors that ethical considerations are upheld throughout the research process of this study (Dudley, 2013). The authors adhered strictly to the ethical consideration regarding; voluntary participation, informed consent, confidentiality and free from harm ethics. Before the interview began, a letter of consent was sent out to the chosen asylum organizations (Soulidarity human rights and the Church of Sweden) for this study, informing them of the aim of this research study, the interview method, what the information gathered would be used for and their rights to leave at any time if they feel uncomfortable during the course of the interview, as well as information about the researchers (research conducted by students from the University of Gavle, Sweden). Furthermore, the participants were asked if they agreed upon having the interview recorded with a digital voice recorder (Dudley, 2013). The participants were assured that their responses would be kept confidential, and the recorded audio and data gathered would be discarded at the end of the study. Also, confidentiality in the area of proper handling of information was strictly observed by the authors. The authors called participants 1 & 2 based on their responses in the analysis section (Dudley, 2013).

 4.7 Limitations of the Study

Limitations are an inherent part of research studies, and it is important to acknowledge them as they provide insights into the constraints faced during the research process. In this study, the authors encountered the following limitations: Limited Time Factor; Conducting comprehensive research within a limited time frame can be challenging. The authors acknowledged that time constraints were a limitation in this study, which may have impacted the depth and breadth of data collection and analysis (Rubin & Babbie, 2017). The short timeframe may have restricted

the ability to gather a larger sample size or conduct more extensive data collection methods. Language Problems: Language barriers can pose challenges in research study. In this study, the authors faced difficulties in finding participants who were comfortable conducting the interviews in English. Many of the contacted organizations preferred interviews in Swedish. This limitation affected the diversity of participants and potentially limited the range of perspectives represented in the study (Dudley, 2013). Limited Sample Size: Due to the challenges with language and participant availability, the authors were only able to include two respondents from each of the two selected organizations. While the participants provided valuable insights, a larger sample size could have provided a more comprehensive understanding of the topic. It is important to acknowledge these limitations as they highlight the contextual constraints faced during the research process (Rubin & Babbie, 2017).

CHAPTER FIVE: RESULT AND ANALYSIS

This section of the study contains the results and analysis of the research. The analysis was conducted through the lens of social inclusion and empowerment theory. Key themes have emerged that directly address the research questions posed in the study. In the subsequent chapter, each theme will be thoroughly explored, accompanied by relevant quotations from the interviews as appropriate. Based on the data collection, the result and analysis obtained were divided into four main categories. The four main categories were then divided into themes. The first category is work and roles which includes the themes; *Language Learning/education, Housing, & establishing contact with authorities.* The second category is challenges and it includes the theme; *limited government support & financial constraints, limited outreach engagement & language* barrier. The third category is right working policies and includes the themes; *early language learning/skills assessment, Belief, Trust, autonomy in Work, and financial donations.* The fourth and last category is service improvement areas and it includes the themes; *Increased financial resources/staff members, increased awareness campaigns, and increased government support.* To ensure confidentiality, the identities of the participants have been protected. Instead of using their real names, the authors refer to the participants as:

Participant 1

Participant 2

Participant 3

Participant 4

Section A of the questionnaires is designed to gather background information about the participants in the study. A brief overview of each participant's background is provided below:

Participant 1: This participant is a worker from the Soulidarity & Human Rights organization. He holds the position of a project staff officer and focuses on promoting human rights, particularly for youths in distress and those in the Limbo situation. He has been working at the organization for three (3) years and is involved in various aspects of the asylum journey, ranging from the asylum process to the Limbo situation. Participant 2: This participant is also a worker at the Soulidarity & Human Rights organization. He serves as a middle manager and is responsible for working with youths without legal documentation. His role involves addressing the specific challenges faced by these individuals. Participant 3: This participant is a deacon at the Church of Sweden and works as a social worker in the department that deals with asylum seekers. She has an extensive experience of (20) years in this organization and she is involved in supporting asylum seekers throughout their integration process. Participant 4: Similarly, this participant is also a deacon who has been actively involved in the department responsible for asylum integration at the Church of Sweden for (4) years. His role focuses on facilitating the integration of asylum seekers into Swedish society. These background profiles provide an initial understanding of the participant's roles, experiences, and perspectives within their respective organizations and contexts.

5.1 Work and Roles

The first category in this study relates to the first research question which is; *What roles do asylum organizations play in facilitating the integration of asylum seekers?* The roles played by organizations within the host countries are crucial for ensuring the peaceful promotion of the welfare of asylum seekers. The presentation below showcases the empirical results of the roles asylum organizations play in facilitating the integration of asylum seekers into Swedish society. During the course of gathering the data, the authors encountered diverse responses regarding the

roles that asylum organizations play in enhancing the integration of asylum seekers. Furthermore, with the help of empowerment and social inclusion theories, the authors were able to identify and analyze the work of asylum organizations. By applying the theories, we can see an overall consistency among the participants answers. To further analyze, it was arranged into two main themes; *Language learning/education, housing, and establishing contact with authorities.*

1. Theme: Language learning/Education & Housing: One of the words that was repeatedly mentioned by the participants in this study was language learning/education and housing. In response to this, Participant 1 when asked about the roles his organization played toward enhancing integration of asylum seekers. he stated that;

"We make a dedicated effort to discover appropriate activities that enable them to be acknowledged and have a platform to express themselves, encompassing both group and individual lessons. We strive to secure school placements for them and actively involve them in participating in housing, and talk a lot about how to behave and the rules in Sweden. We have advocacy work to make other organizations and politicians to understand that integration comes from 2 sides, not just one"

The aforementioned response from Participant 1 demonstrates the wide range of roles that asylum organizations are undertaking to facilitate the integration of asylum seekers into Swedish society. To begin with, the organization conducts assessments to identify the activities that would be most beneficial for asylum seekers. As mentioned by the Participant 1, one of the primary roles they fulfill is (i) providing group and individual lessons, which includes teaching asylum seekers the Swedish language. This educational component is aimed at equipping them with the necessary language skills to navigate their new environment. Empowerment theory focuses on enhancing individual's abilities, skills, and confidence to overcome challenges and improve their overall well-being. When applied to language education, it can contribute to the success and integration of asylum seekers in the host country. (ii) Finding school places for asylum seekers: Asylum organizations play a crucial role in helping asylum seekers find school placements. Given their marginalized status, it can be challenging for asylum seekers to secure educational opportunities. These organizations work diligently to locate suitable schools for

asylum seekers, ensuring that they have access to education. This is what social inclusion theory addresses when advocating for equal access to education, eliminating barriers, collaborating with schools and communities, supporting integration, addressing psychosocial needs, and involving parents. By prioritizing social inclusion in school placement, asylum organizations contribute to the successful educational integration and overall well-being of asylum-seeking children. (iii) enhance the participation of asylum seekers in housing: Adequate housing is a fundamental necessity for everyone, including asylum seekers. Asylum organizations collaborate to enhance the participation of asylum seekers in meeting their housing needs. Since many asylum seekers face difficulties in finding housing on their own, these organizations alleviate stress and prevent homelessness by assisting them in securing suitable accommodations. (iv) Asylum organizations recognize the challenges asylum seekers face when adapting to a new country with different laws and regulations. They play a significant role in educating and orienting asylum seekers about the legal framework and rules for living in Sweden. By providing this vital information, they help facilitate the social inclusion of the asylum seekers to navigate their new environment. (v) Perform both advocacy and negotiation to organizations and politicians; These organizations undertake the crucial task of advocating for the rights and needs of asylum seekers. They engage in negotiations with other support organizations and policymakers to promote a collaborative approach towards fostering the integration of asylum seekers. Through advocacy efforts, they aim to raise awareness, build partnerships, and create a conducive environment that supports the successful integration of asylum seekers into Swedish society. Through advocacy, empowerment theory plays a crucial role in empowering asylum seekers by providing support, amplifying their voices, and working towards systemic changes that promote their rights and well-being. Asylum organizations engaging in negotiations with other support organizations and policymakers simply aims to incorporate the social inclusion theory and empowerment theory which focuses on empowering and including certain sets of population groups within communities.

