

## Manifesto for Inclusive Learning Intellectual Output 1 Advocacy Tool Kit

### Collection of successful practices of inclusion of migrants through education and training

Description of existing practices (carried out by the partner or within in its network)

The objective of the following grid is to describe existing practices on migrants' and asylum seekers/refugees' integration in hosting societies trough education and training.

Each partner should select from 3 to 5 practices that he/she deems coherent and consistent with the principles of the Manifesto for Inclusive Learning (please see below). The practices will be presented at the training in Berlin and they should provide evidences/demonstrate the value of applying an education and training-based strategy in inclusive policies and practices for a welcoming Europe.

The data collection can take place through interviews or asking the interviewee to fill out the form on his/her own. There must be a contact with the practice provider (download from the Internet Is not enough!)

PART I CONTACT DATA	
Name of the organization implementing the action	Cooperation Eva
Website/Social Network	www.cooperatie-eva.nl
Name of Contact Person and Role within the project/teaching programme	
E-mail	
Phone (not mandatory)	
Address (Town and Country)	The Hague, the Netherlands
Are you part of any national, European or International thematic network	National: <a href="https://lansco.nl/">https://lansco.nl/</a> Landelijk Netwerk social Cooperatief Ondernemerschap
PART III INFO ON THE INCLUSIVE EDUCATION & TRAINING PRACTICE	
Number of teachers/educators/trainers/volunteers or other operators involved	1 coordinator, 1 accountant, 10 entrepreneurs, 3 volunteer members
Does it involve: Refugees Migrants in general Operators and educators working with migrants/refugees Local Communities Other (please specify)	Refugees, migrants, local communities. Women entrepreneurs

Characteristics of participants (nationality, age, any other interesting characteristic)	Women of all national origins that want to start a business. All are on some form of welfare and would like to (slowly) built an enterprise
Average number of learners	14
Sex disaggregation of participants (if available)	Women only
Concise description of the learning experience	collaboration and cooperation between (starting) entrepreneurs who want to be active on the labor market (again) and have little other options. They start with an intake conversation about their ideas for the future and for their business. They need to have some business dream to become a member. Some people start as a volunteer to develop their ideas. Others immediately start as an entrepreneur. They need to aim for a certain amount of money made by the first year. There are different trainings and workshops by outsiders but also by members. The money they make goes back into the cooperation: for trainings, education, or to invest in the business. They remain on welfare until the business is viable. If they start to earn enough, they will become independent entrepreneur, but still member of the cooperation (if they want). They share their experiences with new members.
Have you established a satisfactory collaboration with the public service network, including schools, vocational centres and Universities?	Partially. Working with the municipality is difficult, they rather see different forms of entrepreneurship.
Have you established a satisfactory collaboration with other civil society activists?	Collaboration with different organizations – Foundation Yasmin – Women’s center The Hague, Foundation Rumi, Foundation Remar, Cooperation A’ishel, Foundation Africa Life, Foundation Ken je Kracht (Know your strengths) – all local organizations.
Have you established a satisfactory collaboration with migrant communities representatives, if any?	See above
Have you created a link/value chain with local social and educational services?	
On line platform or app for e-mobile learning, if available	
Strengths of the approach	Women can support each other and help each other. And women still have a worse labor market position than men – there is still a back-lag. Very open, very supportive. We are not dependent on the municipality. Ownership, close-knit group with lots of sense of responsibility. People that become members, tend to stay

Weaknesses of the approach	<p>Financial continuity – it is difficult. The women come from unemployment, and it is difficult to start again.. Commitment, work-rhythm, to run a company, it is hard. And some are depressed or have health issues, which does not make it easier. We are still in a (financial) build-up phase, that is hard</p>
Indicators of success	<p>Viability of the business idea – starting with €100 income after six months, financial self-sustainable after two years. And financial self-sustainability of the cooperation by the end of 2020.</p> <p>We were in a start-up phase so we are still lenient with deadlines. The six month dead line has not been met by all but if they work hard and if there are good prospects, we give more time. We now have some members who will become volunteers at the start of 2020 because the business did not take off.</p> <p>We also work with POP (personal development plans) as a planning tool, to set goals. Money is not the only goal to achieve.</p>
Story telling (anecdotes) worth to be reported	<p>E started the cooperative. She was making jewellery and organized workshops with some friends and they thought they could make that more than a hobby. So they started a cooperation but wanted to have a diverse businesses group, not just jewellery makers. So they connected to Cordaid, an organization that helps starting social cooperatives. They organized speed-meets to find new members but they mostly relied on their own networks and on 'friends of friends'. Some via Yasmin, <a href="https://stichtingyasmin.nl/">https://stichtingyasmin.nl/</a> women participation center. E is now the coordinator, she does not have her business.</p> <p>Members help each other. They organized a wellness day, all the businesses around wellness participated. But the tour operator was also there, for support and to hand out flyers. And it was a podium for books on African spirituality, everything is combined and connected in that way.</p> <p>We support each other with expertise and networks</p> <p>We have different members. One of the members is a refugee from Sierra Leone. She does not have any official diplomas or qualification but she is very capable as a hair stylist. She can do braiding and hairstyling,</p>

