THE SOCIAL ANCHORS AND SOCIAL CAPITAL PERSPECTIVES OF EXPLAINING ALBANIAN IMMIGRANT'S PROBLEMS OF SOCIAL INTEGRATION IN GERMANY

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ABSTRACT. This paper explores the process of social integration of Albanian immigrants in Germany using a quality approach, based on literature review and in-depth interviews. Drawing on sociological concepts of social anchor and social capital, the study analyzes the challenges and opportunities migrants face during this process. Through the cross-thematic analysis it is found that the migrant interviewed resulted to experience difficulties in getting ties with German natives or even to keep strong networks with Albanians. Regarding literature review, this means they have built weak social capital and social anchors, that produces difficulties in their economic, socio-cultural and legal integration process. Among the strongest challenges of integration were language barriers, the process of equipping curricula, cultural gap between Albania and Germany, high level of bureaucracy in institutions and non-participation of migrants in organized Albanian or German groups. While opportunities that facilitate integration resulted in support from Albanian employment networks, social ties with other communities for economic and social growth, high levels of trust in German institutions and meritocracy, German pro-migrant state policy and opportunities for inclusion in the education system or vocational training and lack of perceived discrimination regarding their ethnic origin. They mainly experienced discrimination due to the perception of Albanian immigrants as poor non-European immigrants, hot-blooded Balkans or Eastern Muslims. The findings show that social connections, community support and integration policy play an essential role in the success of integration.

Keywords: social anchors, social capital, integration, Albanian immigrants, challenges.

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Introduction

The social integration of immigrants into host societies is a priority of the 2030 Agenda for Sustainable Development and a political priority of many states (United Nations, 2015). According to Guido Baglioni, social integration is linked to a long-term perspective combined with attention to key areas developments like social mobility, mixed marriage, housing, social networks, links to country of origin and differences between time periods (Lucassen et al., 2006: 15). Esser relates social integration with inclusion or exclusion of actors in an existing social system and the equal or unequal distribution resulting from ethnic origin (Esser 2006: 7). The increased flow of migrants and diversity have been accompanied by strict immigration rules, especially for non-European migrants, with the decline of multiculturalism policies, a shift towards an assimilation approach and growing anti-immigrant backlash.

Albanian immigrants are a category of non-European immigrants to be studied in this work related to the relevant social integration processes in Germany. Albania ranks as one of the countries with the highest emigrating figures due to security, economic, political and social factors. The Albanian immigrant community is scattered in Western and Eastern Europe, the United States, and beyond. According to the INSTAT official data, in 2011 were found to live outside the borders 1.4-1.5 million Albanian immigrants, while in 2018 there were 509 521 ones, 10% of whom resulted to live in Germany (INSTAT, 2020: 4-9). After 2015, especially after the Covid-19 post pandemic period, Germany was ranked as one of the most selected destinations of Albanians, with an upward trend from 1.3 percent to 4.2 percent between 2017-2019 (INSTAT, 2020: 15).

The assessment of social capital, as part of the global integration promotion and the Policy makers agendas, is an immediate need of states (Contucci and Sandell, 2015: 1272). Theoretical data analysis suggests that there are differences through integration processes due to social networks regulating social integration and which are lacking in formal integration of the labor market. When the effects of social networks are present, the progress of integration is seriously delayed with the rise of immigration. The purpose of this paper is to analyze the challenges and opportunities of social integration of Albanian immigrants in Germany, through social capital and social anchors assessment. More widely, there will be evaluated social anchors in integration processes; the impact of social capital in the construction of support networks; the main challenges faced by Albanian immigrants in Germany and the opportunities offered by the host institutions and society for facilitating integration.

Methodology

In order to accomplish this paper work, there are used quality methods, based on literature research, including sociological perspectives and official statistics, and twenty-five in-depth interviews with Albanian immigrants who lives in Germany. Their experience will be evaluated through variables of social anchor and social capital, crossed with demographic variables and those of economic, socio-cultural and political-legal integration variables.

There are selected twenty-five long-term Albanian immigrants who leave in Germany. Five of them have emigrated in Germany in the years 1990-2000, five others in the years 2000-2013 and fifteen of them have emigrated from 2014 and onwards. The sample of Albanian immigrants is chosen by referring diversity criteria of age, gender, duration, residential area and economic status. The more diversity the categories of immigrants, the more diversity opinions about their social integration problems and challenges. Fifteen of the migrants interviewed are female and the other part are male. Nine of the twenty-five migrants interviewed or 36 percent were less educated and with low-skilled jobs (public services, construction, cleaning) while sixteen migrants interviewed or 64 percent were high educated, performed skilled jobs, according to the field of study and profession. Six of those had completed higher education in Germany.

