

The Lived Experiences of Skilled Filipino Women Immigrants in Denmark

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ABSTRACT

This qualitative, phenomenological study intended to understand and explore the exact lived experiences of Filipino women immigrants in Denmark with the general aim of exploring their challenges, managing strategies, and the social and personal transformations involved in their mitigation in Denmark. The study administered key informant interviews with ten Filipino migrant women in Denmark, who shared about their personal experiences and challenges in migrating to Denmark, coping mechanisms employed in migrating, as well as the lessons and insights they gained through their migration to Denmark. Its data showed that the research participants had a lot of challenges which included language barriers, emotional struggles, and cultural disconnections due to a transition to their new environment. Despite these struggles, the participants still exhibited adaptive coping mechanisms such as creating social network supports, launching work and personal routines, as well as drawing strengths through spirituality, self-discipline, and family ambitions. Study revealed lessons about the importance of preparations before their migration, thus, concluded their migration is not about physical relocation but a more informativeness physical and emotional struggle. The effects extended to educators, policymakers, and provisional organizations by highlighting the need for more programs that are gender-sensitive in nature, culturally- sensitive systems for support, and initiatives to empower the respondents which are the migrant women. Therefore, this research study contributes to the broader discourse on gendered migration and offers insights that may inform both policy and practice.

Keywords: Filipino women, Immigrants, qualitative studies, Denmark, Skilled workers

INTRODUCTION

Gender discriminations and inequality is one of the most pressing concerns which persists across many migrant-receiving countries. According to Soriano (2023), workplace discrimination and cultural prejudices often limit the employment options of Filipino women, confining them to lower-paid, lower-status roles despite their qualifications. These barriers result in restricted economic mobility, limited promotion opportunities, and financial instability, reinforcing broader gender disparities in host societies.

Another major issue is gender-based violence (GBV). Barker and Smith (2021) report that many migrant women experience emotional, physical, or sexual abuse—yet fear of retaliation, cultural stigma, or limited legal recourse often prevents them from seeking help. Such susceptibility can eventually lead to seclusion, reduced self-efficacy, and emotional struggles. Funge, Boye, and Norredam (2020) also revealed that gender-based violence against migrant women will limit their ability to advance professionally and academically thereby disrupting their economic and social movement.

Existing Literature

Multiple literature's had already examined different topics about gender discrimination, migration issues, and labor movements. For example, the studies of Funge et al. (2020) and Soriano (2023) both recommends to create public policy reforms that are inclusive in nature to address the migrant issues faced in terms of structural or institutional barriers. Furthermore, Barker & Smith (2021) also draw attention to psychosocial vulnerabilities such as GBV, further justifying the need to explore emotional and safety dimensions of migration. And lastly, Caino & Castillote (2024) and Khan (2024) foreground the national implications of brain drain, indicating how the individual decisions of migrants ripple out to affect broader systems. However, much of the focus has been

on general labor migration or male-dominated experiences. This creates a gap in understanding how educated, competent women from the Global South, like the Philippines, navigate their lives in Western host societies.

While the literature cited provides valuable insights into the experiences of Filipina migrants in other countries, there may be unique challenges and experiences that are specific to skilled Filipino women immigrants in Denmark that have not yet been explored. Given these empirical and theoretical foundations, this study seeks to fill a critical research gap by documenting the lived experiences of competent Filipino women immigrants in Denmark. It aims to uncover not only the challenges and barriers they face, but also their coping mechanisms, life lessons, and contributions to both host and home countries.

THEORETICAL FRAMEWORK

The main theoretical lens used for this revolves around the Intersectionality theory of Crenshaw (1989) which highlights discriminations relating to class, race, migrant status, and gender. This study also theorized that Filipino migrant women also experienced economic and racial inequalities and not just gender discriminations in the Western world which is highly dominated by men.