Participant 2 added that;
"*We persistently work towards simplifying their circumstances among other things, by making sure that they have a sleeping place and access to food. Helping them legally by using legal aid, individual counseling, put in touch with a psychologist, and helping them learn the language*"

The above response from Participant 2 highlights the crucial roles that asylum organizations play in facilitating the integration of asylum seekers. Specifically, the organization focuses on: (i) Provision of food and shelter: Recognizing the basic needs of asylum seekers, the organization takes on the responsibility of providing essential support such as shelter and food. This role is vital for the well-being and survival of asylum seekers, ensuring they have a safe place to stay and access to nourishment. Social inclusion theory plays a significant role in the provision of food and shelter by promoting equitable access, dignity, and social integration for individuals in need. It creates inclusive and supportive environments that empower individuals like the asylum seekers, promote social integration, address systemic issues, and enhance overall well-being. (ii) Providing legal help: The organization recognizes the challenges asylum seekers face when navigating the legal system and ensures they have access to the necessary legal support. By offering legal help, the organization addresses the financial constraints faced by asylum seekers who may not be able to afford private legal services. This assistance becomes crucial when asylum seekers encounter legal issues, helping them understand their rights and navigate complex legal processes. (iii) Individual counseling: This can be a powerful tool in fostering empowerment theory; by providing individuals with support, guidance, and tools to navigate challenges, develop self-awareness, and build resilience. Furthermore, it aids in promoting the mental well-being of asylum seekers, recognizing the significant challenges they face throughout their journey. Asylum seekers often endure traumatic experiences in their home countries and encounter further difficulties during their displacement and arrival in host countries. The process of seeking asylum, coupled with limited access to comprehensive medical assistance, can have severe implications for their mental health. These individuals may experience heightened levels of stress, depression, and anxiety. By offering individual counseling, asylum organizations address these mental health concerns. (iv) Teaching them the Swedish language: Facilitating the learning of the Swedish language is a pivotal aspect in promoting the integration and empowerment of asylum seekers, as mentioned by Participant 2. The organization recognizes the significance of language proficiency as a means for asylum seekers to effectively communicate and engage with members of the host society. By providing opportunities for language learning, the organization aims to empower asylum seekers with the necessary linguistic skills to interact, express themselves, and actively participate in their new community.

In support of these contributions, Participant 4 also stated that;

The Church of Sweden plays a significant role in their integration process by assisting them in language learning. For instance, we teach them Swedish Christian songs to familiarize them with the language. Additionally, we provide them with valuable networks and essential contacts with authorities.

From this response from Participant 4, we can highlight the important roles the organization plays in supporting the integration process of asylum seekers. By assisting them in language learning. the Organization helps asylum seekers become familiar with the language and culture. Furthermore, the Organization provides valuable networks and contacts with authorities, which can be instrumental in navigating the various systems and processes related to their integration and social inclusion process. These contacts can help asylum seekers access important resources, services, and support needed to establish themselves in their new environment.

2. Theme: Establishing Contact with Authorities:

Another repeatedly mentioned work role by the Participants in this study was establishing contact with Authorities. In response to this, Participant 3 added that,

"Speaking from my own experience and the work we do at the organization, we assist them in establishing contact with migration authorities, listen to their needs, and help them navigate appropriate channels. The Church of Sweden donates offerings once a year to these asylum seekers, who are permitted to request financial support twice a year from the church."

From the above response, we can see the different vital roles played by this organization in facilitating the integration of asylum seekers in Sweden. Participant 3 emphasized (i) the importance of establishing contact with migration authorities, stating that the organization plays a significant role in facilitating this process. This is what empowerment theory addresses as it aims to give power, agency, and voice to individuals, including asylum seekers, and encourages their active participation in decision-making processes. Many asylum seekers lack access to essential authorities like the Migration Office. The organization's efforts aim to simplify its ability to reach out to the relevant authorities and seek the assistance they require. (ii) listening to

them & their needs: The organization actively listens to them and addresses their needs; The organization prioritizes listening to and paying attention to the needs of asylum seekers. It plays a crucial role in employing effective communication skills to understand the unique requirements of each individual. (iii) offerings/donations from the church: Participant 3 highlighted that the Church of Sweden provides annual donations to support asylum seekers. Due to their limited or non-existent ability to work, these individuals often face significant financial instability, which hinders their ability to meet their daily needs. In empowerment theory, financial aid plays a crucial role in empowering individuals by providing them with the necessary resources, support, and opportunities to rebuild their lives and pursue a path towards self-sufficiency. The organization plays a vital role in supporting them financially, helping them overcome those challenges.

Apart from the roles the organization plays, the authors also asked what specific roles the participants played within their department that had helped in enhancing the integration of asylum seekers:

Participant 1 pointed out that;
"*By helping them through practical assistance in contacts with agencies and authorities, we guide them in understanding how the system operates, and engage in numerous open discussions where no information is kept confidential or deemed taboo.*"

The above response highlights the importance of assisting asylum seekers in establishing valuable connections with relevant agencies and authorities as a means to facilitate their integration. Participant 1 account emphasizes the role played in guiding asylum seekers through the intricacies of the Swedish system. This includes providing them with essential knowledge about laws, policies, legislations, and the cultural norms that govern society. By equipping asylum seekers with this information, Participant 1 ensures they are aware of their rights and responsibilities within the Swedish context. Using the empowerment theory, this empowers them to navigate the system more effectively, make informed decisions, and avoid potential pitfalls. It also promotes a sense of social inclusive, security and enables them to engage confidently with authorities and institutions. Additionally, Participant 1 mentioned engaging asylum seekers in meaningful discussions reflects a genuine commitment to their well-being and successful integration. By encouraging open dialogue, he creates an environment where their voices are

heard, their concerns are addressed, and their perspectives are valued. This fosters a sense of empowerment and agency among asylum seekers, enabling them to actively participate in shaping their own futures.

In support of this, Participant 2 stated that;
"We personally facilitate their connections with other support organizations, assist them in engaging with authorities, and aid them in finding employment (if it's possible for them to work), school (if it's possible for them to go to school) leisure activities, physical workouts."