The variables used in the interview questionnaire to assess integration challenges and opportunities are:

Independent variables (that help explain the level of social integration of immigrants):

1. Social anchor, to evaluate contact with family and friends in Albania; emotional support from the Albanian diaspora in Germany; participation in Albanian organizations or communities and communication with the Albanian social network).

2. Social capital, to evaluate links to native Germans and other communities; support from formal and informal networks like social groups, non-governmental organizations; participation in local cultural and social activities; level of trust in German institutions.

Dependent Variables (show how integrated an Albanian immigrant is in Germany).

1. Economic Integration, used to evaluate employment status, professional qualifications and knowledge, knowledge of the economic system and career opportunities.

2. Social and cultural integration, used to evaluate level of knowledge of German language, social connections with locals; participation in local events and community activities and sense of belonging and social identity

3. Political and legal integration, used to evaluate status of residence permit; participation in the vote and political engagement, perception on discrimination and legal equality

Demographic variables, used to analyze whether such factors affect integration changes, like age, gender, education, duration of stay in Germany, marital status, motivation of emigration.

The purpose is to analyze the Albanian immigrants' social connections with the country of origin (social anchor) and the host community (social capital), crossed with the other variables, in order to respond to the research question: *What are the Albanians immigrant challenges and opportunities of integration in Germany?*

Thematic analysis of in-depth interviews data, integrated with research literature facts, is used to identify the Albanian immigrant's social integration problems. The quality information is then categorized in challenges and opportunities of social integration processes and the appropriate measures recommended. In-depth interviews were realized in 2 ways: by direct meeting and talking with emigrants and by online meeting and talking with emigrants. The interview's model was semi-structured and its duration was approximately one hour.

Sociological perspectives of social integration

The study of social integration and its effects on immigrants' integration processes, their health and well-being has been at the center of sociological theories and research. Among the earliest is Emile Durkheim on 'Suicide' (1951) and his discussion about the importance of social integration in 'The Division of Labor in Society' (2014), when there were demonstrated how much social integration is related to historical and social structural context. For instance, in more complex societies, the ties between individuals and large-scale social institutions, such as schools, the government, and the criminal justice system, are likely to be particularly critical. Giddens' approach and his theory of structure focuses attention on social practices with which individuals face the constraints and pressures imposed by society's structures and on the ways in which individual actions over time can modify and change the structures of society (Giddens as cited in Pooley and Whyte, 2021: 4-6).

Some researchers assess social integration as a long-term perspective combined with attention to developments in the major areas of integration (i.e. social mobility, mixed marriage, housing, social networking, connections to the country of origin) and the major consequence of the assessment of the links

between countries and the differences between time periods (Lucassen et al., 2006: 15). Some researchers perceive it as functional and effective links between different agents and components of a society or system (Dijkstra et al., 2001: 56). Others link it with the social-cultural integration concept, related to language ability, relationships, rules, values and identity (Matvyeyeva, 2021: 21). For others social integration is a multidimensional concept, that includes behavioral and cognitive component. The behavioral component consists of an individual's active engagement in a range of social activities and relationships, and the cognitive ones refers to the extent to which an individual feels connected to the community and can identify their social roles (Brissette et al., 2000: 7).

Sociological theories range from the classical theories that doesn't consider social factor in integration processes to the contemporary ones that address social integration as a priority. The classical theory of assimilation does not take into account the social context and needs of different groups of immigrants (Bottia, 2019: 7). The modern assimilation theory or segmented theory of assimilation evaluate the process of adapting immigrants to the host society, while preserving values from the culture and identity of the country of origin (Portes and Zhou, 1993).

The power of controlling immigration policy and immigrants' integration processes were more sensitive in Europe rather that in the US, also migrants moving from one commune to another were considered 'foreigners' (Lucassen et al., 2006: 10-14). Thus, approaches such as multiculturalism and acculturation were developed to facilitate the integration processes of immigrants and to develop their well-being as well as the whole host societies.

