



FROM REFUGEE TO ENTREPRENEUR

SUPPORT FOR REFUGEE ENTREPRENEURS

CATALOGUE

Policies, Initiatives, Good practices

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Introduction

From Refugee to Entrepreneur Project is funded by ERASMUS+ program K2 Cooperation for innovation and the exchange of good practices”.

The overall goal of the Erasmus+ project **“From Refugee to Entrepreneur”** is to provide access to successful projects and initiatives, to describe valuable methods and approaches that could help refugees and also immigrants to find help, support and training to start their own entrepreneurship and fulfil their dreams.

The **"Support for Refugee Entrepreneurs" catalogue** provides an overview of the current state of the specific environment in the partner countries and provides information related to refugee rights, training opportunities and support for entrepreneurship, with a focus on refugee women as well. The main objective was to identify and select projects, initiatives and innovative methods for the acquisition and development of basic skills and key competences in order to promote employment and personal development, as well as participation in civic and social life. This is especially true for refugees, women and men who become self-employed as entrepreneurs. In particular, the choice is focused on trainings in entrepreneurial thinking and skills in areas that are strategic for smart economic and social development. The Catalogue is a tangible output as a result from the project activities.

Finally, the catalogue is enriched also with the results from discussions on individual meetings by each partner in their own country Germany, Austria, Slovenia and Slovakia. Various experts from relevant national and local immigrant and refugee organizations discussed individually with the partners and suggested good practices in entrepreneurship education for refugees.

All collected good practices, in total 36, are presented in Chapter 4 “Good practices”, as well as in the E-Catalogue of the project. The E-Catalogue is organized as a database under the following link: <https://www.wissenschaftsinitiative.at/refent/output/database/>. Every user can search information after various parameters, that describe and give access to initiatives, good practices and methods that have been identified and collected in the course of the project.

1. Overview

1.1. Growth of refugees in Europe



In recent years, the number of refugees in the world has risen to record high values, reaching 22.5 million people at the end of 2016 [1] (e.g., an average of about 600 000 people per year in 2015, 2016 and 2017). This has led to a rapid growth of asylum seekers coming to Europe as the majority of them come from Syria, Iraq, Afghanistan, Venezuela and Colombia. The number of first-time asylum applicants in the EU-27 in 2019 was 612 700 [2]. In the first ten months of 2020, 390,000 asylum applications (including 349,000 first time applications) were lodged in the EU, 33% less than in the same period of 2019. [3]

United Nations [4] defines refugees as vulnerable persons who are in the need of protection from outside their country of origin due to a “well-founded fear of being persecuted for reasons of race, religion, nationality, political opinion or membership of a particular social group or political opinion”.

In this context, refugees face a lot of difficulties and challenges on their way of integration in the new country of residence. However, there are other groups of vulnerable migrants that may face similar situations and may benefit from the policy initiatives discussed in this chapter.[5]

1.2. Main challenges for refugee-entrepreneurs

The challenges for refugee entrepreneurs can arise from two areas: first, their own individual abilities and limitations, and second, external constraints, such as ethnicity, market needs or institutional support. Below, a summary is provided of the most commonly identified entrepreneurship challenges for migrants and refugees, as identified through a literature review. It is synthesized in Figure 1, showing the allocation of each challenge to the most appropriate area of limitations. [5]

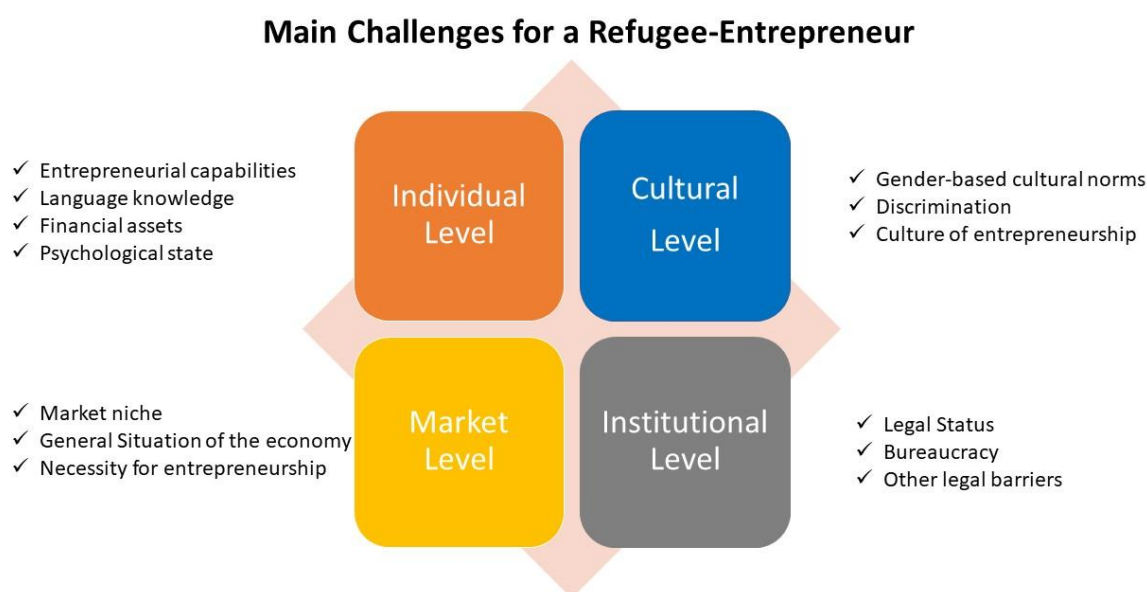


Figure 1. Four levels challenges for a refugee-entrepreneur, Source: [5]

Knowledge and skills in the field of entrepreneurship, as well as communication skills and lack of proficiency in the language of the host country, are one of the important factors that determine the success of starting a business venture. Very often, lack of knowledge about the local market, about supply and demand, about the way of thinking and mentality of local buyers, is also a barrier to those coming from another country and even from another continent as refugees and migrants. The main barrier to entrepreneurship identified via a desk research is low or inapplicable human capital.

Personal development and capabilities are also important in this context. The culture they grew up with, as well as gender-based cultural norms, are also a major barrier to entrepreneurship by refugee-women. [5] To help refugees and migrants to overcome these challenges on their way to entrepreneurship, many organizations and institutions have initiated various forms of policies, training activities and networking support.

Information on EU and national policies for Germany, Austria, Slovenia and Slovakia is provided in the next Chapter 2 “Initiatives to include migrants and refugees in local economies as entrepreneurs “. Chapter 3 “Collected Good Practices” presents 36 valuable good practices in Europe, included also in the REFENT online database searchable through different criteria according to the preference.

2. General Initiatives to Include Migrants and Refugees in Local Economies as Entrepreneurs

2.1. Refugees' Right to Work

According to the office of the United Nations High Commissioner for Refugees (UNHCR), there has been a debate for many years about whether some human rights are more important than others and should, therefore, receive more attention from the United Nations (UN). For example, some countries tend to emphasize civil rights - such as freedom of speech and association or the right to a fair trial - while others place greater emphasis on economic rights - such as the right to food or the right to work. The right to work is anchored in the “Universal Declaration of Human Rights” (Article 23) and in the “International Covenant on Economic, Social and Cultural Rights” (Articles 6 and 7).

MORE INFORMATION:

UNHCR, Human Rights and Refugee Protection, 1995,
Link: <https://www.unhcr.org/3ae6bd900.pdf>



2.2. Refugees' Work Skills and Further Steps for Development

At European level, a multilingual “EU Skills Profile Tool for Third Country Nationals” is available. The tool is intended for use by organizations offering assistance to third country nationals, and for helping in mapping the skills, qualifications and work experiences of the people coming in Europe from there. Thanks to that tool, personalised advices can be provided on further steps for development and realization, e.g., a referral to recognition of diplomas, skills validation, further training or employment support services. In 2018, a special document was released by United Nations named “Policy Guide on Entrepreneurship for Migrants and Refugees”, focusing on the role of entrepreneurship in enhancing the positive effects of migration on economic growth and development. [4] It is a practical tool aimed at strengthening the humanitarian-development nexus urged by the World Humanitarian Summit in May 2016 and the New York Declaration for Refugees and Migrants adopted at the 71st United Nations General Assembly in September 2016.

MORE INFORMATION:

- European Commission, EU Skills Profile Tool for Third Country Nationals, Link: <https://ec.europa.eu/social/main.jsp?catId=1412&langId=en>
- European Commission, Create profile, Link: <https://ec.europa.eu/migrantskills>




2.3. Entrepreneurship as a Solution for Integration of Refugees

Entrepreneurship can be an effective way to include migrants and refugees in local economies, by sharing their knowledge and entrepreneurial spirit, and creating new market opportunities and cross-border networks [6]. The European Union emphasized the importance of removing barriers to migrant entrepreneurship and raising awareness of entrepreneurship among ethnic minorities. In this way, the efforts to promote integration by opening the door to entrepreneurship for migrants can be successful and beneficial for all. [5] These themes are promoted in the EU Action Plan on the Integration of Third Country Nationals [6] and Entrepreneurship 2020 Action Plan [7], supported by the work of the European Commission's Network "Ethnic Minority Businesses".

One of the main targets of the new Action plan on Integration and Inclusion 2021 – 2027 of the European Union is to support all stages of the integration process of migrants. "Migrant entrepreneurs contribute to economic growth, create jobs and can support the postCOVID-19 recovery." (p.11)

MORE INFORMATION:

- 
- Entrepreneurship 2020 Action Plan, Link: <https://www.eesc.europa.eu/en/our-work/opinions-information-reports/opinions/entrepreneurship-2020-action-plan>
 - EU Action Plan on the Integration of Third Country Nationals, PDF for download, Link: https://ec.europa.eu/home-affairs/sites/homeaffairs/files/what-we-do/policies/european-agenda-migration/proposal-implementation-package/docs/20160607/communication_action_plan_integration_third-country_nationals_en.pdf
 - Action plan on Integration and Inclusion 2021 – 2027 of the European Union, Link: https://ec.europa.eu/home-affairs/sites/default/files/pdf/action_plan_on_integration_and_inclusion_2021-2027.pdf

2.4. UNCTAD, IOM and UNHCR: Policy Guide on Entrepreneurship for Migrants and Refugees

Entrepreneurship can also be part of the long-term solutions needed to address the consequences of large movements of forcibly displaced persons, in addition to the important measures that are put in place to cope with the immediate effects of humanitarian crises. Policies and programmes play an important role in supporting entrepreneurial activity by (and for) refugees and migrants and in addressing the barriers they face to engaging in economic activity. In a number of countries, a series of seemingly unsurmountable obstacles can be identified, posed by, e.g. the regulations preventing

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migrants from working or hindering their ability to access startup financing and open formal bank accounts. Despite that, the empirical evidence provided by this guide shows that in several other countries solutions to these obstacles are being found. Governments, public institutions, non-governmental organizations and the private sector can effectively support entrepreneurial activity by (and for) refugees and migrants, with meaningful contributions to their well-being and with a positive social impact. [8]



MORE INFORMATION:

- UNCTAD, IOM and UNHCR, *Policy Guide on Entrepreneurship for Migrants and Refugees*,
Link: <https://unctad.org/webflyer/policy-guide-entrepreneurship-migrants-and-refugees>

3. Politics and Initiatives in Germany, Austria, Slovenia and Slovakia

3.1. Austria

According to the specialists from the “Mentoring for Migrants” programme, about 1.6 million people living in Austria have a migration background. Mobility and migratory flow are expected to increase further in the years to come, both in Europe and worldwide. Over the past five years, immigration from abroad has accounted for 95 % of population growth in Austria. Against this background, the issue of integration is continuously gaining in importance. Finding a job is one of the most essential criteria of successful integration. Many people with a migration background living in Austria would be qualified enough to find employment in this country, but they do not have the necessary contacts and are not familiar with the Austrian labour market. The fact that 78% of all job-seekers in Austria rely on personal networks clearly illustrates the great importance of informal knowledge for success in the labour market. Therefore, a continuous dialogue between immigrants and the host society is crucial for integration to become a reality in people’s everyday lives.