	<p>hairdressing. It is too difficult for her to start her own salon but she does an excellent job. And has no problem networking!</p> <p>The member from the Congo is a makeup artist. She is now in school, but the program was very expensive, we helped her write the financial application. She still has to work to earn a living and that is going pretty well. She can do make up any style.</p> <p>We have a member from Sudan, she sells books that are normally not available in the Netherlands. She also created a system to read and listen in Dutch- books with the cd combined. A mobile educative library. She needs a lot of support, for language, but she also seems very shy. It is mostly because of the language. And she is learning a lot for example, she thought you had to pay to post messages or items on Facebook. But we found her a great coach.</p>
Project Homepage/Social Network if any	<a href="http://www.cooperatie-eva.nl">www.cooperatie-eva.nl</a> <a href="https://www.facebook.com/CooperatieEva/">https://www.facebook.com/CooperatieEva/</a>
Training kits or tools available online	
How is the activity financed (public, private funds, project based)	<p>Kansfonds, Fonds 1818, municipality for the first half year. At the end of 2020 we want to be self sustainable. We just received approval of the Maex Impuls Fund – 2500 euro per project</p>
Pictures	

Principle	How is it met?
1. Centrality of education and training, be it formal and non-formal, understood as a relationship that transforms and connects those who teach and those who learn, in every place and time of life.	Members help each other, support each other, and work together when possible. On a wellness day, all businesses linked to wellness work. Everybody is the teacher and everybody is learning. Experiences are different, past lives are different but the combination of competencies and strengths help the individual businesses and the cooperation grow.
2. Hosting, understood as the recognition of the common humanity of the other person and his/her needs and aspirations, without discrimination	The only restriction in this cooperation is gender, it is for women only. The goal is economic independency of the members and of the cooperation but each member has its own timeline.
3. Solidarity, intended as an enhancement of sharing, reciprocity and mutual self-help	Clearly, this is one of the fundamentals of a social cooperation. The earnings go back into the cooperation
4. Protection of the weakest, understood as the ability to look at the world always from the point of view of the most fragile, offer them protection first and paths of autonomy than.	Similarly, see 3)

5. Confidence in a shared future, intended as the conscious choice to include migrant people, starting from young people and women, first or second generation, in the design of an inclusive society, as the result of the meeting and the <i>metissage</i> between different stories, cultures and interpretations of the world	Focus on women, to help and support women, from different backgrounds in many ways. Sharing and collaborating to achieve (economic) independence
6. Accountability of the Institutions and the Third Sector, seen as an instrument of transparency and security for all citizens and their associations.	-
7. Networking to strengthen collaboration and stimulate creative synergy and social innovation	We work with different local organisations that support/organize migrants and women. Different types of organizations in The Hague
8. Evidence-based approach, understood as the continuous tension towards the scientific analysis of change, based on quantitative, qualitative and mixed tools and methods, to overcome perceptions, stereotypes and information that are often distorted and manipulated.	Based on an approach that has its roots in the developing world
9. Centrality of narrative approach, understood as a research method and a tool for respectful dialogue on the “stories” that make "History"	Yes
10. Curiosity and respect for all the diversity of which everyone is a bearer against the culture of hate, xenophobia and any possible expression of intolerance	Yes

Please add anything you might see fit

### **The stories of the members of the cooperative.**

A works on hair: styling and beauty. Some of the women of the cooperative share a beauty salon in the same building (they have five rooms that the cooperative rents). B is from Sudan and she runs a mobile educative library. She also imports books on black history, on black women, connected to religion. C. is new, she worked for 16 years at an insurance agency but she was fired. She had some psychological issues and could not restart. She could not find any other routes, has a temporary job now but would love to start a café/meeting place for women where they also can buy natural hair and beauty products. A bit of both: meeting point and access to care.