The participant's account provides valuable insights into the work conducted within their department to facilitate the integration of asylum seekers. One significant role mentioned is the assistance provided in connecting asylum seekers with other support organizations that can offer additional help and resources. This networking aspect ensures that asylum seekers have access to a broader range of support services beyond what the organization alone can provide. In social inclusion theory, this aims to shape individual's movement within their social worlds. Furthermore, the participant highlights the organization's involvement in helping asylum seekers establish contact with relevant authorities and mentions the organization's efforts to support asylum seekers in accessing employment opportunities, where possible, and facilitating their involvement in educational programs. These initiatives play a vital role in promoting the self-sufficiency and social inclusion of asylum seekers by providing them with avenues to acquire skills, knowledge, and economic stability. Lastly, the participant highlights the organization's role in facilitating opportunities for leisure activities and physical exercise. According to Social inclusion theory, by creating and promoting leisure activities and physical exercises by these asylum organizations these factors collectively contribute to a more inclusive and supportive environment for leisure and physical activities, which encourages participation and removes barriers enabling individuals to lead healthier, and more fulfilling lives. These endeavors recognize the importance of promoting holistic well-being among asylum seekers, fostering social connections, and enhancing their overall quality of life.

Participant 3 also mentioned that;
"Personally, I lead a women's group in Andersberg, Gavle. The group was created to educate these women on how Swedish society functions since they are unable to work or attend school.

Its purpose is also to foster mutual support among members. Additionally, I coordinate a children's group called "Children Helps Children," focusing on teaching children the values of friendship, and I help collect funds for them through the church".

Participant 3 emphasized leading a women's and children's group in Andersberg, Gavle. The primary purpose of this group is to empower asylum seekers by providing them with knowledge about how Swedish society operates, particularly since they are unable to work or attend school. This aligns with empowerment theory, which seeks to examine individual's capabilities, assets, resilience, and proactive actions in relation to social change and social policy. The group aims to support and educate the asylum seekers, helping them navigate their new environment and enhance their understanding of the local culture and society. Participant 3 pointed out that she also helps to instill values related to friendship and provides financial assistance.

In connection to the above discussions, Participant 4 also added by stating that;
"I have been a reference for asylum seekers who are seeking jobs. I have personally written reference recommendations to employers under the job specification of some jobs"

The above statement has clearly pointed out the work Participant 4 has been doing to help promote the integration of asylum seekers. The participant acted as a reference for asylum seekers in their job search process. The participant provided personal reference recommendations to employers specifically tailored to the job requirements of certain positions, this was in accordance with empowerment theory which believes that the effective implementation of empowerment occurs when it enhances the abilities of individuals within society to advocate for their own rights. As expressed by Participant 4, composing personal reference recommendations to employers assists asylum seekers in securing employment, thereby empowering them to assert their own rights within their new environment.

5.2 Challenges

The second category of this study focuses on challenges faced by asylum organizations in facilitating the integration process of asylum seekers. Challenges are threatened limitations that sometimes-posed difficulties for organizations to fully achieve their goals and missions. This category concerns our second research question; *What are the challenges facing asylum organizations in facilitating the integration of asylum seekers into Swedish society?* In this study,

the participants specifically described the major challenges that their organizations faced while facilitating the integration of asylum seekers into Swedish society. Thus, to gain insight into the challenges, the authors utilized the empowerment and social inclusion theories to analyze the data.

3. Theme: Limited Government Support & Financial Constraints:

The effects of limited government support and financial resources were one of the challenges mentioned by several participants in this study. The challenges arising from the government's inability to support and the lack of finance in asylum organizations hinder their ability to provide comprehensive and effective assistance to asylum seekers, impeding their integration into society and potentially compromising their overall well-being.

Participant 1 in addressing this question categorically stated that:
"My answer is that the government doesn't seem genuinely invested in fostering integration; instead, their primary objective appears to be creating additional obstacles for asylum seekers. The other part is money, it's getting harder to get financial support from humanitarian organizations (they all think that it's necessary and good that we exist, but why should we pay), with the money issue, there is also a lack of staff/resources which is also important"

The authors have identified a significant challenge that affects the work of asylum organizations, as highlighted in the above response. These challenges as described above are; (i) government: as pointed out clearly by Participant 1, the Swedish government has been a major obstacle to the work of asylum organizations in promoting integration. Rather than actively supporting and facilitating the integration process, the participant noted a lack of interest from the government. This lack of interest is reflected in the establishment of strict policies within the migration department, which in turn create complex procedures for asylum seekers to apply for and obtain asylum status in the country. The strict and complex procedures imposed by the government pose challenges not only to asylum seekers but also to the organizations working towards their integration. These policies can create barriers, prolong the integration process, and limit the resources and support available to asylum organizations. This is precisely the focus of empowerment theory when examining the government's lack of interest, which inevitably obstructs the empowerment of asylum seekers. It curtails their ability to access essential

resources and support, erects barriers to their legal rights and processes, perpetuates social exclusion and discrimination, obstructs policy and systemic change, and diminishes their voice and representation from being heard.

(ii) Financial support: this is also another challenge affecting the work of asylum organizations. Recent global events, particularly the economic impacts of the COVID-19 pandemic, have made it increasingly challenging to obtain financial support from organizations. The participant described the growing difficulty in accessing funds from humanitarian organizations, which has in turn limited the activities and resources available to asylum organizations. These organizations heavily rely on charity and humanitarian donations to sustain their operations and support their initiatives. In both empowerment theory and social inclusion theory, financial support acts as a catalyst for empowerment and social inclusion by addressing material needs, reducing barriers, promoting equal opportunities, and fostering self-determination. It enhances individuals' capabilities, autonomy, and access to resources, thereby enabling them to actively participate in society. The author's recognition of the financial support challenge underscores the crucial role that funding plays in the work of asylum organizations. Adequate financial resources are necessary to effectively implement programs and initiatives that promote the integration of asylum seekers. (iii) Staff/resources: Participant 1 emphasized during the interview that their organization lacks sufficient staff and resources to effectively support their work. This shortage has had a significant impact on their ability to facilitate the integration of asylum seekers into Swedish society. Insufficient staffing levels can limit the organization's capacity to provide comprehensive support services, address individual needs, and carry out essential tasks. The lack of staff and resources can put a strain on the existing workforce, leading to burnout, increased workloads, and decreased morale. This, in turn, affects the quality and continuity of services provided to asylum seekers, potentially impeding their integration process.

