

Culture Communication Globalization

Thesis Project

International Migration: Successful Immigrants and Refugees in Greece

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“I had always hoped that this land might become a safe and agreeable asylum to the virtuous and persecuted part of mankind, to whatever nation they might belong”

George Washington, 1788

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Summary

The present qualitative research aims to examine how refugees and immigrants in Greece perceive success. In addition, it intends to highlight the difficulties that those people faced in Greece as well as it explore the importance of integration into the host country. Furthermore, this paper mentions how immigrants and refugees managed to overcome the obstacles and succeed at any field and what motivated them to achieve their goals. Subsequently, the study will investigate if the host country has contributed in their success and how governmental authorities could benefit from immigrants and refugees. In particular, for the conduction of this research a semi-structured interview was used for the collection of the data. The sample was constituted from 4 participants who had immigrated in Greece and their age was between 30 to 45 years old. Two of the participants were male and two were female while the analysis that was used for the data was the Interpretative Phenomenological Analysis. A thematic analysis was also utilized in order to find the four major categories from the interviews. The results indicated that all the participants had little knowledge about Greece before they move here and that the main difficulties they had to face during their integration was the language, the social support and racism. Despite from these, all of them manage to overcome the obstacles and achieve in their field with the motivation from their families. Lastly, not one of the participants thought that the host country had contributed in their success whereas all supported the necessity for the state to make more laws that protect them and to benefit from them. Research findings imply that Greek governments and administrative authorities shall pay more attention to providing social support for immigrants, while at the same time also taking measures to ensure that immigrants are employed in all Greek companies, thereby creating a more international labour market that shall help immigrants in better integrating to their new host country.

Chapter 1: Introduction

1.1. Successful refugees and immigrants in Greece

The present study is going to focus on successful adult individuals, refugees and immigrants in Greece. In particular, I will intent to highlight some people who managed to thrive at any field, despite the difficulties that they had to face, such as the adjustment into a new country, the accommodation, the financial support and the moral support. So, to be more specific my thesis has the following objectives. First of all, I will try to analyse the importance of migrant integration and any kind of success, those individuals achieved, within extreme difficult conditions as well as take into consideration what were the stimuli and motivations that helped to thrive. Subsequently, I will intent to identify whether the success belongs only to the individuals or if the host country contributes to it as well and lastly I will provide arguments regarding how governmental authorities and host counties could benefit by helping refugees and immigrants.

In light of the above research objectives, the key research question that this study has attempted to respond to are:

- 1) What difficulties can a refugee or immigrant face in Greece?
- 2) How can someone overcome these difficulties, adjust efficiently and succeed in her/his fields of interest?
- 3) What are the implications for governmental authorities in Greece regarding how policy-making could help immigrants in being better and more quickly and successfully integrated into Greece as a host country?

1.2. Theoretical background

All over Europe, many countries and their inhabitants are concerned about the refugees and immigrants and more precisely about their devotion in the country who accepts them (Garton, 2005). This has arisen from the fact that many terrorist attacks have occurred – or are said to have been occurred - from those people and as a result governments and societies want to reassure that migrants are loyal and obedient to the policies and laws of their hosting country (Sackmann, 2003). According to Bronfenbrenne (1979), immigration is considered to be a process of “ecological transition” which entails the voluntary or forced relocation of people or groups far from their permanent residences and at the same time the adjustment into the political, cultural and economical context of their new country (Berry, 2001). As a result, immigrants are the people or the members of one family who are moving into a different country or region in order to seek better conditions to live in (Pavlopoulos & Bezevegkis, 2008). In addition, the United Nations Organization noted that a prerequisite for people to be thought as immigrants is to have lived far from their country of birth or nationality for more than twelve months (Pavlopoulos

&Bezevegkis, 2008). On the contrary, refugees are the people who due to war, armed conflicts or persecutions have to leave their country in order to save themselves and they cross the national borders to seek safety (Edwards, 2016). To those people, help is provided from the states, many organizations and the UN High Commissioner for Refugees since returning back to their countries is extremely dangerous (Edwards, 2016). Furthermore, the country in which refugees have seek asylum, must respect their human rights, provide them access to many services and reassure their safety until a long term solution is being found for them (Edwards, 2016).

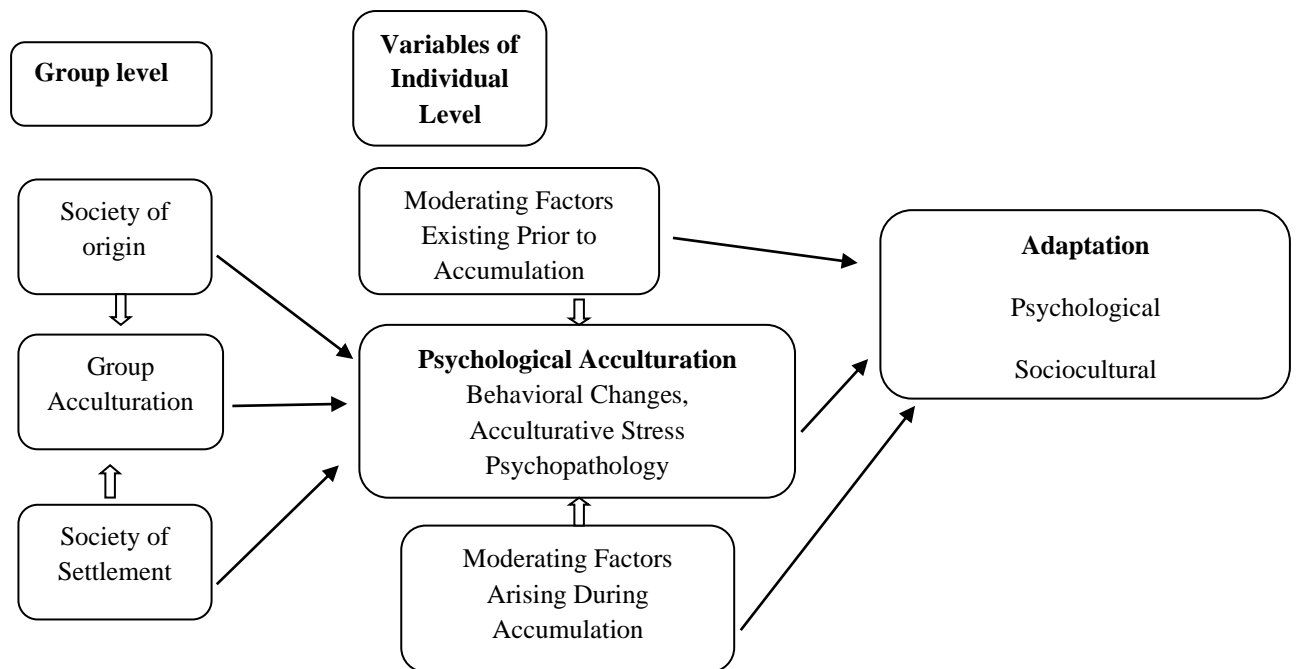
Subsequently, for every country, it is imperative that foreigners are integrated into the society they choose to live in by obeying to the laws, respect the democracy and the beliefs of their new residence, are aware of the human rights and learn the language of their hosting country, so to adjust rapidly (Larin, 2019). Hence, it is clear that, the integration of immigrants is an entire process that entails the incorporation of migrants into the economical, cultural and political context of the country they enter and also it presupposes the acceptance and the support of these people from the population (Leontitsis et al., 2020). Thus, the incorporation in the new country also depends from the immigrants who chose to learn the language of the country they immigrated in, its values and social networks in order to find a job and overcome the difficulties (Leontitsis et al., 2020). Lastly, it is becoming clear, that migrant integration is a very complex social situation which usually demands the entanglement of different levels of the government (Piatonni, 2010).

Of course, given the different definitions provided for immigrants and refugees, differences are also expected with respect to how these two similar – though different -groups are integrated in the society of host countries. Normally, immigrants choose the region to stay in host countries, while refugees are normally led to specific regions that states often refer to as designated areas for refugees (Ager & Strang, 2008). In a similar context, as reflected from the analysis held so far, integration of immigrants is more a matter of how host societies are built, whereas integration of refugees is more a matter of what exact policies states design and apply for refugees. In other words, whether immigrants shall be well-integrated in a society does not have to do only with policy-making, but also with how citizens in host countries perceive immigrants and how well-prepared they are to accept them in their community. In contrast, refugees' integration is almost solely based on the policies that states design and apply. In the end of the day, though, the expectations for both immigrants and refugees in a social context are exactly the same (Baubok & Tripkovic, 2017).

1.3. Psychology of Immigration

Acculturation is a phenomenon resulted from the constant and immediate interaction that people from different cultural contexts have with each other and by extension that causes cultural as well as psychological changes to the original patterns of those groups (Sam & Berry, 2006). The model of Berry (2006) about the acculturation entails two levels, the team one and the personal one (Berry & Sam, 1997). According

to this model, there are some factors before and after the acculturation of the immigrants and in the middle there are the consequences of the acculturation in both psychological and team level (Berry & Sam, 1997). So, there are some changes which occur between the two culturally different groups which interact with one another, that are political, economical or social, and they lead to alterations on a personal level, for instance behavioral changes, which have an influence on the adjustment of the person (Berry & Sam, 1997). In order for the aforementioned to be better understood, the society of the origin of immigrants and refugees as well as the society they adjust must be further examined in order for the accumulation to be explained (Berry & Sam, 1997).



1. The Model of Accumulation of Berry (Berry & Sam, 1997).

Regarding acculturation, we must take into consideration the country of which immigrants are coming and more precisely the political, social and demographic characteristics of them while concurrently the variables before the integration such as the age, religion, profession, language etc. (Berry & Sam, 2006). Then, when it comes to the hosting country, we must take into account the support from the community, the cultural and ethnic beliefs of the residents as well as the cultural differences and strategies of accumulation (Berry & Sam, 2006).