Integration Act

Since June 2017, the Integration Act sets the central framework for the successful integration of persons who settle in Austria on a long-term basis: Clear rules are needed for social cohesion and social peace. With the amendment of the Integration Act in June 2019, the integration obligations were brought into line with the Fundamental Law on Social Assistance in the sense of a coordinated nationwide system.

MORE INFORMATION:

- Integration Act

Link: <https://www.bundestkanzleramt.gv.at/en/agenda/integration/integration-act.html>



Integration Agreement

The integration agreement serves to integrate third-country nationals who are legally settled in Austria and aims at the acquisition of advanced German language skills and knowledge of the democratic system and the fundamental principles derivable from it.

MORE INFORMATION:

- Integration Agreement

Link: <https://www.migration.gv.at/en/living-and-working-in-austria/integration-and-citizenship/integration-agreement/>



Red-White-Red Card

Regulates the criteria-based Immigration to Austria for qualified workers and citizens of a third country (a country outside the EU) seeking to live and work in Austria.

MORE INFORMATION:

- Red-White-Red Card

Link: <https://www.migration.gv.at/en/types-of-immigration/permanent-immigration/>



Self-employed Key Workers

Third-country nationals can apply for a Red-White-Red Card for Self-employed Key Workers, if their self-employed occupation in Austria creates macroeconomic benefit going beyond its own operational benefit. This may be the case if:

- the intended occupation involves a sustained transfer of investment capital to Austria amounting to € 100.000 minimum or
- the intended occupation creates new jobs or secures existing jobs in Austria or
- the establishment involves the transfer of know-how respectively the introduction of new technologies or
- the business is of considerable significance for the entire region.

MORE INFORMATION:

- Self-employed Key Workers

Link: <https://www.migration.gv.at/en/types-of-immigration/permanent-immigration/self-employedkeyworkers/>



3.2. Germany

“Putting people first: providing security, creating opportunities, embracing change”

The slogan above belongs to The Bundesamt für Migration und Flüchtlinge (Federal Office for Migration and Refugees, BAMF). is a German federal agency under the responsibility of the Federal Ministry of the Interior. It is located in the former Südkaserne (South Barracks) in Nuremberg. The office was founded on 12 January 1953 as "Bundesdienststelle für die Anerkennung ausländischer

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Flüchtlinge" (Federal Office for the Recognition of Foreign Refugees). At the moment, BAMF is the central migration authority in Germany and is responsible for registration, integration and repatriation of migrants. It carries out asylum proceedings and decides about asylum applications. BAMF is in charge of the Central Register of Foreign Nationals (AZR). It is also the national data supplier for the Eurostat in the field of asylum statistics. BAMF publishes data updated on a monthly basis concerning developments in the asylum applications filed in Germany, on the ten countries of origin with the highest number of applicants arriving, as well as on the decisions made concerning the asylum applications, and statistical data on transfer requests that have been filed in the Dublin Procedure. Refugees entering the country receive effective support by BAMF because of the structure of the Office and the topics included in its supporting program.

The structure of the Office is the following:

- **Arrival centres**

The arrival centres are the central entry point when it comes to the asylum procedure. It is in the arrival centres that all the steps are carried out under one roof which are necessary for the asylum procedure. This includes the medical examination by the Länder, the recording of the personal data and the identity check, the application, the interview and the BAMF decision on the asylum application, as well as the initial advice on access to the labour market by the local Employment Agency.

- **Branch offices/regional offices**

It is in the branch offices that BAMF carries out the asylum procedure, with the filing of the application, the interview and the decision on more complex cases. Some branch offices, known as "regional offices", offer a point of contact for the organisations operating integration activities, and are responsible for the integration work on the ground.

- **Decision-making centres**

It is in the decision-making centres that the decision is taken on the asylum applications which are ready to be decided on of those applicants who have already been interviewed. This particularly relates to applications lodged by individuals from unsafe countries of origin such as Syria, Iraq and Eritrea. The decision-making centres thus take some of the strain from the arrival centres and branch offices.

BAMF operates as Germany's national contact point for the European Asylum Support Office (EASO), the European Migration Network (EMN) and the Asylum Migration and Integration Fund (AMIF).

BAMF-Navigation for the areas of Asylum procedure and Integration

Four important topics are included as information organized in special databases with the ability to search by multiple parameters according to the wishes of users: integration courses, course locations, migration counselling, and authorities.

MORE INFORMATION:

- The Federal Office for Migration and Refugees
Link: https://www.bamf.de/EN/Startseite/startseite_node.html
- BAMF-Navigation for the areas of Asylum procedure and Integration
Link: <https://bamf-navi.bamf.de/en/>
- German government general policies,
Link: https://www.bamf.de/EN/Startseite/startseite_node.html



German and EU immigration and asylum policies:

MORE INFORMATION:

- Integration and Integration Policies in Germany
Link: <https://www.bpb.de/gesellschaft/migration/laenderprofile/262812/integration-and-integration-policies-in-germany>
- The new skilled immigration law in Germany
Link: <https://www.lexology.com/library/detail.aspx?g=b56923d2-f266-4307-9e86-d51ecf3f88c1>
- German and EU immigration and asylum law
Link: <https://www.migrationsrecht.eu/>



3.3. Slovakia

Migration is a historical, social phenomenon that significantly influences policy, economy, social aspects, and countries' safety and modifies the population's composition in individual countries. Slovakia is not one of the traditional final destinations for migrants. It is a culturally homogeneous country, which was not affected by the dramatic increase in migration during the twentieth century. Until recently, Slovakia was almost exclusively the country of origin of the migrants, a country whose residents used to migrate abroad for various reasons.

The Slovak Republic's accession (SR) to the European Union (EU) and the Schengen Area caused more significant changes. Since 2004, the illegal and asylum migration has decreased, and legal migration has increased seven times. Although the increase of foreign population in Slovakia in the years 2004 –

MORE INFORMATION:

- Migration in Slovakia, Link: <https://www.iom.sk/en/migration/migration-in-slovakia.html>



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2008 was the second-highest among the EU states, the representation of foreigners in the population remains low. Today, foreigners make up 2.75 per cent of the population. Their number is slowly yet continuously increasing: in December 2020, about 6,937 more foreigners lived in Slovakia than the year before, which means an increase of 4.9%.

In Slovakia, the Migration Office of the Ministry of Interior of the Slovak Republic (hereafter the Migration Office), established by Resolution No. 501 of the Slovak Republic Government dated 13 July 1993, perform duties in migration policy. At present, the Migration Office is a professional division of the Ministry of Interior acting in the area of asylum, integration of refugees and foreigners, who provided subsidiary protection and in the field of documentation and foreign cooperation and perform following tasks: development of national asylum policy, decision making in administrative procedure related to granting asylum, establishing the asylum facilities.

The Slovak Republic's migration policy (with a perspective until the year 2020) was an essential document that formed a modern and purposeful policy in the migration area. The objectives of the migration policy were:

- to create adequate conditions, especially within the area of legal migration, while taking into account the priorities, needs, and abilities as concerns receiving of migrants, including their integration within the society,
- to strengthen the effectiveness of border control as concerns the movement of persons and the fight against illegal migration,
- to contribute to the adoption of the unified European asylum system, and
- to participate in the development of global partnerships with countries of origin and transit, strengthen the coactions created between migration and development and thus contribute to an increase of the life quality of inhabitants of the Slovak Republic.

Several non-profit organisations broadly cover the objectives to create adequate conditions in Slovakia in cooperation with Migrant Office. IOM Slovakia deals with integrating the refugees and migrants via Migration Information Centre, carries out information campaigns and preventive activities to help potential victims of trafficking. In cooperation with the Migrant Office are working Human Rights League and Slovak Humanitarian Council. Both organizations are active in integrating refugees/migrants into the labour market, directly or indirectly (through the education of counsellors or public servants, which are in direct contact with refugees/migrants).

MORE INFORMATION:

- Migration Office of the Ministry of Interior of the Slovak Republic:
https://www.minv.sk/?tlacove-spravy-6&sprava=migracny-urad-mv-sr-posobi-uz-viac-ako-stvrtstorocie&subor_spravy=340470
- Migration Office of the Ministry of Interior of the Slovak Republic, Migration policy:
<https://www.minv.sk/?zamer-migracnej-politiky-slovenskej-republiky>
- Human Rights League in Slovakia. Link: <https://www.hrl.sk/en>



3.4. Slovenia

The massive migrations of refugees through Slovenia have shown, above all, that we are part of a globalized world, and that as a developed European country we must take some responsibility for the consequences of global policies that have led to wars, acts of violence and other forms of human rights violations. They also encourage debate on the need for the appropriate inclusion of refugees, accepting other cultures,

Slovenia accepts refugees from Greece and Italy on the basis of an EU resettlement scheme. These refugees are more or less successfully integrating into our society, still encountering many obstacles, such as under-housing and inadequate housing options, dependency on assistance from humanitarian organizations in the early stages of integration, difficult access to health services and access difficulties to other institutions, often due to language barriers, limited access to employment, and others.

In order to be more successful, integration should actually touch every aspect of life, and everyone should deal with it. We need an integration strategy, as a form of integration policy that is also coherent with other policies (social, economic, demographic, etc.).

The State established the Office for the Care and Integration of Migrants, separate from the Ministry of the Interior, which mainly has a supervisory or restrictive role. The Office will have the opportunity to develop appropriate integration measures. Non-governmental organizations will continue to implement certain programs. Together we look for specific systemic solutions in areas where they are needed. One such area is definitely the accommodation of refugees. All the movements that occurred in the area of migration and asylum in Slovenia were due to some external circumstances. Thus, Slovenia adopted the Resolution on Migration Policy and Asylum Legislation in the late 1990s. We really started thinking about integrating refugees into different social spheres and building an open multicultural society, only when mass migrations along the Western Balkan refugee path in autumn 2015 and spring 2016 happened. The absence of some longer-term strategies leads to the exclusion of many migrants at one, as well as a great loss of human capital on the other hand (Franci Zlatař, Slovene Philanthropy).

The Office of the Government of the Republic of Slovenia for Migrant Care and Integration operates in Slovenia. The establishment of a special government service is one of a series of efforts by the Slovenian government to address migration policy more comprehensively and successfully. In the area of refugee we have a solid experience in immigration issues in Slovenia. As a result, appropriate solutions have been developed at both the general and sectoral policies. Some of them can even be classified as good practices. A good example is the recently upgraded system of early language literacy. However, this migrant wave faces a significantly different phenomenon than the smog used to date. This requires a tailored approach to this fact, including an organizational one.

**MORE INFORMATION:**

- Migration in Slovenia, Link: <https://emm.si/migracije-in-slovenija/> and
- Ministry of the Interior: <https://www.gov.si/drzavni-organi/ministrstva/ministrstvo-za-notranje-zadeve/o-ministrstvu/direktorat-za-migracije/><https://www.gov.si/drzavni-organi/ministrstva/ministrstvo-za-notranje-zadeve/o-ministrstvu/direktorat-za-migracije/>

Intensive Language Courses for Migrants

Refugees are entitled to a free 300-hour Slovene language course at a language school, which can be extended by an additional 100 hours in the event of 80% attendance. Refugees covered by the housing support scheme (integration house or subsidy for private accommodation) with at least 80% attendance at the Slovenian language course in the first 18 months after obtaining the status are eligible for support for private accommodation in the next 18 months.

The role of cultural mediators in accessing asylum seekers to health services

In health care institutions, the **cultural mediator** represents a bridge between health professionals and patients by establishing a connection between people with different socio-cultural and linguistic backgrounds. A cultural mediator is therefore not only an interpreter of language, but also an interpreter of cultural meanings and helps bridge this gap.

