

## WORKING SEMINARS AND PEER REVIEWS

### BERLIN REPORT

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## 1. Technical report

### Date and location of the seminar:

September 2020 24<sup>th</sup>, NEXUS INSTITUT, Wildenowstr. 83, 12203 Berlin, Germany.

### Present stakeholders and their affiliations:

1. Afsane Bouzrina, Work for Refugees, NGO
2. Markus Pleyer, Work for Refugees, NGO
3. Annika Seibt, Zukunftswerkstadt – Heinersdorf, Social Worker
4. Fatuma Musa Afrah, United Action for Women, Refugee led NGO
5. Virginia Sharkowsky, BSR – Berliner City Cleaning, Personnel Development (Public Firm)
6. Ute Stubel, SOS Kinderdorf, NGO (Everest)
7. Elaheh Salehi, I.S.I. e.V., NGO
8. Lotti Schulz, Heinrich Boll Foundation
9. Dima Mahoub, Fluchtlingsspaten Syria, Law grad. / Refugee Activist
10. Ante Meyer, INTMIG, Department of Integration, Public Authorities
11. Shahla Payam, ISI Board and Expert on Refugees (NGO)

### Other participants:

1. Cassandra Ellerbe, TU BERLIN
2. Andreas Germershausen TU Berlin
3. Czarina Wilpert, TU Berlin
4. Susan Hennessy, ISI e. V.





## 2. Content report: Analyzing and evaluating the local governance dynamics

The local governance dynamic that provides the framework for this training seminar proceeds from the Comprehensive Programme for the Participation and Integration of Refugees (2018)<sup>1</sup>. With this Berlin has adopted a multifaceted policy concept that has implemented a number of programmes (notably, the free language and orientation courses) to support the participation and integration of refugees. This programme has been developed in dialogue with civil society and has had extended hearings before its finalization with numerous groups active and knowledgeable in this area. This dynamic includes further cooperation with NGOs experienced in the field, and other knowledgeable actors and experts in the field. Consequently, the implementation of this comprehensive programme includes financial support for initiators with well-conceived and practicable programmes for integrating new arrivals into Germany and the local society. It is exactly at this point where the concept of Best Practices for labour market integration and their assessment arises.

The first point on the agenda was a short presentation of the state of the art with respect to specific needs of the target group e.g. the issue of socio-economic opportunities for integration of refugee women and men in Berlin. Despite studies that indicate that refugees find work much more rapidly than in the past<sup>2</sup>, the officially registered employed refugees (men and women) in socially insured occupations at a Federal level reached 36.6 % in October 2019<sup>3</sup>, this would be closer to 57,% for males and potentially only 17% of women from refugee backgrounds found social insured employment in Berlin a similar period (2020). Special difficulties that face women with refugee origins and the few supporting measures available for them to achieve their potential led the Berlin SiforREF team to put a primary focus on enhancing opportunities for the inclusion of women refugees. Since there is a need for labour in a number of fields, a major challenge to take advantage of this demographic need, arises out of a structural or systemic issue of the distinction between the definition and criteria for the recognition of skilled labour market qualification between the dual labour market vocational training system in Germany for candidates from outside this system with labour market experience in similar fields or even with specific experience, but not the dual schooling

<sup>1</sup> The Comprehensive Programme for Integration and Participation of Refugees was issued by the Senate on December 11<sup>th</sup> 2018.

<sup>2</sup> IAB Kurzbericht 4/2020. (Longitudinal study of a representative sample of refugees arriving in Germany since 20014.) The findings from the representative study are very positive, however, since the data basis differs greater, it can only be inferred that there seems to be a much greater discrepancy among the opportunities for employment in Berlin than indicated from a representative study of all of Germany. (Difference may have something to do with the sample from 2014 or if a new sample for each year is taken to include).

<sup>3</sup> Flucht und Migration, January 2020.



and certification.