The undying issue on brain drain also reveals a perilous adverse social and economic effects for the Philippines as proven by the study of Caino and Castillote (2024). The said study revealed that the advent of migration of highly skilled Filipino women workers abroad, highly lessens the pool of talents and the weakens the human capital of the country which can greatly affect the country's public service capacity, productivity, and innovation in different sectors of education and healthcare dominated by women. This was also supported by the study of Khan (2024) when he highlights the migration of professionals in the country weakens the country's human capital that delivers important social services.

Research Focus and Objectives

This study was designed to explore the lived experiences of the Filipino migrant women in Denmark focusing on their experiences, coping mechanisms, and personal insights. This study will then be an avenue for the research participants to share to the public how their migration to Denmark affected their families, personal life, and the community.

Sub-Research Questions

1. Explore the lived experiences and challenges of Filipino women in their migration to Denmark.
2. Determine the coping strategies being employed by the Filipino women in Denmark.
3. Discover the valuable lessons and the personal insights learned by the Filipino women in their migration to Denmark.

The findings of this study can be valuable to different groups of people such as policy makers, government agency officials, and fellow researchers in the Philippines and in Denmark. It can be a bases for the policymakers and the government agency officials in both Denmark and the Philippines to create tailor-fitted public policies and programs to enhance their access to social and economic opportunities and to promote their rights as migrant workers. Different advocacy groups and civil society organizations that work closely with migrant workers and women could also use the results of the study to lobby for a more comprehensive public policies and to improve their advocacy strategies and programs to address the specific needs of the skilled Filipino women migrants in Denmark highlighted through this study. And lastly, the findings of this study can also be a strong addition to the limited literature's about women migration that can be used by the researchers and academic community that wants to study about gender and migration.

METHODOLOGY

Study Participants and Data Collection

The study included ten (10) Filipino women migrants in Denmark as participants using purposive sampling to meet the specific criteria Campbell et al. (2020). In order to ensure that the research participants for this study

could be able to address the general and specific objectives of this study, (18) years of age who had migrated to Denmark for at least three months were chosen to become the participants for this study.

Since this study used key-informant interview as the main data gathering tool, the researcher also utilized guide questions during the interview phase to make sure that the main and specific objectives of the study were directly addressed. The interview guide questions were crafted by the researcher based on existing literature's related to the main topic of the study and this consisted of research questions, identifying questions, and probing questions to help the researcher arrived at the needed data or information. To make sure that the research instrument used is valid and reliable, the said questions were validated by a pool of expert from the academe, practitioners from the local government unit, and other professionals and experts from other relevant fields.

Design and Procedure

The goal of this phenomenological qualitative research paper is to explored the lived experiences of Filipino women migrants in Denmark. According to Van Manene (2023), study highlights the objective and subjective experiences of the research respondents on a particular phenomenon. Nigar (2020) also added that the main aim of such study is to showcase the personal experiences of the research respondents to arrive at a deeper understanding of the main research topic. Using the data collected by the researcher during the interview phase, these data were analyzed using thematic analysis to explore the patterns that came out for the researcher to highlight the themes of the respondents' experiences, challenges, coping mechanisms, and insights as suggested by Christou (2022).

To obtain accurate and trustworthy data from the research participants, the researcher developed an interview guide based on several studies and authors. After that, the researcher consulted a team of experts for advice on validating these interview guide questions. After verification, the UMERCE certification number (Protocol No. UMERCE-2023-580) issued on January 22, 2024) was used to obtain the UM Ethics Review Committee's certification. A permission letter addressed to the research participants, duly signed by the researcher, dissertation adviser, and dean of the graduate school, was then secured. After receiving approval, the researcher used the interview guide questions to conduct the interviews with the research subjects. To achieve the goals of the study, the recordings were transcribed and subjected to content and theme analysis. The study's conclusions and recommendations were then written, along with the results and discussions that followed. The researcher conducted the study in accordance with all ethical standards, considering the evaluations and standardized criteria specified in the study protocol, particularly while managing the population and data.

