



# JOINT CARE AND MIGRATION NETWORK MEETING 2025

25-26 September, Oulu, Finland

## INVITATION

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# Migrant Workers in the Care Sector: Building a Stronger Workforce and Promoting Social Inclusion



25-26 2025



Dear members,

We are pleased to extend an invitation for the upcoming 2025 Joint Care and Migration Network Meeting hosted by the **Oulu Deaconess Institute (ODL)**. The event will focus on **the role of migrant workers on the care sector and access to fair and quality employment.**

Migrant carers represent a significant share of the European care workforce, providing essential support across health and social care systems. However, many continue to face precarious working conditions, restrictive legal frameworks, and barriers to enjoying social and labour rights. Particularly, this is the case for many migrant and refugee women, who are overrepresented in the most insecure roles within an already heavily gendered sector.

At the same time, the care sector itself remains under increasing pressure due to structural under investment of the public sector, lack of safeguards for workers, limited opportunities for career development and the ongoing undervaluation of care work. These issues contribute not only to poor working conditions, but also high turnover and staff shortages.

In light of these realities, **this year's meeting brings together Eurodiaconia's Care and Migration networks to foster meaningful dialogue** between members with expertise on migrant inclusion and those delivering healthcare and long-term care services. The meeting will offer a space to exchange on challenges, best practices, reflect on policy developments, and co-develop advocacy priorities drawing on Eurodiaconia's report *"Migrant Care Workers in the EU: Towards fair working conditions and inclusion"*.



We will also explore shared challenges and examine promising practices from within the networks aimed at improving working conditions and supporting staff retention in the care sector.

**Together, we aim to contribute to shape a stronger and sustainable care system, one that not only meets growing societal needs, but also protects and values those who provide care.**

We are delighted to be hosted by our Finnish member, [ODL](#), a non-for-profit organization providing social and empowerment services that support life management and promote well-being, along with conducting related scientific research. Its active projects focus on enhancing health, well-being, and employment while developing innovative services, tools, and methods to improve overall quality of life. Since 1896, they focus on fostering human connections and supporting those in need through diaconal service. Grounded in the principle of loving one's neighbour, the institute cultivates an attitude of meeting people, particularly those in vulnerable situations, with compassion, providing assistance, and standing by their side.

We look forward to your participation in this timely exchange between networks.

Warm regards,

Kewan and Andrea

# PROGRAMME OUTLINE | THURSDAY, 25 SEPTEMBER, 2025

08.30-9.00	<b>Registration</b>
9.00- 9.30	<b>Welcome and opening</b> Welcome by host and devotional Presentation of the agenda Introduction of participants
9.30-10.00	<b>Experience Talk: Studying in the happiest country as adults</b> <i><b>Alamanda Oktaviani</b>, future child instructor, student from the Diakonia College of Finland</i>
10.00-11:00	<b>Presentation of ODL with an overview of services: Together in support of migrants</b>  ODL offers targeted services for immigrants in trauma rehabilitation, supporting opportunities for inclusion and influence, volunteer activities, and promoting employment.  <i><b>Piritta Pietilä-Litendahl</b>, Service Supervisor</i> <i><b>Saila Lehto</b>, Service Supervisor</i>  <i>Discussion with members</i>
11.00-11.30	<i>Coffee break</i>
11.45-12.45	<b>Exchange of best practices: Recruitment and retention of skilled workers</b>  <i>How to attract skilled and passionate professionals to your teams? What are the factors influencing staff retention? How to create a good working environment for increasingly diverse employees?</i>
12.30-13.30	<i>Lunch break</i>
14.00-16.00	<b>Study visit 1: Care Facility - Vesperkoti (Vespershome)</b> <i>Vesperkoti offers round-the-clock housing services, care, and attention for the elderly. The home has 48 single rooms, which are divided into separate small homes for 8 people each. The residents are multi-diseased, and almost all suffer from moderate to severe dementia. Residents can live safely in Vesperkoti until the end of their lives. Vesperkoti employs 31.25 caregivers, including 26.25 practical nurses, 3 registered nurses, and 2 care assistants.</i> <ul style="list-style-type: none"> <li><i>Joint discussion with an employee with a migrant background concerning recruitment and induction</i></li> </ul> <i><b>Susanna Pohjanvälke</b>, Service Supervisor at Vesperkoti</i> <i><b>Opri Jokiniemi</b>, Recruitment Coordinator</i>



	<b>Study Visit 2: International House Oulu</b> <i>The International House Oulu is a service offering multilingual guidance on employment, entrepreneurship, studying, and administrative processes in Oulu. Its services are directed at newcomers as well as companies planning to recruit internationally. The center brings together local, regional, and national actors to support smooth social inclusion and foster community building.</i>
18.30	<b>Dinner at a local restaurant</b> (Offered by Eurodiaconia and ODL)

