

REPORT

CONCEPT OF PILOT ACTION

D.T3.1.1

04 2021

KEY FACTS





Project partner	Kulturno društvo Gmajna / Gmajna cultural association
City, Country	Ljubljana, Slovenia
Contact person (for pilot action)	aigul.hakimova@gmail.com – Aigul Hakimova, SiforREF worker scrtoon@gmail.com – Alaa Alali, External expert on pilot implementation
Name of pilot (as in application form)	Connecting refugees with the labour market, education and craft.
Focus of the pilot (as in application form)	<input type="checkbox"/> Labour market integration <input type="checkbox"/> Social integration and cohesion X both
Planned duration of pilot	Start date: 1.2.2021 End date: 30.9.2021
Short summary of the concept (max. 500 characters)	The main idea of the pilot is to work with 25 refugees for investigating the needs, expectations and skills; after the interviews we will organise joint meetings to share ideas on a common communication platform, the purpose of which is to connect refugees with the local labour market (LM) through advisers (also other refugees). So the main concept is to form a communication platform that will assist refugees with knowledge on various possibilities of inclusion in the LM, connecting and providing info on additional educational, vocational and craft options.



CONTENT

1. Description of the existing situation / Contextualization of the process (max. 2000 characters)

- What is the existing situation?
- Which problem, challenge, and observation does the pilot react to?
- Is the pilot a new project/service or implemented with an already existing project/service? If implemented: What is the added value?

Integration of refugees in the labour market remains a challenge in Slovenia. Refugees are exposed to many systemic and practical obstacles. Among refugees and people on the move (considering the Balkan route) Slovenia is primarily considered as a transit country. It has comparably a small number of beneficiaries of international and subsidiary protection. Main challenges such as language and cultural barriers, systemic complications such as discrimination at the workplace, lack of mechanisms for recognition of education, qualifications and skills impact job search and consequently on the long-term well-being of refugees. Since 2015, Slovenia accepted a few measures that we have already reported in our previous deliverables, which would probably slightly improve the situation.

Our pilot will focus on a social aspect of communicating, info and knowledge sharing, co-creating collective meetings, where **25 refugees** will have a possibility to deliver their up-to-day challenges and needs, to receive help via advisers, also refugees themselves, **to co-create socializing events** with the participation of the local population, to build up ties that would enhance their **integration in society and the labour market**. Covid-19 multiple lockdowns disintegrated the existing social spaces, therefore the main point of daily work will aim to re-establish venues (physically, also temporarily) to be together, to **overcome isolation**. There should exist a space that will allow **info circulation and a sense of acceptance**. There is an idea also of co-creating an **online market space** with goods (crafts made by refugees in Slovenia and craft items from countries of origin) to adapt to challenges of digitalisation provoked by long-term multiple lockdowns. Such ideas will be discussed together during the collective meetings and gatherings.

The **pilot is a new one** but draws on past experiences of **self-organised and migrant co-run** spaces in Ljubljana such as Social centre Rog and Second Home. For that reason, on 1 March 2021, PP3/KDG signed a contract on sharing a space with a social cooperative in the Moste district in Ljubljana, where some of the pilot activities will take place.



2. Definition of the target group(s) (max. 1500 characters)

- Who does the pilot want to reach (e.g. refugees, locals, as well as other stakeholders)?
- What are the special needs of the target group?
- How can a diversity of stakeholders be involved?
- How are the target group(s) reached?

The pilot will primarily reach:

- refugees, asylum seekers, sans-papier (Ljubljana and suburbs, on a small scale also Maribor, the second biggest city in Slovenia),
- migrant self-entrepreneurs, migrant workers,
- locals (students, workers of social cooperatives, members of civil society associations),
- stakeholders representing the Employment Service of Slovenia (a direct communication on their services, availability, solving the problems),
- activist groups, non-governmental employees,
- research institutions,
- state body on advocacy of equal rights.

One of the main needs we have identified during the first two years of the project is the lack of venues for reducing isolation and invisibility, socializing, info-circling, knowledge sharing and building ties and well-built networks with the local population. This is our starting point. At the end of June 2021, we will provide with more deliberate analysis and description of needs rooted in our interviews with 25 refugees, with emphasis on job-related experiences.