RESULT AND DISCUSSION

Experiences and Challenges of Filipino Women Migrating to Denmark

Table 1. presents the experiences and challenges of Filipino women migrating to Denmark focusing on the identified themes of emotional struggles and homesickness; language barriers and communication challenges; cultural differences and social disconnection; motivation rooted in love, family, and economic aspiration; initial impressions and gradual realizations; experiences of discrimination and feeling downgraded; and resilience and positive coping mechanism.

Table 1. Experiences and Challenges of Filipino Women Migrating to Denmark

Themes	Sub-themes	Representative Responses
Emotional Struggles and Homesickness	Emotional distress	SP6; SP10; SP8
Language Barriers and Communication Challenges	Danish language	SP2; SP3; SP4 SP5; SP6
Cultural Differences and Social Disconnection	Culture Shock	SP1; SP7; SP9
Motivation Rooted in Love, Family, and Economic Aspiration	Romantic relationships and the desire to provide for family	SP1; SP4; SP10
Initial Impressions and Gradual Realizations	Positive in terms of infrastructure, safety, and governance	SP2; SP6; SP3

Experiences of Discrimination and Feeling Downgraded	Feeling looked down upon or not fully accepted by Danes	SP8; SP10; SP9
Resilience and Positive Coping Mechanisms	Resilience	SP1; SP5; SP3

Emotional Struggles and Homesickness

A recurring theme among participants is emotional distress due to separation from family and feelings of isolation. Such emotional issue is usually heightened by the absence of institutional, parental, social, or peer support especially during the primary phases of migration.

"Emotionally I was so down because of homesick and loneliness." (SP6)

"Emotional – missing my children in the Philippines." (SP10)

"Yes, many times. I felt being downgraded because I came from Asian country." (SP8)

Rosner et al. (2022) and Bascuñan-Wiley (2021) discuss the emotional toll of migration, particularly focusing on homesickness, loneliness, and cultural dislocation. The Filipino women in the study also reported strong feelings of homesickness and emotional distress due to separation from their families (e.g., SP6, SP10), which resonates with these studies. Rosner's work, in particular, emphasizes how migrant women experience emotional challenges in the absence of familial support, which mirrors the emotional struggles (homesickness, loneliness) described by the participants.

Language Barriers and Communication Challenges

The difficulty of learning and using the Danish language appears as one of the most consistent challenges, limiting both social and practical integration. The language barrier often leads to social isolation and challenges in navigating everyday life.

"Taking time to learn their language. It helped a lot especially Danes prefer to speak in their own language both at home and outside. They open more if they hear you speak Danish." (SP2)

"Yes, because of the language and getting appointment for everything even meet ups." (SP3)

"Yes, I feel isolated due to language and need to adjust on new environment." (SP4)

"Learning the Danish Language and being away with the family (mom and siblings)." (SP5)

"There were times I felt isolated because I cannot understand their language." (SP6)

Aning (2023) discusses how language barriers serve as a primary obstacle for migrants, leading to social isolation and limited access to resources. Participants in your study like SP6 and SP5 also identified language barriers as major challenges in their adaptation to Denmark. Aning's work emphasizes the role of language in both social integration and social exclusion, a notion that was clear in your findings, where the participants struggled to communicate effectively with Danes, leading to feelings of isolation (e.g., SP4: "Feel isolated due to language").

Cultural Differences and Social Disconnection

Many participants described culture shock and difficulties adjusting to Danish norms and values. Social customs, communication styles, and expectations around punctuality and personal space were often highlighted.

"It is like the 180 degrees opposite to the Philippine culture." (SP1)

"The western culture is very different... they are straightforward and sometimes not compassionating with words." (SP7)

"People are so cold. They are not open and hard to communicate." (SP9)

Buijs (2024) and Garcini et al. (2022) explain how cultural differences lead to tension and discomfort for migrants trying to adjust to new cultural norms. This idea was also corroborated by Garcini et al. (2022) when they mentioned in their study that cultural variances can lead to acculturation stress which is in line with the experiences of the research participants when some of them, specifically SP1, SP7, and SP9, felt isolated and disoriented during their migration process, trying to juggle between Danish and Filipino ways of life.