Supporting entry into the labour market for persons with international protection

Already in 2017, the Employment Service of the Republic of Slovenia for the field of work with persons with international protection employed the first refugee counsellors, who, in addition to the role of employment counsellor, also act as cultural mediators in integrating persons from this target group into the labour market and into Slovenian society. In addition to working with unemployed persons (refugees), the tasks of advisers are also related to working with employers and working with governmental and non-governmental organizations active in this field. For the purpose of coordinated action and holistic treatment, the Institute coordinates its activities in this field with the line ministry, the Ministry of the Interior and the Ministry of Education, Science and Sport.

Otherwise, in the Republic of Slovenia all the unemployed have the same conditions for entering the labour market. In this sense, equalization is a condition of non-discrimination. The criteria in the field of entrepreneurship and the opening of private companies are also set under the same conditions.

**MORE INFORMATION:**

- Government Office for the Care and Integration of Migrants, <https://www.gov.si/drzavni-organi/vladne-sluzbe/urad-vlade-za-oskrbo-in-integracijo-migrantov/>
- Directorate for Migration of the Government of the Republic of Slovenia, <https://www.gov.si/>
- Employment Service of the Republic of Slovenia – Info point for Foreigners, <https://www.ess.gov.si/tujci/info-tocka-za-tujce>

Subsidized housing for recognized international protection

Subsidized housing for recognized people international protection under the International Protection Act, those with recognized international protection status are entitled to accommodation support in so-called integration houses owned by the Government Office for the Care and Integration of Migrants. Refugees may stay in the accommodation for a maximum of one year. In certain circumstances, such as illness, this period may be extended by an additional 6 months. Whoever chooses to seek private accommodation is entitled to a subsidy of 18 months. This period may be extended by an additional 18 months if the refugee enrolls in a Slovenian language course and has an 80% (or more) participation rate.

Slovenia, as a country and all relevant public and non-governmental organizations, must continue to carry out their activities and work in the field of sustainable development. This includes addressing the root causes of migration, working with specific migrant groups and promoting a holistic approach to migration, development and inclusion. This enhances the capabilities and knowledge that can deliver positive and effective results in nowadays multicultural and diverse societies.

**MORE INFORMATION:**

- Social Chamber of Republic of Slovenia - An integrated approach to the successful integration of migrants, <https://www.szslo.si/celostni-pristop-za-uspesno-integra>
- Republic of Slovenia, Centres of Social Work -Information for Foreigners, <https://infotujci.si/vkljucevanje-v-slovensko-druzbo/socialno-varstvo/centri-za-socialno-delo/>
- Slovene Philanthropy, <https://www.filantropija.org/>
- The Peace Institute - Cultural Mediator, <https://www.mirovni-institut.si/tag/kulturni-mediator/>

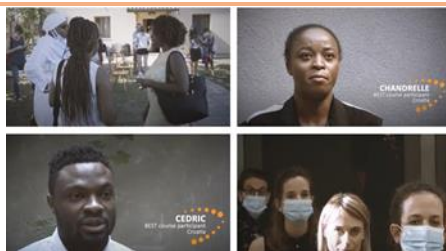
4. Collection of Good Practises

4.1. Better Entrepreneurship Policy Tool

Better Entrepreneurship Policy Tool			
<div><div></div></div>			
	Thematic area: <ul style="list-style-type: none"><input checked="" type="checkbox"/> Entrepreneurship skills<input checked="" type="checkbox"/> Policies<input checked="" type="checkbox"/> Women Entrepreneurs	Type of good practice: <ul style="list-style-type: none"><input checked="" type="checkbox"/> Initiative<input checked="" type="checkbox"/> Education	Target group: <ul style="list-style-type: none"><input checked="" type="checkbox"/> Organizations, projects, initiatives<input checked="" type="checkbox"/> Teachers / educators
	Summary: <p>Entrepreneurship is important for innovation, job creation and economic growth. It can also strengthen social inclusion and address social change through policies for inclusive entrepreneurship and social entrepreneurship. Better Entrepreneurship Policy is an online tool designed for policy makers and other stakeholders at local, regional and national levels who want to explore how public policy can:</p> <ul style="list-style-type: none">• Supports women, youth, migrants and the unemployed in setting up a business and self-employment;• Supports the development of social enterprises. <p>Better Entrepreneurship:</p> <ul style="list-style-type: none">• Encourages challenging thinking about inclusive and social entrepreneurship policies and programs;• Supports learning through international good practices;• Strengthens policy-making and implementation of inclusive and social entrepreneurship;• Targets a wide range of stakeholders, such as policy makers, business associations and networks; chambers of commerce, funding providers, research institutions, education and training providers, and civil society organizations;• Works in 24 languages.		
Land/City: Slovenia			
Source / Link: European Commission & OECD Better Policies for Better Lives: Better Entrepreneurship Policy Tool: https://betterentrepreneurship.eu/sl/node/add/migrants-quiz			

4.2. BEST – Boosting Entrepreneurial Skills as Tool of Integration of Migrants to Labour Market

BEST - Boosting Entrepreneurial Skills as Tool of Integration of Migrants to Labour Market



Thematic area:

☒ Entrepreneurship skills

Type of good practice:

☒ Project

☒ Education

Target group:

☒ Organizations, projects, initiatives

☒ Refugees interested in entrepreneurship

Summary:

BEST project is a joint endeavour of 7 partners from Austria, Slovenia, Croatia and Italy that have the common motivation to improve the effective integration of Third country nationals (TCN) into the labour market through cooperation between public and private institutions. The BEST project emerged when working on projects that have as main focus economic and social integration of migrants where the need of offering specific strategies to TCN who would like to become self-employed and/or open their own business emerged. Self-employment is one of the most successful tools to create a long-term labour integration, creating a win-win situation for all the players and increase the integration of TCN in different levels.



The Institute for Slovenian Emigration and Migration ZRC SAZU (Slovenian Academy of Sciences and Arts) invites migrants in Slovenia who would like to develop their entrepreneurial streak to attend a 40-hour free course on the basics of entrepreneurship and the improvement of (self) employment. The course takes place within the BEST project, which is intended to promote entrepreneurial skills for better integration of migrants into the Slovenian labour market. It is implemented in cooperation with Baltazar Consulting, which through an interactive and supportive learning environment enables participants to discover their potentials and face the challenges of (self) employment. The course is intended for immigrants, refugees, applicants for international protection who have permanent or temporary residence in Slovenia. Participation is free. The course is conducted in English, with the possibility of interpretation into Slovenian and / or Arabic. Depending on the current situation, the course will take the form of an online seminar.

Land/City: Slovenia



Contact details: ZRC SAZU – Research Centre of Slovenian Academy of Science and Arts: <https://www.zrc-sazu.si>

More information about the good practice is available under the following links: <https://www.zrc-sazu.si/en/programi-in-projekti/best-boosting-entrepreneurial-skills-as-tool-of-integration-of-migrants-to-> The source of the picture is the video “ Make the BEST of it! ”: <https://youtu.be/K6mX7dYd9dc>



4.3. CIC Prague, Czech Republic

CIC Prague			
			
	Thematic area:	Type of good practice:	Target group:
	<input checked="" type="checkbox"/> Market conditions <input checked="" type="checkbox"/> Policies	<input checked="" type="checkbox"/> Project <input checked="" type="checkbox"/> Education	<input checked="" type="checkbox"/> Organizations, projects, initiatives <input checked="" type="checkbox"/> Teachers / educators <input checked="" type="checkbox"/> Refugees interested in entrepreneurship
Summary: <p>Centre for Integration of foreigners (CIC) provides a wide range of help for migrants and refugees. One of their projects is Employment Advisory, which intends support foreigners with a legal residence permit in the Czech Republic (permanent residence, long-term residence, asylum or complementary protection, EU citizens and their family members). They also offer counselling for migrants (Czech language and other education) and education for public administration officials (workers) on foreigners' Integration. They provide so-called "Job clubs" intending to prepare participants to enter the Czech Republic's labour market, to strengthen their independence for employment. One program," KOMPLEX IN MB", also targets the education of foreigners in IT.</p> <ul style="list-style-type: none">• Aims: The CIC tackles the employment of migrants and refugees in the different regions of the Czech Republic.• Results: They provide support to refugee and migrants educational programmes for adults, families or teenagers			
Land/City: Czech Republik			
Source / Link: https://www.cicops.cz/cz/			



4.4. COMIN, Slovakia

COMIN Community Centre			
 KOMUNITNÉ CENTRUM PRE PRACOVNÚ A VEDOMOSTNÚ MOBILITU V NITRE			
	Thematic area:	Type of good practice:	Target group:
	<input checked="" type="checkbox"/> Entrepreneurship skills <input checked="" type="checkbox"/> Market conditions <input checked="" type="checkbox"/> Women Entrepreneurs	<input checked="" type="checkbox"/> Initiative <input checked="" type="checkbox"/> Information <input checked="" type="checkbox"/> Education	<input checked="" type="checkbox"/> Organizations, projects, initiatives <input checked="" type="checkbox"/> Refugees interested in entrepreneurship
Summary: <p>COMIN - Community Center for Work and Knowledge Mobility in Nitra supports the social inclusion of foreigners (nationals from third countries) and citizens of EU member states, who have been granted temporary or permanent residence in the Slovak Republic in town Nitra. The centre focuses on helping to overcome barriers to the coexistence of citizens and foreigners. Their goal is to improve coexistence and reduce negative moods towards foreigners in the community.</p> <p>COMIN provide services within the Point of First Contact for foreigners and citizens of Nitra, social and legal counselling for foreigners and assistance in crises, language education for foreigners connected with intercultural orientation, and leisure and voluntary programs for social inclusion. They also provide information about the entrepreneurship of foreigners in Slovakia. Community Centre COMIN supports Active Citizens Fund Slovakia, and it is financed from the Financial Mechanism of EHP (EEA) 2014-2021 and supported by town Nitra.</p> <ul style="list-style-type: none"> • Aims: COMIN works mainly on the integration of foreigners in the town of Nitra in Slovakia. • Results: They provide support to foreigners (information about employment possibilities, doing a business in Slovakia, social inclusion, etc.). 			
Land/City: Slovakia			
Website: https://comin.sk/en/			




4.5 DCI – The Digital Career Institute, Germany

DCI - The Digital Career Institute			
			
	Thematic area: <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Entrepreneurship skills <input checked="" type="checkbox"/> Administrative settings <input checked="" type="checkbox"/> Market conditions <input checked="" type="checkbox"/> Women Entrepreneurs 	Type of good practice: <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Education 	Target group: <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Teachers / educators <input checked="" type="checkbox"/> Refugees interested in entrepreneurship
<p>Summary:</p> <p>The Digital Career Institute was born as an initiative to integrate refugees into digital jobs. Today, it is committed to train anyone who wants to pursue a tech career. The Institute have created a buzzing environment driven by a sense of purpose and dedication.</p> <p>The Digital Career Institute provides courses in three areas:</p> <ul style="list-style-type: none"> • Orientation Course – provides first steps into the digital world for starting a career in Web Development and Online Marketing. • Web development Course - helps to start career into the Web development and be part of the Tech Disruption. • Online Marketing – Helps to become an Online / Digital Marketer and to learn how to scale a business and use services and platforms to the advantage of the future business project or activities. <p>DCI - The Digital Career Institute in Germany</p> <p>The Digital Career Institute was born as an initiative to integrate refugees into digital jobs. Today, it is committed to train anyone who wants to pursue a tech career. The Institute have created a buzzing environment driven by a sense of purpose and dedication.</p> <p>Nine stories of success are described on their website: https://digitalcareerinstitute.org/stories</p> <p>Website: https://www.digitalcareerinstitute.org/</p>			

