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REInSER

Refugees' Economic Integration through
Social Entrepreneurship

International Conference for Sharing Best Practices: Economic and Social Integration of Refugees and Asylum Seekers through Social Entrepreneurship

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REInSER brings together eight partners from academia, business support organizations and local authorities gathering different expertise, knowledge, and skills in six countries of the ADRION area, namely: Slovenia, Italy, Greece, Bosnia and Herzegovina, Serbia and Croatia. This strategic partnership strives to find a sustainable solution for the pressing issue of refugees and asylum seekers. The main objective of REInSER is to improve their economic, and consequently wider integration process in host societies of the ADRION programme area by using approaches of social economy and in particular social entrepreneurship. Information on the project REInSER can be found here: https://reinser.adrioninterreg.eu/.

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INDEX

INTRODUCTION

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Background and aims of the Conference

This book collects the proceedings of the Conference "Economic and Social Integration of Asylum Seekers and Refugees through Social Entrepreneurship – International Conference for Sharing Best Practices" held at the Forlì Campus of the Alma Mater Studiorum - University of Bologna on the 10th and 11th of March 2022.

The organisation of the conference took place in the framework of the Interreg-ADRION-funded project REInSER – Refugees' Economic Integration through Social Entrepreneurship – which brings together partners from six countries of the ADRION area, namely, Slovenia, Italy, Greece, Bosnia and Herzegovina, Serbia, and Croatia. The project aims to improve the economic and social integration of refugees and asylum seekers in host societies of the ADRION programme area by using social economy approaches and, in particular, social entrepreneurship (SE). The long-term objective is to enhance the possibilities for refugees to become active economic actors and agents of their integration in a given host society, contributing to the local and regional sustainable economic development by generating employment and supporting the creation of new social and responsible businesses.

The conference was organised by the Department of Political and Social Sciences and the Department of Management of the University of Bologna, as project partner of REInSER. The event aimed to bring together scholars and practitioners from Europe and beyond to share inspiring initiatives of refugees' integration through social entrepreneurship that can be potentially transferred within the ADRION region and contribute to the debate on some of the most relevant issues surrounding this topic. Indeed, the role of social entrepreneurship for refugees and asylum seekers' integration in hosting societies is attracting increasing attention from researchers, practitioners, and policymakers. SE includes all the entrepreneurial activities aiming to reach a social objective, regardless of their organizational form, referring to for-profit and non-profit organizations.

Social enterprises and inclusion: The ADRION context

Within the broad field of Social Economy, social enterprises are an example of an "economy that works for people," to use the words of the European Commission, delivering services and working for disadvantaged groups' social and economic integration. As a form of inclusive business, they revealed crucial in addressing the emergence of the refugee crisis and providing help for the most common barriers (language, temporary housing, health, and psychological assistance). Many EU countries adopted new legislation or delivered specific policies to support their development in the past decade. However, definitional and practical obstacles are still present. They are reflected in the challenges for public institutions to design and implement policies that can foster the development of

more social enterprises and assess the relative impact of such policies as well as their transferability potential. These matters are particularly relevant in light of the political debates that characterize the migration and integration dynamics of asylum seekers, refugees, and migrations in Europe. Therefore, more discussions on these themes are both important and timely.

In the context of the ADRION area, the debate on these themes appears even more timely and important because of the impact of the arrival of asylum seekers and refugees on the region in the last ten years. With the closure in 2016 of the organised corridor along the Balkan Route, the societies of this region had to face the new challenge of accommodating thousands of asylum seekers stranded along the Route. As a consequence, the management of the migration flows started to move from an exclusively humanitarian and securitarian approach to considering the possibilities and potentials of developing a strategy aimed at integrating asylum seekers in the societies once perceived solely as transit countries. In addition to this, the presence within the ADRION region of countries that are not EU member States and that are being involved at different stages in the EU enlargement process poses the challenge of reinforcing the cooperation in the management of migration issues and of aligning national legislations in the fields of access to asylum, social and economic integration.

The presence in ADRION region of both EU and non-EU countries, then, reinforces the variety of the legislative frameworks also in the sectors of social economy and social entrepreneurship: while in countries such as Italy, social entrepreneurship can be considered an evolving but well-established phenomenon, in countries such as Serbia and Bosnia and Herzegovina this kind of social economy is still largely over-looked and unlegislated. However, evidence from other European contexts on the potential of social entrepreneurship for tackling broad economic and social issues highlights the importance of launching a discussion on these themes also in areas, such as the Western Balkans, where they still did not take full hold. In light of these considerations, the International Conference "Economic and Social Integration of Asylum Seekers and Refugees through Social Entrepreneurship" aimed at favouring a debate on these themes also in view of fostering the presence of initiatives of social entrepreneurship in areas of the ADRION region where such phenomenon is still relatively new.