Motivation Rooted in Love, Family, and Economic Aspiration

The outcomes of this study proved that the main motivations of the research participants were due to love, family and economic aspiration. Some respondents were motivated by their romantic relationship as they were married to a Danish citizen but most of the respondents were inspired by their desire to provide for their family in the Philippines to mitigate the effects of poverty. These combination of economic and personal drives highlights the multifaceted reasons behind the participants' reason to migrate in Denmark.

"My husband, his promises for providing my family financially." (SP1)

"Because of poverty and my willingness to make my family financially stable." (SP4)

"My children's future. I find a Danish husband and asked me to migrate." (SP10)

Domingo (2022) and Apatinga, Kyeremeh, and Arku (2022) discuss how economic motives and family reunification are key drivers for migration, especially among Filipino women. This is evident in your study, where many participants cited economic hardship in the Philippines and the desire to improve their families' future as primary motivators for migration. Domingo (2022) also highlights love and marriage as important migration motivators, especially when it comes to cross-cultural marriages, which is reflected in SP1's response about migrating due to her husband's financial support.

Initial Impressions and Gradual Realizations

First impressions of Denmark were often positive in terms of infrastructure, safety, and governance, but many found that reality became more complex over time. Participants appreciated the organized systems, but also faced disillusionment as they encountered social barriers.

"Denmark is a very rich and modern country." (SP2)

"Denmark could save us from poverty, but it turns out it's not that easy." (SP6)

"Everything has an order... People respect time." (SP3)

Phongsiri et al. (2023) explains how initial optimism about migration often leads to disillusionment once migrants face the challenges of everyday life in the new country. This is reflected in the experiences of the Filipino women in your study, who initially felt excited about Denmark's modernity and economic potential, but later realized that life is not easy. The concept of acculturation stress from Phongsiri et al. (2023) aligns with the realization that cultural adjustment and social integration are much more challenging than initially anticipated.

Experiences of Discrimination and Feeling Downgraded

Several participants expressed feeling looked down upon or not fully accepted by Danes, often linked to their ethnic or immigrant background. These experiences often led to reduced self-esteem and alienation.

"I felt being downgraded because I came from Asian country." (SP8)

"I feel downgraded by my Danish family and friends." (SP10)

"They are not open and hard to communicate." (SP9)

Ben (2023) discusses subtle racism and discrimination faced by ethnic minorities in their new countries. Filipino women in your study, such as SP8 and SP10, felt disrespected or looked down upon due to their ethnicity or cultural background. These feelings of being marginalized or treated as inferior are commonly reported in migration studies and are consistent with Ben's work on "People love talking about racism".

Resilience and Positive Coping Mechanisms

Despite difficulties, many women demonstrated resilience and adapted over time, often relying on family, especially spouses, for support. There's evidence of growth, learning, and appreciation for Danish systems such as healthcare and education among some participants.

"I didn't feel any isolation because of my husband's abilities..." (SP1)

"My husband's friends speak English so no problem." (SP5)

"It's a question of respect. Respecting other people's time and space." (SP3)

Garabiles, Mayawati, and Hall (2022) discusses how migrants develop resilience through social networks and internal coping mechanisms, which aligns with the coping strategies used by Filipino women in this study. The study also emphasizes the importance of social support and culturally competent counseling for enhancing resilience in migrant women, which mirrors how some participants leaned on their husbands or friends to cope.

Coping Mechanism Employed by Filipino Women Migrating to Denmark

Table 2 presents the coping mechanisms employed by Filipino Women migrating to Denmark focusing on the identified themes of language and integration; social support networks; routines and habits; motivational anchors; leisure and emotional outlets; and faith and spirituality.