4.6. EMMR – E-Entrepreneurship Model for Refugees and Migrants

EMMR – E-Entrepreneurship Model for Refugees and Migrants			
			
	Thematic area: <input checked="" type="checkbox"/> Entrepreneurship skills	Type of good practice: <input checked="" type="checkbox"/> Project <input checked="" type="checkbox"/> Initiative <input checked="" type="checkbox"/> Education	Target group: <input checked="" type="checkbox"/> Organizations, projects, initiatives <input checked="" type="checkbox"/> Refugees interested in entrepreneurship
	Summary: <p>There are significant increases at the number of Afghans who came to Turkey in recent years. United Nations High Commissioner for Refugees said that according to the figures, there are about 130 thousand Afghans in Turkey. Excluding Syrians, Iranians and the people from Iraq first used in among immigrants who came to Turkey in queue, the Afghans took their place. Unemployment, war and the lack of a secure environment in the country are important factors in the migration. Unemployment, financial impossibility, education and health needs are the most fundamental problems in host countries. The main groups of irregular migrants and refugees coming to the countries in the project consist of transit migrants, refugees and asylum seekers coming for safety needs and work purposes. The project focuses on the social and economic integration of refugees in the hosting countries which are involved in the project. Through the Project it is aimed to implement a succession of activities that promote the integration of the refugees in the host society and at the same time fight against its exclusion. Implementing the project, it is aimed to view integration as a flexible and multidimensional process implying not only the refugees' adaptation to the host society. The fact that they become refugees and asylum seekers in the hosting and transit countries is an urgent issue to tackle with. The integration of those people into society is an important impact of the project by language courses, basic digital literacy and entrepreneurship courses that help the social and economic integration of the refugees into the host society.</p> <p>The other important implementation activity of the project focuses on improving refugees' basic e-entrepreneurship course so that people can develop new social and economic opportunities for themselves, their families, and their communities. The project will foster to develop and update the target groups' key competences throughout their lives. The key competences are necessary for personal fulfilment, active involvement, integration, social cohesion and employability in the host country as stated in the Recommendation of The European Parliament and of The Council numbered 2006/962/EC.</p>		
Land/City: Slovenia			
More information about the good practice is available under the following link: http://emmr.eu/partners/ Contact details: Andragoški zavod Maribor – Ljudska univerza (Maribor Andragogy Institute – People's University): http://www.azm-lu.si/projekti/emmr/			

4.7. ENABLE - Entrepreneurship for Socially Disadvantaged, Lithuania

ENABLE - Entrepreneurship for Socially Disadvantaged			
 ENABLE			
 	Thematic area: <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Entrepreneurship skills <input checked="" type="checkbox"/> Entrepreneurial skills of disadvantaged adult individuals <input checked="" type="checkbox"/> Women Entrepreneurs 	Type of good practice: <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Education <input checked="" type="checkbox"/> Project 	Target group: <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Teachers / educators
<p>Summary:</p> <p>The aim of the Enable project of six organisations from Nordic/Baltic countries is to provide the adult educators, trainers, and counsellors to share best practice in methods of improving entrepreneurial skills of disadvantaged adult individuals (women, youth, seniors, disabled and migrants). The learning objective is to gain knowledge via experiences of the others. It was supported by NORDPLUS Adult program.</p> <hr/> <p style="text-align: center;">ENTREPRENEURS</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="background-color: orange; border-radius: 10px; padding: 5px 15px; text-align: center;">Disabled</div> <div style="background-color: #005a8c; color: white; border-radius: 10px; padding: 5px 15px; text-align: center;">Senior</div> <div style="background-color: #00a0e3; border-radius: 10px; padding: 5px 15px; text-align: center;">Young</div> <div style="background-color: #800080; color: white; border-radius: 10px; padding: 5px 15px; text-align: center;">Migrant</div> <div style="background-color: #e34a33; border-radius: 10px; padding: 5px 15px; text-align: center;">Female</div> </div> <ul style="list-style-type: none"> Aim – ENABLE project wants to develop the skills of the educators, trainers, and counsellors working with disadvantaged groups, including women and migrants. Results – the project provides resources about entrepreneurship or financial support from partners countries and successful migrant entrepreneur women's videos. 			
<p>Land/City: Lithuania</p> <p>More information about the good practice is available under the following link: http://enable-project.net/</p> <p>Website: www.edupro.lt</p>			



4.8. ESTER, Sweden

ESTER			
			
	Thematic area:	Type of good practice:	Target group:
	<ul style="list-style-type: none"><input checked="" type="checkbox"/> Entrepreneurship skills<input checked="" type="checkbox"/> Administrative settings<input checked="" type="checkbox"/> Market conditions<input checked="" type="checkbox"/> Women Entrepreneurs	<ul style="list-style-type: none"><input checked="" type="checkbox"/> Education<input checked="" type="checkbox"/> Project<input checked="" type="checkbox"/> Initiative	<ul style="list-style-type: none"><input checked="" type="checkbox"/> Teachers / educators<input checked="" type="checkbox"/> Refugees interested in entrepreneurship
Summary: <p>The Ester Foundation is a non-profit foundation that is driven by breaking exclusion through entrepreneurship. The Ester offers foreign-born women a path to self-employment. Ester is an entrepreneurship program that supports every entrepreneur's needs: knowledge capital, social capital, and start-up capital. During the program, participants receive personal leadership training, home economics, entrepreneurship, business administration, sales, marketing and lifestyle and health. They spend a lot of time developing the business plan and getting the company ready for start-up. The participants also get a mentor/mentor group who, together with Ester actively follow and support the participant during the company development.</p> <ul style="list-style-type: none">Aim – the Ester Foundation provides support to foreign-born women to create a business and become self-employed.Results – they created a supportive educational programme covering an entrepreneur's main needs: knowledge capital, social capital, and start-up capital.			
Land/City: Sweden			
More information about the good practice is available under the following link: https://stiftelsenester.se/			






4.9. Entrepreneurship of Migrants, Slovakia

Entrepreneurship of Migrants in Slovakia			
<div> SLOVAK BUSINESS AGENCY</div>			
	Thematic area: <ul style="list-style-type: none"><input checked="" type="checkbox"/> Entrepreneurship skills<input checked="" type="checkbox"/> Market conditions	Type of good practice: <ul style="list-style-type: none"><input checked="" type="checkbox"/> Information	Target group: <ul style="list-style-type: none"><input checked="" type="checkbox"/> Organizations, projects, initiatives<input checked="" type="checkbox"/> Refugees interested in entrepreneurship
Summary: <p>Slovak Business Agency (till 28/2/2014 the National Agency for Development of SMEs) is crucial. It is the oldest specialized non-profit organization for the support of small and medium-sized enterprises (SMEs). Slovak Business Agency was founded in 1993 by a joint initiative of the EU and the Slovak Republic government. It is the unique platform of the public and private sectors.</p> <p>Entrepreneurship of Migrants in Slovakia is a handbook/guide to basic administrative steps for starting a business in Slovakia for Migrants. The handbook was prepared as part of the project. It improved labour market conditions and entrepreneurship of third-country nationals co-financed by the European Union from the European Fund for the Integration of Third-Country Nationals.</p> <ul style="list-style-type: none">• Aims: The organization tackles the issue of the preparedness of migrants for starting entrepreneurship in Slovakia.• Results: Handbook Entrepreneurship of Migrants in Slovakia in pdf format is available. Link for download: http://www.sbagency.sk/sites/default/files/sk.pdf			
Land/City: Slovakia			
Source / Link: http://www.sbagency.sk/			



4.10. EUStartGees, Austria, Finland, Italy and Spain

EUStartGees			
			
	Thematic area:	Type of good practice:	Target group:
	<div><input checked="" type="checkbox"/> Entrepreneurship skills</div> <div><input checked="" type="checkbox"/> Skills and knowledge to generate creative ideas</div> <div><input checked="" type="checkbox"/> Women Entrepreneurs</div>	<div><input checked="" type="checkbox"/> Initiative</div> <div><input checked="" type="checkbox"/> Programme</div> <div><input checked="" type="checkbox"/> Education</div>	<div><input checked="" type="checkbox"/> Organizations, projects, initiatives</div> <div><input checked="" type="checkbox"/> Refugees interested in entrepreneurship</div>
Summary: <p>EUStartGees is a co-financed programme by the European Union to support young refugees to design, develop and grow their business ideas and build successful enterprises. The programme is focused on young refugees and has identified entrepreneurship or self-employment as an opportunity to succeed in their hosting community. EUStartGees has designed a support programme, that aims to offer specialised training and mentoring. This includes the promotion of professional competences, support in growing and setting up migrant’s businesses from the idea stage as well as developing MVPs (Minimum ViableProducts) to pre-launch their product to the market.</p> <p>In order to do so, EUStartGees will be providing a network of support for refugee entrepreneurs, developed by the Consortium partners, so refugees can have access to specialists, complimentary workshops, meet-ups, and co-working spaces. The programme will be divided into 3 main stages:</p> <ul style="list-style-type: none">• Assessment of the initial idea and motivation - identifying own strength and weaknesses, practicing teamwork skills: teaming up, collaboration and problem solving, accept diversity, develop emotional intelligence, giving and receiving feedbacks, understanding the benefits of collaboration for establishing and running a company.• Incubation process and validation of the main product - customers, customer’ needs, creating a solution with business, marketing, accounting, legal issues for a small enterprise, funding a company, testing a business idea, business plan, preparing a pitch.• The acceleration process to boost your business - funding, testing a business idea, business plan, preparing a pitch.			
Land/City: Austria, Finland, Italy and Spain			
Website: https://www.eustartgees.eu/			



4.11. Following the Path of Stories and Inspiration

Following the Path of Stories and Inspiration			
<div><div></div><div></div></div>			
<div><p>Projekt sofinancira Evropska unija iz sredstev Sklada za azil, migracije in vključevanje</p></div>	<div>Thematic area:</div> <div><input checked="" type="checkbox"/> Policies</div>	<div>Type of good practice:</div> <div><input checked="" type="checkbox"/> Project</div> <div><input checked="" type="checkbox"/> Information</div>	<div>Target group:</div> <div><input checked="" type="checkbox"/> Organizations, projects, initiatives</div> <div><input checked="" type="checkbox"/> Teachers / educators</div> <div><input checked="" type="checkbox"/> Refugees interested in entrepreneurship</div>
<div>Summary:</div> <p>PiNa is a continuation of the successful national project “We Are All Migrants”. The present inspiration covers eight stories of immigrants and refugees living and creating in Slovenia. The basic purpose is to raise awareness of the positive contribution of the integration of immigrants into our society and to contribute to the development of intercultural sensitivity.</p> <p>Each of the performers carries with them an interesting, sometimes difficult, but always inspiring personal and professional story. Excerpts from their first-person narratives are a reminder of the unpredictability of life, of the courage and will required by everyday life, and of the power that difference carries in co-creating and enriching society as a whole.</p> <p>The 15-minute stories are available on YouTube and were presented by:</p> <div><ul style="list-style-type: none">• Perica Jerković, stand-up comedian, immigrated from Bosnia and Herzegovina;• Arkan Al Nawas, landscape architect, painter, immigrated from Iraq.• Eleonora Onyshchenko, volleyball coach, immigrated from Ukraine.• Seit Demiri, historian, immigrant from Kosovo.• Goran Popović, primary school teacher, social pedagogue, principal, immigrant from Serbia.• Saša Banjanac Lubej, journalist, editor and TV presenter, immigrated from Serbia.• Lidija Dimkovska, poet, essayist, critic and translator, immigrated from Macedonia.• Zoran Knežević, culturologist, writer, security guard, immigrant from Serbia.</div>			
<div>Land/City: Slovenia</div>			
<div>More information and links:</div> <div><ul style="list-style-type: none">• The good practice is available under the following links: We are ALL Migrants Trailer: https://www.youtube.com/watch?v=ZyJa4pPxL4w&list=PL7voPrjrbROtLeM7pEtW4L75LYIHKsOLI&index=3• Following the Path of Stories and Inspiration: https://www.youtube.com/watch?v=9AXXxytwmJM&t=15s• PiNA – We are All Migrants: https://www.pina.si/en/portfolio/we-are-all-migrants/</div>			