1.4. Civic integration

When discussing the concept of adjustment and integration of immigrants and refugees, it is very common to also discuss about the increase of population in the host country, as well as the readjustment of such people into a different country, from the economical, demographical and political side that affects this situation (Zubrzycki, 2011). In order to understand how important it is for host countries to develop programs and mechanisms for successful integration of immigrants, it is worth briefly analyzing the concept of civic integration, as the term has been developed by the Civic Integration Act that has been voted and been applied in the famous example of the Netherlands. It is important in this context to start with the fact that civic integration in Dutch is translated with the word of “inburgering” which merges the meaning of citizen and the process of someone becoming one, and that could be represented as “citizenization”. In short, the Civic Integration Act has come to ensure that everyone living in the Netherlands is capable of speaking Dutch, as well as fully understand how the Dutch society works (Larin, 2019). Of course, the Netherlands is not the only country where the concept of civic integration is met. To be more specific, in the United States of America, for the civic integration to be established one must follow some policies, which may differ from state to state, but there are mandatory for some classes of immigrants (Larin, 2019). For instance, if someone wants to be considered as a permanent citizen of their incoming country, he/she must take a class that entails learning the language of the hosting residence and its history and get knowledge of its beliefs, principles and traditions (Larin, 2019). In addition, some states demand from the incoming people to pass through a test that usually wants, for someone, to present at least a basic knowledge of the official language of the country he/she enters before they accept him/her (Goodman, 2014). However, apart from the language requirements, the Netherlands also demands for immigrants to show some understanding of the Dutch history (Larin, 2019). Thus, it should be noted that these tests often are asked from people who already are in the possession of a temporary residence but want to be established as permanent citizens of their hosting country (Goodman, 2014). On the contrary, citizenship tests request a higher level of language skills while concurrently require a full cognition of the history of the new country which is verified by exams or interviews (Goodman, 2014). Furthermore, the measure of contracts indicates that immigrants should agree, after their entrance into the hosting country, on participating in several activities around their integration and also, that they will respect the laws and policies of their society (Larin, 2019). All the aforementioned measures are for specific groups of immigrants, like those from third world countries, who wish to arrive at a state which belongs to the European Union (Larin, 2019). Nonetheless, citizens from countries, which are considered wealthy, such as Switzerland or the United states, do not apply in this category of immigrants while some countries also exclude the refugees from these measures (Larin, 2019). So, all these policies concerning integration have been adopted by many countries with Denmark, Netherlands, Germany, Austria and United Kingdom being the strictest in matters of refugees and immigrants (Goodman, 2014). In

particular, Denmark is obligating the children of immigrants to educate themselves about the values and ethics of Denmark, for at least 25 hours per week, under the threat that the government will not support them financially if they do not obey (Barry & Sorensen, 2018).

1.5. Positive and negative aspects of immigrating into a new country

Unfortunately, the large numbers of refugees, which continues to increase, has led to a crisis with dramatic consequences in the economy, the society, the politics, the institutions and the unemployment (Zimmermann, 2016). As a result, many European countries, in order to avoid to experience and face this refugee crisis and its difficulties, they decided to close their borders and not to accept anyone in their state (Zimmermann, 2016). Following these events, a study noted that immigrants and refugees can be proved to be beneficial for a country's economy while concurrently it presented many ways, which the governments of the hosting country could take advantage in order to promote and reassure that their laws as well as the European unity and its values will remain untouched (Blau& Mackie, 2016). Undoubtedly, the huge mobility of immigrants and refugees to other European countries all over the world has caused many challenges for the ones who accept them and it has been found out that 86% of the 14 million refugees of 2014 are residents, until this day, of a developing country (World Bank, 2016). At the same time, the question about how someone can control this flow and the borders of its own country has rise, with many suggesting that measures must be taken (Zimmermann, 2016). On the other hand, some borders are very hard to be controlled, in terms of a geographical perspective, while the effort to reduce the increasing rates of refugees and immigrants, could often have the opposite results (Massey et al., 2016). For instance, in the United States of America, the Bracero program was allowing residents of Mexico to come into the states for a temporary job, but the program did not continue because the matters of civil rights made its appearance (Zimmermann, 2016).

It is highly important that we include immigrants, refugees and their families into the society of the country that hosts them so that to feel welcome and avoid any unpleasant incidents (Anagnostou, 2016). In Greece, many nonprofit organizations, the government and many individuals are all working together as a team in order for foreigners to be integrated into their society (Anagnostou, 2016). Since many cities around Greece are having an increasing number of refugees and immigrants it is imperative that we provide and help them in their education, in any health issues they might have, in their accommodation and in the preservation of the local elements (Anagnostou, 2016). All these situations are extremely sensitive, which is why everyone is trying to find solutions that will include the immigrants into their societies and at the same time they will respect their cultural differences (Anagnostou, 2016). Lastly, the European Commission (2002) has stated that the people, who are immigrating into a country that stands for democracy, must have not only political but also legal rights in order for them to be able to integrate entirely into their new residence but at the same time it is imperative that they maintain their cultural and

social beliefs and values according to the democratic constitution (Gregurovic & Zuparic-Iljic, 2018).

1.6. Historical Perspective of Greece

In today's world most of the population has watched refugees trying to cross the borders of one country only from television whereas the last years due to many reasons this situation has reentered our reality, mostly in countries of the European Union and especially Greece (Zimmermann, 2016). It is well known that Greek citizens have been exposed many times in situations of immigration and refugees (Christodoulou & Abou-Saleh, 2016). For instance, in 1992, Greek people in Asia had to leave their homes and move into Greece due to the armed conflicts that were happening in the area which caused the death or immigration of at least 1.000.000 people (Christodoulou & Abou-Saleh, 2016). Subsequently, after the Second War, the civil war came in my country which obligated many residents to abandon their country and to seek safety in the northern countries or even to Australia (Christodoulou & Abou-Saleh, 2016). In addition, many left their homes in the villages and went to the cities because they thought this way would be more protected (Christodoulou & Abou-Saleh, 2016). It is important to mention, that after 1989 many immigrants came into Greece from the north, Africa and Asia, and apparently it was proven that until 2010 the 7% of the total population in my country was constituted from immigrants and refugees (Christodoulou & Abou-Saleh, 2016).

As it becomes evident from the above, Greeks are highly used to move to different places to live as immigrants, while at the same time being also keen on facing the experience of incoming immigrants from foreign countries. In one way or the other, mobility and immigration seem to be part of the social fabric in Greece. Based on the analysis provided by Meilander (2001), people whose nations are generally keen on immigrating and moving from country to country are more likely to experience a less painful integration process, once they choose to immigrate in foreign places, especially when many people of their nation have also immigrated and already live in such places. Further to that, such people are also more likely to better welcome immigrants in their own country, helping them to integrate more easily. Of course, even in Greece, this does not mean that there are not social groups that have been highly hostile against ethnic minorities at times (Massey, Arango, Graeme et al., 2005).

Most recently, Greece experienced another significant amount of immigration due to the war in Syria which led to an upward trend in the migrant population in the country accounting for at least 710000 refugees (Frontex, 2015). These people were mainly located into the islands of Greece, and according to the International Migration Organization the number of refugees from Syria, by 2016, had reached 155.837 people (Christodoulou & Abou-Saleh, 2016). Unfortunately, this situation had many negative sides with many people trying to enter Greece through the sea in weather conditions that were extremely dangerous and which led to cases of drowning in the

Aegean Sea (Christodoulou & Abou-Saleh, 2016). Europe was startled by the drowning of children and other people and decided to act and help the Greeks, but this initiative faded away (Christodoulou & Abou-Saleh, 2016). Undoubtedly, refugees and immigrants did not wish to stay in Greece, since the country is experiencing an economical crisis and its own citizens are unemployed, they wanted to pass through Greece into countries all over Europe to join their relatives and acquaintances (Christodoulou & Abou-Saleh, 2016). Obviously, this situation was very stressful for both sides, with Greek residents experiencing many mental issues (Christodoulou & Christodoulou, 2013). As it is being understood, Greece and its citizens have a long history of immigration which is one of the main reasons that they feel empathy for those people and want to help them adjust and feel welcome (Christodoulou & Abou-Saleh, 2016). On the contrary, immigrants and refugees were extremely stressed and traumatized and they felt trapped in a country which they did not want to be in but due to the closing of the borders of many European countries they had no choice (Christodoulou & Abou-Saleh, 2016). So, this led to, too many protests on behalf of the immigrants and refugees which had dramatic effects on the land of the local people and many properties were destroyed which resulted in anger and frustration for the citizens (Christodoulou & Abou-Saleh, 2016). Overall, all things considered, as history indicates Greece has experienced many similar events and is facing them until this day (Christodoulou & Abou-Saleh, 2016).

1.7. Greece as a host country

From the end of 1980, Greece, Italy, Spain and Portugal were converted into host countries for a significant amount of immigrants (Petronoti & Triantafyllidou, 2003). The fall of the communist regimes, the failure of the economy and the religious fanaticism brought an upward trend into the immigration process from the east and central Europe but even from the third world (Petronoti & Triantafyllidou, 2003). Unfortunately, many individuals crossed the borders of Greece illegally, mostly from Albania, Poland, Philippines, Iraq and Egypt (Petronoti & Triantafyllidou, 2003). So, many individuals chose to immigrate into Greece in an attempt to find a better future, or escape the war in their countries, the economical collapse and the poverty (Champion et al., 1992). The large number of immigrants and refugees in Greece caused, inevitably, many problems for the host country in the social, economical and political level (Fakiolas, 2004). Subsequently, the number of immigrants living in Greece by the year 2001 increased at around 630.000 in comparison with the year 1991, more precisely from 167.000 to 797.000 (Kassimis & Kassimi, 2004).

1.8. Reasons and Consequences of Immigration in Greece.

The phenomenon of Immigration that appeared in Greece from 1980 it belongs to the “new immigration” that characterizes all the countries of Southern Europe as well (Kassimis & Kassimi, 2004). Some of the basic reasons that led to a massive immigration of many people is among other the economical collapse, the wars, the deportation and the poverty that was increasing (Petronoti & Triantafyllidou, 2003).

As a consequence, Greece became a host country and had to suffer many changes in all the levels which caused many problems for the Greek society (Champion et al., 1992). The majority of immigrants in Greece come from countries of the Balcanic region, the East and Southern Europe as well as from Asia and Africa (Kassimis & Kassimi, 2004). In addition, many refugees and immigrants are entering the country from Albania and the former Soviet Union (Kassimis & Kassimi, 2004). There three main reasons that Greece became a host country which are its geographical position, its peculiarity of the boarders and the economical-social growth (Kassimis & Kassimi, 2004).

Geographical Position: The geopolitical position of Greece, makes it an ideal destination either as an intermediate station for people who are trying to move in countries in Europe through Greece but also, many people are choosing this country as a final destination (Emke-Poulopoulou, 2007). In the year 1990, the number of immigrants took an upward trend and reached half a million people which led the state to experience difficulties in every sector, with the majority of immigrants and refugees coming from the countries of the former Soviet Union (Emke-Poulopoulou, 2007). This happened as a result of the war in those countries which caused many political changes and obligated people to leave their countries and search for a new one with better conditions and safer environments (Psimenos, 1955).