Table 2. Coping Mechanisms Employed by Filipino Women Migrating to Denmark

Themes	Descriptions	Representative Responses
Language and Integration	Learning Danish and participating in local routines enabled social and cultural adjustment.	SP2; SP3; SP5; SP6
Social Support Networks	Emotional support from spouses, family, and community was crucial in mitigating loneliness.	SP1; SP2; SP5; SP6; SP7; SP9; SP10
Routines and Habits	Structured daily life helped ease transition and maintain mental stability.	SP1; SP4; SP7; SP10
Motivational Anchors	Thinking about family and future goals provided emotional resilience.	SP4; SP10
Leisure and Emotional Outlets	Engaging in food, shopping, and social activities helped manage stress and homesickness.	SP1; SP2; SP3; SP5; SP9
Faith and Spirituality	Religious practices and belief systems offered psychological strength and cultural identity.	SP3; SP4; SP6; SP10

Language and Integration

Many participants highlighted learning Danish as essential not only for communication but also for social acceptance and integration into Danish society. Participants actively engaged in Danish routines and media to feel included and culturally fluent.

"Taking time to learn their language... they open more if they hear you speak Danish." (SP2)

"I made sure I took advantage of the integration program... going to language school." (SP3)

"I go to school and learned their language." (SP6)

"Trying Danish food, talking and writing in Danish, reading Danish newspapers and posts online." (SP2)

"I read Danish books and watched Danish cartoon movies." (SP5)

Faingold (2023) emphasizes that language proficiency is a foundational tool for integration, especially in societies with a strong national language identity like Denmark. The study participants echoed this by stating how learning Danish helped them engage with the locals and navigate daily life.

Reliance on Social and Familial Support Systems

The emotional and logistical support of a Danish or co-migrant spouse was central to coping for many. Participants coped by maintaining regular communication with families in the Philippines. While some found solidarity in the local Filipino community, others experienced social tension.

“By the support given to me by my husband...” (SP1)

“Supportive husband by my side.” (SP5)

“My husband and my children in the Philippines. I always talk to them thru messenger.” (SP10)

“Call my family back home.” (SP2)

“I always call my family.” (SP7)

“When I feel homesick, I call my family in the Philippines.” (SP6)

“I connected with some Filipinas by attending parties and gathering.” (SP1)

“Mingling with them and sharing experiences gives me a lot of hope.” (SP7)

“Yes, but I don’t like to attend because they are just bragging.” (SP9)

“No. Filipina always has jealousy problems.” (SP10)

The study of Baeza-Rivera et al. (2022) found that perceived social support significantly reduces acculturative stress in migrants. In the study, support from husbands, families, and (to a lesser extent) Filipino communities helped participants adjust emotionally and socially.

Establishing Personal Routines and Self-Discipline

Personal routines, habits, and structured activities helped alleviate loneliness and gave purpose. Daily interaction with Danes or the outside environment helped reduce culture shock.

“It makes me lonely if I was not doing anything... I needed to develop routines.” (SP1)

“My employer made some routine schedule every day I could follow.” (SP4)

“Yes, I needed to. Everything is always on the rush.” (SP10)

“I was learning the language and meeting people every day. That helps me adjust easily.” (SP7)

Berry’s acculturation model as cited by Ward and Szabo (2023) outlines adaptation strategies, including developing daily routines that align with host culture expectations. The study participants developed habits such as following structured schedules, working, and participating in language classes, which aligns with Berry’s “integration” strategy.

Motivation Through Family Aspirations and Future Goals

Participants found strength in thinking about their families’ future, especially their children’s welfare. This motivation functioned as an emotional anchor during difficult periods.

“Working in Denmark can give a better life to my family.” (SP4)

“I always think of my children’s future so my hard days will be okay.” (SP10)

Buijs (2024) discusses the sacrifices migrant women make to secure a better future for their families, often enduring emotional and social costs. This reflects the mindset of participants like SP4 and SP10, who were motivated by their children’s future and family welfare.

Stress Management Through Leisure and Emotional Outlets

Participants mentioned shopping, dining out, traveling, and watching TV as ways to unwind. Making Filipino food served as a comforting reminder of home.