D. was fired 5 years ago, she always had had the dream to travel, to have a travel agency. She joined EVA to connect, to get ideas, to get inspiration and to learn from others. She never had her own business, she always has been an administrative worker so it is a whole new trade for her. She learns a lot from the others, shares a lot and has become much more self-assured to do it on her own. She organizes bus tours and now has a weekend away with 80 people, to Cologne (Germany). Very exciting, lots of work, lots of fun.

She has some questions for the municipality, she was told that she cannot be abroad for more than 28 days while on welfare. So that would be a serious issue for her business. But can she consider these trips business trips or does she have to label them as vacation – she is not sure, and her case workers was not certain either. The rules say one thing but the rules are made for a different type of unemployment/employment setting.

E moved to The Hague 25 years ago (from another place in NL), had lots of ups and downs and started her own business to help people with financial problems. She used to be in a trajectory to get out of debt herself and found out how hard and stigmatizing it is. She came into contact with Eva through foundation Yasmin.

F is from the Congo, and she joined Eva because she had been at home for a few years now, on welfare. When on welfare, people are forced to apply for jobs, and she really wants to follow her passion – make up artist. So she made that choice, she is in school now to get a diploma in that trade. Beauty and make-up. She learns about all kind of skin tones but also make-up for theatre, kid parties etc. She used to volunteer.

I spoke to a woman of the municipality, they will start a new program +500 Ondernemend uit de Bijstand (500 more people out of welfare through entrepreneurship) but I cannot be part of the program. I first have to finish school. And the second issue is that I am in debt. I owed the municipality 1500 euro, I already paid 700 but I am still in the process of paying the rest. You cannot join the +500 program when you are in debt. The municipality did not pay me my welfare benefits for a few months so I got in trouble with payments, that is how I build up the debt. But I want to work or start a business. But first I need to finish school and first I need to pay of the debt So I cannot join the program this year, but I can stay with Eva and practice. As long as I do not get paid, I can practice. It is better this way, it is also hard for me to work with my Dutch. And I really have to focus on school. I was part of a mental health program before, because of some problems that I had so I need to take it easy and focus. Stay on track.

G is the coordinator

H was depressed and landed in unemployment by sickness. Later she was ‘transferred’ to welfare and was sitting at home. People always told her that she is so creative, that she should do something in design so now she started a business for party supplies. Gifts, invitations, decorations, etcetera. That is how she joined Eva. She makes her party supplies for different types of parties.

I I am also part of the beauty salon here, I used to work in administration. There was a reorganization and so everybody was laid off. I took a long break and then I started as a hair dresser. It was followed by manicure and pedicure and facial care. We all do different stuff, we all supplement each other and work together.

J I am here for the first time, I am from Iran, came to the Netherlands 26 years ago. I have two children and I have always been on welfare. But now my kids are big enough and I can start something. I started with volunteer work four years ago, six years ago I got a degree as a pedicure and beautician. I have a diploma for hairdresser from Iran. I would like to start with natural products, that I will also make myself. I met cooperation Eva through a workshop and I would like to be part of it, start my own business.

K I was invited to join today, I am interested in organizing creative workshops. I have my own business for a year now. I sell hobby items, but make a lot of things as well – party presents, flower arrangements, thank you notes, etc.

J: I think the municipality always has excuses and does not help people. I have tried, a while ago, I told them I need some help to start the business. But they said that nobody would be interested. I invested a lot, paid for school, and they told me I could not finish, that it was too difficult for me. And when I showed my diploma with all eights and nines and tens, they told me nobody gets their hair cut so there was no point.

D+E and that is while hair salons are really popular right now, just as travel agency.

E the municipality just does not help easily

D yeah, they refer you to others

E And not even. And you have to pay taxes on everything. I wanted to start my own tattoo parlour but they told me that I could have to pay 70 euro of every 100 euro I would make, it is just not worth it.

J: yeah, I started a few years ago, full of energy. But nobody helped me. So now I am drained, there is just no support for women on welfare, you have to do it all yourself.

E: and they want you to leave welfare but they will not help

C: I was a doctor myself and I know a lot about medicine and health care. My personal doctor was completely surprised, he did not think I would know those things.

Building up the business, step by step. Supporting each other, helping, motivate each other. We learn from each other, so you do not have to make the same mistakes. We have a common goal but we each have our own goals as well. And we know different things so we can help each other out.

Support of the municipality is very much dependent on your case worker. There are people at the municipality that really help, think with you, and try to find a path for you but there are others that just follow the rules without looking at other options. They just shut you down.