Boarders: The extensive land boarders of Greece make it extremely difficult to guard them, especially in areas which are considered inaccessible, so, its easy to cross them even illegally (Emke-Poulopoulou, 2007). As aresult, many people crossed the boarders of Greece since the guardian of those was not successful which led to the increase of the immigration (Psimenos, 1995). Even thought, the governments have tried over the years to safeguard the boarders of Greece many people are still crossing them even from the sea (Emke-Poulopoulou, 2007).

Economic and Social Conditions: In 1974 the democratic institutions prevailed and that led to the country's economical and social advancement which could provide the immigrants with a job and a satisfactory wage (Emke-Poulopoulou, 2007). Moreover, the Greek residents did not want to work in jobs that were considered inferior, so the immigrants and refugees took over them independently from their educational background (Ribas-Mateos, 2004). In addition, the social changes such as the high educational level of the Greek citizens which preferred well remunerated jobs and the engagement of women in the workplace led to the hiring of immigrants and refugees in these jobs (Ribas-Mateos, 2004). In the aforementioned reasons, could be added the common religion of Greece and other countries which led many individuals choose the country as a permanent destination (Zimmerman, 1995).

In the context of economic and social conditions that have influenced immigration in Greece and abroad, the economic-debt crisis that the world experienced in 2009 and lasted for about ten years shall also be added. More specifically, after 2014, i.e. after three years of crisis and austerity in the country, the number of Greeks being willing

to immigrate from Greece to a foreign country almost tripled, compared with the period before 2009. It is also worth noting that about 25% of young Greek consumers sent their CVs to companies operating abroad, hoping to find a job and move to another country. On the positive side, Greece became unattractive for new immigrants, who preferred to move elsewhere, thereby giving the ability to the Greek state to better control immigrants (Newpost, 2014).

The research findings of Vogt Isaksen (2019) indicate that the economic crisis led to a change in the attitudes of European citizens towards immigrants. In particular, the researcher collected and compared the results of studies regarding 25 European countries, paying attention to people's perceptions of immigrants before and after the crisis. The findings of the research indicated that the attitude of Europeans towards immigrants has been less positive after the crisis. In particular, based on the research findings, Europeans on average have perceived immigrants as an additional economic and social pressure in their already pressed by the crisis societies, mainly as far as the filling of job positions with immigrants is concerned, at a time whereby national unemployment rates reached their peak. For the particular case of Greece, the research findings of Cavounidis (2018) suggest that the economic crisis increased the unemployment rates of immigrants and ethnic minorities in the country, which in turn led in higher immigrant outflows of the country and increased hostility of those that remained in the country.

Now, when it comes to the consequences of this massive immigration very shortly will be presented the demographical, social, economical and cultural effects in Greece (Zimmerman, 1995).

Demographical Consequences: The addition of immigrants to the population of Greece, increased the actual number and as a result that caused a demographical change (ESIE, 2003). The demographical elements, predict that given the decline in the country's indigenous population and the steady decline in the productive one, migration will contribute to the population growth but also to the improvement of its age composition (Drettakis, 2006).

Economical Consequences: Even if the opinion that without the immigrants and refugees the economy of Greece would face severe economical problems, until this day the involvement of these people has shown that many of the economical activities of many Greek citizens that were close to the extinction has been saved and also, the age of the employees in the country has significantly improved (Fakiolas, 2005). Furthermore, the contribution of immigrants and refugees in the agricultural field is important, since a number of people who worked there due to their age have been out of the process of production. This had as a consequence, in 2000, the majority of immigrants and refugees to work in the production and the construction process (Kassimis & Papadopoulos, 2005). On the contrary these people are often considered as an economical burden for the host country but if the society follow an economical

policy will enhance the positive outcomes that come from immigrants (Fakiolas, 2005).

Social Consequences: Greece became a host country and that caused many social changes such as the perceptions of Greek citizens about the homogeneity of the population which wanted the immediate accumulation of those who were choosing Greece as their permanent destination (Diamantouros, 2004). Thus, there were many distinctions in the workplace environment, with immigrants and refugees with high education being less paid and working in unfair conditions (Diamantouros, 2004). In addition, the accommodation is usually in isolated regions because a lot of them do not know the Greek language which leads to a further problem about the education of their kids (Diamantouros, 2004). Lastly, there are many economical problems because of the residence, health care problems, access to medication and legal job (Diamantouros, 2004).

Cultural Consequences: The cultural identity of an immigrant or refugee can be achieved through his/her socialization which contributes to the shape of one's social identity as well (Berry, 1988). This process takes place through the enculturation and accumulation which entails the way that a person eternalizes the new civilization that has entered (Berry 1988). This procedure provides the person with the knowledge of the language of the host country, its customs, traditions and social behavior so that to interact efficiently with other people (Berry, 1988). According to a research by Thailhammer (2001) the presence of immigrants enriches the cultural life of the society that hosts those (Diamantouros, 2004).

1.9. The integration policies in Greece

Greece has been established as a host country since the year 1980 with the majority of immigrants and refugees were from the Balkans, Central-Eastern Europe and the former Soviet Union (Anagnostou, 2019). Back to those years, Greece's economical status was high and the opportunities for work and professional development were numerous (Anagnostou, 2019). This growth in every field in the country requested workforce from abroad to fill for positions in many areas, such as cleaning positions, tourism, agricultural and others which caused a significant amount of immigrants entering the country (Triantafyllidou, 2009). In 2008, more foreigners came into Greece, mostly from Asia, Africa and Middle East, due to war conditions or other circumstances, seeking asylum and a better future (Anagnostou, 2019). Subsequently, in 2011, there were a number of 712,879 immigrants and refugees in the country, of which 54% were men and 46% were women (Anagnostou, 2019). The data from the Ministry of Interior (2016), in 19th of April of 2016, presented in detail the number of immigrants and refugees from every country in Greece (Gregurovic & Zuparic-Iljic, 2018).

	Male	Female	Total
Albania	209.566	171.190	380.756
Ukraine	3.468	15.945	19.413
Georgia	5.234	12.848	18.082
Pakistan	14.946	1.528	16.474
Russia	2.746	11.944	14.690
India	10.397	3.869	14.266
Egypt	8.938	3.031	11.969
Moldova	2.220	6.920	9.140
Philippines	2.811	7.373	10.184
Armenia	2.365	4.013	6.378
Total	262.691	238.661	501.351

(Anagnostou, 2019).

Over the years, Greece has been a hosting country for many undocumented immigrants and refugees, with Greek Immigration Policy (2008) indicating that the number is fluctuating from 172,250 to 209,402, until the year 2008 (Gregurovic & Zuparic-Iljic, 2018).

From the very beginning, it became clear that migrants did not want to live the country and return back to their own, which meant that the Greek government had to take measures and implement policies to settle this issue (Anagnostou, 2019). In other words, drawing on the Model of Accumulation of Berry, as analyzed earlier in this thesis, one of the main moderating factors existing prior to accumulation that the Greek government had to take into consideration was that immigrants were willing and actually did not negotiate going back to their home country.

In the above context, the Law 3386/2005 was the first one in Greece which made everyone realize that the immigration was a permanent issue for the country that had to be embraced into the everyday life, but unfortunately this law did not communicate the matters of integration (Anagnostou, 2019). For those who desired to obtain a permanent residence in Greece several measures were implemented, such as the knowledge of the Greek language, its history and its culture (Anagnostou, 2019). In other words, the above law was the first to develop a regulatory framework shaping the process of accumulation, as a means of starting to set the context through which

immigrants would start getting integrated to the Greek society and start changing their behaviour towards this direction.

On the other hand, this law was very strict, as far as it comes to illegal immigrants that had entered the country, by forbidding them the access to many public Greek services, to government funding and local organizations (Anagnostou, 2019). In spite of these prohibitions, the access in hospitals and health care institutions for children was excluded, whereas at the same time minors could attend the Greek schools even though their parents were not permanent residents (Anagnostou, 2019). Such exclusions must have certainly helped immigrants in reducing their acculturative stress, while at the same time improving their psychopathology. Also, it is important to mention, that this law was not totally obeyed from everyone since many local actions were raised in order for accumulation and integration to be achieved, adding to the moderating factors that influenced the accumulation – acculturation process (Anagnostou, 2019).

Furthermore, the aforementioned law, entailed two articles (Articles 65-66), that aimed integration through the involvement of the immigrants in every field of the country, such as the social activities, the economical aspect of Greece and the traditions of this country, while concurrently they had to respect the laws, values and beliefs of the destination country (Anagnostou, 2019). Lastly, the same law respected the people's different religion and beliefs as well as it made a prerequisite the enrollment into classes that were teaching the Greek language and history and the accumulation into the social and workplace environment (Anagnostou, 2019) Up to a point, the above are similar in context with the basic principles of the Civic Integration Act of the Netherlands in that the acculturation process shall certainly involve knowing and understanding how the Greek society works.

The Immigration and Social Integration Code facilitated those who were already had permits of long term duration to request permanent residency (Anagnostou, 2019). The prerequisite for the aforementioned, were highly demanding, which meant that every immigrant or refugee had to present very good language skills, an adequate knowledge of the history and culture of Greece, a card that they were belonging in a family of one Greek resident and to have lived in the country for a minimum of twelve years (Anagnostou, 2019). The Code also noted that the second generation immigrants who have been born in Greece or have completed at least six years in a Greek school could obtain the citizenship of Greece (Anagnostou, 2019). The Code allows them to get a permanent residence when they reach twenty one years old, given the fact that they will come to live legally in Greece (Anagnostou, 2019). Even though the Code aimed to protect the immigrants and present them as equal to the Greek citizens it failed to include work related issues, since many could not find a job because they did not have the Greek nationality (Anagnostou, 2019). In other words, the above moderating factors that emerged during the acculturation process made the integration of immigrants more difficult, since the code actually revised the previous

laws, making it more and more complex for immigrants to be able to grant license to stay and work in the country.