“Travel, drink coffee with my friends or just stay home with the telly.” (SP3)

“I shop and chill out for a coffee.” (SP5)

“I go to coffee shop, salon, massage with all the expense of my husband.” (SP1)

“Make Filipino food.” (SP2)

“Eat. Make Filipino food.” (SP9)

When I am together with Filipina eating Filipino food... I feel that I still have my Filipino culture with me.” (SP1)

Bum, Lee and Choi (2021) found that engaging in positive coping strategies like leisure, hobbies, and social interaction helps migrants handle homesickness and stress. Participants in the study used similar strategies like shopping, cooking, and social outings.

Faith, Spirituality, and Cultural Continuity

Spiritual practices like prayer and attending church served as emotional and moral support. These beliefs and routines helped participants maintain resilience and a sense of self amid cultural displacement.

“Yes, praying every day.” (SP4)

“I always pray that God will guide me in every decision I make.” (SP6)

“Yes, I always pray and go to church every Sunday.” (SP10)

“I am a Jehovah’s Witness, so finding friends & support system was never an issue.” (SP3)

The study of Henriquez, Urzua, and Lopez-Lopez (2021) found that many immigrants use religious practices to maintain psychological stability and cultural identity. In the study, participants turned to prayer, religious community, and spiritual practices during emotional lows.

Lessons and Insights from Filipino Women in Migrating to Denmark

Table 3 presents the lessons and insights from Filipino women in Migrating to Denmark focusing on the identified themes of personal strength and resilience; practical wisdom and preparation; shifts in values and priorities; self-worth and growth; cultural awareness and adaptation; and guidance for future migrants.

Table 3. Lessons and Insights from Filipino Women in Migrating to Denmark

Themes	Descriptions	Representative Responses
Personal Strength and Resilience	Migrants emphasized emotional endurance and independence as crucial for success.	SP2; SP10; SP9
Practical Wisdom and Preparation	Early preparation, especially around documents and language, facilitates smoother migration.	SP1; SP2; SP3

Shifts in Values and Priorities	Migration brought maturity, self-care, and family-centric thinking to the forefront.	SP1; SP6
Self-Worth and Growth	Participants gained confidence, self-awareness, and a sense of purpose.	SP3; SP5; SP6
Cultural Awareness and Adaptation	Adjusting to Danish norms while retaining Filipino identity was a key challenge and lesson.	SP6; SP4; SP10
Guidance for Future Migrants	Emotional readiness, research, and humility were central pieces of advice for newcomers.	SP6; SP2; SP9

Personal Strength and Resilience

A central insight drawn from the lived experiences of Filipino women migrants in Denmark is the development of personal strength and resilience. Participants consistently emphasized the importance of emotional toughness, independence, and perseverance in navigating the challenges of migration. Many of the research participants shared their personal experiences in demonstrating their resilience such as SP4's personal story of losing a loved one which intensified her motivation to do everything to be successful. SP10 and SP9 also mentioned that being resilient and self-reliant is something that you need to possess if you want to survive and succeed in a foreign country such as Denmark. SP2 also exclaimed that she learned to be strong and independent as he continues to stay in Denmark.

"I learned to stand alone as I continue my journey being in Denmark." (SP2)

"If you want to succeed then you need to be be strong and resilient." (SP10)

"In times of difficulty in a foreign country, you can only rely on yourself." (SP9)

Several literature's about gender and migration already emphasized Filipino's resilience, perseverance, and self-reliance especially when being employed in a foreign country. For example, the study of Garabiles, Mayawati and Hall (2022) on domestic Filipino migrant workers reiterates their strengths, resourcefulness, and resilience that even extended not just on a personal level but also on their families and community. The study of Toro Garza (2023) about Filipina migrants in Norway also highlighted that the Filipina migrants exhibited adaptability, motivation for personal growth and a sturdy sense of empowerment.