Multiculturalism is a contemporary slogan and political model that emphasizes the acceptance of ethnic diversity by guaranteeing respect of individual rights, common values and equal inclusion for nation and immigrants (Dijkstra et al., 2001: 56). The German nation was defined on ethno-cultural ties, as a Volksgemeinschaft or a community of common descent, characterized by ius sanguinis (citizenship as a right of blood) instead of ius soli. Then Institutionalized separateness and the welfare state frame of integration parallel to this persistent denial of being a country of immigration, immigrants were nevertheless granted significant legal and social rights. In this way, Germany gradually established a very 'particular type of multiculturalism' (Scholten, 2011). Betts distinguished the concepts of 'soft multiculturalism' related with being tolerant and 'hard multiculturalism' related with cultural diversity and facilitate cultural maintenance immigrant groups (Betts as cited in Marcus, 2011: 91). The concept of acculturation is related to the traits of the migratory and to experiences such as the voluntary decision to move, optimistic expectations for life in the new country, mastery of the host country's language and the capacity to accept external support (Pirchio et al., 2020: 107).

Positive or facilitative aspects in the successful social integration of immigrants relate to: sharing the cultural traditions of the host society, accepting the values and norms of the host society, communicating in the official language of the host country, having friends from the host country society. While negative or hindering aspects of successful social integration of immigrants relate to: discrimination against immigrants, low interactions between immigrants and natives, low efforts by immigrants to adapt, negative profiles of immigrants in the media (OECD and European Commission: 149).

The integration model in Germany

Germany has long been an immigration country, despite occasionally having discussions about accepting foreigners according to time periods and political order. Germany, as France, are known for their assimilation model, requiring immigrants to adapt to the local culture. Italy and Greece have a more flexible model, but lack proper integration policy. Meanwhile Sweeden and the Netherlands promote a multicultural integration model, offering language and culture support (Triandafyllidou, 2016).

Before 2000 there prevailed the integration sanguine model of differentiated exclusion, channeling migration mainly for demographic and economic needs and immigrants by giving equal rights and access to the social system. About a decade ago, the issues of integration in Germany, were mostly framed within the broader context of the welfare state (Scholten, 2011: 271). Germany was one of the last Western European countries to formulate immigration integration policies. Between 1990 and 2002, Germany moved away from the assimilated concept, "following" Britain and the Netherlands "on the path of multiculturalism" (Wasmer, 2013: 166). After 2001 Germany developed integrated multicultural practices into the respective policy. Although Germany has improved policies and laws in favor of foreign migrant integration, labor market or social rights and benefits, but there are still barriers when it comes to legal and political integration (*Council of Europe*, 1997: 7). The "German welfare state model", immigration levels increased due to migration for employment reasons, and German researchers, particularly sociologists, became very preoccupied with the social integration of migrants into the German welfare state (Manow, 2004).

In the period between 2013-2022, regarding official statistics, the mains reason of Albanians to emigrate to Germany were asylum and national protection, (27,9 %), occupation (24,2 %) and family reunification (23,9 %). Especially from the post pandemic period Covid-19, Germany was one of the most favorite destinations of Albanian immigrants, followed by the United Kingdom, Switzerland,

the USA, Canada, etc. mostly for economic reasons, for study, for occupation and for better standard of living and prosperity (Integral Human Development, 2023).

Integration strategies in Germany have always aimed to provide support and develop the skills of immigrants, starting with mastery of the German language. Germany adopted the First Integration Plan (2007) that focused on education, training, employment and cultural integration, while the (2012) National Action Plan for Integration created instruments to make the results of integration policies measurable and to evaluate optimizing individual support for new migrants; improved recognition of foreign-acquired diplomas; increased proportion of migrants in the civil service of the federal and state governments; provision of health care and care to migrants.

Sociological perspective of social anchor

Social anchoring is a similar concept with social networks, but it isn't related with the structure of social connections, rather than the ways to survive in host society, considering that people are socially embedded related with their behavior. In migration studies, the term "anchor" or "anchoring" is accepted as a concept that refers to an individual who finds the corresponding position in society and has a sense of belonging through active and continuous participation. Engbersen has gone as far as introducing the term 'fluid migration' that says new migrants are not strongly connected to their country of origin or host country, but simply seek better opportunities for work, livelihood, education, etc. (Engbersen, 2018). So, one of the most important features of 'anchoring' is their flexibility, interconnected with psychological dimensions (feeling of security) and sociological one (the influence of social networks) (Grzymala-Kazlowska, 2016).

The social anchor theory is a new theoretical approach that analyzes the notions of identity and social integration in contemporary increasingly super-diverse and 'fluid' societies. The anchors concept links the issues of identity, security and integration, emphasizing relations with origin (place, people, culture, etc.,) and their impact in social integration challenges (Grzymala-Kazlowska, 2016).