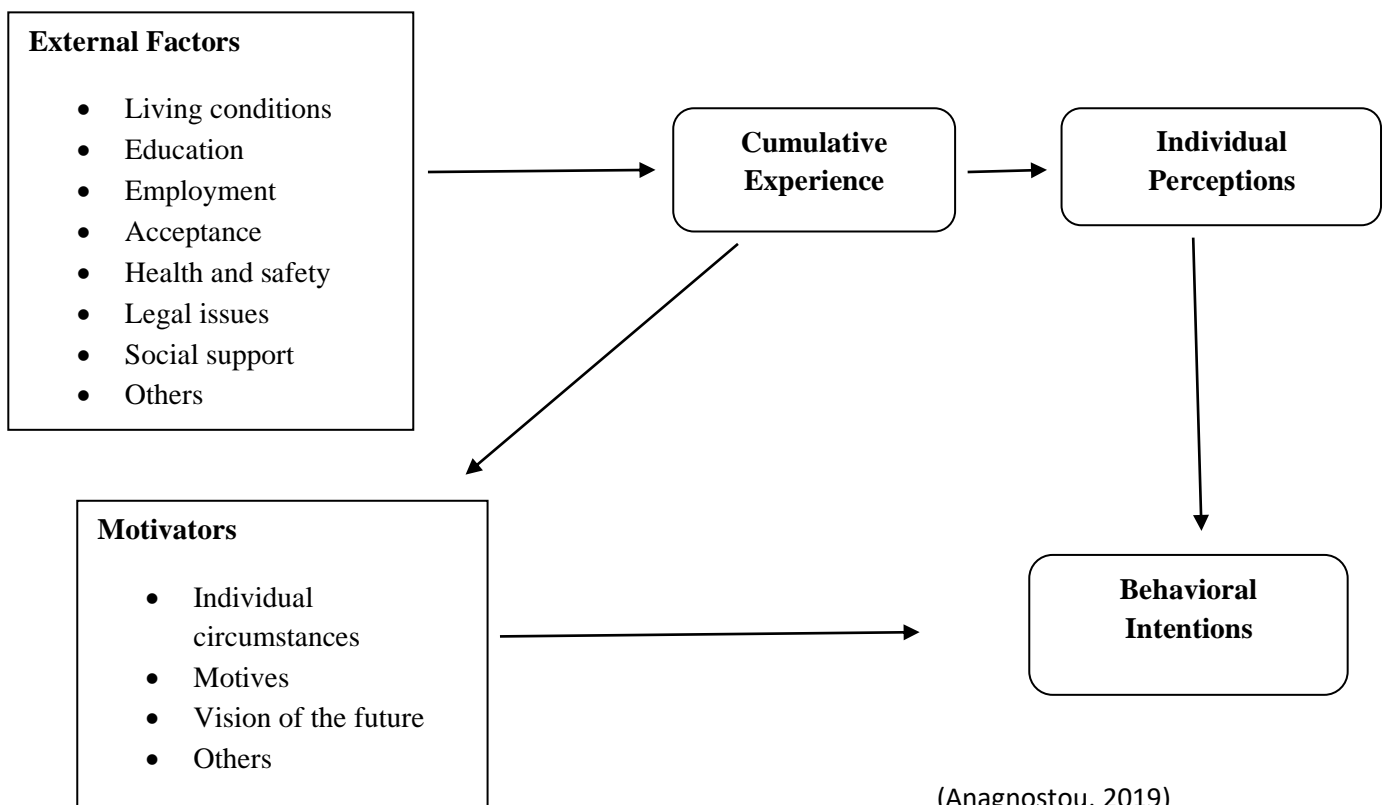
1.10. Successful and Non-Successful Integration

According to Durheim, integration can be explained in two ways with the first one referring to the integration and assimilation into the society (*integration de la societe*), meaning the process of establishing and maintaining the society as a whole and the second way is the integration into the society (*integration a la societe*) which entails the relationship of the immigrants or refugees with the society (Madianos et al., 2008). In addition, many times the term “social inclusion” is being used instead of the term “integration” since both of them describe the process of the participation or inadequate participation or lack of participation of an individual into a social context and system (Schnapper, 2006). When someone leaves its own country to immigrate into a new one, entails many alterations concerning one’s psychology, economical status, cultural and social aspect (Benish-Weisman & Shye, 2010). Of course, there are many individuals who have a positive attitude towards immigration while others feel devastated that they have to leave their country even if they are aware of the reasons that led to such a decision (Benish-Weisman & Shye, 2010). Furthermore, in 1950, the term integration gain the same meaning with the term assimilation since the process of adopting the cultural characteristics of the hosting country, by the immigrants, was identified as cultural assimilation whereas integration meant the participation in many social aspects of the everyday life (Benish-Weisman & Shye, 2010).

As derived from the above, a distinction has to be made between the concepts of acculturation, assimilation, social inclusion and integration. Indeed, integration refers to the two-way process whereby immigrants and host states get in the process of mutual adaptation. Social inclusion is one element of the integration process, the one of being included in the social contexts and life of the host country, the other elements being the economic and cultural integration (Alba & Foner, 2014). Acculturation has already been defined as the changes in cultural values, thinking and behaviour that immigrants get subject to progressively, as their interaction with host societies also progresses (Gudykunst & Kim, 2003). Similarly, though no equally, assimilation refers to the process whereby immigrants choose to adopt the basic habits, ideas and ideas of the majority in the host country in which they choose to immigrate. An important think to note here is that while integration means accepting new culture, while at the same time maintaining old culture, assimilation means that immigrants accept the new culture they are exposed to in the host country, but at the same time they also abandon their old culture (Abe, 2017).

In a study made by Benish-Weisman & Shye (2010) they tried to find which elements of the quality of life of one individual are connected to what we call a successful integration process and to describe what this process appears to be (Benish-Weisman & Shye, 2010). The researchers hypothesized that the immigrants who perceive their

integration and accumulation as successful will experience a better quality of life than their counterparts who do not feel they have adjusted (Benish-Weisman & Shye, 2010). The results of the study showed that the people who thought their integration were achieved were happier in their lives and it was also noted that the success was linked to their comfortable conditions that they lived in, their self-confidence and self-esteem, their social status and the contentment (Benish-Weisman & Shye, 2010). Subsequently, it is becoming clear that the entire process of immigration is a challenging situation for both the immigrants and refugees but also for the countries they enter since its citizens and governments have to face many difficulties (Shovkovyy, 2020). According to the Model of Assimilation of Immigrants there are certain motives which leads immigrants and refugees to act in a certain way, like the reason behind the choice of moving into a new country, the economical and social status and above all the safety of themselves and their loved ones (Shovkovyy, 2020). Thus, there are external factors that influence this situation, such as the employment into the new country could be not what the individuals expected, or the education, the social support, the health support and the legal issues might change the first impression of immigration that people had at the beginning of this process (Shovkovyy, 2020).



(Anagnostou, 2019)

As analyzed before, acculturation is the process in which an immigrant or a refugee loses its own cultural identity and has to adopt the one of the country he has entered (Gans, 2007). This is very difficult to be achieved, because individuals must abandon

their identity and have to establish a new one (Gans, 2007). So, the acculturation and assimilation are both considered a way for immigrants and refugees to look alike the citizens of their new country in a social and cultural level (Gans, 2007). Moreover, it should be mention that this entire process cannot be completed with the first generation of immigrants but it further continues into the second and third generation as well (Brown & Bean, 2006).

The procedure of the relocation of immigrants or refugees into the new country the School of Chicago named it as Race Relations Cycle and it involved four stages, the first contact with the new country, the conflict, the adjustment and the assimilation (Martikainen, 2005). The above model has been subject to criticism for not taking into account the anti-racists efforts that took place in the United States during the 1960s. in this context, its application today also does not take into account the anti-racist movements that have been developed in modern times. What is more, Race Relations Cycle fails to anticipate the differences between countries, given that it takes for granted that when immigrants reside in their new host country, it is certain that conflicts will take place, as well as it is also certain that after some point they will adjust to their new reality and will eventually pass to the process of assimilation (Steinberg, 2007). Taking the above into consideration, someone could argue that Race Relations Cycle is a model that could be well-used in today's study of immigrants' integration, in the sense that it is indeed very likely to be subject to moving throughout the four stages of the model. Despite this, though, in modern times, anti-fascist movements have well prevailed, which have reduced the power of races, or rather the difference of power between different races, especially when compared with the Americas of the 1960s (Ballis, 2015).

Lastly, it is highly important for everyone to understand that the integration cannot be achieved or seen only from the side of immigrants or refugees but also from the one of the society who accepts them since it is a bidirectional relationship (Fakiolas, 2007). Overall, all things considered, integration should have as a result the equality of the foundational rights and obligations of both sides (Fakiolas, 2007).

According to Berry (1997), there are a number of reasons that the integration of the individual can be affected such as the age, the gender, the socioeconomic status, the education and the cultural differences (Berry, 1997).

Age: Age and integration are linked and it is believed that when a person is young can adopt easier in a new country and environment (Berry, 2001). Many researchers have proved that people who had moved in The United States at their childhood, and as a result had lived longer, there were better adjusted (Faragallah et al., 1997). Another interesting founding is that adolescents usually adopt easier than their parents and there are often many fights among the cultural beliefs of their family and their new country (Sam, 1995). On the contrary, adults have a hard time integrating since it is more difficult for them to engage into a new cultural context, to learn a new language and that can cause to a lot of anxiety (Organista et al., 2003).

Gender: It is believed that gender plays a role to the integration, since many cultural beliefs and the new social context of the hosting country where immigrants and refugees have to adjust can be perceived differently for the both sexes (Berry, 2001). In addition, family roles can change when people move from one country to the other, for instance Korean females when they immigrate to the United States of America they search for different things in their male companionships such as safety, participation in the choirs and other while in Korea that is primarily a responsibility exclusively for women (Lim, 1997).

Level of Education and Socioeconomic Status: According to Berry (1997), the educational level and the accumulation are linked because the education, in general, promotes the skills of problem solving and analysis, it can also provide someone with opportunities to grow, find a well remunerated job and through history immigrants and refugees have the opportunity to deepen into a new culture (Dow & Woolley, 2011). Lastly, a research that was made with refugees from Bosnia indicated that the people who were coming from distant and agricultural areas were not so capable on adjusting into their new environment in comparison with those who were more educated and coming from the cities (Colic-Peisker & Walker, 2003).

Cultural Differences: The cultural differences of two countries usually are referred to the language, history, beliefs and traditions of one's country and those can lead to anger and frustration amongst the individuals who are immigrating (Berry, 1997). A study that was made in France and entailed people who were Muslims and lived in the country, showed that these individuals were socially isolated, did not want to engage into the traditions of their new home and they preferred to maintain their characteristics which led to a poor integration (Croucher, 2006).