Practical Wisdom and Preparation

Another pattern that was discovered from the outcomes of this study is the theme about preparation and practical wisdom. The participants shared that their success in migration is due to careful planning and preparation especially in preparing for the expenses, securing necessary documentations, and learning the required language. SP1 and SP4 shared that it is indeed important to prepare the necessary documentations in advance to not compromise your migration plans. This suggestion was also supported by SP3 when he mentioned that determining specific goals and having the right perspective are very important. On the other hand, SP10 and SP2 shared their frustrations of not learning the Danish language earlier which made their journey a bit challenging. Hence, these valuable insights reiterates that the process of migration is not just about physical endeavor but also an emotional journey which requires logistical and emotional eagerness.

"Doing research before coming to Denmark is highly recommended to help you prepare for the papers." (SP1)

"Life outside the Philippines is never easy so you need to do your best, especially in learning their language." (SP2)

"Having the right perspective and mindset is important to achieve your goal...it's definitely a question of attitude." (SP3)

Different literature's that discuss about migration had a lot of documentations about the importance of learning the foreign language as well as monetary and documentary preparations if you have plans of migrating. And this was also supported by the study of Soriano (2023) when she mentioned that migrant Filipino workers in Denmark

had applied different strategies such as adapting to cultural and societal norms to cope with the needed transitions of migration.

Shifts in Values and Priorities

The participants' personal experiences of migration also paved the way for most of them to shift their values and priorities in life such as focusing on self-improvement, prioritizing health among others, as well as concentrating on acquiring personal maturity. For instance, SP1 shared her decision to focus more on her health rather than other things such as career growth. SP6 also shared that due to limited support from other people, she learned the value of saving and managing well her finances. And lastly, SP1 also highlighted that the migration helps her transform from being a carefree individual to becoming a responsible individual focusing on her family instead of herself only.

"Migrating to Denmark made me realized the value of pursuing your own happiness and focusing on your health." (SP1)

"You need to properly manage your finances if you want to Survive in Denmark as the cost of living here is different as compare to the Philippines." (SP6)

"After migrating, I became matured and now tend to focus on my family as compared to being a happy-go-lucky one before." (SP1)

According to several studies, migration made migrants realize the value of changing their mindset and priorities if they want to survive or succeed in a foreign land paving for others to shift their focus on financial management, family, and health as experienced by the research participants of this study. These findings was also supported by the study of Gotehus (2022) when he mentioned that the Filipina migrants in Norway became more family oriented and mature.

Self-Worth and Growth

On top of the transformations mental and emotional transformations experienced by the participants, the findings of this study also mentioned about the participants learning about emotional growth and self-worth. The participants used migration as a way to reflect and develop themselves. For instance, SP6 and SP5 mentioned that migrating to Denmark allowed them to embrace their limitations and to promote self-love while SP3 and SP7 highlighted the importance of resilience in achieving their goals and focusing on their goals. On the other hand, SP3 also shared that it allowed himself to be contented and to have inner peace by valuing what you have.

"It is important that you always appreciate what you have and be contented." (SP3)

"I learned to love my self-more and accept my own limitations." (SP5)

"Remember that hard work pays off. Everything you own and have is because of it." (SP6)

Several literature s had mentioned that migrants had adapted several coping strategies to survive their migration journey. For instance, the study of Hendriks et al (2025) mentioned that the coping mechanisms employed by the migrant workers allowed them to promote personal and career growth and improve their self-confidence. And this is indeed true based on what transpired on this study which highlights that the migration journey of the Filipino women in Denmark allowed them to re-examine themselves for personal and emotional growth.

Cultural Awareness and Adaptation

The study also revealed that the migration journey of the participants paved the way for adaptation and cultural awareness. The participants discovered that their success was because they were able to adapt to the cultural and social norms of Denmark even without compromising their Filipino identify. A number of respondents such as SP10, SP9, and SP8 admitted the clear gap and huge cultural differences of Danish and Filipino culture while others such as SP3 acknowledged the sense of equality and commitment to public service of the Danish

government system. SP1 was also brave enough to accept that the cultural differences pushed her to shift her perspective without compromising her Filipino identity highlighting the value of adaptability and cultural integration.