4.12. Human Rights League, Slovakia

Human Rights League Slovakia			
			
<p>Our story</p> <p>The story of the Human Rights League is one featuring enthusiastic and courageous young lawyers and an ambitious team of people who have decided to help refugees in Slovakia since the period when few people knew anything about refugees.</p> 	<p>Thematic area:</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Policies <input checked="" type="checkbox"/> Women Entrepreneurs 	<p>Type of good practice:</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Project <input checked="" type="checkbox"/> Initiative <input checked="" type="checkbox"/> Information <input checked="" type="checkbox"/> Education 	<p>Target group:</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Organizations, projects, initiatives <input checked="" type="checkbox"/> Teachers / educators <input checked="" type="checkbox"/> Refugees interested in entrepreneurship
<p>Summary:</p> <p>The Human Rights League strive for transparent, dignified, and responsible migration, asylum and integration policies. They work to protect the rights and strengthen the status of refugees and foreigners in Slovakia. The Human Rights League provides a wide variety of projects to help migrants and refugees' integration in Slovakia. Successful Migrant Integration in Regions (abbreviated as SMIR) is the name of a new project focused on innovation support and development. The Human Rights League began implementing this project under the Czech Association for Migration and Integration (SIMI) leadership in September 2020. In addition to the Human Rights League, there are three partners from other EU MS involved in the three-year project within the framework of the Erasmus+ programme, Key Action 2: Strategic Partnerships. These are: 1/ The Czech Association for Migration and Integration (SIMI), as the project leader; 2/ The Belgian City of Mechelen and 3/ AGABY - the working committee of migration and integration advisory councils in Bavaria, Germany.</p> <p>The project responds to the increasing number of migrants in the partner countries (Czech Republic, Slovakia, Belgium, Germany) and the relatively complex local authorities' situation, which often lacks the necessary tools or know-how to work with migrants. At the same time, they realize the importance of integration and their emphasis on setting up the right and functional integration measures and mechanisms. The project also reflects the necessity of integration stakeholders to consider the specific needs of vulnerable groups in European territory. In a time, full of dramatic changes caused by the Covid-19 pandemic and deviation from established practice, it will be of vital importance for local authorities, in particular, to be able to solve new situations concerning already vulnerable migrants and support long-term needed integration activities at the same time.</p>			
<p>Land/City: Slovakia</p>			
<p>Sources / Links: https://www.hrl.sk/en/our-work/projects/projects/refugee-empowerment-for-labour-market-integration</p>			
<p>More information about the good practice is available under the following links: https://www.hrl.sk/en/our-work/projects/projects/successful-migrant-integration-in-regions---</p>			


4.13. Immipreneurs of Austria

Immipreneurs of Austria			
			
	Thematic area: <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Entrepreneurship skills <input checked="" type="checkbox"/> Market conditions <input checked="" type="checkbox"/> Policies 	Type of good practice: <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Initiative <input checked="" type="checkbox"/> Information 	Target group: <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Organizations, projects, initiatives <input checked="" type="checkbox"/> Refugees interested in entrepreneurship
<p>Summary:</p> <p>Immipreneurs of Austria (IoA) is an initiative to help young ethnic / minority enterprises, 'ImmiCo', located in Austria by providing support and financing. It offers in particular, general consulting & support and funding to cover working capital, capital assets & specific operating expenses</p> <p>IoA limits the initial investment up to €50,000; however, with the achievement of agreed milestones the amount of total investment can be doubled to €100,000 over a period of two years. IoA is based on a model which is based on matching and sharing: Matching of new investments, where proportionate acquisition-, operation cost but also 50% revenues will be shared. The acquisition and operation cost cover scouting, due diligence, pitch, offer negotiation, contract setup, administer, mentor and control. The revenues are shared from franchise fees, interest and profit. Depending on ImmiCo valuation a typical €50k investment brings 22,5% equity share of ImmiCo to be shared by Investor and IoA. The other important feature is the access to this initiative through the establishment of the Café ImmiCo, which brings together promising migrant entrepreneurs, mentors, and professionals to discuss over breakfast the challenges of starting a business and how to establish strategic partnerships and support structures. In addition, consultants are on site to cover strategy, innovation, marketing, social media and financial management</p> <p>Partners in supporting this initiative include the Austrian Council, the Centre for Micro Enterprise, WIFI, Austrian Wirtschafts Service, Radio Afrika TV, Erstebank, Webster University, and ÖSB – MikroKredit</p>			
<p>Land/City: Austria</p>			
<p>More information about the good practice is available under the following link: http://www.immipreneurs.eu</p>			
<p>Contact details: IoA Beteiligungs GmbH & Co KG, Hauptstrasse 11, 3224 Mitterbach am Erlaufsee, Austria</p>			

4.14. Inclusion, Participation und Enablement of Refugee Women in Austria

WIN Project



	Thematic area: <input checked="" type="checkbox"/> Administrative settings <input checked="" type="checkbox"/> Policies <input checked="" type="checkbox"/> Women Entrepreneurs	Type of good practice: <input checked="" type="checkbox"/> Project <input checked="" type="checkbox"/> Initiative <input checked="" type="checkbox"/> Information	Target group: <input checked="" type="checkbox"/> Organizations, projects, initiatives <input checked="" type="checkbox"/> Refugees interested in entrepreneurship <input checked="" type="checkbox"/> Labour organizations
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Summary:

Refugee women have increasingly found their way to Europe in recent years, but face specific challenges when it comes to participation in the host society. They are less likely to consult integration services than men, and are more likely to feel anxiety and fear of separation from their children due to their experiences of war and the forced migration. The rates of depression and anxiety disorder are higher among refugee women than men. While many female refugees have an equally high or even higher level of formal education attainment than men, they also have less actual labour market experience. The reasons are manifold and remain underexplored so far. In cooperation with the Public Employment Service Austria (AMS), the research project WIN collects quantitative and qualitative primary data on the economic, social and cultural inclusion of female and male refugees in Austria. A cross-sectional study and qualitative focus groups will be conducted to explore formal and informal integration experiences, with a particular focus on the still under-researched group of refugee women. In particular, the survey focuses on integration beyond the labour market, since female refugees are less likely to be registered as active job seekers and/or course participants, or register much later than their male peers due to a high fertility rate, childcare obligations, and other factors. At the same time, the economic, social and cultural participation of refugee women is a key indicator for successful inclusion in the host society since women play a vital role for the integration of their families and the entire community. Project duration: 1. August 2019 - 31. January 2021.




Research Team: Judith Kohlenberger, Institute for Social Policy (WU Vienna), Bernhard Rengs, Vienna Institute of Demography, Isabella Buber-Ennsner, Vienna Institute of Demography.

Land/City: Austria



More information about the good practice is available under the following link:

<https://bach.wu.ac.at/d/research/projects/3398/#abstract>.






4.15. IOM Slovakia

IOM Slovakia			
<div><div><div><div>Medzinárodná organizácia pre migráciu</div><div> Slovenská republika Migrácia na prospech všetkým</div></div></div></div>			
	Thematic area: <ul style="list-style-type: none"><input checked="" type="checkbox"/> Entrepreneurship skills<input checked="" type="checkbox"/> Administrative settings<input checked="" type="checkbox"/> Policies<input checked="" type="checkbox"/> Women Entrepreneurs	Type of good practice: <ul style="list-style-type: none"><input checked="" type="checkbox"/> Initiative<input checked="" type="checkbox"/> Information<input checked="" type="checkbox"/> Education	Target group: <ul style="list-style-type: none"><input checked="" type="checkbox"/> Organizations, projects, initiatives<input checked="" type="checkbox"/> Teachers / educators<input checked="" type="checkbox"/> Refugees interested in entrepreneurship
	<p>Summary:</p> <p>The International Organization for Migration Slovakia offers training and counselling on the employment of foreigners in Slovakia. IOM Slovakia is the national coordinator of the Slovak Republic of the EMN (European Migration Network) and provides up-to-date, objective, reliable, and comparable information on migration and asylum to support the EU policymakers.</p> <p>Aims: Tackles the issue of preparedness of people for starting entrepreneurship in Slovakia.</p> <p>Results: They established the Migrant Information Centre (MIC) to support the foreigners: training and counselling. Also, within MIC, they provide supportive information about starting a business in Slovakia.</p>		
<p>Land/City: Slovakia</p>			
<p>Sources / Links:</p> <p>https://iom.sk/sk/</p> <p>https://www.iom.sk/sk/aktivita/vzdelavanie-poradenske-sluzby/aktualna-ponuka-skoleni.html</p> <p>www.emn.sk</p> <p>https://www.mic.iom.sk/sk</p> <p>https://www.mic.iom.sk/en/doing-business/general-information.html</p>			

4.16. IT v kurze, Slovakia

<div>IT v kurze</div> <div>  IT v kurze </div>			
	Thematic area: <input checked="" type="checkbox"/> Skills and knowledge to generate creative ideas	Type of good practice: <input checked="" type="checkbox"/> Initiative <input checked="" type="checkbox"/> Programme <input checked="" type="checkbox"/> Education <input checked="" type="checkbox"/> Other	Target group: <input checked="" type="checkbox"/> Organizations, projects, initiatives <input checked="" type="checkbox"/> Refugees interested in entrepreneurship
<p>Summary:</p> <p>IT v kurze (IT in the course) is an organisation with a huge offer of IT courses. In addition to others, they have a different approach: Educate-Support-Employ. They support talents financially, so the lack of funds is not an obstacle to their education. They provide students and graduates with a work placement or direct employment or job offer from contractual partners after the first five months of schooling. Students can continue their studies in addition to employment. They deal comprehensively with the path from education and its financing to career, emphasising information technology. Apart from the courses, they provide also free schooling on various topics.</p> <ul style="list-style-type: none"> • Aims: The “IT v kurze” is an educational programme with the Young Talent Support fund. • Results: They provide support to young adults with the opportunity to study and find employment, with the possibility to pay for study after finding a job. 			
Land/City: Slovakia			
Source / Link: https://www.itvkurze.sk/			

4.17. KapaCITY, Slovakia

KapaCITY			
<div><div></div><div></div><div></div><div></div></div>			
	Thematic area:	Type of good practice:	Target group:
	<div><input checked="" type="checkbox"/> Entrepreneurship skills</div> <div><input checked="" type="checkbox"/> Administrative settings</div> <div><input checked="" type="checkbox"/> Policies</div>	<div><input checked="" type="checkbox"/> Initiative</div> <div><input checked="" type="checkbox"/> Programme</div> <div><input checked="" type="checkbox"/> Information</div> <div><input checked="" type="checkbox"/> Education</div>	<div><input checked="" type="checkbox"/> Organizations, projects, initiatives</div> <div><input checked="" type="checkbox"/> Teachers / educators</div>
Summary: <p>The KapaCITY project is the initiative of several organisations working in Slovakia: Human Rights League, Foundation of Milan Šimečka, OZ Marginal and Centre for ethnicity and cultural research. It is an online educational tool for (not only) employees of local governments and cooperating organisations who come into contact with residents of the city, municipality, or region from abroad.</p> <p>The website aims to help people get acquainted with the stay of foreigners in Slovakia and the related rights and obligations. It is intended primarily for employees of municipal and local authorities and offices of self-governing regions and school principals, employees of social services facilities, charities, and non-governmental organisations. The project is co-financed by the European Union from the Fund for Asylum, Migration and Integration, Home Affairs Funds. It is also dealing with the issue of employment and entrepreneurship of migrants/refugees indirectly.</p> <ul style="list-style-type: none">• Aims: The program tackles the issue of unpreparedness of local government for the inclusion of migrants.• Results: As a result, an online website is available, with supporting information and materials tackling several issues, including the employment and entrepreneurship of refugees and migrants.			
Land/City: Slovakia			
Source / Link: www.kapacity.sk			