The second point on the agenda introduced the Best Practices. Four of the seven Best Practices selected from Berlin with respect to socio-economic integration were presented in a plenary session. Three of the four projects presented address gender specific barriers and solutions for refugee women. Two of the three Best Practices that focus primarily on the economic inclusion of women were analyzed in the working groups. A third project (Everest) focusses on apprenticeship training for young refugee women and men and was selected because of its more holistic approach to occupational integration. **Background:** all Best Practices selected and studied in the working groups for the peer analysis would not be possible without the participation and integration policies for refugees of the local Berlin government<sup>4</sup>. That is, they were either directly funded from local governmental funding for refugees, for women or for youth. The latter program Everest is a holistic approach to integration of young adult refugees. This is a project that receives direct funding from the State Department of Education and Training, indirect funding for the psycho-social support and counseling available from SOS Kinderdorf (Children's Village) and direct co-operation with the state firms such as the BSR (City Cleaning Services), and two other large Medical centres of the city and one retail grocery market chain.

The third point on the agenda introduced a short discussion around the characteristics of a Best Practices and the concept of the Social Innovation capacity of policies and practices. With this background a Check List was made available to use to reflect on and potentially to examine the social innovative capacities of the Best Practices.

#### **Current situation in the local context**

COVID unfortunately has an impact on all facets of refugee integration. The challenges that refugees must face are at least doubled with respect to access to knowledge, endangerments for crowded housing and the ability of those in the educational training system to have full access to reliable pc's and the availability and stability of WIFI access in refugee housing<sup>5</sup>. These observations are based on first-hand information from social workers, adult educators or NGOs working directly with refugees.

<sup>4</sup> Frauenloop, is a rare Best Practice for refugee and women of immigrant women, women of colour had to be presented in video form to the group due to international business obligation. It remains outstanding for its not for profit leadership by a business woman who runs this program on an honorary basis. In addition to the founder's job in an IT Firm her networks enables access to numerous other business supports from Tech Firms aware of the need for IT specialists in the German Labour Market.

<sup>5</sup> March 15 until October 20th the integration courses, including German lessons had been eliminated because of COVID.

Some young men may be found among front-line or what is often called essential workers, poorly paid for tirelessly delivering goods ordered via increased internet shopping. Young women may be hired as temporary workers for apparently documented low paid cleaning jobs, e.g. in hotels, hospitals. Others may have lost the temp jobs they had found with agencies. Those working in the grey areas of the undocumented job market, will not have had access to unemployment insurance.

**Possible improvements by implementation of new practices/initiatives/policies.**

The three Best Practices discussed are Best Practices because they are more prepared to do quality assessments of the skills and potential of their participants, since they have more time than to support, recognize and empower the participants. They also recognize the potential of the target group that receives less recognition and time in the available, job centers/ official employment offices. Nonetheless, these projects are also challenged by structural issues of employing persons with work experience in a non-dual apprentice system country and the German system. They can find pathways to achieve a greater focus on the abilities, background, the motivation and skills of each individual refugees that seeks to find stable and relatively reliable working conditions. (As discussed in previous reports, quality assessment and a potential change of the Modules and testing required to meet recognition for certain jobs, requires greater flexibility in the system.) In the case of women with children, there is not an easy solution since the system does not offer sufficient kindergarten and pre-school care centres for all women seeking work or training. Structural changes in policy, training of caretakers, educators, etc. demand greater investment in this field of care and education for all.

For those with refugees with self-employment experience in the country of origin, few are able to realize their potential within the German context. Even those institutions that set out to advise, connect and train women and men for self-employment are aware of the barriers that are experienced with respect to investment capital. In this case it has to do with lack of work histories and networks to access loans in Germany. To date the data is weak on the actual share of self-employment among women and men of refugee origins in Germany. The representative study was able to contrast the high share of self-employed before departure among female (25%) and male refugees (35%) from Syria to those found in 2019 to claim to be self-employed in Germany was only 3% of both genders. For self-employment there are many issues, that address knowledge of the system in Germany, investment capital availability due to lack of work experience and credibility for investment funds. Generally, as above women often have the additional issue of child-care education.



Please find Agenda in the Appendix.

Thereafter, the group split into two working groups, in order to assess and discuss their assessment of three Best Practices: Everest, Initiative for Self-Employment of Immigrant Women (ISI) and Work for Refugees. Frauenloop was not assessed in the working group because the organisers of the programme were not present at the workshop, see above footnote.

Each group reported selected one of the group members to report the findings in the Plenum. And after a short discussion, the Workshop was evaluated and all participants expressed interest to keep in contact and offered their availability to be present in an on-line visit to assess Best Practices in Vienna.