Personal Characteristics: In general, personal characteristics are connected to the way an individual chooses to adjust in a new environment (Ramdhonee & Bhowon, 2012). Also, according to the Big-Five model, neurotism, openness to new experiences and agreeableness are linked to the process of integration, the way that someone will choose to adjust and also the stress that might feel during this process (Ramdhonee & Bhowon, 2012).

1.11. Success of immigrants and refugees

According to the World Health Organization (1995), the quality of life is being defined as the perception that a person is having about hi/her place on life, which is linked to one's beliefs, values and cultural characteristics of the society he/she lives in (Dalziel, 2008). The aforementioned are connected to one's personal aims, expectations, interests and concerns (Dalziel, 2008). In Canada, for example, there are many individuals who have immigrated there with their families and managed to overcome the difficulties and obstacles of everyday life and made it into successful entrepreneurs (Dalziel, 2008). It is important to mention that many companies, which we all know today and use their products, such as Yahoo, eBay and others, were all

established by immigrants (Forbes, 2006). Most of the times, everyone who is a capable and successful entrepreneur has a greater chance of becoming the leader of one organization or firm or even found its own while at the same time personality characteristics and social networks can play a determining role in the entire outcome of this endeavor (Baum & Locke, 2004). These characteristics are the need for success (Baum & Locke, 2004), the ability of taking risks when needed and handle any doubts that might appear (Teoh & Foo, 1997) and the passion for one's work (Baum & Locke, 2004). On the contrary, to this success, cultural differences amongst the individuals might influence the outcomes of entrepreneurship (Dalziel, 2008). Now, as far as it comes, to the interaction between people in the field of businesses, their social concerns should be present but not overwhelming to an extent that can damage the success of someone (Granovetter, 2000).

We are living in a period where the economy and social life is rapidly changing and many are the causes of it, like the globalization, the immigration rates, the refugees, the advancement of technology (Amundson et al., 2004). A study made by Amundson et al (2011) wanted to discover the experiences that Chinese immigrants had to face during their adjustment into a new country and their successful integration (Amundson et al., 2011). In addition, this transition into a new country has shown that many individuals are capable of dealing with hard situations (Seligman & Csikszentmihalyi, 2000) and above all that live successful and productive lives (Keyes & Haidt, 2003). So, in this study took part immigrants who had recently landed into their new country but also those have been there for years while some of them had access to employment services during their transition and some did not had such an opportunity (Amundson et al., 2011). This qualitative study used for the collection of the data interviews to explore how those individuals overcame the obstacles and were integrated successfully into the society (Amundson et al., 2011). Moreover, since the immigrants were Chinese, they had the opportunity to answer in English or in their own language, and overall they took part 20 people ten of which were male and the other ten female (Amundson et al., 2011). The participants' age was from 20 to 45 years old with half of them being residents of Canada for more than ten years and being into an employment service program (Amundson et al., 2011). Furthermore, their jobs were either from the health care sector, the technology field, the administration and customer service, the economical sciences, the education area or some other field (Amundson et al., 2011). The interviews with the participants showed that the personality and positive view of life, the skills, the education and their experience into the work environment contributed to their success (Amundson et al., 2011). It is important to note that all the participants indicated that their success at any field was up to them and it was determined by internal resources and not external contributors (Amundson et al., 2011). Lastly, many believed that their knowledge of Chinese helped them evolve in the business industry and pursue better job positions (Amundson et al., 2011).

Based on the aforementioned theoretical background, regarding immigrants and refugees, I thought that this issue is at the center of today's society and there are many opinions and feelings around it (Garton, 2005). More precisely, an increase in the immigration towards Greece began in 1990 as a result of the political change in Balcans which led many people to move into my country for better opportunities (Madianos et al., 2008). To be completely upfront, my country the last years has suffered from a significant amount of people, who due to war or other circumstances, had to enter Greece either in an effort to save themselves and their families, or to move in a different European country seeking a better future (Zimmerman, 2016). The feelings of the citizens of Greece were mixed as the country had to deal with a huge number of foreigners and seemed inadequate to assist them and provide them with what they need (Zimmerman, 2016). What is more, the policies that many countries have implemented so that migrants adjust easily to their new environment and the difficulties around these issues (Larin, 2019), made me want to deepen more in the lives of the people who choose to immigrate into a different country. Furthermore, the assimilation in the new country is inextricably linked to a successful adjustment into the society and with a positive psychological and economical adjustment as well (Berry, 1997). Nonetheless, in an efficient integration the policies, the constitution and the beliefs of the hosting country play a contributing role too (Pavlopoulos & Bezevegkis, 2008). In the epicenter of the current thesis, I will try to deepen into the lives of some individuals, who for different reasons came into my country and managed to overcome the obstacles and succeed in many areas. Throughout the analysis, emphasis will be placed on integration aspects of such people, focusing on integration with respect to finding a job, having access to education and healthcare, while also managing to adjust to the social and cultural norms of the Greek society and be accepted by it. In particular, in this study, I will intent to further analyze the importance and the benefits that migrant integration could have for a country as well as how these people who left their countries handled and overcame the difficulties and later on succeeded in their fields. In addition, I will determine whether this success it belongs solely to the person or if maybe the society has also contributed in this situation while I will give some insights on how governmental policies and authorities can benefit from the inclusion of the immigrants and refugees into the society.

Chapter 2: Methodology

2.1. Participants

In this qualitative study took part four people, of whom two were men and two were women. The age of the participants ranged from 30 to 45 years old and in order to be able to participate in the research all of them should have been working at any field. In addition, all the participants were required to be immigrants or refugees who had come in Greece at any age of their lives and had lived here for a period of at least 15 years. Two of the participants were from Albania, one from Nigeria and one from Serbia while none of them knew the language before arriving here. Lastly, in order to be able to participate, individuals should have been able to speak and interact in the Greek language efficiently and having completed at least five years of Greek lessons.

Table 1. Demographic Characteristics

	Age	Gender	Ethnicity	Nationality	Profession	Native Language	Year of immigration	Status (Immigrant or Refugee)
Participant 1	45	Male	Romanian	Greek	Military	Romanian	1984	Immigrant
Participant 2	40	Female	Albanian	Greek	Economics	Albanian	1995	Immigrant
Participant 3	31	Male	Nigerian	Greek	Athlete	English	2000	Immigrant
Participant 4	42	Female	Serbian	Greek	Nurse	Serbian	1993	Refugee

2.2. Design

In this specific research, a qualitative approach was used for the issue of the success of immigrants and refugees, since it is allowing us to study the individuals and their reactions to the real world (O'relly&Parker, 2013). This approach does not aim to find relationships of causes and results but wants to learn the experiences of the participants from their personal perspective (Byron, 2012). So, this qualitative study was based in the principles of Interpretative Phenomenological Analysis (Byron, 2012). This specific analysis enables the researcher to explore different patterns of the meanings that the participants have given in the topic and then we can organize these patterns into several themes (O'relly&Parker, 2013). Furthermore, the formation of the reality is constituted from two interpretative levels in which the first one is configured by the participants and the second one is formed by the researcher who intends to understand the perspective of the participants (Smith &Obsorn, 2003). It is

becoming understood that the phenomenological approach is the implication of both the researcher and his/her own personal views (Smith & Obsorn, 2003). According to the aforementioned, Interpretative Phenomenological Analysis, is often used in studies with a small sample since it allows a thorough interpretation of the data (Pietkiewicz & Smith, 2012). In particular, in this study I used semi-structured interviews, by using open questions. I chose this type of interview, first for the participant to be able to answer freely and second for me as a researcher to have the opportunity to adjust my questions based on the responses of the individuals (Corbetta, 2003). Moreover, interviews allow the generation of deeply contextual accounts of participants' experiences and their interpretation of them (Schultze, & Avital, 2011) and it is considered as the most suitable in terms of exploring views, beliefs and experiences (Patton, 2002). Lastly, the open questions are very clear and enable the researcher to explore the behaviors, points of views, beliefs and sentiments of the sample (Patton, 2002).

2.3. Procedure

The participants for the research were found through social media (Instagram and Facebook) where I uploaded the theme of the study. Whoever was interested to take part in the study, contacted me through the chat where I thanked them for their interest and asked them their personal details (name, last name, age, email, and telephone number) so that I can communicate with them and arrange a place and time for the interview to be conducted. Due to the Covid-19 situation, some participants were reluctant for a face-to-face interview, so all the interviews were eventually conducted through skype at the time and day that we agreed on. Since the interviews had to be recorded, I asked for their permission and reassured them that this was only for personal use and analysis of the data. The total duration of the interview was about 20 to 25 minutes while all the participants were informed that they could stop the interview whenever they wanted and were free to leave without any consequences. After I took the permission for the recording and I explained the aim of this interview, I started the procedure with my questions. In the end I thanked each one of them for their cooperation and asked them if they had any questions and how they felt during our conversation.

2.4. Interviews

The interviews were constituted from two sections. In the first section of the procedure, the participants were asked about some demographic characteristics (first name, last name, age, occupation, nationality, ethnicity, gender, profession and native language), which are considered questions of intimacy (Isaris & Pourkos, 2015). Then, they were asked when they left their countries and why (refugee or immigrant). The second section of the interview entailed six questions which will be mentioned above.

INTERVIEW QUESTIONS

Section 1:Demography and background questions

- 1) First Name and Last Name
- 2) Nationality and Ethnicity
- 3) Age
- 4) Gender
- 5) Native Language
- 6) Profession
- 7) When did you left your country?
- 8) Why did you leave your country (refugee or immigrant)?

Section 2

- 1) What were your thoughts about Greece before arriving here?
- 2) What difficulties did you had to face in Greece?
- 3) How easily you adjusted into Greece?
- 4) Which factors helped in your integration?
- 5) How did you manage to succeed at your field?
- 6) How do you feel about your success?
- 7) Do you believe that the host country contributed in your achievements?
- 8) How do you think government authorities could help in order for you an them to be benefited?

2.5. Analysis of the data

During the collection of the data and later on, in the transcription of the interviews the code and basic principles of ethics were observed according to the instructions of the British Psychological Society (Morrow, 2005). More precisely, the fact that the participation on this study was voluntary was pointed out to all the participants as well as it was noted that they had every right to terminate the interview for any reason without facing any negative consequences. In addition, after the completion of the interview the email and number of the researcher was given to the participants in case, they wanted to ask further questions about the study and its results. Moreover, they were informed that their personal information will remain confidential and their names will not be used for any reason in this study.