In light of this, Participant 4 also highlighted some specific challenges they encountered;

"Limited financial resources hinder the provision of necessary support and services given to these asylum seekers, and the current asylum process is characterized by lengthy delays, which prolong the period of uncertainty and hinder the timely integration of asylum seekers. Furthermore, Challenges of working with uneducated asylum seekers: Integrating uneducated

asylum seekers presents additional difficulties. Their limited educational background can restrict their employment prospects (if they are allowed to work)"

The above response from Participant 4 has pointed out the challenges these organizations face in trying to facilitate the integration of asylum seekers. Participant 4 clearly pointed out that they have; (i) Limited financial resources: The lack of sufficient funding poses a significant obstacle to providing the necessary support and services these asylum seekers need. Insufficient financial resources can result in a reduced capacity to address their needs effectively and hinder their integration process. lack of financial resources has a profound impact on both empowerment theory and social inclusion theory. By addressing financial constraints, individuals can enhance their capabilities, access economic opportunities, participate more fully in society, and exercise greater control over their lives. These interventions align with the principles of empowerment and social inclusion theory, aiming to create a more equitable and inclusive society. (ii) Lengthy asylum process: The current asylum process is characterized by long delays, leading to a prolonged period of uncertainty for asylum seekers. These delays can hinder their timely integration into society, as they are unable to fully settle and engage in productive activities while their status is pending. (iii) Challenges of working with uneducated asylum seekers: Integrating asylum seekers with limited education presents additional difficulties and challenges. Their educational background can limit their employment prospects, making it harder for them to find suitable job opportunities. In accordance with empowerment theory, collaborating with uneducated asylum seekers can impede their prospects for empowerment, hinder their integration process, undermine the development of self-confidence, and ultimately restrict the impact of the work carried out by these asylum organizations.

In addressing these challenges, Participant 2 also pointed out some peculiar challenges they also faced;

"The biggest problem to integrate asylum seekers into Swedish society is that they (asylum seekers) for the most part don't have a legal right to go to school or work. They also don't get paid under their asylum process, if they get any money at all from the Migrationsverket it's a very little amount. An amount that barely covers the cost of food for a whole month. You can probably just picture yourself, not being able to work, not being able to go to school or get the

opportunity to learn the language, and barely getting any money from the government. It's a challenging duty to try to make them feel integrated or integrated them into the Swedish society"

The absence of legal rights for asylum seekers restricts their access to basic services and opportunities for self-sufficiency. This not only limits their ability to fully participate in society but also hampers the efforts of asylum organizations to provide comprehensive support. Without the legal right to work or pursue education, asylum seekers face significant barriers in finding employment, securing stable housing, and accessing essential resources. Furthermore, the financial support provided to asylum seekers during their asylum process is often inadequate. Participant 2 mentioned that the funds received from the Migrationsverket, the Swedish Migration Agency, are insufficient to sustain the asylum seekers. This lack of financial support from the government places a heavy burden on asylum organizations, as they are often relied upon to provide essential resources and support to meet the needs of asylum seekers. The inability of the government to support asylum organizations poses a significant challenge to their work. The participants emphasize that the integration of asylum seekers should be a collaborative effort between the government and asylum organizations. By working together, both parties can leverage their resources and expertise to create greater initiatives and improve the asylum integration process. The theory of social inclusion also helps in providing a framework for understanding the process of facilitating active participation in society for individuals, groups and collaboration between the government and asylum organizations. These collaborations are essential for overcoming the challenges facilitating the integration of asylum seekers into Swedish society.

4. Theme: Limited Outreach Engagement & Language Barrier:

The inability of asylum organizations to work outside their organization's premises poses challenges in terms of outreach, accessibility, community engagement, needs assessment, integration efforts, and organizational adaptability.

In answering this question, Participant 3 stated that;

Within the Church of Sweden, we are prohibited from working outside of the church and are required to meet with asylum seekers exclusively within church premises. This limitation poses a significant challenge as the asylum seekers are the ones to come to us, rather than we (the workers) going out there to meet with them in their own environments. Furthermore, the language barrier is another obstacle we encounter in our work. For instance, with Ukrainian refugees who may not be proficient in English, we need to find a volunteer who can assist with language translation to effectively communicate and understand each other.

Participant 3 highlighted the significant challenge they face due to their inability to work outside the organization premises. This limitation has hindered their ability to reach out to as many asylum seekers as possible, affecting the overall growth and success of the organization. Social inclusion theory highlights the importance of inclusive environments and social integration, which may be hindered when organizations are unable to work outside their premises. Empowerment theory also emphasizes the need for tailored support and empowerment in individual's own environments, which may be limited by the organization's confinement to their premises. Additionally, Participant 3 went further to highlight how the problem of language barrier emerges as another significant hurdle in their work. Asylum seekers from non-English speaking countries find it difficult to communicate, necessitating the search for a volunteer interpreter to assist in facilitating effective communication. In aligning this with the principles of empowerment theory, language barriers can hinder effective communication and self-expression. When individuals are unable to understand or communicate in the dominant language of their environment, this can limit their ability to actively participate in decision-making processes, advocate for their rights, and express their opinions and concerns, which are key components of empowerment theory.

5.3 Right Working Policies

The third category in this study focuses on the right policies working in asylum organizations which aids in facilitating the integration of asylum seekers. This inquiry aims to identify the right policies and strategies that have shown positive outcomes in assisting asylum organizations in their work with the asylum seekers. This category concerns our third research question; *What are the policies that are working well in facilitating the integration of asylum seekers?* Furthermore,

with the help of empowerment and social inclusion theories, the authors were able to identify and analyze the right policies working well in asylum organizations. By understanding these successful policies, we can gain insights into best practices and potential areas for improvement to enhance the integration process for asylum seekers. In analyzing the data, it was arranged into three main themes; *early language learning/skills assessment, Belief, Trust, autonomy in Work, and financial donations.*

5. Theme: Early Language Learning/Skills Assessment:

By implementing early language learning/skill assessment policies in asylum organizations, this can create an environment that supports the linguistic and cultural integration of asylum seekers, empowering them to navigate their new surroundings more effectively.

Participant 2 in responding to the question, stated that;

An early offer of language learning and skills assessment is an effective policy implemented within the organization. This policy aims to support asylum seekers in their integration process by enabling them to learn the language early and assessing their skills. Language proficiency plays a crucial factor in the success of their integration process.

Participant 2 response highlights key policies within their organization that are working effectively to support the integration of asylum seekers. Two notable policies mentioned are the early language learning structure and the early skills assessment. The early language learning structure is recognized as a beneficial policy by Participant 2. This policy ensures that asylum seekers have the opportunity to learn the local language at an early stage, which is crucial for their integration process. By acquiring language skills, asylum seekers can effectively communicate and engage with members of the host society. Language proficiency plays a significant role in breaking down barriers and promoting social inclusion. Additionally, the early skill assessment policy is highlighted as an effective measure. This policy involves assessing the skills and qualifications of asylum seekers early on in the integration process. By identifying their skills, expertise, and potential contributions to the host society, appropriate support and resources can be provided to facilitate their integration. Early language learning policies and

skills assessment also serve as a catalyst for social inclusion and empowerment theories by enabling effective communication, building self-confidence and agency, expanding access to education and employment, fostering social connections, and promoting cultural understanding and integration.

6. Theme: Belief, Trust, Autonomy in Work:

Promoting belief, trust, and autonomy can create a positive and empowering working environment that benefits both staff members and the asylum seekers.

Participant 3 in answering this question added that;

Well, hmmm... I would say that the key factor contributing to the policies working well in this organization is my superior's belief and trust in my work abilities. We have a shared mindset and consistently arrive at the same conclusions when making work-related decisions. They have confidence in my capacity to deliver and never intervene in my decision-making process.