### **Recommendations**

It was generally concluded by participants that there was too little information about the Best Practices to evaluate them in the way desired. There was a general wish for more time. Organisers of the workshop (SiforRef team) underscored that the present workshop was a test and training session with the aim of getting acquainted with the peer review method and that in “real peer reviews” more time and on the site visits would be available.

It is remarkable that the questionnaire was discussed in both working groups. Feedback about the questionnaire was that many of the questions were not concrete and clear enough. The most controversial question is the one on trust building; here, participants said that it was not measurable. Also, the scale of 5 grades appeared impractical. More practical could be a 2-grades scale (positive-negative) with verbal comments on positive or negative aspects. In case we keep up the 5 grades scale, it might help if we could be more specific what 1 through 5 would mean in the individual questions,

The Best Practices were very pleased to be named Best Practice and were highly motivated after this workshop to continue the contact with one another.

### **3. Summary of the peer-reviews**

Two remarks on the procedure with best practices at the workshop:

1. Parallel to the present workshop, SiforRef co-hosted a Design Thinking Seminar with the Commissioner for Integration (IntMig) on the issue of participation within the administration in regard to local refugee policies. That was one reason why the SiforRef team gave priority to best

practices in the peer review workshop.

2. The second reason was that individual practices could be addressed in a more specific way in a peer review training rather than a more complex matter such as “local policies”.

3. The Berlin Team provided a template for the four projects to use for their presentations, to further a more comparative presentation of the practices.

### **3.1. Short description of the peer-reviewed practice/institution/policy**

#### **1. Project: Work for Refugees**

The project is active in the field of labour market integration and also further education.

The main objective is quality job placement, recognition and use of potential in the transfer into employment. The project applies a “work first” and a peer approach; that means that refugees who reached Berlin earlier are offering counselling new arrivals. At the same time, it offers services to refugees such as counselling in regard to the refugees’ own interest, their experiences and present situation. They organise job-fairs and, they have good relations and are available for queries from job centres.

The project was founded in October 2015. The first phase of the initiative began in January 2016 with 2 staff members. At present there are 4 staff members counselling section; a half position is busy with coordination. Between the placement phases in 2017 until July 2020 they could transfer 606 refugees into employment.

The project is well connected to the main actors in the field, such as job centres and business networks.

#### **2. Initiative for Self-Employment of Immigrant Women (Initiative Selbstständiger Immigrantinnen) ISI e.V.**

The project is active in the field of entrepreneurship and educational training for business.

I.S.I. e. V. was founded in 1990. They offer training courses for women who are interested in founding their own business. The project applies a peer approach in the way that professional female immigrants train and advise other immigrant women. Regularly about 30% of the women participants have become self-employed after participating in the courses / programs offered. A substantial number of the participants proceed to improve their former professional skills, previous tax consultants decide to be trained for the German system. About a quarter of the participants have improved their use of specialized language, their self-confidence, become empowered and in this way improved their employability. Refugee women have been a belonged to the founders of ISI as well as among the participants, according to the diverse refugee movements to Berlin. Special courses for refugees were offered in the early 2005-2007 and again with the new arrivals in 2016

when ISI intensified its work with refugees in 2016, with the project „Tandem“ (2016-17), in which over 300 individual partnerships between immigrant and refugee women were initiated; this was followed in 2017 with the project „First Steps“ (2017-18) that provided counselling to over 200 refugee women who were interested in entrepreneurship. I.S.I. is an NGO run by professional immigrant women for immigrant and refugee women.

The project has received recognition for the Federal Chancellor's office as well as the Foundation Phineo for empowerment of refugee and immigrant women. It is generally well connected to the main actors in the field, public, private and other NGO.

### 3. Everest

The project is active in the field of education and training.

Everest was founded in 2015 and started their practical work in 2016.

The activity is a cooperation between SOS Kinderdorf (literally translated "Children's Village") with so-called public companies, the City Cleaning Services and two large Medical centres.

The activity consists of a training phase at SOS Kinderdorf that prepares for vocational training and employment in one of the partner companies. SOS Kinderdorf offers counselling and access to trauma therapy when needed for the participating refugee young adults.

Since October 2016, 93 participants from 8 countries were trained in the project.

The activity recently has transcended its pilot status to a regular status, which now is part of the annual budget receives regular funding. Everest is well connected to the main actors in the field, with the Senate for Youth as well as large public and private firms.