For the analysis of the interviews, the thematic analysis was used (Braun & Clarke, 2006). The steps that were followed were the familiarization with data, the codification of the data, the search of the possible subjects, the overview of the subjects that were found, the naming of the subjects and finally, the writing of the results (Isaris & Pourkos, 2015).

Chapter 3: Findings

3.1. Thematic Analysis

For the purposes of Interpretative Phenomenological Analysis the researcher after the transcription of the interviews of the four participants and the repeatedly reading of the material, moved forward to the coding of the answers. Then, the researcher created a board with two columns were in the left were listed the questions and the answers of the interview while in the right were given the basic codes of the meaning with central words and phrases. After the initial coding a second one, the thematic analysis occurred by using the horizontal coding. In this process of coding, I collected the codes from the data and I grouped based on their common elements. On top of that, I followed the principles of Yardley (2000) which included the sensitivity in the meaning of the context, the commitment, stringency, transparency, cohesion, influence and significance (Yardley, 2000). The issues that arise from the interview are discussed in one interpretive frame with data narrative, because I used the words from the participants exactly as they were in order to achieve more immediacy in the results. In the table above are presented the main categories of the thematic analysis.

Table 2. Main Categories

<u>Thematic Categories</u>	<u>Contents</u>
Factors in Pre-Immigration	Age, Gender, Nationality, Ethnicity, Profession, Native Language, Year of Immigration, Reason of Immigration
Integration	Thoughts about Greece, Difficulties, Adjust, Factors that helped in the adaptation
Success	Ways of success, feelings and the host country
Government authorities	Role in success, assistance and contributions for immigrants and refugees

As it becomes evident from the above table, the first theme was “Factors in Pre-Immigration”, which referred to the factors that led participants in migrating to Greece. In the particular theme, the information that participants provided about their age, gender, nationality and other demographic characteristics were also included. In the second theme, “Integration”, participants were asked to provide their perceptions about Greece before coming to the country and during their acculturation and overall integration phase, the difficulties they faced regarding various aspects of their integration, how they managed to adjust in the Greek society and what were the personal and country-specific factors that helped them in their adaptation. The third main theme formed by participants’ responses was “success”, the theme referring to participants’ responses regarding what participants managed to achieve in Greece, mainly as far as their employment status and occupational achievements are concerned. Further, participants also referred to their perceptions of whether what they achieved in Greece was a success attributed to moving from their country to Greece. With respect to the last theme, “government authorities”, this included participants’ responses with respect to how they perceived Greek authorities with respect to providing the framework and conditions for immigrants and refugees to get successfully integrated into the Greek society.

3.2. Factors in Pre-Immigration

It was very interesting to identify the factors and motives that led into the immigration of the four participants. The first participant mentioned:

At the age of seven, my parents decided that it would be better to move into a new country. I was very young to understand the reasons that my family wanted to leave and very sad and angry. The decision was made because both my father and my mother were unemployed for a long time and they thought that Greece was offering more opportunities for work (Participant 1, 45 years old).

The second participant said:

I was thirteen when I came with my two parents and two brothers in Greece. I did not want to leave my country since all my friends and relatives were there and it was very stressful at that moment. We had already some friends in Greece who had found good jobs and offered to help my parents. So, my father thought that we could have a better future there (Participant 2, 40 years old).

The third participant mentioned:

I think I was around 9 years old... Yes it was my birthday and my parents told me they had some great news. My dad was saving money, doing whatever job he could possibly do in order to leave from Nigeria...So, in my birthday my parents told me that we would try to go to Greece since the situation was better there. We lived into

poverty in Nigeria so I was happy that we were going into a new country (Participant 3, 31 years old).

The fourth participant noted:

I was twelve and my parents were already in Greece in order to find a job so I was living with my grandmother back in Serbia and when my parents were settled we would move there. I was not excited to leave my friends but my parents told me that I would love Greece and that things would be so better there (Participant 4, 42 years old).

As it is becoming understood from all the four interviews, all the participants moved in Greece during their childhood. In addition, all of them immigrated in a different country with their family in because their parents were trying to find and provide their children with a better future and more opportunities. Lastly, some of the participants had already some people they knew and had moved in Greece for some of these reasons. There are three main conclusions that can be derived from participants' responses in this section. The first is that all immigrants of the sample migrated to Greece at their childhood, following the decision made by their parents. The second is that, as mentioned above, the main motive of their parents was mainly financial, in the sense that they perceived Greece as a country in which they would find better job and – thus – financial opportunities for themselves and their children. The third is that the financial motive was the dominant motive for immigration, mainly because of the low socio-economic status of the families of participants. Regarding age, following the theoretical framework developed by Berry (2001), as well as that of Sam (1995), when people migrate to a foreign country at a smaller age, they have more chances to be successfully and more easily integrated in this country. Therefore, if the research stopped here, then it would be rational to assume that research participants must have found it easier to integrate to Greece, when compared with their parents. Regarding economic motives and socio-economic status, the findings of the research at this section totally verify the theoretical framework developed by Berry (1997), it is mainly the families of lower socio-economic status that choose to migrate, as a means of residing in a new country that shall give them the potential to increase their income and improve their socio-economic status and overall living standards.

3.3 Integration

General expectation before moving to Greece: The perceptions of people about Greece can influence both the way and the time that someone needs to be adjusted in the new environment. During the four interviews with all the four participants it became clear that as kids they were not aware of the cultural differences that existed between their origin country and Greece. The main characteristic that they all seemed to know about Greece was its good weather and the hot during the summer time. In particular the first participant mentioned:

My parents were presenting me Greece as the ideal place for someone to live and grow in. I was very young to know anything else...I had just started going to school in Romania so I was not aware back then for the differences in terms of culture. I only knew that we were going to a place very sunny and hot...(Participant 1, 45 years old).

The second participant noted:

I was negative in the whole moving thing as I mentioned before. Greece was very close to Albania but I had never visited it. I knew a little bit of the Greek history but I had never thought about cultural differences. For me Greece was what my parents told me...a better place to live with more opportunities, less poverty and a lot of heat and good climate(Participant 2, 40 years old).

The third participant said:

Basically what my parents told me was that Greece had wealth and that we would not had to live in poverty anymore....and that the climate was excellent and warm like Nigeria. I had never heard about the history of Greece and Greece in general, but my parents reassured me that there are a lot of people from Nigeria there and that I would make new friends (Participant 3, 31 years old).

The fourth participant mentioned:

I had no expectations regarding Greece...I knew a little bit about the ancient history and that was it. I was not aware about the difficulties that immigrating would have in me ...I was excited because I had not seen my parents for 3 years but at the same time I did not want to leave my friends either. My parents were telling me all this time that Greece is beautiful and very sunny and that I will feel better there (Participant 4, 42 years old).

Identifying what immigrants thought about Greece is highly important for better understanding the integration process. As a result, these perceptions can make us see what the factors that can lead someone to immigrate are and how the aforementioned will assist anyone in adjusting into an environment. So, the participants were not aware of the cultural differences that they would have to face during their staying Greece which made it harder for them to accumulate and engage into any context. As it was analyzed in the previous section, this also definitely has to do with age, in the sense that when participants migrated to Greece, they were children, thereby being motivated by simpler things than their parents and basically following the advice and descriptions of their parents. On the other hand, the second and fourth participants that were 12 and 13 years old respectively, had some knowledge, at least of the history of Greece, which enabled them to adjust and realize many aspects of the Greek culture easier than the others. This is consistent with the analysis of Dalziel (2008), as well as the framework developed by Anagnostou (2019), based on which it is easier for immigrants to get integrated into a new foreign country, when they know

some things about this country and mainly when they have positive expectations and perceptions of this country.

Difficulties faced in the host country and adaptation: During the data collection and through the entire process of the interviews it became understood that all of the participants faced the same difficulties when they reached to Greece. The most difficult part for all of them was by far to learn the Greek language which felt an extremely challenging task for all of them. Following this, the social support played an important role as well, along with the prejudices and beliefs of the people they lived close by. All of them felt that a successful integration meant to have very good skills, in terms of the language and to have social support far from racist behaviors whereas a non successful adaptation was connected to poor skills in language, lack of social support and many experiences of racism and discrimination. The interviews showed that when someone cannot handle the Greek language has less self-confidence in interacting with the host population. Thus, the lack of social support leads to social isolation and feelings of sadness, while the perceiving prejudices was found as something to be expected from the participants and had as a result social isolation and lack of self-esteem.

Greek Language: So, the participants considered the Greek language very hard to learn and at the beginning of their arrival they all felt lack of self-confidence since they could not communicate with the locals and express what they wanted since they could not yet speak in Greek. This caused a further pressure and a bigger effort to learn the language faster. More precisely the first participant mentioned:

When I first arrived in Greece I did not know a single word and neither where my parents, so it was very hard to communicate with the locals even for our basic needs. It became a necessity to learn the language so that to be able to ask for what we wanted. It was easier for me to learn the language than it was for my parents....but it was very hard at first and since I could not interact with anyone I felt completely without any self-confidence and excluded (Participant 1, 45 years old).

The second participant said:

Well, no one from my family knew the language and we could not communicate with anyone which led to me feeling very weird because I could not at first meet anyone since I did not know the language. Fortunately, we had friends there to whom we stayed at first so it was easier this way until we got to know the language (Participant 2, 40 years old).

The third participant noted:

The Greek language was very hard, especially for my parents....I was young so I could learn faster than them but at the beginning it was scary...I mean you are in a different country and you cannot even ask for bread in Greek...And it was not like

now that everyone knows English. I felt alone and did not have any self-confidence, you know...to get out there and meet people. It became easier when I started learning Greek (Participant 3, 31 years old).

The fourth participant mentioned:

It is hard to learn a new language from scratch at 12 years old. Thankfully, my parents were already three years in Greece so they had learned well enough the language to be able to communicate since they were working there. For me it was hard...it is an extremely difficult language and I felt excluded since I could not meet anyone and I did not had the confidence to make any friends since I could not speak in Greek ye (Participant 4, 42 years old).

The above findings regarding language comes in mere contrast with what was analyzed before regarding the role of age. Indeed, even if participants were at their childhood, when they migrated to Greece, they still found it difficult to learn and get used to speaking and writing the Greek language. This is a normal difficulty for the immigrants of the research sample to have faced, if the analysis of Berry & Sam (2006) and Leontitsis et al. (2020) are taken into account, according to which language is one of the most major integration-related challenges and obstacles that immigrants have to face, once they move to reside in a foreign country.