Social anchoring occurs as people are able to spend time interacting, discussing or participating in an activity that will encourage trust and relationship building, mostly through the development of an overarching group identity fostered by a social anchor (Aaron W. Clopton, 2011). In migration studies this theory is used to treat the effect of social anchors in the process of integration

of immigrants into a new culture, by analyzing their roots with origin country (Grzymala-Kazlowska, 2013). Establishing strong anchors such as cultural and psychological adaptation (as well as work, education, community activities), strong stability (as well as finding a job, establishing social connections and participating in social activities) and community involvement (as well as immigrant participates in organizations, festivals, local activities), create strong integration conditions. While creating weak anchors, such as: lack of social anchors (as well as an immigrant doesn't have a support network and may face isolation and marginalization); changing anchors from country of origin (as well as some immigrants may feel uneasy by the loss of their identity and experience difficulty in forming new connections in the host society) and restrictive integration policies (as well as immigrants may lack the opportunity to build new anchors due to legal restrictions on employment, education or social services), produces difficulties in integration.

In this work, social anchors are used to evaluate how often Albanian immigrants maintain regular contact with family or friends in Albania, the possibility of participating in any Albanian group or organization in Germany and the importance of the connection they perceive and have with the Albanian community.

Sociological perspectives of social capital

The social capital theory is used to analyze social networks, based on the relationship social structure between individuals. Exploring social networks is useful for understanding migration processes, the connections between different migrants and between migrants and non-migrants (Dasgupta and Serageldin, 1999). According to the theory of social ties, social capital and social connections increase the opportunity of immigrants to integrate into host societies. James Coleman proposed a formula, later called the Coleman Boat, which shoved the relationship between shifts in social structure and drifts in reciprocal behavior that indicate immigrant integration (Ochiai, 2015). The role of social capital affects behaviors obtained and what are otherwise called micro factors, intertwined with macro factors of social structure that indicate a person's level of inclusion and integration (Ylikoski, 2021). According to the theory of spatial assimilation, immigrants are moving from neighborhoods with populations from their country of origin to neighborhoods where more natives reside, to strengthen their social ties (Bottia, 2019: 8). As Dahinden emphasizes, the capital of social connections directly affects the power and frequency of integration among immigrants (Dahinden, 2011: 17-18).

According to social capital theories, building strong social capital, such as facilitating employment (as well as social connections help immigrants find work faster); psychological and social support (as well as strong social connections help reduce feelings of isolation and stress), use of public services (as well as knowledge within the community helps access education, health and social assistance), learning the language and culture of the host country (that helps immigrants interact with locals and learn new social norms faster). Building weak social capital, such as: connective capital that can limit integration (as well as immigrants rely only on their community and do not establish connections with natives, which leads to social segregation); discrimination and institutional barriers (as well as immigrants have low social capital, are more discriminated by the host society), depending on ethnic networks (as well as some immigrants work only in their origin community businesses, limiting opportunities to get outside the circle).

In this work, social capital is used to evaluate social connections and frequency with native Germans, access to aid or support from social organizations or groups in Germany, the level of trust in German institutions and perceived discrimination.

Thematic analysis of in-depth interviews with Albanian immigrants in Germany

Demographic variables: To assess the problems of integration, are conducted twenty-five in-depth interviews with long-term Albanian immigrants living in Germany for at least ten years. Five of them have emigrated in the years 1990-2000 for reasons of security and economic poverty; five others have emigrated in the years 2000-2013, for reasons like lack of security, economic poverty, need for employment and family reunification whereas fifteen of them have emigrated from 2014 and onwards, mostly for high standard of living, better study, career and personal development, lack of meritocracy and trust in Albanian institutions, Albanian backward patriarchal mentality and family reunification.

Albanian immigrants have mostly choose Germany because of high standard of living and welfare, by ten of immigrants interviewed; better quality of studies, career and personal development, exchange experiences, by eight of immigrants interviewed; the need for income and employment, by seven of immigrants interviewed.

Regarding education level and job position, nine of the twenty-five migrants interviewed or 36 percent were less educated and with low-skilled jobs (public services, construction, cleaning) while the remaining sixteen or 64

percent, were high educated, six of whom had completed higher education in Germany, and performed skilled jobs, according to the field of study and profession.