### 3.2. Summary of peer reviews grades and comments by peer reviewers:

Here we have summarized the discussion of the working groups. We distributed the questionnaires, but from the beginning the participants, raised the issue that, e.g. the first question was too general. It should be more specific than it might be easier to respond to. In the short time we had (9-12:30) it was impossible to prepare them well enough for the questionnaire. This could be a very important point for doing the peer reviews. We did design and you will find it as an attachment an introduction to the questionnaire on the basis of a Check List of questions to raise about Social Innovative approach to policies and practices. You will also find this on our Agenda, but, we were short for time and in the abstract even with the Check List, not all of the values such as equality and agency were properly introduced. This is an indication that the questions must be more specific. We are now in dialogue with colleagues who created the questionnaire to reflect on a more specific approach with indicators that more concretely reflect these basic values. In summaries below reflect the discussions that took place about the best practices with respect to the questions applied.

3.2.1: Does the presented practice/initiative/policy respect the **initiative, equality and agency** of the refugees?



The nature of each of the presented projects include an added value and were created to respect the agency and increase the potential of the target groups. An evaluation in a 5 graded scheme was found by the participants to not be possible.

3.2.2: Does the presented practice/initiative/policy increase the **capability** of the target group? (For example, in terms of skills, access to resources, knowledge?)

The presented projects have a positive impact. Each of the projects presented outcomes that indicate the achievement of quality results. It was felt by the participants that the question should be formulated in a more precise way. An evaluation in a 5 graded scheme was not always possible.

3.2.3: Does the presented practice/initiative/policy encourage **active participation** of refugees?

Here it was discussed, what kind of participation is being meant. Participants feel that one should address participation in day to day activities; in the neighbourhood; access to education and employment etc. One representative who found this difficult to respond to during the workshop, found it difficult in a training program to respond adequately to this general question. However, in the final plenary the same person did mention that this question provoked her to give more thought to this issue for trainees. The question itself had an impact in this case on the learning process of a professional / expert in vocational training in a large firm. This is positive, however, this was said in the final session and did not have the opportunity to elicit a better understanding in the discussion groups.

3.2.4: Does the presented practice/initiative/policy increase **trust** between local population and refugees? (Encircle the number)

The question was discussed controversially. Positive role models have a positive impact. On the other hand, at the same time, the management in some firms received negative feedback from some employees about the policy of the firm to continue to hire refugees. This would indicate the need for a discussion of the need for personnel to receive more diversity and anti-bias training.

3.2.5: Is the presented practice/initiative/policy **open to other key actors and stakeholders**?

All measures are open to other key actors and stakeholders.  
It is unclear in what context the question would be relevant. This seems to be a question that more to do with the issue of implementation, sustainability and mainstreaming. We might give more thought how to apply this in future questionnaires.

3.2.6: **Other comments** about the presented practice/initiative/policy

N.a.

### 3.3. Short conclusions (500 words)

The workshop had a dense schedule and a very lively discussion. Participants from the presented projects were highly motivated in the workshop. Most participants expressed their interest in further cooperation with SiforRef and also as peers in the project's next phase. Thus, the peer review





method was positively reflected. The feedback on the questionnaire shows a lively interest in the project's theme and future activities.

In regard to the content of the presented projects, the relation of individual best practices with regular measures requires a more thorough analysis. This issue should be addressed in the peer reviews. On the one hand, all presented projects cooperate well with the relevant public institutions, and they also receive public funding. They also are valued for their contributions and results in comparison to regular measures.

Here, two questions need to be addressed: Firstly, to what extent can experiences from best practices be transferred into regular measures? Does this occur automatically, or happen accidentally or can it be organised in a systematic way? And secondly, would it actually be possible to expand on the projects that we have identified as best practices. Can best practices be significantly transferred into regular institutions? For example, perhaps the added value of those Best Practices that do peer counselling and matching of skills for employment or further training and job placement activities is because they are not only well versed in the countries and cultures of origin, but because they have their own migration experience either as refugees or as newcomers to e.g. Germany, they do connect more easily to the refugees and are often more highly motivated than civil servants that are trained and work in the local bureaucracies. Obviously, this discussion depends on the local context and needs to be discussed in further depth. But it is significant for the wider impact of social innovation capacity and the use of this approach for more sustainable and mainstreamed policies. Finally this is the main objective of the SiforREF project and approach.