Social Support: The interviews showed that the participants preferred to be associated with people who were from the same countries and had immigrated as well because they were feeling more secure and they could exchange information about living in Greece and communicate in their native languages. It is not odd the fact that people who immigrate to a new country seek help from other families and friends who already there or from people with the same background as them in order to adopt more easily. So, the support from the family and other immigrants is helping the integration process. More specifically the first participant said:

Well, social support is important. When you come to a country which language you do not know it is scary so it was great that we found people from Romania who where in Greece before us...you know it is helpful and you feel like home. You feel less lonely and they helped us adjust...Like finding a place to live or a job or anything...(Participant 1, 45 years old).

The second participant mentioned:

We had already friends in Greece so it was easier for us than other people...I guess... I mean we were going to a strange country and we did not had anything, absolutely anything. So, being able to communicate and share common experiences it was really helpful. You feel less alone, like you can count on someone who had the same experiences as you and you can adjust more easily to a new environment (Participant 2, 40 years old).

The third participant noted:

I think social support is everything...you know what I mean. It is scary not being able to communicate so when you find someone from your ethnic group that you can talk it is so much better, in terms of integration. Those people had the same backgrounds with us...and it was scary for them as well at the beginning...They wanted to help and that make the adjustment easier and more comfortable (Participant 3, 31 years old).

The fourth participant said:

I think social support plays an important role in the adaptation and it is one of the difficulties that I had face... My parents were already in Greece but I was not so, I tried to find someone to whom I could talk...that was my age I mean. Certainly friends of my parents who were from Serbia as well contributed to me feeling less lonely and to adjust more quickly to my new home but when I found friends at my age from Serbia who could relate to me everything became better (Participant 4, 42 years old).

Based on the above findings, social support was found to be a very important factor of participants, as far as their integration in Greece is concerned. This finding is consistent with the analysis provided by Shovkovyy (2020), according to which social support is one of the most major factors that determine the level and time of immigrants' integration in the host country.

Prejudice and racism: When arriving into a new country there is many people who do not have positive feelings towards immigrants and who do not understand them and are very suspicious in their intentions. These behaviors surely can have a negative impact on the process of integration. Through the interviews, all of the participants had come in contact with some racist behavior either it was an action or just words that were aim to insult. In addition, some of the participants mentioned that even though they had faced such an experience at the time, they could not fully understand it. In particular, the first participant noted:

I was a little bit older like around nine years old when I had went to a store to buy milk for my home. I could understand Greek better than I could talk and someone said to the employee of the store: "Be careful, he might have stolen something." At the moment I did not fully comprehend why he said something like that...it was much later when I started understanding what that meant and why it was said (Participant 1, 45 years old).

The second participant said:

I was from Albania as you know...I was aware of the whole racism thing since we had already friends there who had informed us for some of their experiences. Thankfully enough, I had no such experience neither at my school or anywhere else...But I did

have friends from Albania who had experience mostly word insults about our country (Participant 2 40 years old).

The third participant mentioned:

It was hard for me to adopt when everyone around me were looking at me differently because of the color of my skin...I think it is hard for black people to adjust efficiently. I tried hard not to pay attention to all the comments in the streets or at school but it was just not that easy...(Participant 3, 31 years old).

The fourth participant noted:

Another difficulty is the racism and what people think of you...Fortunately, I never had to face something like that...people were very welcoming which was interesting since my parents had faced some sort of racist behaviors when they moved there (Participant 4, 42 years old).

It is obvious that the host country is, sometimes, discriminating against other cultures and people and have some stereotypes based on what we heard from the interviews. The color, the cultural identity, the religion can all be a reason for racist behaviors to occur that can make the process of integration extremely challenging. This has also been the case of the participants in this research, or for people they know. Indeed, also taking into account the analysis of Leontitsis et al. (2020), not being subject to social prejudice and stereotypes is another facet of social support that immigrants shall be subject to, as a means of getting successfully and quickly integrated to their host country. Of course, verifying the analysis that was held about Greece in the first chapter of this dissertation, more or less research participants faced a welcoming climate on average in Greece, which helped them in getting integrated to the country more easily.

3.4. Success

Success was defined by all the participants as the ability to find a job they love and evolve in it. So, a job with sufficient earnings that people are interested in and can further evolve in their workplace and succeed is considered very important. All of the participants implied, that at the beginning it was very hard to even find a job but that they never give up and with their skills and consistent effort they managed to fulfill their dreams and feel successful and content with their selves. The first participant said:

Be in the military was a dream I had since a boy it came true...not that easily of course. I have to try extremely hard to be accepted and to maintain my position let alone evolve in this field...it took years of hard work and commitment but at least now I have achieved all my goals...My parents were my inspiration and what kept me motivated..I mean they managed to leave their country and create something here so that I could have a future...I feel proud that an immigrant from Romania managed to

do that and now I am very happy to be a member of the Greek army (Participant 1, 45 years old).

The second participant mentioned:

I am an economist now but I did not always know what I wanted to do...from a very young age I was reading about the economy Greece and other countries and I had an aptitude for this field. So, I took the exams and I made it into the University of Athens in the field of economics and I was really good at it...My parents were always saying that I can do whatever I want to, if I wanted it enough so I thank the, for my success. That opened many doors for me and now I am so happy and proud that I have excelled in the field (Participant 2, 40 Years old).

The third participant said:

I am not going to say much...I was black and that was a problem. Believe I did not have a fancy dream not then,not ever. But I was always good in basketball and I am tall as you can see... My father was the one who insisted on becoming an athlete... It was his dream but he could not do it back in Nigeria and wanted something good for me. The ball was in my hands since forever and someone saw me play one day and offered me a job as a professional player in a team in Athens. So, I went...and even though at first I was excluded then I was one of the best. I could not have asked for anything else. That was my passion but I did not know it then, so I have to thank my dad who kept me motivated...I am very proud of what I have achieved (Participant3, 32 years old).

The fourth participant noted:

I always wanted to take care of people and my dream job was to become a nurse...So, I was working while I was studying in college in order to be able to complete my studies and until I could found a job...My parents had helped me enough and my grandmother was a nurse back in Serbia so, I was really close to her and wanted to be her. She was my inspiration and her example follows me still. I think I was lucky because I got into a public hospital right after I finished my studies. I was able to evolve a lot and now I am working to a private hospital. I am so proud that I made it (Participant 4, 42 years old).

It is obvious that all the participants define success as the success at a professional level and all of them made it with hard work into the field they were interested in. Also, it should be mentioned that, for all of them, the members of their family kept them motivated them and assist them into pursuing a career in the job of their dreams. So, apparently family played an important role to the success of the sample. Lastly, all of them seem to be happy in their current workplace environment and very proud of them for achieving. It follows from the above that it becomes evident from research findings that it is again economic factors that determine not only the decision of people to migrate to a new country, but also the level at which they are integrated

there and the level at which they perceive their overall immigration and integration as successful. The above findings were expected, if the research findings of Amundson et al. (2011) and Berry (1997) are taken into consideration, based on which immigrants in general consider their immigration and integration as successful, when this immigration is associated with higher professional and economic potential and prospects. The above are the two dimensions that research participants also took into account, when they evaluated the level of success of their integration.

3.5. Government Authorities

It is very interesting the fact that not one of the participants indicated that the host country helped them achieve in their field. If anything they mentioned that it made their life harder and their future more uncertain. In addition, they had many ideas on how the government authorities could help immigrants and refugees in order for both sides to be benefited. The first participant mentioned:

I do not think that the host country assisted me in achieving... Sure there were more opportunities in Greece but not for immigrants like myself. People were always looking at me with suspicion and I worked hard in order to succeed so no I do not think that the host country helped me...What the governments do not understand, and I think that's a big problem is that we can help them evolve. We are not a burden, you know...We have skills, we worked hard to make a life here, a better one at least and we love this country. So, if the governments provided us with at least some funding and more lenient legislation that would help both sides (Participant 1, 45 years old).

The second participant said:

Well, the success is all mine and my parents who they never let me give up. It does not belong to the country...I could have done it in another country too. I studied hard to achieve and that effort is all mine...No one else had faith in me because I was from Albania so, no...The government could use as in the workplace environment more and help us through our efforts to educate ourselves. I mean at the beginning I was the last one that got picked in a job because of my origin...That is not fair... They should change that... I do not know how...maybe the legislation and the control need to be stricter (Participant 2, 40 years old).

The third participant noted:

I was form Nigeria, I had a different color I don't think the country helped me...I mean I didn't even helped me, my father was the one who made this happen for me so the success really is all his not mine.. I thank him for keeping me motivated and wanting for me a better future...I don't know...The government should do something, but I am not sure they can...I think the legislation should be altered...The color of your skin should not be a reason for not getting a job...We are working hard and we are capable of helping this country grow and change (Participant 3, 31 years old).

The fourth participant said:

This country allowed me and my family to live here but it did not help in my success. If nothing, life here is hard for immigrants because there is no equality and not everyone has the same chances for a job. It was my family who kept me motivated and very hard work on my behalf...The governments should include us in this country and they should make some form of legislation about equality and immigrants or at least make sure that we are not discriminated because of our origin...I am here my entire life and I love taking care of the patients of this country (Participant 4, 42 years old).

So, as it becoming clear from the interviews, all the participants felt that their success belonged to them and their families and that the host country was not helpful and did not assist them in achieving. In addition all the individuals suggested a new legislation form that will include them in having the same chances as everyone else, since many mentioned that they were always excluded from a job because of their origin. Lastly, the implementation of such laws should be controlled as many ignore the laws. The above contradicts the theoretical analysis of Anagnostou (2016), who suggests that all associated parties of the Greek state closely cooperate towards successfully integrating the thousands of immigrants that the country hosts on a historical basis. Based on the same analysis, since many cities around Greece are having an increasing number of refugees and immigrants, it is imperative that the state provides and helps them in their education, in any health issues they might have, in their accommodation and in the preservation of the local elements. The above are not highly verified by the participants in this research.