4.18. MEnt, Germany

MEnt



	Thematic area: <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Entrepreneurship skills <input checked="" type="checkbox"/> Market conditions <input checked="" type="checkbox"/> Women Entrepreneurs 	Type of good practice: <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Project <input checked="" type="checkbox"/> Program 	Target group: <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Organizations, projects, initiatives <input checked="" type="checkbox"/> Teachers / educators <input checked="" type="checkbox"/> Refugees interested in entrepreneurship
	<p>Summary:</p> <p>MEnt is an innovative and dynamic incubation and mentoring programme which gives migrants and refugees the chance to be supported in the first steps of launching entrepreneurial projects. The project intends to facilitate and foster economic and social integration of migrants supporting them in the development of new business initiatives, via light incubation and mentorship programmes. The relationship with mentors is the core of the project, enabling the improvement of emerging business ideas through the interaction with experts in the given business sector and national context.</p> <p>MEnt have the following activities united in a process:</p> <ul style="list-style-type: none"> • Call for entrepreneurs - two calls for ideas and for people, with the object of attracting migrants aiming at developing a business or at joining a team of entrepreneurs. • Short training session - a preparatory activity to facilitate interaction among migrants, provide inspiration and support early-stage development of a business idea. • Light incubation - two cycles of two workshops providing know-how, suggestions on the business model, access to markets, resources and key partners. • Matching with mentors - two mentors’ evening per incubation cycle to present projects to a network of experts who will provide knowledge and guidance. • Final pitching session - a final pitching sessions in front of mentors, potential investors and supporters to present the business ideas. <p>Discover some motivational and inspiring stories of migrant entrepreneurship: https://mentproject.eu/stories/</p>		
<p>Land/City: Belgium, France, Germany</p>			
<p>Source / Link: https://mentproject.eu</p>			

4.19. Mentoring fur MigrantInnen, Austria

Mentoring fur MigrantInnen



Source: organizational website

Thematic area:

- ☒ Administrative settings
- ☒ Market conditions
- ☒ Policies
- ☒ Women Entrepreneurs

Type of good practice:

- ☒ Programme
- ☒ Information
- ☒ Education
- ☒ Other

Target group:

- ☒ Organizations, projects, initiatives
- ☒ Teachers / educators
- ☒ Refugees interested in entrepreneurship

Summary:

The "Mentoring for Migrants" programme established in 2008 at the initiative of the Federal Economic Chamber (WKO) in cooperation with its project partners, the Austrian Integration Fund (ÖIF) and the Labour Market Service (AMS). Within this programme's framework, well-connected members of the business community support qualified people with a migration background in their efforts to participate in the Austrian labour market. "Mentoring for Migrants" is a unique project in the German-speaking region. Over 2.300 mentoring pairs have been formed, and numerous mentees have already gained a foothold on the Austrian labour market, not least thanks to their mentors' support.



The course is intended for immigrants, refugees, applicants for international protection who have permanent or temporary residence in the country. To date, nearly 2.300 mentoring pairs have been formed. After every project cycle an evaluation is performed. Here are some of the most recent results:

- 100 % of the mentors appreciate mentoring as a very meaningful instrument for the integration of migrants into the labour market.
- 83 % of the mentors feel that they themselves derive a benefit from the programme.
- 97 % of the interviewed persons believe that multilingualism and international transfer of know-how are strengthening the Austrian business location.
- 86 % of the interviewed persons think that the specific acknowledgement of the mentees can be used by the local companies in order to extend their activities abroad.



Land/City: Austria, Wirtschaftskammern Österreichs, MMag. Margit Kreuzhuber, email: mentoring@wko.at

Source / Link: <https://www.wko.at/site/Mentoring/MigrantInnen/en/english.html>



4.20. Migration Hub Network, Germany

Migration Hub Network			
			
	Thematic area: <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Entrepreneurship skills <input checked="" type="checkbox"/> Administrative settings <input checked="" type="checkbox"/> Market conditions <input checked="" type="checkbox"/> Policies <input checked="" type="checkbox"/> Skills and knowledge to generate creative ideas <input checked="" type="checkbox"/> Women Entrepreneurs 	Type of good practice: <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Initiative <input checked="" type="checkbox"/> Programme <input checked="" type="checkbox"/> Information <input checked="" type="checkbox"/> Education <input checked="" type="checkbox"/> Other 	Target group: <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Organizations, projects, initiatives <input checked="" type="checkbox"/> Teachers / educators <input checked="" type="checkbox"/> Refugees interested in entrepreneurship
<p>Summary:</p> <p>Migration Hub Network's mission is to provide support to international social projects working with migrants, asylum seekers and refugees. To create a platform for migrant entrepreneurs in order to aid their business opportunities. To provide guidance to migrapreneurs, social enterprises and companies. And to help create the connection and exchange between projects in order to increase their impact and long-term potential.</p> <p>By becoming a member of Migration Hub, interested organizations will be connected to an ecosystem of opportunities. The hub connects Migrant Entrepreneurs to different sectors like Corporate, NGOs/Governmental, Investors, as well as Specialized Experts in order to boost their businesses. The organization offer to its members:</p> <ul style="list-style-type: none"> • Coaching, mentoring and support to migrant entrepreneurs, member organizations and partners; • Training and mentoring (for migrant entrepreneurs in Berlin, Brussels, Milan, and Helsinki within a EU founded program together with other European partners); • User-friendly environment created by events coming from all sectors that MHN wants to bring together: civil society, NGOs, and public institutions; • Access to information for researchers and universities with our comprehensive and thoroughly categorized database. • Offer consulting services to companies, NGOs and governmental institutions; • Provide physical places -the Hubs-Currently in two cities (Berlin and Heidelberg), and others in the making. 			
Land/City: Germany – Berlin, Heidelberg,			
Source / Link: https://www.migrationhub.co/			

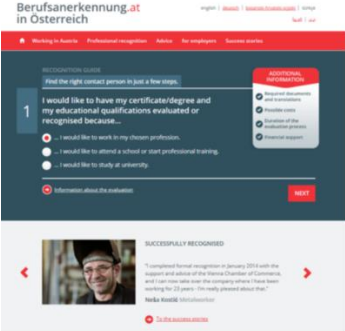
4.21. Mini Tech MBA for Women, Slovakia

Mini Tech MBA for Women			
			
	Thematic area: <input checked="" type="checkbox"/> Women Entrepreneurs	Type of good practice: <input checked="" type="checkbox"/> Programme <input checked="" type="checkbox"/> Education	Target group: <input checked="" type="checkbox"/> Organizations, projects, initiatives <input checked="" type="checkbox"/> Teachers / educators <input checked="" type="checkbox"/> Refugees interested in entrepreneurship
	Summary: The Mini Tech MBA for Women is a semester-based educational program created specifically for women. During the four months course (100 hours), women will gain a comprehensive overview of information technology, build self-confidence and a valuable network of contacts for their career growth. It is possible to study online. The student also can apply for a scholarship. The scholarship primarily serves ladies on/after maternity leave or for ladies who are on a career break and are looking for another career path		
<ul style="list-style-type: none">• Aims: The Mini Tech MBA is an educational program to support women in choosing the IT career path.• Results: They provide support to women looking for another career path and can apply for a scholarship, which could be an opportunity for migrant women to solve problems with a lack of financial support.			
Land/City: Slovakia			
Source / Link: https://minitechmba.org/			



4.22. National Business Centre in Regions, Slovakia

National Business Centre in Regions in Slovakia			
			
	Thematic area: <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Entrepreneurship skills <input checked="" type="checkbox"/> Administrative settings <input checked="" type="checkbox"/> Market conditions <input checked="" type="checkbox"/> Policies <input checked="" type="checkbox"/> Women Entrepreneurs 	Type of good practice: <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Initiative <input checked="" type="checkbox"/> Programme <input checked="" type="checkbox"/> Information <input checked="" type="checkbox"/> Education 	Target group: <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Organizations, projects, initiatives <input checked="" type="checkbox"/> Teachers / educators <input checked="" type="checkbox"/> Refugees interested in entrepreneurship
<p>Summary:</p> <p>The National Business Center (NPC) presents the concept of a comprehensive one-stop-shop support point. Their goal is to support small and medium-sized enterprises' establishment and development and motivate individuals to enter the business.</p> <p>NPCs in the regions offer a wide range of services: 1/ Professional group activities - seminars, webinars, lectures, discussion forums, workshops, conferences, etc.; 2/ Short-term and long-term individual counselling; 3/ Stays in a virtual business incubator.</p> <p>Interested persons will receive within the initiative "consult an expert" as follows:</p> <ul style="list-style-type: none"> • 10 hours of consultation with an expert on a one-to-one basis directly in his/her region; • Answers to questions from the field of marketing, financing and pricing, sales, legislation, taxes and accounting, information technology. <p>Aims: Centres tackles the issue of preparedness of people for starting entrepreneurship in Slovakia.</p> <p>Results: Centres provide possibilities for foreigners to consult their business plans in several regions of Slovakia.</p> <p>Land/City: Slovakia</p> <p>Source / Link: https://www.npc.sk/sk/services/poradenstvo-a-konzultacie/poradenstvo-a-konzultacie/poradte-sa-s-odbornikom-konzultacie-pre-buducich-p/</p>			

4.23. Professional Recognition

Professional Recognition			
<h1>Berufsanerkennung.at in Österreich</h1>			
	Thematic area: <input checked="" type="checkbox"/> Administrative settings	Type of good practice: <input checked="" type="checkbox"/> Information <input checked="" type="checkbox"/> Other	Target group: <input checked="" type="checkbox"/> Refugees interested in entrepreneurship
<p>Summary:</p> <p>There are no uniform rules in Austria for formal recognition of qualifications from abroad. The procedure applied for recognising qualifications (degrees) from abroad depends on the area for which the qualification is needed. There are four types of recognition:</p> <ul style="list-style-type: none"> Professional recognition (professional accreditation) of regulated professions for the purposes of the EU Recognition Directive; Nostrification of college and school-leaving certificates; Validation of academic degrees and diplomas for the purposes of exercising a profession; Accreditation of skilled trade certificates. <p>The Austrian regulations for the establishment of a company are very strict. For this reason, it is often important that qualifications from education and occupation in the country of origin are recognised so that the person in Austria can do business. Such recognition is often associated with high costs. At the Austrian Integration Funds (ÖIF) one can apply for financial support. The following costs will be reimbursed as part of the grant:</p> <ul style="list-style-type: none"> Recognition of qualifications; Costs for issuing recognition certificates; Translation costs for documents and certificates; Administrative charges; Evaluation of qualifications: Translation costs for documents and certificates, costs for valuation reports. 			
Land/City: Austria			
Contact details: Integrationszentrum Wien and Consulting, Landstraßer Hauptstraße 26, 1030 Vienna E-Mail: wien@integrationsfonds.at , Tel.: +43 1/715 10 51 100			
Source / Link: https://www.berufsanerkennung.at/en/professional-recognition/overview/			


4.24. ReDi School for Digital Integration, Germany and Denmark

ReDi School for Digital Integration			
			
	Thematic area:	Type of good practice:	Target group:
	<input checked="" type="checkbox"/> Entrepreneurship skills <input checked="" type="checkbox"/> Administrative settings <input checked="" type="checkbox"/> Market conditions <input checked="" type="checkbox"/> Women Entrepreneurs	<input checked="" type="checkbox"/> Education	<input checked="" type="checkbox"/> Teachers / educators <input checked="" type="checkbox"/> Refugees interested in entrepreneurship
Summary: <p>ReDi School of Digital Integration is a non-profit digital school for tech-interested locals and newcomers in Germany. The organization offers their students high-quality training and the chance to collaborate with the start-up and digital industry. ReDi School's aim is to provide their students with valuable digital skills and a strong network of tech leaders, students, and alumni to help create new opportunities for all. ReDi School of Digital Integration also offers the "Digital Women" Courses that aim at empowering women by helping them develop their digital skills and helping them integrate into German society and the job market.</p> <p>ReDi School of Digital Integration provides four programmes:</p> <ul style="list-style-type: none"> • Digital Career Program – the students participate in a 4-month program with usually two weekly classes, taught by volunteers. The courses are free. • Digital Women Program – the program aims at empowering women by helping them develop their digital skills and integrate into the local society and job market. The teachers are experienced professionals, volunteering their time on a weekly basis. • Digital Youth Program – for people between 18 and 30 years old. The course is in German or Danish. • Kids Program – ReDi School teams up with PxP embassy to empower disadvantaged kids and youth. <p>In addition, the students get access to a large number of workshops, professional networks, job training, and conferences, which can help you land a job or find a paid internship.</p>			
Land/City: Germany/ Berlin, Munich, Düsseldorf, Denmark/ Copenhagen			
Source / Link: https://www.redi-school.org			