While the first question has been brought up with respect to the approaches of all best practices, the second one should be thoroughly discussed: In the workshop it was quite clear that it is not funding and more staff alone, which is required if one wishes to expand best practices. Some thoughts have been expressed previously, with respect to the labour market and the matching of skills from previous occupations with the demands and placement in relatively similar jobs may be particular to the German dual training system, but to the advantage of refugees and newcomers it deserves further attention at a systemic level. We included a small intervention on criteria for Social Innovation as a small introduction to the Best Practice questionnaires. This was briefly presented in the attached Check List.

Additional documents:

1. Invitation and agenda
2. Lists of participants





3. Photos and other materials (hand-outs, stickers...)
4. Peer reviews questionnaires (not submitted, because the majority of participants found the questions difficult to understand and did not fill them out. See Report discussion).
5. Check list for Best Practices (2 pages)

**Die Beauftragte des Senats von Berlin  
für Integration und Migration**

Beauftragte für Integration und Migration, Potsdamer Str. 65, 10785 Berlin

Geschäftszeichen (bei Antwort bitte angeben)

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Bearbeiter/in:

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Telefon:

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Telefax:

**(030) 901723 (Intern: 91723) 20**

Datum:

**11.09.2020**

**Ihre Teilnahme an SlforRef**

**Einladung zum Workshop am 24. September 2020, 9-13 Uhr**

Sehr geehrte Damen und Herren,  
liebe Kolleginnen und Kollegen,

wir laden Sie zur Teilnahme am Projekt SlforRef und zu einem vorbereitenden Workshop am 24. September 2020 ein. An SlforREF – das Kürzel steht für Social Innovation for Refugees – sind Städte und Regionen aus vier europäischen Ländern beteiligt.

In diesem Projekt werden gemeinsam mit Partnern aus Italien, Slowenien und Österreich Instrumente zur Bewertung und Gestaltung sozial innovativer Praktiken zur Integration und Partizipation von Geflüchteten entwickelt. Hierzu sollen Ansätze in den beteiligten Regionen vorgestellt und bewertet werden. Nach dem Projektplan soll der Austausch mit Projektbesuchen in der Region Bologna-Parma und in den Partnerstädten Ljubljana, Wien und Berlin stattfinden. Wegen der Covid 19-Pandemie mussten wir jedoch einen Plan B erstellen und die Projektbesuche zunächst zurückstellen. Hierüber werden wir Sie auf dem Workshop genauer unterrichten.

Wir freuen uns über Ihre Teilnahme am Projekt und – wenn die Umstände es erlauben – auch an den Projektbesuchen in unseren Partnerstädten.

Das weitere Vorgehen möchten wir mit Ihnen auf einem Workshop vorbereiten, der am Donnerstag, dem **24. September 2020 in der Zeit von 09.00 - 13.00 Uhr am Nexus Institut, Wildenowstraße 38, 12203 Berlin (Villa Morgenroth)** stattfinden soll.

Auf dem Workshop präsentieren und besprechen wir:

- die bisherige Arbeit im Rahmen von SlforRef, einschließlich so genannte Best Practice. Es werden sich vier Projekte vorstellen, die wir in der bisherigen Arbeit als „Gute Praxis“ ausgewählt und bewertet haben,

Dienstgebäude: Potsdamer Str. 65, 10785 Berlin, (barrierefreier Zugang der Kategorie D)  
Fahrverbindungen: U1 / U15 Kurfürstenstraße; Bus M48; Bus M29  
Sprechzeiten: Montag und Dienstag von 09.00 bis 13.00 Uhr; Donnerstag von 09.00 bis 13.00 Uhr und von 15.00 bis 18.00 Uhr  
Zahlungen bitte bargeldlos nur an die Landeshauptkasse, Klosterstr. 59, 10179 Berlin über eine der folgenden Bankverbindungen:  
Bankverbindung 1: Postbank Berlin IBAN: DE 47 100 100 100 000 058 100 BIC: PBNKDEFF100  
Bankverbindung 2: Berliner Sparkasse IBAN: DE 25 100 500 000 990 007 600 BIC: BELADEBEXXX  
Bankverbindung 3: Deutsche Bundesbank IBAN: DE 53 100 000 000 010 001 520 BIC: MARKDEF1100

E-Mail: [Imke.Juretzka@intmig.berlin.de](mailto:Imke.Juretzka@intmig.berlin.de)

Internet: [www.integrationsbeauftragte.berlin.de](http://www.integrationsbeauftragte.berlin.de)

(Dokumente mit qualifizierter elektronischer Signatur bitte ausschließlich an [post@senias.berlin.de](mailto:post@senias.berlin.de), kein Empfang verschlüsselter Dokumenten!)