Participant 3 in mentioning the policies working well in facilitating the integration of asylum seekers; describes the following: (i) Trust and Belief: Participant 3 emphasizes that his superiors at the workplace have a strong belief in her work abilities and trust in her judgment. This trust forms the foundation for a successful working relationship and helped in facilitating the integration of asylum seekers in this organization. (ii) Shared Mindset: Participant 3 mentioned having a shared mindset, values, and goals and had similar perspectives with the superiors at the organization. This alignment facilitates effective collaboration and decision-making. (iii) Consistency: They consistently reach the same conclusions when making work-related decisions. This consistency implies a level of understanding and agreement within the organization, promoting efficiency and clarity in decision-making processes, and suggests a level of autonomy and independence allowing Participant 3 to exercise her judgment and make decisions in line with her expertise. Overall, this statement suggests a positive working environment where trust, shared mindset, consistency, and autonomy contribute to the policies working well in the organization. In addition, this is what the empowerment and social inclusion theories addresses when fostering an inclusive and supportive working atmosphere. A positive working

environment and trust promotes social inclusion and empowerment by empowering decision-making processes, encouraging collaboration and teamwork and growth opportunities within asylum organizations.

7. Theme: Financial Donations:

A good financial donation policy in an asylum organization serves the purpose of ensuring the availability of necessary resources to support and empower asylum seekers on their path to integration, while also strengthening the organization itself to effectively carry out its mission.

Participant 4, in response to this question, further contributed by stating;
We give annual donations to these asylum seekers; I believe the church's annual contribution and donation to these individuals is a commendable policy established by the church to provide support to them.

By allocating resources and funds to assist asylum seekers, this Organization demonstrates a commitment to the well-being and integration process of the asylum seekers. This policy reflects a proactive approach by the organization to address the needs of these individuals and contribute to their overall support network, providing tangible assistance to help asylum seekers in their journey towards integration and societal inclusion. Furthermore, this policy aids in promoting social inclusion and empowerment theories as it focuses on providing economic stability, enhancing access to opportunities, reducing dependency, overcoming socioeconomic barriers, and increasing participation and agency. By addressing financial constraints, individuals, including asylum seekers, are empowered to pursue their goals, participate fully in society, and work towards their own self-determined futures and goals.

8. Service Improvement Areas:

The fourth and the last category in this study focuses on the improvement areas in which services provided by the asylum organizations can be better improved to provide more better services to asylum seekers. Having seen the policies working well in facilitating the work of integrating asylum seekers, this section covers the ways in which the work of asylum organizations could be improved in order to enhance the integration of asylum seekers. This category concerns our fourth research question; *How can the services provided by asylum organizations be improved to enhance the integration of asylum seekers in Swedish society?* During the course of gathering the

data, the authors encountered diverse responses regarding how the services provided by asylum organizations can be improved to enhance the better integration of asylum seekers in Swedish society. To gain insight into how the services provided by the asylum organizations can be further improved, the authors utilized the empowerment and social inclusion theories. In analyzing the data, it was arranged into three main themes; *Increased financial resources/staff members, increase awareness campaigns, and increase government support.*

9. Theme: Increased Financial Resources/Staff Members:

The need for an increased financial support and increased staff were one of the improvement areas mentioned by several participants in this study. Improvement in these areas can enable asylum organizations broaden their service offerings, reduce wait times, enhance support systems, foster community engagement, and continuously improve their programs.

Participant 1 emphasize that, there would be improvement in the services they are providing when;

"*A recognition from the management that these people exist and that we can't treat people like this. Money, so we can employ more and cover their needs*".

Based on Participant 1 responses, it is evident that recognizing and accepting the status of asylum seekers by the asylum organization management is crucial. This implies that the organization should fully acknowledge and understand the unique challenges and circumstances faced by asylum seekers in order to effectively provide them with the necessary services and support they require. Participant 1 highlights the importance of recognizing the status of asylum seekers within these organizations. It suggests that there may be instances where asylum organizations themselves do not have a comprehensive understanding of the experiences and difficulties faced by asylum seekers. By acknowledging and accepting the status of asylum seekers, organizations can improve their ability to address their specific needs and ensure appropriate care and assistance. Furthermore, Money plays a critical role in supporting the work of these organizations, as emphasized by Participant 1. Adequate funding is essential for the effective functioning and expansion of asylum organizations. The participant highlighted that with sufficient financial resources, asylum organizations would be able to enhance their

operations, including the recruitment of additional staff members. Having access to financial resources enables asylum organizations to allocate sufficient funds for staffing needs. By recruiting more employees, organizations can increase their capacity to provide comprehensive support and services to asylum seekers, this is what the empowerment theory addresses when emphasizing the importance of empowering individuals to have control over their own lives and make informed decisions; When collective empowerment is effectively implemented, it enhances the capabilities of individuals within society to advocate for their rights.

In addressing the improvement areas, Participant 2 also pointed out some peculiar areas:
"*We need more resources, more personnel who are working with these asylum seekers. It is a question of money for individual organizations. There is no money to hire more personnel, at the moment we can't do more than meet the basic needs as I described earlier. But in all authorities, organizations need to take responsibility for the situation. This is not a sustainable situation. As a country, you cannot close your eyes to the situation and hope that it disappears. But for organizations it's about money so we can provide more resources for these asylum seekers. Since I started here the funds to provide for these organizations come from other help organizations, the government doesn't fund our organization.*"

Participant 2 insights shed light on several areas for improvement in the work of asylum organizations. The responses indicate that these organizations largely rely on self-funding and lack government assistance, hindering their ability to carry out extensive activities to support the integration of asylum seekers. To address these challenges and enhance the support provided, Participant 2 recommends focusing on the following key areas; (i) resources (ii) recruiting more personnel (iii) financial support. By prioritizing these key improvement areas, asylum organizations can strengthen their ability to support asylum seekers effectively. Empowerment and social inclusion theories highlight the significance of allocating more resources, recruiting additional personnel, and providing financial support to asylum organizations. These key actions enable asylum organizations to provide better broader range of services and support, empowering asylum seekers to actively participate in their integration process and fostering their social inclusion within the host society. By improving in these areas, asylum organizations can enhance their capacity to meet the complex needs of asylum seekers and facilitate their successful integration into host communities.

Participant 3 added by saying;

The organization can be improved by recruiting additional staff members to enhance their capacity.

Participant 3 has provided us with a clear potential improvement area on how the services provided by asylum organizations can be further improved and they involve; (i) More Staff Recruitment: The suggestion to recruit additional staff members is aimed at enhancing the organization's capacity. This would help alleviate workload and enable the organization to better meet the needs of asylum seekers. This is what empowerment and social inclusion theories addresses when considering empowering asylum seekers, providing personalized support, and facilitating their active participation and social inclusion in the host society. By expanding the workforce, asylum organizations can better address the complex needs of asylum seekers, enhance their capacity to provide comprehensive services, and promote their successful integration into host communities.

10. Theme: Increase Awareness Campaigns:

Increased awareness campaigns foster the needed changes in asylum organizations by raising public awareness, engaging stakeholders, mobilizing resources, and disseminating knowledge. These campaigns play a vital role in shaping and influencing policies, ultimately leading to improved services and better outcomes for asylum seekers.