"It is important that you learn their culture." (SP6)

"My journey allowed me to work hard and become financially illiterate." (SP4)

"There is really a difference between the Danish and Filipino culture." (SP10)

Integrating a new culture while still preserving your own heritage and cultural identity is definitely a challenging feat to overcome but an important reality that you need to embrace as a migrant worker. The study of Ladegaard (2023) mentioned that the Filipino migrants in Denmark were successful in their cultural integration by fostering relationships with the domestic individuals to adapt to the new culture and realign their perspectives. And this is not an easy feat to achieve as this requires a balanced priority.

Guidance for Future Migrants

The last theme showcased on this study of migration is the desire of the participants to provide a guidance for future migrants, not just in Denmark, but also in other countries around the world. The Filipino migrant women revealed some helpful tips and emotional perceptions that may be used as a guide for individuals who wanted to migrate to other countries. For instance, SP3 and SP4 accentuated their value of focus, humility and kindness in their journey of migration. SP9 and SP1 also advised individuals who wanted to migrate to better prepare themselves in learning the Danish culture and language for easier transition. However, SP6 also warned other people about the homesickness, which is the first yet the most challenging struggle that you will encounter in migration so you need to prepare your self physically, mentally, and spiritually.

"Work hard and be patient in achieving your goals. Always remember that homesick is your number 1 enemy." (SP6)

"They need to be strong physically, mentally and emotionally." (SP2)

"Study and read about Denmark's culture and language." (SP9)

The valuable insights shared by the research participants about cultural adaptability, practical preparations, and emotional readiness are also among the common themes emphasized by different literature's about gender and migration. For instance, the study of Aikawa and Kleyman (2021) reiterated the significance of having strong and stable social and emotional support systems, spiritual enhancement, and effecting coping mechanisms to mitigate the adverse effects of migration.

Implications And Concluding Remarks

This study reveals that the migration journey of Filipino women migrants in Denmark doesn't only involve a physical endeavor but also an emotional journey which involves personal and social factors. Their lived experiences not just the challenges of language barriers, cultural disconnection, and homesickness but also their positive values of resilience and adaptability.

The participants' personal experiences highlighted their transition from emotional scuffles to self-fulfillment enabling them to become more adaptable and resilient as evidenced by their ability to cope and pursue personal growth. The shared valuable insights of the participants provided learning's and tips not just for future migrants but also for several groups such as the educators, policymakers, people in the community. It is also important to showcase that the migration journey of the Filipino women is not just a story about difficulties and hardships but more of a transformation showcasing self-love, family ties, dreams, and dedication intersecting the realities of belonging, identity, and cultural integration.

The cultural, communication, and emotional challenges encountered by the Filipino women in Denmark emphasizes the crucial and pressing need of having a more comprehensive and specific integration programs that should target the needs, not just of the Filipino migrants in Denmark but the entire community of Overseas

Filipino Workers. The Danish government and other Civil Society Organizations should consider launching programs that will help the migrant workers address their mental health needs, improve their Danish language, and address their gender-specific and cultural needs.

The Philippine government and NGOs in the Philippines are also advised to provide training's to prospective migrant workers that will enhance their cultural knowledge, basic language, mental resilience, and cultural adaptation to mitigate the adverse effects of migration. The theme highlighted on this study about "learning the hard way" even recommends the importance of having access to practical tools for easier transition to lessen the effects of logistical and emotional stress especially during the early phases of migration.

This study also reveals that most of the coping mechanism revealed by the research participants are focused on having familial and social support networks. Since most of the challenges experienced by the participants are focused on social isolation due to a broad Danish society, it is hereby recommended by the researcher that public policies that promotes mentoring programs, intercultural exchanges, and providing inclusive community spaces for learning should be administered.

Considering the gender-centered issues raised by the participants on this study which contributed to their emotional challenges, it is also hereby recommended that labor and migration policies must adapt a more gender-sensitive system such as recognizing the child-rearing roles of women, guaranteeing equal job opportunities, and delivering access to childcare. Integration efforts should go hand-in-hand with platforms for cultural expression, religious practice, and personal development, allowing migrants to thrive without sacrificing their cultural identities.

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