- Kriterien zur Bewertung von sozial innovativer Best Practice zur Partizipation und Integration von Geflüchteten,
- den Plan für die anstehende Evaluation der Ansätze in Italien, Slowenien und Österreich durch Projektbesuche oder themenbezogene Video-Konferenzen,
- Ihre mögliche Teilnahme an einem oder mehreren Projektbesuchen in unseren Partnerstädten, bzw. an themenbezogenen Video-Konferenzen.

Zum Abschluss des Workshops laden wir Sie zum weiteren Netzwerken zu einem Imbiss ein. Das Workshop-Programm übersenden wir Ihnen nach Ihrer Anmeldung.

Das Projekt, das aus dem Interreg-Programm der Europäischen Kommission gefördert wird, wird von einem Team an der Universität Venedig koordiniert. In Berlin werden die Aktivitäten von der TU-Berlin geleitet. Die Integrationsbeauftragte des Senats, Work for Refugees und ISI e.V sind Kooperationspartner\*innen. Das Projekt soll im Frühjahr 2022 abgeschlossen werden. Die weitere Kommunikation übernimmt ISI, Susan Hennessy. Ich bitte Sie, sich bei Interesse möglichst umgehend anzumelden bei [susan.hennessy@isi-ev.de](mailto:susan.hennessy@isi-ev.de). **Wir freuen uns auf Ihre Rückmeldung bis zum 17.09.2020**, ob Sie an dem Workshop teilnehmen können.

Selbstverständlich werden COVID 19-Regeln beachtet. Die Teilnahme wird daher auf **18 Personen begrenzt**, und es sind Atemschutzmasken zu tragen. Wegen der begrenzten Teilnehmer\*innenzahl werden wir nicht allen Interessierten zusagen können.

Mit freundlichen Grüßen



Imke Juretzka  
Arbeitsgruppe Flüchtlingspolitik

## WORKSHOP – GUTE PRAXIS UND GESELLSCHAFTLICHE INNOVATION ZUR TEILHABE UND INTEGRATION VON GEFLÜCHTETEN

**24. September 2020, 9-13 Uhr, Nexus Institut, Willdenowstr. 38, 12203 Berlin**







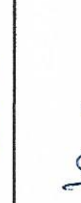











09:00	Einführung <ul style="list-style-type: none"> <li>• Präsentation des Projekts SiforREF</li> <li>• Die Entwicklung von Modellversuchen</li> <li>• Diskussion des weiteren Vorgehens und der Rolle von Peer Reviews: in Form von Projektbesuchen oder in digitaler Form.</li> </ul>	Dr. Cassandra Ellerbe Dr. Czarina Wilpert Susan Hennessy Andreas Germershausen
09:30	Vorstellungsrunde	
09:50	Kaffee Pause	
10:00	Präsentation guter Praxis <ol style="list-style-type: none"> <li>1. Work for Refugees</li> <li>2. Frauenloop</li> <li>3. Initiative Selbständiger Immigrantinnen</li> <li>4. Everest</li> </ol>	Afsané Bouzrina Dr. Nakeema Stefflbauer (video) Elaheh Salehi Virginia Scharowsky (BSR) / Ute Stübel (SOS Kinderdorf)
10:45	Diskussion der vorgestellten Projekte im Licht von Kriterien für „gute Praxis“ und des Konzepts sozialer Innovation. Was macht gute Praxis aus? Was ist ihr Beitrag zu sozialer Innovation?	Einführung Dr. Czarina Wilpert Reflexionen zu Guter Praxis und der Methode der sozialen Innovation
11:15	<i>Gruppenarbeit:</i> „Peer Reviews“ in der Transnationalen Arbeit von SiforREF. In zwei Gruppen wird das Peer Review-Verfahren auf je zwei Projekte angewendet. Ziel: Vorbereitung der Peer Reviews in den Partnerstädten	Einleitung: Andreas Germershausen
12:10	Vorstellung der Arbeitsergebnisse und Abstimmung des weiteren Vorgehens	
12:30	Imbiss und Networking	
13.00	Schluss	

### Zur Erläuterung:

Peer Reviews sind ein kollegiales Evaluationsverfahren. Peers sind Kolleg\*innen, die in ähnlichen Handlungsfeldern arbeiten und im Fall von SiforREF aus den Partnerregionen kommen.