In answering this question *Participant 3 went further in stating that;*
The church organization should allow us the workers to reach out and meet asylum seekers outside of the organization premises. There are numerous asylum seekers in need of help and support, and it is important for them to be aware of the organization's existence. Many individuals who are not employees express a desire to contribute and support in various ways. Therefore, establishing more women's groups, men's groups, and youth groups would enable the organization to effectively connect with these individuals and engage the broader community.

Participant 3 went further in providing more insights in potential improvement areas, which are (i) Outreach Beyond organization Premises: Allowing workers to reach out and meet asylum seekers outside of the organization premises is proposed. This recommendation recognizes the

importance of connecting with asylum seekers where they are, raising awareness of the organization and its services, and making it more accessible to those in need. (ii) Increased Awareness: Emphasizing the need for asylum seekers to be aware of the organization's existence highlights the importance of visibility and outreach efforts. By actively engaging and informing the target population, the organization can ensure that its services reach those who require its support and assistance. (iii) Establishing additional groups, such as women's groups, men's groups, and youth groups, can provide opportunities for these asylum seekers to get involved, fostering a sense of community and expanding the organization's reach. The statement above suggests practical steps for improvement, including staff expansion, outreach initiatives, awareness-building, and additional groups creation. Empowerment and social inclusion theories recognize the importance of adequate resources and support systems like creation of additional groups to facilitate the empowerment of marginalized groups. These approaches aim to empower asylum seekers by promoting their active participation, amplifying their voices, and facilitating their integration into society. By implementing these strategies, asylum organizations can contribute to the overall empowerment and social inclusion of asylum seekers, enhancing their well-being and opportunities for a dignified life.

Participant 4 stated that;
"We need more improvement in the area strengthening the network connection for jobs, language skills and overall stability"

The statement above highlights the need for enhancing networking connections in areas such as job opportunities, language skills, and overall stability. Improving these aspects can contribute to better integration and support for individuals seeking asylum. In aligning with empowerment and social inclusion theories improvement in these areas can also help promote asylum seeker's economic independence, facilitating their integration into the host society, and providing them with the necessary tools to help advocate for their rights and well-being.

11. Theme: Increased Government support:

The need for government support and intervention were one of the key improvement areas mentioned by several participants in this study. Government support plays a vital role in making the services of asylum organizations more improved; through policy frameworks, collaborations, capacity building, and advocacy, governments can contribute to the overall effectiveness, sustainability, and impact of these organizations in meeting the needs of asylum seekers and facilitating their integration into society.

Participant 1 in answering the question, described that;

"Government isn't really interested in integration, more assimilation. It would be proper if they could confess that. They should understand that to be integrated you need to be invited to society, now they are making everything harder, we need to be more interested to hear what the asylum seekers need more than what we demand and obligate"

Based on the above response, it is evident that the participant acknowledges the lack of government interest in the integration of asylum seekers. This lack of attention reflects a minimal effort from the government in addressing the situation. However, the participant also recognizes that in order for the government's involvement to improve, they must first demonstrate a heightened interest in integration issues within the country. By showing a genuine and sincere interest, the government can establish a conducive environment where the concerns and needs of asylum seekers are heard and taken into account. This can lead to the formulation of better policies and initiatives aimed at enhancing the integration process for asylum seekers. Government intervention to improve the situation and lives of asylum seeker's integration can align with empowerment and social inclusion theories by enacting inclusive policies, allocating resources, fostering collaboration, and promoting awareness and education. These efforts can help empower asylum seekers, and create an inclusive and supportive environment that promotes their successful integration into society.

Participant 2 pointed out that

"In my opinion the government in Sweden doesn't do much to improve the situation, rather the opposite. It's getting a lot harder for asylum seekers in Sweden in general. The Asylum process

needs to be changed, so that it's possible to try to integrate asylum seekers into Swedish society. In simple terms the government "forces" these people into criminal activities, in the form of working illegally, selling drugs, prostitution etc. If you are in a situation that is about survival, being able to fill your stomach and have somewhere to sleep, you are probably prepared to do many things that you morally don't find acceptable, but maybe acceptable considering the circumstances."

From the response above, it is evident that the Swedish government is not actively supporting the integration of asylum seekers. Participant 2 stated above that the government plays little or no support in the integration process of these asylum seekers. One of the most concerning aspects highlighted by the participants is the implementation of stricter policies by the government, which hinders the integration of asylum seekers. These policies create complexity and difficulties that lead many asylum seekers to experience financial strain. As a result, some may resort to engaging in illegal activities such as illegal work, drug trafficking, or prostitution. It is important to understand that these negative behaviors are often a consequence of the challenging circumstances asylum seekers face in their fight for survival. It is crucial to recognize that blaming asylum seekers for their actions is unfair, as they are navigating a difficult journey and trying to overcome various obstacles.

Also, Participant 3 describe that;
The government should take more proactive measures as the current efforts are perceived as inadequate. There is a lack of opportunities provided to asylum seekers, suggesting that the government does not prioritize in their integration. This approach is seen as unfavorable and needs to be addressed for the betterment of the asylum seekers' situation.

Overall, the statement from Participant 3 seriously critiques the government's efforts in terms of proactive measures, the provision of opportunities, and the prioritization of asylum seeker's integration. It calls for improvements to ensure a more favorable and supportive environment for asylum seekers. lack of proactive measures by the government can have detrimental effects on the empowerment and social inclusion of asylum seekers. It can result in limited access to resources, barriers to legal rights and processes, social exclusion and discrimination, and

diminished voice and representation. It is crucial for governments to take proactive actions that promote the empowerment and social inclusion of asylum seekers, ensuring their full participation and integration into society.

Finally Participant 4 also added that;

"Government should not take the work of these organizations for granted, instead the government should appreciate the work these organizations do by supporting us financially. Also, the government should ease the paperwork more especially during the asylum process application and the need to provide asylum seekers with a more stable environment throughout their asylum process. Ensuring a stable place for asylum seekers can contribute to their well-being, sense of security, and overall integration process".

This is indeed a solemn suggestion from Participant 4 that can help the work of asylum organizations with their work towards integrating asylum seekers in Sweden. The participant emphasized that the government should not take the work of these organizations for granted, instead the government should support and appreciate the work they do. Financial support from the government is crucial in ensuring the sustainability and effectiveness of these organizations. Additionally, there is a call for the government to simplify the paperwork involved in the asylum process application, recognizing that excessive bureaucracy can be burdensome and time-consuming for both the organizations and asylum seekers.

Finally, providing a stable environment for asylum seekers throughout their asylum process is emphasized as essential for their well-being, sense of security, and successful integration into society. This is consistent with empowerment theory, which posits that a stable environment fosters empowerment, well-being, and integration into the host society. It acknowledges their autonomy, upholds their dignity, and empowers them to actively shape their own lives and future.

5.4 Summary Explanation of Results

The aim of this study is to gain a comprehensive understanding of how asylum organizations facilitate the integration of asylum seekers into Swedish society. The authors present the empirical summary of the results, highlighting the significant role played by asylum

organizations in this process. They provide various forms of support, including empowering asylum seekers through various activities such as: assisting with school placements, language learning, housing, education on Swedish rules and behaviors, and establishing connections with authorities and support organizations. These practical work roles contribute to facilitating integration. However, the study also reveals the challenges faced by these organizations. The lack of government support, restrictions on asylum seeker's ability to work and attend school, lengthy asylum processes, language barriers, and working environment limitations are among the significant challenges identified. Despite the challenges, the participants highlight the positive impact of certain policies in their organizations.