Overview of the conference results

A keynote speech by Professor Stefano Zamagni opened the works of the conference. In his contribution, he discussed the evolution of the approach of European societies towards migration and the importance of social entrepreneurship for fostering the integration of asylum seekers and refugees. Professor Zamagni underlined how integration is not only through their economic inclusion but also thanks to a cultural exchange that can bring to the creation of an intercultural society based on social justice.

The contribution of Professor Zamagni was followed by two presentations by Professor Federica Bandini and Professor Stefano Bianchini from the University of Bologna. Professor Bandini presented the results of a study conducted in the framework of the REInSER project on the main barriers to the economic integration of asylum seekers and refugees in the ADRION region and on the potential of social entrepreneurship. Professor Bianchini talked about the geopolitical context of

the ADRION area, outlining the common social and economic challenges that this region is facing, especially in terms of economic stagnation, de-population and migration.

The morning session of the first day of the conference closed with a multi-stakeholder roundtable moderated by Professor Daniela Bolzani from University of Bologna, where policy-related institutions, practitioners and social entrepreneurs shared their experiences and insights on the opportunities and challenges offered by social entrepreneurship for refugees' and migrants' inclusion, with a particular focus on European countries represented by the participants. Max Zimani, executive director of Skuhna, presented his experience as a migrant starting a restaurant with a social business model, aiming at becoming a place for intercultural exchange and migrants' voice, and a starting point for initiatives of international cooperation for development. Andrea Marchesini Reggiani, co-founder of Cartiera, presented the start-up and development of a social enterprise operating a laboratory of training and production of artisanal, high-value products from upcycled and recycled materials, targeting disadvantaged workers, among which refugees. Both Max Zimani and Andrea Marchesini Reggiani pointed out to the challenges of effectively run social enterprises, often based on learning-by-doing in new industries or markets, improvisation and bricolage, facing changes in the business models to grab opportunities to enter emerging business niches and to follow wider socio-economic trends. Indeed, the experiences lived by refugees and migrants in and through social enterprises can provide them with credentials, networks and skills to further progress in waged or entrepreneurial work. The problem of recognizing and mapping refugees' and migrants' competences is the challenge addressed by Mygrants, the company funded by Chris Richmond, who described the need to move and change the vision about refugees and migrants in our societies as talents, looking at them as individuals with idiosyncratic backgrounds which are only awaiting to being made visible. This is indeed the most pressing challenge for entrepreneurial ecosystems and the actors who should foster the development of entrepreneurial individuals and firms, such as incubators and accelerators. As emphasized by Lucia Radu, in her role of Manager for the "Liaise - Better Incubation" project for Impact Hub Network, there is a need not only for more diversity in key organizations in entrepreneurial ecosystems (support organizations, funding and investing bodies, policymaking and managerial organizations), but most especially the need to develop inclusive approaches towards entrepreneurship. This means moving towards approaches to build initiatives *with* refugees and migrants, and not only *for* them; and adopting one-to-one support approaches to fostering entrepreneurial competences building on individual talents and motivations. Looking at the specific role of funding and investing bodies, Giuseppe Torluccio, Deputy President at the Grameen Foundation in Italy and Professor of Finance at the University of Bologna, highlights that it should be time for a widely shared human-centered approach to finance, where trust drives relationships with people, individuals' competences are recognized and matched with finance needs. Teresa Albano, Economic Affairs Officer at the Organization for Security and Cooperation in Europe, confirms that dealing with refugees' and migrants' entrepreneurship requires organizing policy initiatives which can tie together in a meaningful manner the support of banks, investors, private companies, universities, and support agencies – thus benefitting not only foreign nationals through fostering opportunities for inclusion, but also the hosting nations. However, she remarks how this is only possible by ensuring peace and security to be maintained globally, and more particularly in Europe:

there is an enduring link to international and transnational dimension in our economies that should never be overlooked.

Following the opening speeches and the roundtable, the conference continued with four panels:

1) “Social entrepreneurship and refugees: barriers and drivers” (moderated by Francesco Savoia).

2) “Best practices of social entrepreneurship” (moderated by Eleonora Grassi).

3) “Economic integration of refugees: opportunities and challenges” (moderated by Silvia Cittadini).

4) “Approaches to social entrepreneurship” (moderated by Marco Zoppi).

SESSION 1: SOCIAL ENTREPRENEURSHIP AND REFUGEES: BARRIERS AND DRIVERS

Moderator: Francesco Savoia, University of Bologna

Entrepreneurship support – barriers to social enterprise for migrant enterprise – case study from UK

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Aims of the contribution

The aim of this paper is to draw on the experience of the delivery of a support programme for refugee and migrant entrepreneurs in the UK to illustrate some of the barriers faced and some of the key challenges arising for social entrepreneurs. This is set in the wider context of the key importance of social innovation and of social value generated by migrant businesses as well as the central role of economic autonomy in the integration process.