Idealerweise erfolgen die Peer Reviews durch Besuche vor Ort. In Zeiten von COVID 19 werden sie ggf. durch Video-Konferenzen durchgeführt.

SiforREF Work Package 2: Participant List, 24 Sept 2020

Name	Organisation	Title	Signature
1 Afsané Bouzrina	Work for Refugees	Projektmitarbeiterin	
2 Markus Player	Work for Refugees	Bezirksbeauftragter für Marzahn-Hellersdorf	
3 Annika Seibt	Zukunftswerkstatt - Heinersdorf	Social Worker – focus on Women	
4 Laura Kolland	ChancellorAmt		X
5 Fatuma Musa Afrah	Organisation: United Action e.V.	Refugee Led Organisation – focus on women	
6 Virginia Scharowsky	Berliner Stadtreinigung / Everest	Personal Nachwuchsentwicklung	
7 Ute Stuebel	SOS Kinderdorf / Everest	Erziehungswissenschaftlerin	
8 Elaheh Salehi	Initiative für Selbständiger Immigrantinnen e.V.	Trainer	
Dr. Nakeema Steffbauer Video	FrauenLoop	Founder & CEO	
Lotti Schulz	Henrich Böll Stiftung	Redakteurin des migrationspolitischen Portals Heimatkunde	
Elisa Barth	TBB	Projektleiterin des Förderprogramms Kaleidoskop2020	
Dima Mahjoub	Flüchtlingspaten Syrien	Juristin/ Aktivist	
Mey Seifan	NESWA (New Empowered Society for Women's Activism)	Project Manager - NESWA	X
Mahar Albaher Ali	Minor Kontor	Minor – Projektkontor für Bildung und Forschung	X
Antje Meyer	IntMig		
Shahla Payam	ISI	Board member	
Dr. Czarina Wilpert	TU	SiforREF	
Dr. Cassandra Ellerbe	TU	SiforREF	
Susan Hennessy	ISI	SiforREF	
ELISA BAKHT	TBB		
Andreas GERBERSHAUSEN Th. B. 2020		SiforREF	
Isabell Kölle	Work for Refugees	Praxisanleitung	

X = cancelled on Day

















# WAS MACHT BEST PRACTICE AUS?

Realistische  
Anschlussperspektiven

Partizipation

Ein Türöffner

Solider Bezug zu  
Regelbildung  
Verbraucher von  
Regelangeboten

individuelle  
Herausgehensweise

Alleinstellungs-  
merkmal

finanzielle  
Unabhängigkeit

Empowerment

Zu einem  
Best Practice Beispiel  
erfahren alle am Projekt  
Beteiligten einen positiven  
Gewinn, dieses ist für alle  
Beteiligten sichtbar

RELATIV, D.H. KONTEXTABH.  
? NICHT NORMATIV

Potentiale ~~nutzen~~  
erkennen

potentiale in  
in praktischen  
umsetzen

Einbezug der Zielgruppe  
(\* nicht für\*)

Orientierung  $\rightarrow$  geben  
Empowerment

Nachhaltigkeit statt  
schnellem Erfolg

Arbeiten "Mit" und  
nicht "für"

Integration  
+  
Inclusion  
Contact

Information und  
Empowerment

Machen  
Lassen















I Liked

I Learned

I Wish

viele Engagement

Like:

Austausch wurde  
durch Zeichen der  
Projekte

neue Projekte  
kennengelernt

The experience  
exchange

gute Projekte

Organisation

Themenfeld  
wichtig + inter

Modulation + Harmon

Kernpunkte Info über syst.  
relevante Projekte

LEARNED  
LIKED

- andere Aktivitäten  
kennen lernen  
- Infos bekommen,  
Probleme gelöst,  
die anders nicht  
zugänglich / bekannt  
sind.

Blick für  
Herausforderungen  
gestärkt

More Newcomers women  
needed in the labour market  
"How to include & mobilize  
more"

Evaluation ist  
wichtig

- New Networks.

die Arbeit  
für andere  
Projekte  
zu kennen

Frage nach der  
Herausforderung des  
Projekts.