In terms of improvement, the participants emphasize the need for increased government support, proactive measures from the government, financial assistance, shorter asylum processes, adequate staffing, awareness-raising, and the establishment of more support groups as this would help enable the organization to effectively connect with these asylum seekers.

CHAPTER SIX: DISCUSSION

This section of the paper entails discussions pertaining to the various components of the study.

6.1 Summary of Results in Connection to the Aim/Research Questions of the Study.

Based on the interviews conducted with the participants, it is evident that asylum organizations play a crucial role in facilitating the integration of asylum seekers into Swedish society. According to the participants, these organizations empower individuals through various productive activities. These activities include group and individual lessons, language learning, leisure activities, physical exercise, engaging in meaningful discussions, providing education on Swedish law, and offering access to essential resources such as food, financial assistance, legal aid, housing, school placement, employment opportunities (if possible, they can work), and assistance with interacting with authorities and important contacts. The participants emphasized that the work of these organizations has significantly contributed to enhancing the autonomy and self-sufficiency of many asylum seekers, thereby greatly facilitating their integration into Swedish society.

Furthermore, with regard to the challenges faced by these asylum organizations, the study participants emphasized four major difficulties affecting their services. One of these challenges is the government's lack of support for the organizations. The participants unanimously noted that the Swedish government does not prioritize the integration of asylum seekers and instead imposes complex policies and lengthy asylum processes, making it harder for these organizations to receive financial assistance and support. This lack of government support greatly hinders the organization's work. Financial constraints were also highlighted as a significant challenge by the participants. Insufficient funding limits their capacity to provide necessary support and services for the integration process of asylum seekers. For instance, due to limited financial resources, they are unable to hire additional staff or personnel who could enhance the organization's services. Additionally, another challenge highlighted by Participant 3 during the interview was the staff's inability to work beyond the organization's premises. This limitation prevents the staff from reaching out to asylum seekers in other settings, thereby limiting the productivity of their work. Lastly, Participant 3 and 4 also mentioned the difficulty of working with asylum seekers

who have limited education and non-English speaking abilities. Integrating individuals with these backgrounds poses significant challenges, as the organization must rely on volunteer interpreters for language translation. This can be highly problematic if there are no available volunteers or if it takes a long time to find one. Finally, the educational background of asylum seekers can further impede their employment prospects, creating additional obstacles for these organizations in facilitating their integration process.

Moreover, regarding the policies that are working well in these organizations in facilitating the integration of asylum seekers, Participant 2 highlighted the significance of early language learning programs and skill assessments in their organization. It is well-known that language proficiency plays a critical role in the successful integration of immigrants into a new country. Participant 3 further emphasized the importance of a positive working relationship between herself and her superiors. Having shared values and consistently aligning on work-related decisions ensures smooth operations and contributes to the successful facilitation of asylum seeker's integration within the organization. Lastly, Participant 4 mentioned that their organization provides annual donations and financial support to asylum seekers. This policy greatly aids in their integration process by offering them financial assistance to prevent them from ending up on the streets or engaging in activities such as drug abuse, prostitution, or burglary due to their inability to work and earn a livelihood.

Finally, with regard to how asylum organizations can better improve their work and services to enhance the integration of asylum seekers, the participants recommended four crucial areas. Firstly, they emphasized the need for financial security within the organizations. All participants agreed that adequate funding plays a vital role in facilitating the integration of asylum seekers in Sweden. With proper funding, the organizations could hire more staff members to provide better services and support to individuals seeking asylum. Secondly, they suggested strengthening awareness campaigns about the organizations and the services they offer. Many asylum seekers are unaware of the existence and scope of these organizations. Creating more support groups and raising awareness in remote areas would enable better engagement with asylum seekers. Participants stressed the importance of informing these individuals about the support available to them. Thirdly, participants emphasized the significance of government support and intervention. The work and services provided by these organizations cannot be accomplished single-handedly.

Collaborative efforts between asylum organizations and relevant government agencies are essential for better coordination of services. Examples of government support could include providing funding, streamlining lengthy asylum processes, and implementing welfare initiatives for asylum seekers. Lastly, participants highlighted the importance of asylum organization management recognizing and accepting the status of asylum seekers. Some organizations may lack a comprehensive understanding of the challenges faced by asylum seekers. Proper guidance and training are necessary to ensure that the organizations can provide the required services and care for these individuals effectively.

In summary, this discussion emphasizes the importance of asylum organizations embracing empowerment and social inclusion theories as they work towards facilitating the integration of asylum seekers. Despite the lack of support from the government, these organizations play a crucial role in the integration process of these individuals.

6.2 Discussion of Results in Relation to the Chosen Theories

In this study, the authors used two theoretical perspectives to explain how asylum organizations work in facilitating the integration of asylum seekers into Swedish society. Social inclusion and empowerment theory were used for this study because both theories aim to explain the essence of empowering and including certain sets of population groups within communities. Based on the interviews conducted with the participants in this study, it is evident that the services provided by these asylum organizations are strongly aligned with the principles of empowerment theory and social inclusion theory.

As stated within the summary of the result, the participants indicated empowering these asylum seekers by putting them through various group activities such as: language classes, counseling, and engaging them in productive discussions. These activities empower them by equipping them with the necessary tools to navigate their new environment and improve their prospects for self-sufficiency. As stated by Rapport (1981), the concept of empowerment tries to study the individual's competencies and strengths, with regards to their coping mechanisms and their proactive behaviors to social change. Moreover, these organizations connect asylum seekers with vital resources such as housing assistance, healthcare services, and legal aid. By ensuring access to these resources, asylum seekers are empowered to meet their basic needs and address any

challenges they may face during their integration process (Sjoberg & Turumen, 2018). Furthermore, Asylum organizations play a significant role in promoting social inclusion for asylum seekers. According to Horsell (2006), social inclusion is a principle that ensures the promotion of equity and includes certain sets of population groups in communities. In this study, the participants in their different organizations strive to create a welcoming and inclusive environment where asylum seekers feel accepted and valued. They provide a safe space where individuals from diverse backgrounds can come together, share experiences, and build supportive networks. Secondly, Participants in this study indicated how early skill assessment and employment support they provide to these asylum seekers have helped enhance their integration process. By assisting them in acquiring relevant skills, financial aid and finding suitable employment, these organizations promote economic independence and social integration. This was in accordance with the words of Fredericks (2010), who stated that the feeling of belonging that arises from day-to-day interactions has a substantial influence on the development of diverse sentiments, which serve as the fundamental building blocks of societies that encompass both exclusion and inclusion.

In summary, by actively promoting social inclusion and empowerment theories through these initiatives, asylum organizations aim to empower asylum seekers, reduce social isolation, and facilitate their meaningful participation in all aspects of community life.