Policy Practice Background

Social innovation is a key driver of growth and economic development, and migrant social entrepreneurship can be a major element of this. And social enterprise is an important feature for the generation of social value and social innovation in the experience of ACH. Avoiding legally based definitions of social enterprise, many migrant enterprises play a very significant role in this respect.
Many migrants see entrepreneurship as a way of generating income for their families, to ensure autonomy and as a flexible means of economic engagement. They are often excluded or disadvantaged in the mainstream labour market for a wide range of reasons. They may be without work, work illegally or will end up in precarious, entry level jobs. Migrant businesses offer an alternative which can also generate social capital and create vital social networks within communities and beyond into civic society, Migrant entrepreneurs also generate new products, services and business models which bring vital innovation into local and regional economies. Many migrant enterprises use mainstream business models. These enterprises can follow a wide variety of legal and organisational forms including self- employment, sole trader, partnerships, and private limited companies as well as the use of the specific Community Interest Company, cooperatives, and other socially specific models. They include some not-for-profit entities but also many are profit generating. Whether profit making or not migrant businesses often create vital social entrepreneurship which has the potential to challenges an unjust equilibrium that causes exclusion for this segment of society that is not able to transform the situation themselves alone. Which is why targeted support is needed to unlock this potential. Support for these enterprises can identify and release opportunity which will lead to the creation of a stable ecosystem around the new equilibrium ensuring a better future for the targeted group of migrants and even society at large (Martin and Osberg, 2007).

Methodology

ACH (www.ach.org.uk) is a social enterprise that offers integration support to refugees and migrant communities from both spontaneous arrival and resettlement scheme routes, ACH offers help with housing and access to public services as well as employment, careers advice, training and enterprise support. ACH works with some 2500 people per year and find about 20% of our clients see

entrepreneurship as an aspiration. Support has been delivered to a wide range of communities including those coming from Syria, Afghanistan, Hong Kong and more recently Ukraine. These groups having very different demographics, journeys, and resettlement pathways.
Since January 2021 ACH has been implementing a major entrepreneurship support programme working with 500 existing and potential entrepreneurs through the EU AMIF scheme. This builds on previous entrepreneurship support funded by local sources. ACH has a team of six advisors who offer culturally sensitive and individually focused support. The project is being delivered in collaboration with the West of England Growth Hub which provides mainstream small business assistance. (www.westofengland-ca.gov.uk/growth-hub)
The aim of the project is to generate social value out of social entrepreneurship through direct support to individual migrant enterprises, and also influencing the approach of mainstream small business organisations to make them more aware of the needs of this client group and also through research and evaluation (ACH, 2021).

Results

Analysis of the work so far has revealed a number of barriers and key issues which face entrepreneurs in generating social value. This includes the regulatory environment including the legal and taxation system for new and start -up businesses as well as regulations for specific sectors for example, food preparation or transport. Another barrier is access to start up finance needed for cash flow, acquisition of stock or equipment and for marketing. This is especially a problem in accessing small amounts of funding (less than 10000 euro) and for none interest bearing investment which is preferred by many from migrant communities. Social capital and access to social networks which facilitate understanding of wide customer needs is also an issue too.
Different migrant communities and indeed individuals within those communities have very different aspirations and backgrounds so “one size fits all” support, whilst cheaper to deliver is not really effective. Tailored assistance is needed.
Yet many migrant entrepreneurs face precarity through uncertain and unpredictable incomes. And high risks of failure (Hyacinth, Jepson and Anderson, 2020). Covid has increased this problem. A primary focus must therefore be on sound financial business practice so as to maximize profitability and to ensure sustainable cash flow and to mitigate the risk of failure. It is essential that the objective to generate wider social value through social enterprise does not conflict with this factor. Otherwise, the wider economic benefits will be lost and the livelihoods of vulnerable individuals will be put at risk.

Contribution to policy and practice

Migrant entrepreneurs can create vital social value for excluded communities and beyond yet to thrive targeted business support is needed. The social value and innovation generated by businesses set up by migrant entrepreneurs needs to be recognized and captured. Working with mainstream organisations is important to ensure that this approach is to be embedded on a sustainable basis. Access to financing, the regulatory environment are key barriers. However, it is important to ensure that migrant enterprises can focus on central drivers of business success such as cash flow management and profitability and that risks of precarity are mitigated wherever possible.