4.25. Refugee Innovation Challenge, Germany

Refugee Innovation Challenge			
 REFUGEE INNOVATION CHALLENGE			
	Thematic area: <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Entrepreneurship skills <input checked="" type="checkbox"/> Market conditions <input checked="" type="checkbox"/> Skills and knowledge to generate creative ideas <input checked="" type="checkbox"/> Women Entrepreneurs 	Type of good practice: <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Initiative <input checked="" type="checkbox"/> Programme 	Target group: <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Organizations, projects, initiatives <input checked="" type="checkbox"/> Teachers / educators <input checked="" type="checkbox"/> Refugees interested in entrepreneurship
<p>Summary:</p> <p>The Refugee Innovation Challenge (RIC) is a 12-week incubation program where participants, the RIC Fellows, focus on building game-changing solutions to problems in the context of mass migration. The RIC is created to apply state of the art Methodologies from the Start Up world to the challenges that emerged in the context of mass migration. Its expressed goal to find nationally and historically significant solutions. Additionally, RIC are experimenting with new forms of idea generation and incubation for social entrepreneurs.</p> <p>The process is designed to accelerate learning by keeping focused on the essentials so that the teams have a steep learning curve and build something that truly makes a difference. It is based on state-of-the-art methods such as Design Thinking, The Lean Start Up and the Business Model Canvas. The participants are a highly diverse crowd from different countries. The participants formed teams focusing on housing and integration, leveraging the potential of refugees even before they are allowed to work, improving language learning opportunities for high potentials, making information on higher education more accessible for refugees and creating opportunities for higher education.</p>			
<p>Land/City: Germany/ Hamburg,</p>			
<p>Source / Link: http://www.stage.refugeeinnovationchallenge.org/</p>			



4.26. The Refugee Entrepreneurship Network

The Refugee Entrepreneurship Network			
<div><div>Centre for preneurs</div><div><div>10</div><div>Celebrating 10 years</div></div></div>			
	Thematic area: <ul style="list-style-type: none"><input checked="" type="checkbox"/> Entrepreneurship skills<input checked="" type="checkbox"/> Policies	Type of good practice: <ul style="list-style-type: none"><input checked="" type="checkbox"/> Project<input checked="" type="checkbox"/> Initiative<input checked="" type="checkbox"/> Programme<input checked="" type="checkbox"/> Information<input checked="" type="checkbox"/> Education	Target group: <ul style="list-style-type: none"><input checked="" type="checkbox"/> Organizations, projects, initiatives<input checked="" type="checkbox"/> Teachers / educators
Summary: <p>The CFE Refugee Entrepreneurship Network (REN) is a global community working to improve the scale and impact of refugee entrepreneurship programmes. It brings together practitioners, philanthropic foundations, researchers, academics and investors that actively support refugee entrepreneurship. The organisation was created by well-known business leaders – The Centre was born after a merger between the think tank of the same name, founded by entrepreneur Luke Johnson, and The New Entrepreneurs Foundation that was launched by Oliver Pawle and Dee Stirling with support from Lord Davies of Abersoch and Sir Nigel Rudd.</p> <p>The Centre for Entrepreneurs (CFE) is the UK’s leading entrepreneurship foundation. It works to make the country more entrepreneurial. Its activities focus on advancing the entrepreneurship agenda for the UK, and are grouped under four key pillars:</p> <ul style="list-style-type: none">• Delivering entrepreneurial development programmes;• Researching the state of entrepreneurship and how to unlock potential in neglected groups, communities and locations;• Building thriving entrepreneurial communities;• Engaging and informing policy makers and the public.			
Land/City: UK, Global			
Source / Link: https://centreforentrepreneurs.org/networks/refugee-entrepreneurship-network/			




4.27. Rifugio, Slovakia

<div style="text-align: center;"> Rifugio  </div>			
	Thematic area: <input checked="" type="checkbox"/> Administrative settings <input checked="" type="checkbox"/> Policies	Type of good practice: <input checked="" type="checkbox"/> Project <input checked="" type="checkbox"/> Other	Target group: <input checked="" type="checkbox"/> Teachers / educators <input checked="" type="checkbox"/> Refugees interested in integration – social labour market, health, school <input checked="" type="checkbox"/> Labour Organizations
<p>Summary:</p> <p>The Rifugio is an integration project of the non-profit organisation - Slovak Humanitarian Council (SHR) in cooperation with the Migration Office of the Slovak Republic. Through its professional capacities, the project assists in the integration of persons granted asylum and the provision of subsidiary protection. The project offers professional assistance in several areas of integration, such as integration into the labour market, social, health or school integration. It adheres to the principles of an individual approach to the client. It reflects the different stages of integration of the target group. Part of the project consists of assistance and accompanying activities that help maintain and improve the target group's status and stay. The project is implemented on the national level, primarily through the SHR offices in Bratislava and Košice.</p> <p>The project implementation period is from 01.01.2020 to 31.12.2021.</p> <ul style="list-style-type: none"> • Aim – to help refugees with granted asylum or subsidiary protection to integrate on an early level. • Results – the project supports the refugees with information resources and individual support of the professionals and volunteers. 			
<p>Land/City: Bratislava, Slovakia</p>			
<p>Source / Link: https://www.shr.sk/</p>			

4.28. SEE ME IN - Strengthen Migrant Entrepreneurs

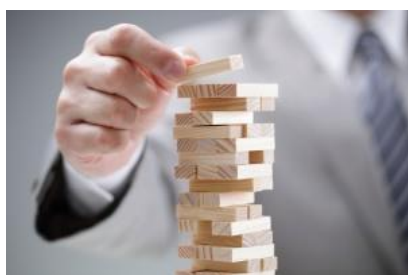
<div style="text-align: center;"> SEE ME IN  SEE ME IN </div>			
	Thematic area: <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Entrepreneurship skills <input checked="" type="checkbox"/> Administrative settings <input checked="" type="checkbox"/> Skills and knowledge to generate creative ideas <input checked="" type="checkbox"/> Women Entrepreneurs 	Type of good practice: <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Initiative <input checked="" type="checkbox"/> Project <input checked="" type="checkbox"/> Education 	Target group: <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Labour Organizations <input checked="" type="checkbox"/> Teachers / educators <input checked="" type="checkbox"/> Refugees interested in entrepreneurship
<p>Summary:</p> <p>The Interreg Central Europe project "SEE ME IN" supports Slovenian immigrant entrepreneurs from third countries of the first generation or descendants in the field of food, fashion and crafts.</p> <p>Entrepreneurs with a migrant background have a different view of the business environment in Slovenia. This particular perspective, with its strengths and weaknesses, is at the heart of the SEE ME IN project. Strengthening equal opportunities in entrepreneurship promotes intercultural and social cohesion.</p> <p>Entrepreneurship is a powerful driver of economic growth and job creation. By encouraging financially independent companies, our regions are becoming stronger. This is especially true if the relevant organizations support all potential entrepreneurs, including entrepreneurs with an immigrant background. It is the latter who face various challenges in the development of their business: language barriers, difficult access to information and technologies, ignorance of culture and Initial analyses of companies already established by migrants, their needs in various fields (business management, involvement in urban or local environment) are the basis for the development of content and information solutions for the purpose of training and improving entrepreneurial skills of immigrant entrepreneurs. A hub is set up to support their entrepreneurial activities and a supportive environment to empower migrant businesses. The solutions are tailored to the specificities of each partner country and selected sectors. To this end, project collaborators are developing a modular and flexible platform that will offer key tools for management, business processes, and marketing and communication. The support will also aim to adapt the regional service offer of other support environments to better meet the needs of companies set up by third country entrepreneurs. legislation, employment.</p> <p>More information about the good practice is available under the following links: https://www.interreg-central.eu/Content.Node/SEE-ME-IN-.html</p> <p>Land/City: Slovenia</p> <p>Contact details: Združenje Socialna ekonomija Slovenije (Association Social Economy Slovenia), Link: http://socialnaekonomija.si/see-za-krepitev-podjetnikov-migrantov/</p>			

4.29. SKUHNA – Cooking Spiced with Culture

SKUHNA – Cooking Spiced with Culture			
<div>XskuhnaSVETOVNA KUHINJAX</div>			
	Thematic area:	Type of good practice:	Target group:
	<div><input checked="" type="checkbox"/> Policies</div> <div><input checked="" type="checkbox"/> Skills and knowledge to generate creative ideas</div>	<div><input checked="" type="checkbox"/> Programme</div> <div><input checked="" type="checkbox"/> Information</div>	<div><input checked="" type="checkbox"/> Organizations, projects, initiatives</div> <div><input checked="" type="checkbox"/> Refugees interested in entrepreneurship</div>
Summary:			
<p>SKUHNA is a unique program of connecting different cultures through gastronomy. It covers the rich tradition of the countries from which migrants and refugees come to Slovenia. Connecting the cultures and customs of the countries is intertwined with getting to know each other, a deeper understanding and, above all, important participation with the acceptance and hospitality of a country. Strangers thus become acquaintances, a field of friendships and new possibilities opens up.</p> <p>The richness of culture and cuisine is intertwined with cooking workshops. The dishes and the people who brought their grandmothers' dishes to our space are presented. Now they cook together, and with pleasant company and program, they also get to know the country they came to and its customs.</p> <p>SKUHNA organizes "custom workshops" for strangers, acquaintances and friends, workshops for business environments and friendly workshops for children, the purpose of which is to learn about other cultures and customs. The secrets of the world are packed in a cute red magic suitcase from which children cook and create content.</p>			
<div></div>			
<p>More information about the good practice is available under the following links:</p> <p>https://www.skuhna.si/mediji_o_nas/</p>			
<p>Country: Slovenia</p>			
<p>SKUHNA, svetovna kuhinja (SKUHNA, World Cuisine), Link; https://www.skuhna.si/skuhna/</p>			

4.30. Social Entrepreneurship as a Solution

Social Entrepreneurship as a Solution



Thematic area:

- ☒ Policies
- ☒ Skills and knowledge to generate creative ideas
- ☒ Women Entrepreneurs

Type of good practice:

- ☒ Project

Target group:

- ☒ Organizations, projects, initiatives
- ☒ Refugees interested in entrepreneurship

Summary:

The project is intended primarily for youth workers who are willing to act as multipliers and strive to develop young people's entrepreneurial skills and support the establishment of various social enterprises, either by refugees or those that include refugees and other vulnerable groups.

Key project goals:

- Sharing experiences of discrimination, exclusion and marginalization of different groups, including migrants and refugees in different European countries.
- Promoting acceptance of diversity and respect for human rights.
- Finding and sharing ideas for innovative social enterprises that include or focus on migrants, refugees and other marginalized groups.
- Exploring the concepts of social entrepreneurship, stakeholders, supporters and the links between social entrepreneurship and inclusion.
- Encouraging youth workers to act as change agents in their local community.
- Introduction of the appreciative inquiry method as a way to approach local reality and introduce new ideas.