Social capital variable is used to assess the relationship between Albanian immigrants with native Germans. Sixteen of the migrants interviewed or 68 percent, established little connection with native Germans and huge connections with other communities. They were high educated, with high-skilled jobs and high level of German language, and described social ties with natives as simply 'reciprocal relations of respect' for the sake of work, sharing common public spaces, children, and various common organizations. They say that Germans are very reserved, cool and selective when it comes to deeper friendships, and they put barriers instead. So, they feel more comfortable and equal with people from other communities because they share the same status of immigrant. Only four or 16 percent of migrants interviewed, established good friendship with natives, three of whom mostly valued German culture and living style and one of them resulted a woman married to a German citizen, who claimed that marrying German citizens gives you more opportunities to get better and faster ties with nations. While five or 20% percent of migrants interviewed could not establish connections with local Germans at all. They resulted less educated, with low-skilled jobs, having difficulties with German language and works mostly with Albanian rather than other communities or nations.

All of the migrants interviewed claimed they received no help or support from social organizations or groups in Germany. Also, all of them stated they have great trust in German institutions, valued meritocracy and appreciated equal inclusion. One of the integration challenges that fifteen or 60 percent of them emphasize is the high level of bureaucracy in institutions and relations. They find it difficult to adapt because of Albanian culture that is based on friendly recognition or recommendation not in bureaucratic procedure or relations.

Anchor social variable is used to asses the connection of immigrants to the country of origin. Ten or 40 percent migrant interviewed, who emigrate in Germany in 1990-2013 period, keep in touch with the closest family members (parents, brother or sister, close cousins) while continuing to keep in touch with Albanian friends, helping each other with opportunities to emigrate in Germany and to find jobs. They resulted less educated, with lower-skilled jobs and with difficulties in German language. While fifteen or 60 percent of whom emigrated in Germany since 2014, don't have close and constant connections with Albanians, except their closed familiar, as well as parents, brothers or sisters and close cousins. They result better educated, with higher-skilled jobs and with high level of proficiency in German language.

None of the migrants interviewed were part of any Albanian organization in Germany. Some of the migrants had knowledge of their existence, but they haven't become part of them because they don't expressed interest or any benefits regarding.

Eighteen or 72 percent of migrant interviewed, mostly educated, with high-skilled jobs and good knowledge of German language, have strong intention to integrate and don't associate with other Albanians because they perceive this relation as a hindering factor in their integration processes. Three of whom have experienced discrimination and jealousy from Albanians colleagues or friends and other six didn't socialize with Albanians because they didn't frequent the same places (work, neighborhood, school, etc.). Only seven or 28 percent of the migrant interviewed, mostly less educated, with low-skilled jobs and poor knowledge of German language, value the connections with Albanians and associate with them in order to find a job or to build strong social networks. These ones expressed no intention to integrate, rather than get a job, earn more incomes or gain better future of their children.

Other variables:

Economic Integration: All interviewees were employed at the time of interview. Twenty or 80 percent of migrant interviewed, assess the strong connection between the education system and the labor market, also employment according to education and occupation. Eight or 32 percent of educated Albanian immigrant interviewed emphasize a gap between the high level of education and lower job position, mostly as a result of being non-European immigrant and the difficulties of the programs and titles equivalence. This results to affect their position in the labor market, incomes and psychological well-being.

More than half of the migrant interviewed have experienced discrimination, not because of their ethnic origin, but because of they are generalized with Balkans, poor eastern people or Muslims. Seven or 28 percent of migrants interviewed experienced discrimination from home renters, at the time they were students. After the Covid-19 period, more than half of the migrants' interviewed think that is increasing the number of Albanians in Germany, as well as is increasing the positive perception of nations for Albanian people, as the ones of hard work, to be trusted with and easily adaptable.

Social and cultural integration: All the migrants interviewed ranked the German language as one of the hard challenges they are facing. Sixteen of them, who also have a high education, result to better known German language unlike 9 of them, with lower education, that results to less known it and feel difficulties even in everyday communication. According to the opinions of interviewers, factors such as poor education, lack of use of German language at work, less

social connections with nations, liberalization policies on language recognition conditions in low-skilled jobs, affect language insufficiency.

Thirteen or 52 percent of the migrant interviewed, mostly educated, with high-skilled jobs and better knowledge of German language, engaged and participated more in cultural or social activities, social activities (like music festivals, food organization parties, Oktoberfest, etc.,) rather than seven of them, less educated, with low-skilled jobs and less knowledge of German language, that rarely or never participated in those activities. They were more deeply involved in their Albanian communities. Eleven of them valued German lifestyle and culture, eight of them said they found it very difficult to adapt and the other six were somewhere neutral, noting that economic survival, poverty, life security or political and legal barriers were more difficult to deal with.