Chapter 4: Discussion

In this qualitative study the aim was to talk about the success of immigrants and refugees in Greece. More specifically, the study referred to the importance of migrant integration and any kind of success, those individuals achieved, within extreme difficult conditions as well as it took into consideration what were the stimuli and motivations that helped to thrive. Subsequently, it identified whether the success belongs only to the individuals or if the host country contributed to it as well and lastly it provided arguments regarding how governmental authorities and host countries could benefit by helping refugees and immigrants. In order to be able to understand better the term of Success, which participants perceived as succeeding in the workplace environment, we had to discover the difficulties that those individuals had faced in Greece after they immigrated here, what thoughts had before arriving and how the integration process occurred. Subsequently, we had to see if this success was belonging to the individuals alone or if Greece had helped in that and what governmental authorities should do in order for both side to be benefited from the immigration. The results showed that all the participants had little knowledge about Greece before they moved here and they all faced some difficulties regarding their integration which entailed the language, the lack of social support and the racism. Moreover, the success at any workplace environment was considered, from all the participants, as an achievement which belonged to them and their families while everyone recommended that governmental authorities could benefit from them and must take actions.

Before the immigration process the basic motives for the participants to move where economical reasons and the fact that their parents were trying to escape poverty and provide them with a better future and more opportunities in every level. It has been proven that the people who are willing to immigrate are experiencing less emotional problems than those who do not want to and are being forced due to specific circumstances (Sam & Berry, 2006). As it appeared from the study the participants, did not know many things about Greece before they come here and their perceptions about this country was based on what their parents told them. In addition, the entire sample decided to move into Greece due to country's economical advancement at that period of time which after the year 1974 was considered the most developed host country (Kassimis & Papadopoulos, 2005). So, Greece was considered as a beneficial environment which made people hopeful that they would make a better life there (Kassimis & Papadopoulos, 2005).

The last two decades due to the upward trend of immigration, many people are crossing the borders of European countries, especially from the third world countries, and thus has caused the rise of many integration policies that aim to include all of these people into their host country (Alexander, 2007). European Union does not have a policy of its own that all countries have to implement, but each country has the ability to implement the policies that considers important and efficient (Gregurovic & Zuparic-Iljic, 2018). Nonetheless, these policies differ from one

another based on the social and political system of each country, the values and cultural beliefs as well as from the country of origin of the majority of immigrants and refugees (Gregurovic & Zuparic-Iljic, 2018). So, many individuals in the study mentioned that the knowledge of the new language was one of the things that made their integration even harder. Undoubtedly, many immigrants and refugees in order to be able to adjust in their new environment and the society they live in find it necessary although hard sometimes to learn the language of the host country so, that they will not be isolated and excluded from the social contexts and everyday activities (Kukulaska-Hulme et al., 2015). In addition, sometimes people have to move to a country where the language is not so familiar or used in a national level, so that adds an additional obstacle for them (Bradley et al., 2017). All in all, the knowledge of a country's language and its cultural sides of interaction can assist immigrants to integrate in a shorter amount of time (Roth & Aslud, 2006).

Now, when it comes to social support many individuals said that it facilitated their integration in their new country and especially the interaction with people who had passed through the same experience as them, before. It has been found that the social support is very important throughout the entire transition process for both immigrants and refugees (Putman, 2007). This is supported by the fact that the social interaction amongst immigrants and other groups of people can make us comprehend better the reasons of immigration and how these individuals experience this challenging procedure (Castles & Miller, 2003). A very interesting research made by Putman (2007) mentioned that when people from one country live close with others of difficult cultural environments that enhances the feelings of distrust and the suspiciousness (Putman, 2007). In addition, his research showed that American natives, who lived in neighborhoods with people of a different background, could not trust them but also and those who had the similar traits with them (Putman, 2007). So, for immigrants and refugees, social networks are highly important, since those provide them with emotional support, security and guidance towards the integration and assimilation process (Burholt et al., 2017).

Two of the participants had some experience of racism towards them while the other two even though they had not come personally confront something like that they had acquaintances that had been implicated in a situation like this. Unfortunately, when people are forced or even willing to immigrate into a different country of their origin, the society they enter has the ability to make their settlement easier or to make it difficult for them (Water & Kasinitz, 2014). In all over Europe, immigration has caused many people in the host countries to act with violent behaviors towards these people and aggression (Rodríguez Maeso & Araújo, 2017). Even in Greece, the attitudes towards immigrants and refugees is not characterized by equality since those people are using being excluded and isolated from the social life and networks are facing many injustices towards the workplace environment (Leontitsis et al., 2020).

On the other hand, success was defined as the ability for someone to elevate and evolve and the workplace context. All of the participants mentioned that it was very

hard at the beginning and it took a lot of work since there were many injustices, concerning origin, while being selected for a job. In spite of the skills, qualifications and educational level immigrants and refugees are still treated as a minority in the workplace environment (World Bank, 2015). So, these individuals are often facing many injustices in their jobs and are treated as being less qualified for the job, even though they're not, just because they are coming from a different cultural context (Bingelli et al., 2013). Thankfully, all the participants managed to excel in their field of interest after a lot of hard work and with the motivation and support that they had from their families. In any case, although the research questions of the study referred to success in any field of interest, such as in the workplace, in education, in access to healthcare etc, research participants mostly focused on the work-related elements of immigration. This shows that the primary reason for immigrants to move to a new host country is to find a new job and – obviously – earn higher salaries to live a better life. At the same time, it seems, at least for the four participants of the sample, that successful integration of immigrants to host countries starts from successful integration in the workplace. If such integration is enhanced, then immigrants seem to have better psychology to do their best to start integrating in their new society also from a social and cultural perspective.

Furthermore, not one of the participants considered the host country as a factor that had contributed to their success and it was pointed out that governmental authorities must take action about the inequalities at many fields and include them in every context of the everyday life. It is undeniable the fact that Greece has tried over the years to make laws that will promote the inclusion and equality of immigrants and refugees in many contexts, but as far as it come to the workplace environment it can do better. For example the law 2910/2001 tries to enhance the social inclusion of the immigrants and entails among other the equality in work rights between the Greek natives and the immigrants (Sole, 2004). Unfortunately, this law failed to acknowledge any of the fundamental human and social rights (Sole, 2004). Therefore, it becomes evident from research findings that immigrants face difficulties in Greek workplaces, which are not workplaces that have been designed to welcome and integrate people belonging to other race or ethnic groups. It is true that with the exception of some – only a few actually – multinational corporations in Greece, most companies in the country are set with respect to Greek culture and habits, despite the overall increasing exporting activity that Greek corporations have been reporting for over a decade now.

Last but not least, research findings highlight the huge need for Greek governments and the state as a whole to design and develop a society that is friendlier to immigrants and actually gives them the ability to integrate in the society more easily and quickly. Towards this end, it is first of all important for the country's authorities to promote the use of the English language to the maximum possible extent, especially as far as public services are concerned. This shall create an overall multinational climate in the country, getting Greeks to start thinking more

multinational, as well as that they live and work in a country that is host to other racial and ethnic groups as well, a condition to which they shall also get used to. Further to the above, it is also important for the Greek state to create public services that shall specialize on the support of immigrants, helping them to deal with any difficulty they may face at an administrative level, while also offering psychological support service to those immigrants in need for help in integrating to the Greek society. A more difficult – though very interesting and hopeful – measure to be taken by the Greek government would be to make it compulsory for all enterprises operating in the country to employ immigrants at a certain percent of their total workforce. The corresponding ministry could develop a pool of candidates, from which all Greek companies could choose immigrant employees based on their requirements. This would help immigrants in finding the job of their preference, thereby dealing with a major difficulty they face when they come to Greece, while at the same time also creating a gradually more international labour market. In turn, this shall also create a more international society, which on the one hand shall keep on respecting Greek traditions and on the other shall make it easier for immigrants to integrate in the country and succeed in the fields of their interest.

Chapter 5: Limitations and Suggestions

5.1. Limitations

In this qualitative study there are some limitations with the first one being that even though as a researcher I tried to include a heterogeneous sample so as for the results to be able to generalize at main population, this cannot happen. First of all, the political and social context of Greece can differ from that of other European countries and by extension that leads to a restriction in the generalization of the results. In addition, the sample of the study was from Albania, Serbia, Romania and Nigeria but due to war and other situations there are immigrants and refugees from many other countries here in Greece who might have a different experience in the entire topic of integration and success. Furthermore, the sample was formed by only four participants which can be considered small for the needs of the research, while at the same time the fact that all the interviews were conducted online, through Skype, due to the Covid-19 situation can be considered as a limitation despite the fact that this factor did not seem to play a negative role in the procedure. On the contrary, it has been found that video calls have a negative effect on a research since if the participant feels uncomfortable or experience intense feelings the researcher has not the ability to comfort them at the specific moment (Sedgwick & Spiers, 2009). Thus, the use of a video camera is not always welcomed from the participants and some of them prefer to have it closed (Deakin & Wakefield, 2014) with the researcher telling them that there is no problem to keep it close if they want too. Fortunately, all the participants agreed on having it open. Last but not least, the sample comprised of participants that had all been brought to Greece as immigrants by their parents, when they were kids, thereby not being able to choose whether they wanted to migrate or not, while on the other hand having the ability to grow and develop in the Greek social and education system. Future researchers could conduct the same research with immigrants that chose or were forced to migrate to Greece at a later age, preferably in adulthood, as a means of examining their perceptions of success, as well as their experiences in terms of trying to get integrated to the Greek society and culture, while having grown and developed in a different cultural and social environment.

5.2. Contribution of the study

The contribution of this research is that it analyzes and explores different matters regarding immigrants and refugees who have previously been explored separately by other studies as well. This study aims, through the personal experiences of sever individuals who have immigrated in Greece in the previous years, to identify what success means to them, what motivated them into achieving and what were the difficulties they had to come across during their settlement in Greece. In addition, this study tried to explore how immigrants felt about their success and if they believed that the host country had contributed in that. After a search in bibliography it was not found another research and study that had explored this issue from all the aforementioned aspects and to locate this subject into the social, political and cultural

context of Greece. In the aforementioned study all the participants answered to questions about the reasons that led them and their families to immigrate in Greece, what were their perceptions about the country before moving and difficulties they had to face here. Furthermore, they responded to questions about their success and their feelings towards it as well as what kept them motivated and if Greece provided them with any assistance during their efforts. Lastly, they talked about governmental authorities and their contributions.

5.3. Future studies

Concerning future studies and researches about this topic, I highly recommend the conduction of a quantitative study about the success of immigrants and refugees and not just in Greece. Thus, it is suggested that the topic of success in the professional level be investigated and be immigrants and refugees that have moved in Greece after the economical crisis began which might show a completely different aspect of this topic and highlight more difficulties. Furthermore, studies about the assistance of the governmental authorities and other organizations in Greece and other countries should be further explored. Lastly, another research should aim to explore the feelings towards immigration of the local people in comparison with those of refugees and immigrants.

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