EPEKA, a social enterprise, participates as a partner in the Social Entrepreneurship project as one of the solutions to the European refugee crisis

More information about the good practice is available under the following links: <https://epeka.si/socialno-podjetnistvo-kot-ena-od-resitev-za-evropsko-begunsko-krizo/>

Country: Slovenia

Contact details: Združenje EPEKA, socialno podjetje (EPEKA Association, Social Enterprise): <https://epeka.si/>

4.31. Support for Women's Socially Responsible Entrepreneurship in Bosnia and Herzegovina

Support for Women's Socially Responsible Entrepreneurship in Bosnia and Herzegovina


Thematic area:

- ☒ Entrepreneurship skills
- ☒ Policies
- ☒ Women Entrepreneurs

Type of good practice:

- ☒ Initiative
- ☒ Programme
- ☒ Education

Target group:

- ☒ Organizations, projects, initiatives
- ☒ Refugees interested in entrepreneurship

Summary:

In recent years, women's entrepreneurship has been identified as a useful tool for increasing women's participation in the labour force, which in turn increases women's empowerment, gender equality, reduces poverty and increases overall economic growth. However, in BiH, women's entrepreneurship is still largely an underdeveloped sector. Women's entrepreneurship therefore represents an opportunity to create new jobs and, consequently, an opportunity for people, especially women, to escape poverty and social exclusion. Through the BiHUB program for women responsible entrepreneurship, we, together with partner organizations from BiH, empower women to enter entrepreneurship and ensure their inclusion in the labour market. For permanent systemic support to women's entrepreneurship, we ensure the involvement of women in decision-making processes through the implementation of participatory processes and advocacy campaigns at the local level. The programme also provides regular free training for future entrepreneurs, offer mentoring, organize networking events and transfer good practices, as well financial support to women entrepreneurs in founding companies or realizing entrepreneurial ideas. It also carries out a participatory advocacy campaign to encourage the adoption of measures in the field of women's entrepreneurship and the integration of women into the labour market. The two-year project is co-financed by the Ministry of Foreign Affairs of the Republic of Slovenia through the Slovenia's International Development Cooperation Program, which contributes to more balanced and equitable development and co-responsibility for eradicating poverty, reducing inequality and achieving sustainable development in partner countries such as Bosnia and Herzegovina.

The project partner in Slovenia is PINA, in addition to them it is also implemented by: Center for Youth Education Travnik, JU Agency for Cultural, Historical and Natural Heritage and Development of Tourist Potentials of the City of Jajce, Livno National University and Linnovate Technology Park.

Land/City: Slovenia




More information about the good practice is available under the following links:

- Website: <https://www.bihhub.org>
- Kulturno izobraževalno društvo PINA: <https://www.pina.si/zaceli-smo-z-izvajanjem-projekta-v-podporo-zenskemu-druzbeno-odgovornemu-podjetnistvu-v-bih/>

3.32. The SINGA Business Lab

THE SINGA BUSINESS LAB			
businesslab			
by SINGA			
	Thematic area: <ul style="list-style-type: none"><input checked="" type="checkbox"/> Entrepreneurship skills<input checked="" type="checkbox"/> Administrative settings	Type of good practice: <ul style="list-style-type: none"><input checked="" type="checkbox"/> Initiative<input checked="" type="checkbox"/> Information<input checked="" type="checkbox"/> Education	Target group: <ul style="list-style-type: none"><input checked="" type="checkbox"/> Labour Organizations<input checked="" type="checkbox"/> Teachers / educators<input checked="" type="checkbox"/> Refugees interested in entrepreneurship
Summary: <p>The Singa Business Lab is an inclusive incubator for migrants, co-created with newcomer entrepreneurs to support them to bring their business ideas into reality. Accepted refugee entrepreneurs can benefit from networking, mentorship and learning opportunities and could further join a growing community of like-minded entrepreneurs.</p> <p>The Singa Business Lab is providing four areas in which refugees- migrants can collaborate and learn:</p> <ul style="list-style-type: none">• Active Network – By establishing a connection with corporate expertise, start-up minds, and supporters in entrepreneurship, the interested people coming from different countries can plan their activities and launch their business project.• Mentorship - High experienced mentors work with the future entrepreneurs one-on-one for personalized advice on their business.• Community - By joining a growing community of like-minded entrepreneurs working on inspiring projects, where newcomers and locals work together to put their skills to use and create something new.• Knowledge – The future entrepreneurs get practical knowledge needed to start a business in Germany, from how to file your taxes and legal paperwork to how to prepare a solid business.			
<p>The Singa Business Lab has already created 7 success stories. Learn about them here: https://singabusinesslab.de/success-stories/</p> <p>Website: https://singabusinesslab.de/</p>			
<p>Land/City: Germany</p>			

4.33. Urban Diversity

Urban Diversity			
 			
	Thematic area:	Type of good practice:	Target group:
	<input checked="" type="checkbox"/> Policies <input checked="" type="checkbox"/> Entrepreneurship skills <input checked="" type="checkbox"/> Skills and knowledge to generate creative ideas <input checked="" type="checkbox"/> Women Entrepreneurs	<input checked="" type="checkbox"/> Project	<input checked="" type="checkbox"/> Organizations, projects, initiatives
<p>Summary:</p> <p>Migrant and ethnic entrepreneurship has also become one of the most recognized and important in Europe ways to integrate immigrants into the labour market, especially after t. i. "Refugee crisis" 2015-2016, co-countries are actively considering opportunities for the social integration of migrants and their integration into labour market. This is reflected both at the level of the European Union, through various policies, programs and projects supports the self - employment of migrants, as well as a wide range of initiatives at national, regional and local level. Individual regions and cities have already taken the initiative in this area and we note they can have a whole range of good practices that not only integrate migrants into the labour market, but also them they are also more actively involved in society and empower. With the help of these activities the city and the region as well increase their visibility, competitiveness and attractiveness and revitalize the streets or parts of cities that economically declining.</p> <p>The cities of Ljubljana and Graz, which are connected through the Interreg VA SI-AT program, have also decided to through the project "Urban Diversity" connect migrant entrepreneurs and the administration of both cities and with the help good practices from Europe and the world influence the more successful integration of immigrants, they connect with each other and increase their visibility, competitiveness, attractiveness and revitalize the streets and parts of cities that face economic and social challenges. The project was co-funded by the European Union (European Regional Development Fund) under the Cooperation programme Interreg V A Slovenia-Austria</p>			
<p>Land/City: Slovenia</p>			
<p>Source / Link: The Regional Development Agency of the Ljubljana Urban Region (RDA LUR): https://rralur.si/en/</p>			
<p>Project's website: http://www.urbandiversity.eu/</p>			
<p>Picture: http://www.urbandiversity.eu/povezovanje-v-kreativnih-prostorih-kreativni-vavcer-urban-diversity/</p>			

4.34. WKO Start-up Service Austria

WKO Start-up Service				
<div><div>WKO</div><div></div></div>				
		Thematic area: <ul style="list-style-type: none"><input checked="" type="checkbox"/> Entrepreneurship skills<input checked="" type="checkbox"/> Administrative settings<input checked="" type="checkbox"/> Policies	Type of good practice: <ul style="list-style-type: none"><input checked="" type="checkbox"/> Programme	Target group: <ul style="list-style-type: none"><input checked="" type="checkbox"/> Organizations, projects, initiatives
Summary: <p>Gründerservice is a programme for business start-up service established by the Chamber of Commerce Vienna. It offers advice for all phases of establishing an enterprise in Austria:</p> <ul style="list-style-type: none">• First considerations (business idea, personal requirements)• Planning (business plan, marketing and competition, capital requirements, financing, funding, taxes, social insurance)• Founding <p>With their start-up service, the Chambers of Commerce provide expert advice throughout Austria. Free offers here include: 1/ Workshops, 2/ Individual consultations, 3/ Themed events and expert discussions</p> <p>The website has also a section with information concerning business activities of foreigners in Austria in Easy Language (in German only). The offices of the Chamber of Commerce are located in all provincial and district capitals of Austria. Feedback on Facebook shows a high quality and satisfaction of the service.</p>				
Land/City: Austria				
Source / Link: https://www.gruenderservice.at/ ,				
Videos: https://www.gruenderservice.at/site/gruenderservice/videoserie-erfolgreich-gruenden.html				
Contact details: Nine contact points in each province of Austria.				
Contact details in Vienna: Straße der Wiener Wirtschaft 1, 1020 Wien, Österreich, Telefon+43 1 514 50 1050				
Email contact formular: https://www.gruenderservice.at/site/gruenderservice/wien/Kontaktformular-Wien.html?shorturl=gruenderserviceat_wien_kontakt				

4.35. Women in IT, Slovakia

Aj ty v IT (Women in IT)



Thematic area:

- ☒ Entrepreneurship skills
- ☒ Policies
- ☒ Women Entrepreneurs

Type of good practice:

- ☒ Initiative
- ☒ Education

Target group:

- ☒ Organizations, projects, initiatives

Summary:

The **Aj ty v IT (Women in IT) project** teaches girls to love IT. They help both young, and adult women discover the magic of technology. They help them to educate, motivate and start their career in IT.

The civic association "Aj Ty v IT" was established in 2012. The number of girls at IT faculties of universities fluctuated for a long time between 3% - 5% of the total number of students of these schools and could be practically counted on one hand's fingers. They also often listened to the information about missing IT professionals, and the missing women in the IT sector were (and still are) a separate chapter.

This organization decided to change this status Quo. They provide courses for adult women (19-99), teenage girls in high school (15-19) and girls (8-15). They provide long term or short-term courses, networks, conferences, workshops, coding clubs, panel discussions or games. Programmes support various foundations. On their webpage are available the inspiring women profiles working in IT.



Aims: Tackles the lack of women working in the IT industry.

Results: They provide a range of educational programmes for girls and women willing to work in the IT sector.

Land/City: Slovakia

Source / Link: <https://ajtyvit.sk/>

4.36. WhomeN – Opportunities for Qualified Women in the EU

WhomeN – Opportunities for Qualified Women in the EU			
 WhomeN OPPORTUNITIES FOR QUALIFIED WOMEN IN THE EU			
	Thematic area: <input checked="" type="checkbox"/> Policies <input checked="" type="checkbox"/> Women Entrepreneurs	Type of good practice: <input checked="" type="checkbox"/> Project	Target group: <input checked="" type="checkbox"/> Organizations, projects, initiatives
	Summary: <p>The economic and social crisis that Europe is facing has led to a sharp decline in economic activity and recession. The labour market is being severely hit and unemployment rates are increasing negatively affecting the EU's potential growth. Unemployment is particularly high among women and young people and this situation is exacerbated among migrant women and women at risk of social exclusion. In addition, these groups are more vulnerable because of issues related to work-life balance, limited availability for training and access to resources.</p> <p>In this scenario, the aim is for Europe to become a smart, sustainable and inclusive economy. Inclusive means, among others, raising Europe's employment rates and helping people with fewer opportunities of all ages manage change through investment in skills and training.</p> <p>WhomeN project arises from the necessity to develop new approaches aiming at the construction of professional competence of women at risk of social exclusion. It aims at improving qualification and access to job opportunities given to women at risk of social exclusion, incl. the immigrants, focusing in two target groups: migrant and refugee women and +45 women. The project will develop activities and materials to improve methods to acquire and recognise skills and to create more opportunities to integrate labour market.</p> <p>Available in nine (9) languages.</p>		
Land/City: Slovenia			
Source / Link: <ul style="list-style-type: none"> CIK, Center za izobraževanje in kulturo Trebnje (Center for Education and Culture): https://ciktrenje.si/ More information about the good practice is available under the following links: https://whomen.eu/project/ 			

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No.	Source of information
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REFENT Project

FROM REFUGEE TO ENTREPRENEUR (REFENT) is an Erasmus + project with the main goal to gather good practices in the field of entrepreneurship of the refugees in the four partners countries -Germany, Austria, Slovenia, and Slovakia. The project is implemented by four European institutions active in providing training for adult education, entrepreneurship consulting and startup support:

- **INI-Novation GmbH.** Germany (a coordinator of the project)
Website: www.ini-novation.com, Email: info@ini-novation.com
- **Wissenschaftsinitiative Niederösterreich**, Austria
Website: www.wissenschaftsinitiative.at, Email: office@wissenschaftsinitiative.at
- **Integra Institut**, Inštitut za razvoj človeških potencialov, Slovenia
Website: www.eu-integra.eu/, Email: office@eu-integra.eu
- **QUALED** občianske združenie pre kvalifikáciu a vzdelávanie, Slovakia
Website: www.qualified.net, Email: office@qualified.net

The overall objective of our partnership is to provide an overview about projects, initiatives and methods which train, support and facilitate entrepreneurship for immigrants, especially in the field of IT entrepreneurship of women.

Project website: <http://www.wissenschaftsinitiative.at/refent/>

Project Database: <https://www.wissenschaftsinitiative.at/refent/output/database/>

Project Facebook Forum: www.facebook.com/groups/REFENT/



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