## PROGRAMME OUTLINE | FRIDAY, 26 SEPTEMBER, 2025

9.00-9.05	<b>Welcome and introduction</b> <i>Eurodiaconia</i>
9.05-9.35	<b>Keynote - Integration and a culturally sensitive work community: Employment of migrants in the social and healthcare sector</b>  <b>Anu Holappa</b> , Project Manager (Pohde - The Wellbeing Services County of North Ostrobothnia) KotoPohde Project - Promoting Equality and Integration in North Ostrobothnia (ESF+)  <b>Kristina Mikkonen</b> , Professor, Health Science and Technology, University of Oulu - Medical Research Center (Pohde - The Wellbeing Services County of North Ostrobothnia & University of Oulu)
09.35-10.35	<b>Exchange of best practices: Access to the labour market for migrant workers</b> <ul style="list-style-type: none"> <li>• Labour corridors for refugees</li> <li>• Training programme for the official recognition of informal skills in the care sector</li> <li>• Access to the care sector of migrants residing in the EU</li> </ul> <i>Discussion with members</i>
10.35-10.55	<i>Coffee break</i>
10.55-11:55	<b>Social Europe Academy</b> EU Policy Update <ul style="list-style-type: none"> <li>• Lessons learned: Eurodiaconia's 2021-2025 gender focus on migration             <ul style="list-style-type: none"> <li>◦ Migrant care workers in the EU: Towards Fair Working Conditions and social inclusion (2024)</li> <li>◦ The Faces Beyond the Cases</li> </ul> </li> <li>• The European Care Strategy: what we know</li> <li>• Care Workforce campaign</li> </ul> <b>Kewan Mildred and Andrea Sánchez Caballero</b> , Eurodiaconia
11.55-12:55	<b>Policy Development Workshop and Future Policy Priorities</b> Based on their work and the inputs of the meeting, participants work in groups on how to move forward on the topic of long-term care and migrants' access to the labour market. Furthermore, a set of policy recommendations towards national and European decision-makers will be developed.  <i>Facilitated by Eurodiaconia</i>

## PROGRAMME OUTLINE | FRIDAY, 26 SEPTEMBER, 2025



12.55-13.00	<b>Evaluation of the meeting</b>
13.00-14.00	<b>Farewell lunch and closing words</b>

# PRACTICAL INFORMATION

## Who can participate?

The meeting is open to anyone working in Diaconia who is part of a network or organization that is a member of Eurodiaconia. Those who are likely to find it most interesting are those who work in the provision of essential services in non-urban areas, as well as organisations interested in developing their work in this area. Our general rule is that a maximum of 2 participants per organisation can join the network meeting.

## How to register?

Please register [via this online form as soon as possible, but no later than Friday 4<sup>th</sup> of September](#). The Secretariat will select and confirm participants on a rolling basis and contact you within a few days after your registration.

## FINANCIAL INFORMATION

Eurodiaconia members from Central and Eastern Europe and from minority churches are eligible to apply for financial support via the registration form (ex-post compensation; read carefully the [financial aid guidelines](#). If you would like to request financial support, we kindly ask you to let us know by registering as soon as possible. Our general rule is that a maximum of 2 participants per organisation can join the network meeting, and due to financial restrictions, only 1 of them can be sponsored if eligible (if you have a particular situation, please contact the Secretariat).

## MEETING VENUE

The meeting will take place in the city of Oulu, Finland. The address of the venue is: Albertinkatu 16, 90100 Oulu, Finland.

## ACCOMMODATION

Eurodiaconia will book and pay for the accommodation of participants who ask for and are granted financial support in a hotel within walking distance of the venue. [Please do not book your own accommodation if you request financial support.](#)

Other (not sponsored) participants are asked to pay for their own accommodation, in the same hotel where other participants will stay. Eurodiaconia has made an agreement with **Original Sokos Hotel Arina** (Pakkahuoneenkatu 16, 90100 Oulu, Finland) to block hotel rooms for our participants on preferential rates. Following your registration the Secretariat will confirm your participation and send you information about the hotel nearby and liaise with you on the details of your stay for the booking.

# PRACTICAL INFORMATION



## TRAVEL

Participants are asked to book their own travel tickets, following confirmation of their participation.

Those who are requesting financial support make sure your tickets do not exceed the range of 350 euros. You are kindly asked to communicate to the Secretariat the cost of the flight tickets in case they exceed the 350 euros. Please hold on from the purchase until getting confirmation from the Secretariat.

## INCLUSIVE AND RESPECTFUL NETWORK MEETINGS

We are committed to fostering an inclusive and respectful space for dialogue. We recognise that diversity strengthens our work, and we encourage open discussions where diverse perspectives are shared with respect and mutual understanding. We expect all participants to contribute to an environment where everyone feels safe, valued and respected.

Please note that Eurodiaconia has a **code of conduct** binding all participants during our activities. We ask you to please read this code carefully and agree to comply with it during the entire the event. Should you notice and wish to lodge a complaint about a breach of this code during our meeting, you can follow the procedures in the document.

## CONTACT INFORMATION

If you have any questions or remarks regarding the content and programme of the network meeting, please reach out to Andrea ([andrea.sanchez@eurodiaconia.org](mailto:andrea.sanchez@eurodiaconia.org)) or Kewan ([kewan.mildred@eurodiaconia.org](mailto:kewan.mildred@eurodiaconia.org)). For questions regarding logistics and financial support, please contact Konstantina ([konstantina.kinikli@eurodiaconia.org](mailto:konstantina.kinikli@eurodiaconia.org)).



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through action



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