I wish:

klare Aufgabenstellung

mehr Zeit in der  
Gruppenarbeit

Workshop  
weniger  
"voll stopfen"

mehr Zeit

Discuss Political  
influence as discrimination  
in the system.

Invite Newcomers in  
the next discussion.  
work "with" not "for"

Was ist das Ziel?  
Projekthilfe  
"Austausch EU-weit"  
konnte besser sein ist werden

Sichtbarkeit von  
Menschen / Frauen  
die Chance zur Arbeitsmarkt-  
integration

Mehr Zeit zu haben  
mit einander zu reden

- Mehr Zeit  
konkreter  
über Problem  
und Zukunft  
pläne  
werden

Mehr Diskussion  
(auch darüber, was nicht gut  
läuft + an welchen Stellen  
des fest)

• ein längeren Austausch  
• die Herausforderung in den  
Präsentationen nennen.

*Check List for BP Reviews from Guidelines for Measuring the Social Innovation Capacity  
of Policies and Practice for Refugee Inclusion*

<p><i>Specific needs of the target group</i></p> <p><i>To change the mind-sets and contribute to social inclusion</i></p> <p><i>Implementation process to respect between local governance, civil society and refugees.</i></p> <p><i>Indicators for social innovative practices that would empower refugees/newcomers</i></p>	<ul style="list-style-type: none"> <li>• In which social context did the idea of the BP originate? Which situation was facing refugees that define the specific needs to be met?</li> <li>• In what way does the Best Practice add value to the current situation of refugees in your city?</li> <li>• Does the initiative or practice respect the agency of the target group?</li> <li>• Does the best practice create opportunities for refugees, their families, to connect with their peers in their neighborhoods or the wider society. Are intercultural/transcultural mediators available at the local level.</li> <li>• To discover and share common interests whether sports, music, cooking and eating together, theatre, etc.</li> <li>• To provide adequate housing within the local community for refugees and their families.</li> <li>• Does the project provide diversity awareness training for practitioners, such as members of the public authorities, employment agencies?</li> <li>• What is the history of this initiative? Why and how was the initiative or policy initiated?</li> <li>• Identify the key actors and stakeholders (who initiated?)</li> <li>• In what way does it improve on the previous situation for the recent refugee arrivals? What is better than in the past?</li> <li>• Is a member of the local public authorities involved? Were they among the initiators?</li> <li>• Was this initiative created from the bottom-up? Were refugees themselves also involved? or among the initiators?</li> <li>• Are the staff members of the local public authorities trained in diversity and anti-bias to serve the refugee communities?</li> <li>• Do refugees who want to start up a business have access to information and counseling on business regulations and practices in the new place; Do refugees have access to investment funding for setting up their own business , or a social enterprise?</li> <li>• Do “refugees” find access to jobs that match their skills?</li> <li>• Do they have access to further training?</li> <li>• Do “refugees” have access to health care and trauma/ depression therapy?</li> <li>• Are the gender specific issues with respect to all the above e.g. access to education, training or work opportunities to match skills?</li> <li>• Do women refugees have access to education and training at all levels (multi-faceted business and empowerment trainings?)</li> <li>• Are childcare facilities available when necessary for the training period?</li> </ul>
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*Indicators for  
innovative practices  
in government  
Employment Agency*

- Are the administrators advising refugees at the local employment office enabled or adequately prepared / qualified to assess the skills of the occupations that refugees have learned in their countries of origin? Have they received diversity and anti-bias training?
- Do the local authorities have the opportunity or the strategy to mainstream newly adopted initiatives or policies for other immigrants and locals who need guidance, e.g. above mentoring program. (cf. Bologna, Best Practice School 4 Job - Italian and refugee adolescents together - added value for the whole society)

*Indicators of  
Mainstreaming and  
Sustainability*

- Would any of the Best Practices for newcomers be useful and necessary for members of the local population? Would it be possible to mainstream these for both locals and newcomers?
- Are programs/ practices encouraged or mainstreamed that organize opportunities for local population and refugees to meet in smaller interest groups / buddies or tandems? (to share common interests, activities, sports, musical, theatre, dance, art, to cook and join in meals together?)
- Do municipalities have access to urban regeneration programs like in Italy, that could be adopted in a commune to provide needed housing for both locals and new arrivals? Like the – a Metro PON Program.