6.3 Earlier Research Discussion

The examination of prior research studies is a fundamental aspect of any study as it serves to establish a knowledge base and identify gaps that the current study seeks to address. In the context of investigating how asylum organizations facilitate the integration of asylum seekers into Swedish society, conducting a literature review was imperative. Previous research has indicated that Sweden was consistently recognized as a country that welcomes asylum seekers and migrants. The country has a longstanding tradition of providing support to individuals seeking asylum. Skakara and Szalanska (2020) state that many asylum seekers choose to come to Sweden due to its favorable policies towards migrants and asylum seekers. However, there have been changes in asylum status granting policies implemented by the migrationsverket board, which have resulted in significant hardships for asylum seekers. As emphasized by Cetrez et al. (2020), numerous asylum seekers encounter challenges related to limited healthcare access,

employment opportunities, and educational rights upon arriving in Sweden. This is where asylum organizations step in to provide essential support for these individuals. According to Ratnayake et al. (2022), the services offered by asylum organizations encompass various aspects, including legal assistance, individual counseling, psychotherapy, psychosocial support, accommodation, food provision, language learning support, employment guidance, physical fitness programs, and vocational training. These organizations also collaborate with other humanitarian and support entities to address asylum seekers' safety concerns and priorities (Ratnayake et al., 2022). By addressing the difficulties and hostility faced by asylum seekers, promoting their integration, and safeguarding their well-being in host communities, asylum organizations fulfill a crucial role (Leudar & Nekvapil, 2000).

In summary, the authors presented valuable insights into the support offered by asylum organizations to asylum seekers. The increasing number of asylum seekers has presented significant challenges for host countries like Sweden in ensuring the welfare of these individuals. Throughout the research, a recurring theme emerged, highlighting the pivotal role played by asylum organizations in facilitating the integration of asylum seekers into Swedish society. This theme remained consistently evident throughout the study.

6.4 Methodology Discussion

The study employed a qualitative approach to gather comprehensive data from the participants involved in this research. Additionally, semi-structured interviews were conducted with representatives from the two organizations selected for the study. Recruiting participants for this study posed a significant challenge for the authors as many of them were either unwilling or unready to participate during the interview process. Furthermore, several other organizations contacted were not comfortable conducting interviews in English, as they preferred the use of the Swedish language, which the authors were not proficient in speaking. Purposive sampling techniques were utilized to select the participants for this study. The participants were chosen based on their extensive working experience with asylum seekers over the years. To gather in-depth information aligned with the study's objectives, the authors conducted interviews via Zoom and phone calls, taking into consideration the limited time available for the research. The interview responses were recorded, and the authors also took notes during the process. During the analysis phase, the authors collaborated and shared responsibilities to ensure transparency

and consistency in data interpretation, thereby enhancing the credibility of the results. Finally, throughout the data collection process, the authors strictly adhered to ethical considerations that guide researchers in conducting their studies.

6.5 Implications for International Social Work

The findings of this study bear significant implications for the field of international social work, as they aim to empower social workers with the knowledge necessary to comprehend migration issues. As a profession dedicated to providing services that ensure the well-being of people, particularly the vulnerable, social workers require orientation derived from the study's results. Furthermore, given that international social work's mandate is to address social problems at various levels in different societies and countries (Healy, 2008), the field of migration is no exception. The core value of social justice in social work mandates that social workers promote and safeguard the rights of individuals in society. Androff and Mathis (2022) emphasize that social workers consider human rights a primary motivation for their work and practice in communities. The results of the study clearly indicate social injustices faced by asylum seekers, such as prolonged delays in the asylum process, the illegal status of asylum seekers, and social exclusion from community affairs, including seeking employment and attending schools. These issues constitute violations of human rights that social workers must consider. Therefore, gaining awareness from the study's results demonstrates the profound impact on social workers

Moreover, the results of this study provide invaluable contributions for social workers seeking to work with organizations addressing migration issues, such as those providing services to asylum seekers, refugees, and undocumented migrants, among others. In this regard, the profession of international social work has a calling to ensure the protection of individuals' worth, dignity, and self-determination, particularly among vulnerable populations (Mapp et al., 2019). Observing the study's results, issues of social exclusion, social injustices, and the deprivation of asylum seeker's rights emerge, demanding that social workers advocate for improved service provision to these people. Finally, the study's results also benefit international social workers by providing them with essential platforms for advocacy, influencing policies at the international level. This advocacy aims to secure the necessary support for asylum seekers and asylum organizations, ensuring their proper functioning at all levels.

6.6 Suggestions for Further Research

Our study has provided significant insights into the role of asylum organizations in facilitating the integration of asylum seekers. It has also shed light on the challenges these organizations face and ways of improving the services they provide to enhance the integration process of the asylum seekers. Based on the recommendations of the participants in this study, we advise future researchers who will have similar intentions of examining how asylum organizations work in facilitating the integration of asylum seekers to consider the following areas for further investigation; There should be a critical analysis of policies aimed at enhancing the services provided by asylum organizations in facilitating the integration process of the asylum seekers within the Swedish society. Future researchers should examine the effectiveness of these policies and identify areas for improvement. Furthermore, we encourage further studies on this topic to explore the challenges faced by asylum organizations. These may include issues such as inadequate funding, lack of government support, staff's inability to work beyond the organization's premises, Asylum seekers inability to get work or go to school, lengthy asylum process and the difficulties of working with asylum seekers who have limited education and non-English speaking abilities.

In summary, by addressing these challenges, we can enhance the effectiveness of asylum organizations in facilitating the integration process of asylum seekers within Swedish society.

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Appendix

INTERVIEW QUESTIONS

Section A

Background Questions

1. In what department do you work here in this Organization?

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2. What exactly is your position here in this Organization?

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3. For how long do you work here in this Organization?

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4. Does the department you work in deal with issues of Asylum seekers

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5. What is your organization view on Asylum seekers crisis in Sweden?

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Section B

Research Question 1: What roles do asylum organizations play in facilitating the integration of asylum seekers?

6.. Could you describe the specific roles your organization play in facilitating the Integration of asylum seekers?

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7. In your own words, could you describe your personal experience and the specific roles you played in facilitating the Integration of asylum seekers as a worker in this organization?

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Research Question Two: ● **What are the challenges facing asylum organizations in facilitating the integration of asylum seekers into Swedish society?**

8. Could you describe the challenges faced by this organization in facilitating the Integration of asylum seekers into the Swedish society?

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9. As a worker in this organization, how can you describe the challenges you have personally experienced while working in facilitating the Integration of asylum seekers?

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Research question 3: What are the policies that are working well in facilitating the integration of asylum seekers?

10. Could you describe the right policies put in place in this organization which you think are working well in facilitating the integration of asylum seekers?

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11. In your own personal experience as a staff in this organization, what do you think are the best policy measures working well at the moment in facilitating the integration of asylum seekers?

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Research Question 4: How can the services provided by asylum organizations be improved to enhance the integration of asylum seekers in Swedish society?   **Service improvement at the organizational level**

12. In what ways can the services provided by this organization be improved to enhance the Integration of asylum seekers into the Swedish society?

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12 In your opinions, what do you think are the best policy measures that will help strengthen the service improvement of asylum support Organizations?

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13. What can you say about government intervention to improve the situation of Asylum seekers Integration into the Swedish society?

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