Political and legal integration: Only two of the migrants interviewed had German citizenship, who were female and have obtained it through their marriage with German citizens; sixteen of the migrants interviewed had long-term residence permits in Germany, six of whom had chosen to hold this permit, despite meeting the conditions to obtain citizenship, because they did not want to give up their Albanian citizenship, as long as Germany did not allow dual citizenships. The rest of migrants had a student visa or one or two-year residence permit that was renewed depending on the employment contract. All migrants asserted that they did not participate and had no voice in the country's political life, at the polls or in protests.

Conclusions and recommendations

The main finding of this paper work is that social capital and social anchors affect economic, socio-cultural and political-legal integration of Albanian migrants. The migrant interviewed resulted to experience difficulties in getting ties with German natives or even to keep strong networks with Albanians. Regarding literature review, this means they have built weak social capital and social anchors, that produces difficulties in integration. From this paper analyzes, resulted that the better educated and high-skilled migrants experienced weaker social anchors with Albanians and strong social capital with people from other communities. They claimed that they have built just reciprocal respect relations with Germans, but not deeper friendship, but they try to integrate with German culture and lifestyle. The less educated and low-skilled migrants experienced strong social anchor with Albanians and weaker social capital with native Germans. They claimed that they have difficulties in communicating and understanding

German language and in adapting in their culture and lifestyle. The category of less educated migrants is more risked to experience social isolation and result to have more difficulties in economic, socio-cultural and legal integration.

Crossed thematic analysis of the researched data show that there are also other differences in integration processes of those migrants group. The high educated, with high-skilled jobs and good knowledge of German language are more engaged in social and cultural activities and appreciate more the German lifestyle and culture. They feel less discriminated, were more integrated in the labor market and have e better legal integration. From the other side, the less-educated migrants, with low-skilled jobs and poor knowledge of German language, are less engaged in social and cultural activities and have difficulty in adapting with German culture, language and lifestyle. They are more discriminated and less integrated in labor market and have a more difficulties in legal integration process.

Based on the research question of this paper work "*What are the Albanians immigrant challenges and opportunities of integration in Germany?* it is used crossed information and data from literature review and the opinion of migrant interviewed. The main challenges of their integration processes, resulted to be: weaker ties with natives (social capital) or even Albanian (social anchors); language barriers associated with difficulties in learning German, especially for non-educated immigrants; difficulties in the labor market, mainly in recognition and equating of diplomas and lack of professional networks; cultural gap between lifestyle and social norms between Albania and Germany; high level of bureaucracy in institutions and relations and the lack of participation of Albanian migrants in organized Albanian or German social and cultural groups or activities.

While the positive opportunities that facilitate their integration process are: the strong social anchor of less educated migrants that are used to get more employment opportunities and to build strong social network; the strong social capital of higher educated migrants with other communities in order to increase economic and social opportunities; good practices of migrant inclusion in the education system and vocational training that develop opportunities for easier integration; high level of trust in German institutions and low levels perceived legal discrimination; lack of perceived discrimination regarding ethnic origin; good German integration policy that supports migrants with language courses, social assistance and integration courses, giving a hand in facilitation of their integration processes.

The study confirms that social anchoring and social capital are key elements in the integration of Albanian immigrants in Germany and give the answer of the research question by cross-analyzing challenges and opportunities

of Albanian integration processes in Germany. The challenges remain significant, but there are opportunities to facilitate this process through better structured policy and community support.

This paper work gives a framework of challenges and opportunities of integration processes of long-term Albanian migrants in Germany and it is helpful in Migration policy and integration practices for non-European migrants in Europe. The crossed information and data analysis of sociological literature review and different experiences of Albanian immigrants, is used to give a light to the 'things that needs to be done' in order of common living and psychological being of the whole society. Some of the most important recommendations that will positively affect integrated migrants' practices and sociological migration theories and perspectives, are the need of: strengthen cooperation and social networks between the migrant's group and between migrants and locals; strengthen language learning programs for immigrants; increasing cooperation between Albanian and German organizations to improve economic and social integration; creating more spaces for cultural interaction to reduce stereotypes and discrimination; improving access to the labor market through diploma recognition programs and qualifications and encouraging immigrants to build stronger social capital and networks and social anchors in order of facilitating integration processes.

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