The list of stakeholders is diverse, as the nature of the pilot action anticipates constant research and direct work with the main target group (refugees), The plan is to involve other stakeholders mainly within the social events where the networking is essential. When we identify the concrete problem that should be solved, we will include stakeholders to give an opinion and be involved in joint efforts to assist refugees. The stakeholders represent the interested public, which is active and concerned, so space, where the main target group meets attentive stakeholders, will bring quality for meetings and eventually will solve certain issues.

Target groups will be contacted via all available media (personal calls, letters, public event announcement on social networks, personal conversations, official invitations, etc.).



3. Description of the pilot (max. 2000 characters)

- Which kind of pilot action was chosen?
- How is the agency of refugees respected?
- How refugees are concretely involved and made protagonists? How is the access to resources and the voice of refugees enabled?

1. The pilot action concerns both social inclusion and labour market integration. The main idea of the pilot is to work with 25 refugees on their situation with the labour market integration. To create a particular space of encounter that will connect refugees with international protection status, asylum seekers with work permits (special right) with local employers, activist initiatives, student groups, social and other cooperatives and civil society.

2. To identify, select and invite 25 refugees (completed in March 2021) to carry out interviews. Report on composition and outcomes will follow at the end of June 2021.

3. To conduct interviews individually and in tiny groups (3-5 persons), including video recordings for a short film about the pilot action. The interviews will be completed by the end of June 2021, before the meeting in Vienna. To focus on the needs, skills, challenges, expectations and problems with integration in the labour market, i.e. finding employment or improving educational level, achieving additional qualifications and new vocations.

4. To organize two meetings primarily with refugees on the idea of co-creation of a common and shared space, as a communication platform (digitally and physically), based on the needs for socializing, exploring opportunities in the labour market, and crucially, to prevent isolation.

5. To co-use a place (advising via phone included) where advisors will be available to help to solve administrative and bureaucratic problems. **The challenge addressing venue will be available three times per week, from May 15 to July 15, 2021, at the address Vida Pregarčeva street 11, 1000 Ljubljana.** The target group will be reached personally (phone calls, WhatsApp, Viber, other social media websites), digital flyers and announcements. Advisers will search for and provide information on the labour market, i.e. job searching, helping with composing biographies, translating, contacting and accompanying to the Employment office and other administrative units, discussing the conditions of establishing companies, providing info on schooling and professional qualifications, connecting to existing and currently occurring training, vocational courses and craft workshops.

The pilot action will be co-run by a refugee with international protection status. The horizontal and inclusive meetings will increase the capacity of individuals to act independently and to make their own free choices. The process ensures a co-creation



approach, where ideas are shared and improved together. The autonomy of migration, even considering integration, must be respected. We will strive to co-create a space of collectivity that anticipates a better society and essential political imagination.

4. Goals of the pilot (max. 1500 characters)

- What are the goals of the pilot?

The main objectives of the pilot action are:

- to transfer the results of the research on the needs of refugees in connection to the labour market and social integration into action;
- to pursue the possibilities of creating collectivity with the utmost respect of refugees' agency;
- to sustain the formed collectivity and keep the relationships vivid, to proceed with building up inclusive and yet unconstrained community;
- to create potentiality of solidarity and cooperation between locals and refugees on various levels, commonality;
- to confront institutional racism, discrimination and exclusion;
- to make voices of the protagonists of integration heard;
- to improve well being of the main target group;
- to learn to address the welfare state rights together;
- to address the outcomes of the pilot to local authorities and eligible stakeholders;
- to enhance social orientation skills to cope with administrative and practical obstacles;
- to have a plan for business in the perspective, taking into consideration the consequences of the Covid-19 lockdowns – the idea of an online market place with hand-made craft good made by refugees was mentioned earlier.
- to make the city and its services accessible for all.

5. Measures and activities (max. 2000 characters)

- What measures are taken to achieve the goals?
- What are success indicators, key figures, milestones? How can the results of the pilot be measured?
- Which sequence of steps are to be taken?

The organization work including obligatory administrative issues (public tender, agreements, financial reports) is stable and regular. We set up the deadlines for different phases of the pilot and accomplished the preparation round (see chapter 3).

We have secured a space to carry out the planned activities. The goals will be reached if the space becomes a vivid encounter scene.