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Opportunity recognition, an influence on refugees and asylum seekers social entrepreneurship in host countries: from the lens of the mixed embeddedness and effectual frameworks

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Aims of the contribution

This paper aims to highlight how harnessing female refugee activities through social entrepreneurship is beneficial to the country's economy and a driver of refugee integration in host communities (Akter, Rahman, & Radicic, 2019). This paper bridges the conceptual and contextual gaps of female refugee social entrepreneurship literature (Czinkota. Khan & Knight, 2021; Elo, Aman & Täube, 2018; Sinkovic & Reuber, 2021; Zucchella, 2021). It also addresses the scarcity of research on the relevance of gender in social entrepreneurship. Our main question is: How does opportunity recognition as a construct influence female refugees' social entrepreneurship in the host country? We draw upon the mixed embeddedness (Kloosterman, 2010; Kloosterman, Rusinovic & Yeboah, 2016) and effectual lenses (Sarasvathy, 2008) to understand how female refugees become social entrepreneurs, and what makes them different.

Theoretical background

With the current geopolitical unrest, over 3 million people have left Ukraine and crossed into neighbouring countries (IOM, 2022). This is in addition to the recent statistics that show that, 82.4 million people were forcibly displaced world-wide at the end of 2020.

However, the phenomenon of refugees' inclusion in host countries and across the globe still remains a paradox for host governments due to their heterogeneity (Harima & Freudenberg, 2020). Therefore, to overcome unemployment and under employment many of them resort to entrepreneurship. To promote social cohesion through tackling societal challenges through their social entrepreneurial ventures with "a social goal" (Short, Moss & Lumpkin, 2009, p. 162).

The "hybrid nature of social entrepreneurship" influences female refugee social entrepreneurs to succeed since they adhere to both social goals even with stiff financial constraints. The transnational social entrepreneurs take advantage of being multiply embedded in different institutional environments an element that shapes their understanding of themselves and their environment (Bolzani, Marabello & Honig, 2020). Despite the impact of the endogenous and exogenous factors could undermine the existence of their social ventures. Female refugee social entrepreneurs are able to collaborate with services providers to meet untapped economic and social needs through co-creation and co-production while responding to the needs of marginalised segments of the society.

The first opportunity creation theory; asserts that opportunities do not exist independently from the entrepreneur. They are created by the actions, reactions, and enactment of entrepreneurs as they explore new ways to generate new products or services (Eckhardt & Shane, 2003). According to this view, entrepreneurs cannot search for opportunities, but rather act and observe the effects of their actions (Moss & Lumpkin, 2009) an argument supported by the effectual and mixed embeddedness frameworks. However, social entrepreneurship opportunities are different from those found in profit ventures especially for the female refugees.

Methodology

We conducted a qualitative and exploratory study in order to develop a deep understanding of a complex social phenomenon (Eisenhardt, 1989). We conducted semi-structured interviews with 22

female refugee entrepreneurs (i.e. with a defined legal status and are beneficiaries of international protection) and 3 service providers working with exiled people's social entrepreneurship in France. Data has been collected from April-July 2021 and January-February 2022 and analysed through a content analysis. The interviews were conducted both in French and English languages. The duration of the interviews ranged from 45 minutes to one hour.

Results

We identified that female refugee social entrepreneurs recognise opportunities, through transformation of their human and social capital to be able to grasp the opportunities available within the host country market environments an aspect referred as "agency".

Secondly, most of the female refugee social entrepreneurs recognise their liability of foreignness but devise means through effectual decision-making process to create social ventures.

Thirdly, we aggregated our results also by highlighting the role of networks in creating opportunities for female refugee social entrepreneurs. Our target group acknowledges the importance of growing strategic networks as an important factor. Although some of them did not rely on the diaspora networks (as they differed in their entrepreneurial visions).

It worth noting that, while effectual approaches open up and create new markets with a low failure cost, expert social entrepreneurs who choose to build large ventures have to become good at using both casual and effectual tool boxes.

Fourthly, social value creation as another aggregated construct, there is an untapped opportunity for service providers and refugee social entrepreneurs to work together to achieve both business and social impact goals. Refugee social enterprises do bring inclusion and sustainability into value chains and create impact.

Finally, innovation and digital (skills and tools) appeared to play a crucial role. Most female refugee social entrepreneurs acknowledged to using digital pathways to unlock markets that were out of their reach, develop strategic networks and gain visibility. The digital tools also avoiding stereotypes and marginalization that could impact refugees' social ventures. Moreover, their ventures became more resilient during the global COVID-19 pandemic due to their online presence.

Results from the service providers such as refugee incubators, accelerators and NGOs confirm that are entrepreneurial in nature despite the difficulties encountered in their migration trajectories.

Additionally, entrepreneurship is a way of promoting integration and diversity especially through co-production and co-creation initiatives.