The sequence of steps that will be taken is distinctly explained in paragraphs 3 and 6 of this



document.

Success indicators:

Schedule. PP3 will try to keep the original timeline. Updating the schedule regularly to cope with ad-hoc challenges.

Quality. The number of interviews carried out, the analysis of needs, skill, expectations. Composing a comprehensive report to be disseminated among stakeholders and project partnership. A quality review (evaluative report) that will evaluate whether the pilot activities meet the goals set out in the concept.

Cost. According to the application form with slight modifications concerning WP3 in reporting period no. 5.

Target group and stakeholders satisfaction. This part will be measured by evaluation from 1 to 10 and subjectively by oral or written feedbacks and personal conversation.

Milestones:

- The implementation of 25 interviews with refugees on their situation regarding the labour market inclusion and social integration issues.
- The organisation of group meetings with the aim of establishing the communication platform.
- The work with refugees in a shared place, networking.
- The video production of the main pilot action steps and outcomes for the dissemination purposes.

Key figures:

- Project management (KDG/PP3)
- External expert (New Horizon s.p.)
- Refugees (25 selected refugees)
- Informal initiatives & NGOs in the field of integration (a broader network)
- Social cooperatives (co-using and sharing of the venue)
- Civil society associations in the neighbourhood (the Moste district, Ljubljana)



6. Timeline

- Include a schedule of the pilot (including milestones)

1) Activity A.T3.1 – Deliverable D.T3.1.1

(the current document)

2) Activity A.T3.2 – Deliverable D.T3.2.2

(a report on activities implemented during the pilot, including the analysis of needs)

3) Activity A.T3.3. – Deliverable D.T3.3.1

(evaluative report emerging from round table in Ljubljana, assessment of the pilot and actions implemented, short term impact of the accomplished action)

4) Activity A.T3.4. – Deliverable D.T3.4.1

(video story in national language with English subtitles, also native languages of refugees)

Schedule:

February 2021 – we published the tender (record procedure) and selected the external expert who will work on certain parts of the pilot.

March 2021 – we identified and selected 25 refugees to be interviewed till the end of June (the third total lockdown in April 2021 prevented the encounters).

April 2021 – communication with refugees on a schedule of interviews, work on the questionnaire (inquiry), ideas of digital flyers.

May – June 2021 – to carry out all interviews individually and in tiny groups (adjusting to the Covid-19 containment measures), work on the analysis of needs, skills and expectations, design of the concept and plan on a short film about the pilot action, shooting the selected interviews that will be incorporated in the final version of the short documentary.

May – July 15, 2021 – work at the place (advising via phone included) where advisors will be available to help to solve administrative and bureaucratic problems. The challenge addressing venue will be available three times per week, from May 15 to July 15, 2021, at the address Vida Pregarčeva street 11, 1000 Ljubljana.

May – July 15, 2021 – to organise two meetings with the main target group on the idea of establishing the communication platform, shooting of the documentary included.

September 2021 – the organisation of a round table with target group and other stakeholders as the in-line evaluation of pilot's results using toolbox developed during the WP1. Evaluative report. The final shootings and editing of the film. The conclusion of the pilot stages.

October 2021 – Short film documenting the various steps of the pilot, including interviews with refugees.



7. Definition of responsible actors (max. 1500 characters)

- Which actors are responsible for the pilot?
- Who will implement the pilot?
- Are there cooperation partners?

Responsible partner: Kulturno društvo Gmajna, as project partner PP3, is responsible for the pilot. It is a non-governmental and non-profit association established in 2002 to carry activities in the field of culture, art, social welfare and education. Association has an employed person for the SiforREF project who will work on the pilot and manage cooperation with an external expert on the co-implementation of the pilot selected in February 2021.

External expert: External expert is a self-employed personal company titled New Horizon s.p., run by Alaa Alali (*Novi Horizont Alaa Alali s.p., Stražarjeva ulica 22a, 1000 Ljubljana*), a refugee with international protection status from Syria. His experiences working on similar projects, fluency in English and Arabic, conversational capacity in Slovenian language, communication skills, and company's offer sent to PP3's published tender on 8 February 2021 met the conditions to be selected. Therefore, the pilot will be implemented by KDG/PP3 with the assistance of external expert Alaa Ali.