Contribution to theory and policy

This study is a novel attempt in providing a longitudinal analysis on how extant resources determine the opportunity spaces explored by the female refugees in turbulent host country business environments. The study makes specific contributions. Conceptually, female refugee social entrepreneurs are not only recognized for their contributions towards economic growth but also creating impactful social ventures aimed at wealth creation hence eradicating poverty and income inequality. We make theoretical contribution by enriching literature on opportunity recognition and its influence of female refugee social entrepreneurship through the lenses of the mixed embeddedness and effectual frameworks (Ram, Jones, Doldor, Villares-Varela & Li., 2022). Empirically, our research unveils the quasi-systematic inclusion of sustainability in business models to promote social value. Managerial wise, to female refugee entrepreneurs, it is relevant to take into consideration the indicators of social entrepreneurship so as to measure their social impact. This could act as a tool for policy makers and stakeholders to work towards building inclusive entrepreneurial ecosystems and provide guidance in designing policies enabling female refugee to venture in social enterprises and create social impacts.

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The invisible ceiling: Muslim immigrant entrepreneurs navigate Norway's financial environment

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Background and motivations

We present the Norwegian Research Council-funded project, *The Invisible Ceiling: Muslim Immigrant Entrepreneurs Navigate Norway's Financial Environment*. In this 4-year project, we examine cases like Mohammed, a 35 year-old Syrian refugee, who arrived in Oslo in 2013. He worked hard to open a small grocery with his family using informal financing from the local mosque. The small business is doing well, but he would like to expand the business to improve his family's living conditions. However, Mohammed is reluctant to take out a formal loan because the interest charges (riba') are forbidden in Islam. He approached his local mosque again, but so far there have not been any feasible financing alternatives. Mohammed has hit the "invisible ceiling" of financial exclusion that prevents Muslim entrepreneurs from growing their enterprises in Norway. He feels financially excluded from growing his business and improving his living conditions and working life, and he experiences inequalities in his integration in Norway and obstacles to fully realizing his active citizenship: "integrering gjennom jobb (integration through job)."

In this presentation we focus on the conditions that make Norway a particularly important site for this study and the need for this research. Norway supports a strong entrepreneurial culture for small businesses through a three-pronged approach: increasing 1) access to capital at an early stage, 2) access to competence, and 3) a business-friendly environment. And it has been successful: there are more entrepreneurs per capita in Norway than in the USA. Since the financial crisis of 2008, Norway has seen roughly 6,000 to 9,000 new firms established annually. However, there is much room for improvement: these firms are overwhelmingly micro-enterprises, most with three or fewer employees, and with a 10-year firm survival rate of 50%-60%. 14% of entrepreneurs are immigrants or children of immigrants. Norway's efforts to promote entrepreneurship amongst immigrant populations only began in 2003, and scholarship on the topic was negligible before 2008.

Financial exclusion in the literature

Further, existing literature demonstrates that financial exclusion amongst entrepreneurs in Norway takes place because the sector fails to recognize their unique needs--as immigrants, religious congregants, according to gender, amongst other needs. Specifically, religious concerns about interest-based financing prevent Muslim populations from engaging in business activities and restrict their ability to seek formal funding for their projects. Islamic financial development in Muslim-majority countries has advanced in recent decades. However, most Muslim-minority countries have not developed the necessary Islamic structures to respond to the financial aspirations of the Muslim immigrant communities to help them overcome financial exclusion. Most Muslim entrepreneurs in Norway now depend upon mosque support, investors' personal savings, or interest free loans from family and friends, and this dependency severely constrains growth potential. Importantly, the amount of financing available for these entrepreneurs through friends or family is limited. These limitations also inhibit Muslim immigrant integration in Norway, as they lack financial opportunities to become equal stakeholders in society, contribute to the development of their communities, and create value in their new country. While the UK, for example, has demonstrated a certain level of access for Islamic financial opportunities for its Muslim communities through necessary regulative and legal changes, Norway has not developed such structures and institutionalisation. Therefore, there have been delays in Muslim communities becoming part of economic value creation and being more fully integrated into Norwegian society as community stakeholders.

Findings

Preliminary findings from the Invisible Ceiling project indicate that even though Muslim immigrant entrepreneurs in Norway do have moral dilemmas when it comes to using interest-based financial products to grow their businesses, some demographic sub-categories are willing to engage in interest-based financing as a pragmatic way to provide jobs and income. This does however vary across demographic groups, where populations with long histories in Norway, such as Pakistanis are less concerned with interest-based lending – to a certain degree, and more recent immigrant populations such as Somalis are less willing to consider such options. We here provide two apt illustrations that display typical cases:

- One man of Pakistani heritage who runs a large company with four branches across Norwegian towns for example told us of how he and his business partners had taken a car-loan in the early days of their endeavor as a custom-built vehicle was central to start operation. He says they repaid the loan as fast as possible, but argued that the benefits of starting the company, providing jobs for him and his partners, and eventually several employees; all providing for their families were greater than the potential moral peril of engaging in a practice that is viewed as immoral. His explanation was that the loan was a necessity to operate in their context of migration, Norway. And, as he underlined, when given the opportunity to expand their business more recently by taking another larger business loan, they had decided against it as this time the loan was not for necessities but for increased profitability.
- In another case, we spoke to an entrepreneur of Somali heritage. He had founded a developing software company with a partner of Norwegian origin. He immediately said he would never take a loan due to the religious prohibition on interest, and he also mentioned that he and his partner had extended discussions over this question as his partner did not have any moral qualms regarding interest. Their approach was rather to invest their savings and get friends to invest smaller sums in return for shares in the company and to adopt a boot-strapping approach where all profits were reinvested.

The findings are so far not significant enough to draw conclusions but may indicate that different ethnic groups have different ways of dealing with religious prohibition. This may be linked to an array of aspects such as time in Norway, family networks or social capital, as well as degree and form of integration with the majority population. It is however clear that the moral perils of engaging interest-based funding are present and may impact on the possibilities entrepreneurs have for growing their businesses. It is also clear that Islamically appropriate sources for business-funding could have helped answer some demand for capital, especially in expansion and growth stages.

SESSION 2: BEST PRACTICES OF SOCIAL ENTREPRENEURSHIP

Moderator: Eleonora Grassi, University of Bologna

Educating asylum seekers on social entrepreneurship in Slovenia. an experiment in emancipatory approaches and participatory practices.

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From our previous research and experiences at Slovenian Migration Institute ZRC SAZU it became clear that some kind of information and assistance should be offered to asylum seekers and refugees with aspirations to open an enterprise, potentially social enterprise in Slovenia especially after the 2015-16 »Crisis of the EU border regime« (Gombac and Pehar 2021). As most of them had problems with accessing the official labour market (like language proficiency, skills, under or over qualification, long (and expensive) procedures for nostrification of qualifications documents, racism…) some of them planned to open their own business, even social enterprise if possible. There was some support out there, offered by different actors like *Zavod Global*, NGOs like *Gmajna* and grassroots organizations like *Second home* and *Ambasada Rog*, but not in a systematic way so we wanted to develop a programme, that would be long term orientated and useful for the official integration system and also for potential entrepreneurs. This became possible during *Best* project (Boosting Entrepreneurial Skills as Tool of Integration of migrants to labour market) which was sponsored by Asylum Migration and Integration fund (AMIF) in 2018.

For our target group in Asylum home in Ljubljana, we wanted to use participatory practices design and implement the training using »emancipatory approaches« (Biggeri, Ciani and Ortali 2019) that were inspired by Paulo Freire and his Pedagogy of the Oppressed and Augusto Boal with Theatre of the Oppressed as a set of dramatic techniques whose purpose is to bring to light systemic exploitation and oppression within common situations and to allow spectators to become actors (Boal 2006). Namely, Freire realised that »marginalised people possess sharp analytical skills as long as they are provided with opportunities to investigate their own realities and reflect upon their living conditions«. (Freire 1996)

During our preparations we put together a group of experts, consisting of a person who already had experiences in using Pedagogy of the oppressed during his workshops with various SMEs, social enterprises and NGOs, a person with more than 15 years of experiences with the Theatre of the Oppressed, three persons with international protection and two researchers from ZRC SAZU. Later during the course, which lasted app 4 hours for 10 days, we expanded the group also with 15 asylum seekers in order to facilitate horizontal, non-hierarchical subject to subject relationships between researchers and research subjects wherein all participating parties are held in equal importance and are interchangeable as problem-solvers, thinkers and learners. (Boog 2003)

As the workshop begun in September of 2020 during the COVID-19 window between two lockdowns we organized a series of participatory reflection sessions with the participants after every workshop and conducted interviews in order to collect the data include the different opinions and prepare new or additional materials, cases and documents. Individual participants also wrote their “field diaries”.

The workshops and their results benefited all the participants since participatory practices and emancipatory approach provided information that would be otherwise difficult or impossible to obtain. Still the process was complex and the progress slow since there were continuous methodological, theoretical and content "clashes" between all the involved. In general asylum seekers got a better view on what it means to open a (social) business in Slovenia and the EU concerning specific demands, rules and regulations. Educators tested their "Pedagogy of the Oppressed" and "Theatre of the oppressed" methodologies and tools with the asylum seekers in order to understand and possible challenge the discussed "invisible" barriers and obstacles. The researchers gained further information about the influences of the so called "Balkan Route" on the people on the move (Beznec and Kurnik 2020) and got fresh insights into the asylum seekers social and labour market integration, where exploitation, precarity, illegality, solidarity… play an important role.

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Social entrepreneurship in the refugee context: a panacea for self-reliance and integration?