Cooperation partners: KDG is a member of Infokolpa, we will cooperate with them regarding the issues of asylum rights in the context of the Balkan route, the issue that is defining the migration policy of Slovenia in recent years.

In March 2021, we signed an agreement on co-using the place of the social enterprise NDP TOZD, Institute for Sustainable Social Economy, <https://ndp-tozd.org/ndp-tozd/> (Socialno podjetje NDP TOZD, zavod za trajnostno družbeno gospodarstvo), where events during the pilot will take place.

8. Possible problems or difficulties (max. 1500 characters)

- Which problems or difficulties are possible when implementing the pilot?
- How does COVID-19 affect the pilot? Is a Plan B necessary?

The major problem, for now, was the beginning of the Covid-19 pandemic with long-term lockdowns. The first lockdown started in Slovenia in the first half of March 2020, followed by two in a row with a short time partly liberation in between. Rules change every week, the general COVID-19 fatigue is observed. The places went closed, the ties and connections, daily interactions, meetings and engagements shut down.

The preparation phase was mostly online with occasional meetings in real. In May 2021 we expect partly reduction of containment measures, it means that interviews in person and



tiny groups will be carried out without obstacles. In June 2021 we expect to be in numbers of more than 10 people per venue (an outside terrace is a good option as well), which means that we can plan bigger social events. Thus, we plan to realize the pilot activities regularly until the end of September 2021. In case the situation deteriorates, we will adjust accordingly.

It would be also possible that we will ask for relocation of funds that is left from travel costs to be transferred to pilot action to support the design and web-page construction of the online market place with hand made crafts made by refugees and migrants.

9. Sustainability (max. 1500 characters)

- What is the sustainability of the pilot?
- How can the pilot or the methods be used after the end of the pilot or the project?

The sustainability of the pilot principally derives from the “bottom-up” approach that has been used in the local context for almost 20 years. Although some autonomous places have been recently evicted, the diversity of civil and other initiatives grows evidently. Even though the pilot is new, the networks are stable and experienced. The involvement of numerous stakeholders will affect its recognition and further development.

As the pilot pursues initiating collective subjectivity among the target groups, it will keep the methodology of direct work, networking, assembly type encounters, respond straight to the needs of stakeholders and the main target group by performing the pro-active attitude. Such perspective is also called *organising methodology or creative community organizing*.

What community organizing does is bring people together so they can identify common problems, look for solutions, and craft strategies to reach, educate, and mobilize others, so we can all join together to make the changes we need and deserve. Such an approach, in the context of integration in Slovenia, is of additional value to existing state and non-governmental services.

What is socially innovative in our pilot is that we strive to shift the service based modus operandi to the active participation of all beneficiaries and co-creation of an inclusive room. Such determination encourages us to look also beyond integration towards broader social change.



10. Transferability (max. 1500 characters)

- How can the results or the experiences of the pilot be transferred to policymakers, general public like citizens, experts, etc.?

The outcomes and results of the pilot will be transferred to the public in a mode of the generalised message, i.e. condense letter with bullet points to officials and authorities, as a statement to the general public, civil society and general public, as reports to the EU partners and stakeholders. Even though the public and civil society will be informed and partly involved in the activities already during the pilot activities. The results will provide readers with evidence of pilot and pilot's research (interviews with refugees on their situation) findings and suggest the solution of the most pertinent issues. The aim of transferability from our point of view is to apply the pilot and research results to similar situations and not to every situation. To address the outcomes in such a manner that broader social issues will be incorporated. It means that we strive to subsume the subject in a wider horizon of integration and policies. We will send a proposal as options (practices, experiences) how to cope with challenges on the inclusion of refugees to the municipality of Ljubljana, together with the final findings of the entire SiforREF project.

11. Short film (video) (max. 1500 characters)

- Which steps are planned to create the short film of the pilot?

Short film will be filmed and edited by the external expert that PP3 selected in February 2021. Shootings will take place, according to timeline, along with the implementation of interviews and all steps of the pilot, i.e. public events, collective encounters and discussions. The detailed concept of short film about pilot action will be delivered after May 15, 2021. The robust idea is to film different pilot steps with a few main protagonists, to emphasize the local context in regard to the EU policies.

12. **Only Bologna:** Selected equipment below 15.000 €

N/A