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Motivation and aims

Refugee self-reliance has received growing attention in both academia and policy-making. UNHCR, for instance, has published the Handbook for Self-reliance (HSR) in 2005 (UNHCR 2005) which signifies a greater emphasis on self-reliance as the institution's key strategy. However, critical questions remain on how self-reliance is defined theoretically and in practical terms. In particular, the linkage between self-reliance and livelihoods in HSR reflects UNHCR's primary focus on the economic aspect in this approach while overlooking other legal, social and political components that play a role in achieving self-reliance. Accompanying this discourse on self-reliance is growing interest on self-employment and refugee entrepreneurship, which increasingly take centre stage in both academia and policy-making (Harb, Kassem, and Najdi 2018; Freiling and Harima 2019; Maalaoui et al. 2019; Freudenberg 2019). Entrepreneurship is seen as the "panacea" to promoting self-reliance among refugee populations which may eventually contribute to integration. In line with this, initiatives such as capacity building workshop as well as financial aid and grants are implemented to foster refugee entrepreneurship. However, instances of opportunity entrepreneurship where refugees seize a potential opportunity for making profit is hardly found particularly in hosting states where refugees have no rights to formal employment. Circumstances as such are more likely to stimulate necessity entrepreneurship where refugees are forced into self-employment due to the lack of options (Schoar 2010).

Literature or policy-practice background

In Malaysia, the largest host to refugees and asylum seekers in Southeast Asia, refugee entrepreneurship is also growing in the recent years as an alternative to secure livelihoods. Given the absence of legal mechanism surrounding refugee issues, refugees are treated as illegal migrants under the Immigration Act and have no rights to formal employment and access to public services like healthcare and education is restricted (Nungsari, Flanders, and Chuah 2020; Nah 2010). In this context, refugee entrepreneurship is primarily driven by necessity. Refugee entrepreneurs often operate in the grey area to survive while avoiding the risk of legal action by the authorities (Nungsari and Chuah 2021). At the same time, these business enterprises also fall under the category of social enterprises as their goals are not just limited to securing livelihoods but to advance solutions to the bigger issues on the rights of refugees and asylum seekers. These social enterprises take many forms. Some are run by local Malaysians who hire refugees as employees or source their products from refugee communities. There are also some refugee-led social enterprises which are entirely operated by refugee communities. Corresponding to the initiatives in fostering self-reliance and integration, most of them receive support in terms of aid, grants or technical support like capacity building programmes. Nonetheless, larger questions on the sustainability and effectiveness of this approach remain unaddressed as long as the systemic and institutional barriers on refugee rights persist. Given the heterogeneity in terms of micro level factors related to refugee entrepreneur and broader structural context, establishing a model on refugee entrepreneurship is challenging.

Methodology

Based on the main research question, which is whether or not social entrepreneurship is a solution for refugee self-reliance and economic empowerment, we employ a case study methodology by

conducting in-depth interviews with 4 social entrepreneurship companies. These companies include 2 refugee-owned enterprises and 2 citizen-owned enterprises.

Results

We find that there are typically two types of social enterprises: refugee-owned versus a partnership mode, where the front-facing owner is a citizen, who engages the refugee in particular services or activities to produce the product to be sold. Since there are no legal frameworks surrounding refugee labour, both types of social enterprises operate in a legal grey area. The first type typically faces more limited avenues to market their products due to limited social networks. The second type, i.e. the partnership model, is precariously balanced in the ethical sphere, as refugees can potentially be taken advantage of by their partners. There are also larger questions on the sustainability and effectiveness of using social entrepreneurship as an approach to solve economic issues for refugees as other systemic and institutional barriers on refugee rights remain unaddressed.

Contribution to theory or policy-practice

This paper seeks to address this issue by presenting case studies on refugee entrepreneurship in Malaysia and to shed light on the institutional, cultural, and economic barriers and drivers for social entrepreneurship. It is an ongoing study to understand different forms of economic organizing that could potentially help vulnerable groups, such as refugees and asylum-seekers.

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SESSION 3: ECONOMIC INTEGRATION OF REFUGEES: OPPORTUNITIES AND CHALLENGES

Moderator: Silvia Cittadini, University of Bologna

Economic integration of refugees in Spain, Slovenia and Austria

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Motivation and Aims

The study examines integration policies in the field of employment of refugees in three countries: Slovenia, Austria and Spain. The aim is to analyse similarities and differences between the three countries concerning refugee employment policy and to propose actions that could be taken based on good practice. We assume that entering the labour market and consequent access to income are important factors that allow refugees to lead independent lives in new societies.

Literature and Policy Background

Extensive literature on refugee integration (academic, EU policy makers, etc.) shows that refugees are a vulnerable social group that requires targeted programs for labour market integration. Due to often traumatic experiences, refugees require a strong support system and clear policies for improved economic integration, as this constitutes a basis for decent life.

Methodology

We used a qualitative research method and conducted 25 semi-structured interviews with refugees and 6 semi-structured interviews with social workers and experts. We analysed the following topics: a) arrival in new societies, b) access to employment, c) interactions with employers and d) integration in new societies.
The majority of the interviewed refugees arrived in Slovenia, Austria and Spain after 2015, as we focused our analysis on the contemporary era. Another condition was that refugees had already been integrated into the labour market in new societies. Fieldwork was conducted in the 2019-2021 period.

Results

Our research points to the conclusion that integration systems in the analysed countries differ considerably in certain aspects but are similar in others. In Slovenia and Spain, there is a lack of a clear and long-term employment strategy for refugees compared to Austria, which has a well-defined strategy. In general, in all countries implemented strategies from integration policy documents depend on annual funds earmarked for various integration programmes.
An important finding is that for successful integration, the most important qualification is knowledge of the local language, which is also key for rapid integration into the local/national society. Language skills are therefore crucial and constitute the backbone of refugee integration support systems.
Research findings further show that opportunities the refugees have for entering the labour market are initially minimal and limited as a result of their refugee status, despite being assured equal rights in legal terms under the Refugee Convention.
In all three countries, refugees are overrepresented in lower-skilled jobs, with Austria as the exception, as it assigns many people to higher-skilled jobs according to their education and

experience. This is mainly due to the fact that the pool of low-skilled workers is full, while there is a shortage of high-skilled workers. It is also interesting that Austria is the only country in which respondents had permanent employment contracts, some in accordance with their education and experience. We also found that employers are reluctant to hire refugees due to lack of information, prejudice and unfounded assumptions. Integration policy has undergone many changes, but there is still much room for improvement.

In Slovenia, access to Slovene language courses for different groups with various degrees of language skills should also be improved, and as a suggestion, on-the-job training could take place in combination with a language course.

In Spain, the respondents stressed the need to improve the process recognizing qualifications and work experience, as well as access to housing. Like in Spain, qualification recognition is also payable in Austria. A social worker from Austria also pointed out the quota system that allows distribution of refugees across the country as a localization solution. Such dispersion has a significant impact on integration, job search and housing. At the local level, refugees find it easier to connect with local population, which prevents ghettoization. Of course, we have to point out that this strategy has disadvantages as well as advantages.

What the analysed countries have in common are long procedures for recognizing refugee and subsidiary protection status, which in some cases take several years. Refugees live in uncertainty and fear of rejection, which in turn has a negative effect on their integration, labour, decent livelihood and mental health.

Contribution to Theory and Policy

We can assume a refugee integration policy in the field of labour market to be successful only when it allows refugees to gain economic independence and further, when their position is comparable to that of the majority population. In this regard, differences between the targeted population, for example refugees or social minorities, and the majority population should be minimal as possible. Certain measures in countries with a long tradition and extensive experience, in our analysis Austria, show that experience and tradition play an important social role, while new countries of immigration may be characterized not only by negative public opinion, but also by fragile or even non-existent public policy instruments and practices.

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The integration of refugees through social entrepreneurship: socioeconomic environment in Slovenia

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Motivation and aims

In recent years international migration has become a field of highly debated policy solutions in the EU. While general media and political leaders tended to focus mainly on the potentially negative aspects of increasing refugee flows, migration also has positive effects for destination countries. For example, in Slovenia population increases mainly due to migration influx. Nevertheless, migrants and refugees are facing different obstacles when try to enter the labor market and consequently also integrate to Slovenian society.

Stemming from this the aim of the contribution is to present the broader social environment in Slovenia, focusing on key demographic and migration facts and consequently on practical cultural, and economic barriers of refugee integration through the social entrepreneurship. The data presented in the contribution was obtained during the research activities of project "REInSER – Refugees' Economic Integration through Social Entrepreneurship" (INTERREG V-B Adriatic-Ionian ADRION Programme 2014-2020).

Results

According to the data obtained by Statistical Office of the Republic of Slovenia (table 1), in the past decade the population in Slovenia did not increase significantly, just under 50 thousand. However, according to the same data the population is "aging"; the median age increased each year slightly, being 41,4 years in 2010 and rose to 44,1 years in 2020. Correspondingly, the old-age dependency ratio increased each year, from 23,8 in 2010 to 31,3 in 2020. [1] The natural increase was decreasing and in 2017 and 2018 was even negative, but on the other hand the population increased nevertheless because of migration increase. [2]

Table 1: Population structure in Slovenia

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Population (total)	2.046.976	2.050.189	2.055.496	2.058.821	2.061.085	2.062.874	2.064.188	2.065.895	2.066.880	2.080.908	2.095.861
Slovenian citizens	1.964.660	1.967.443	1.969.941	1.967.436	1.964.477	1.961.342	1.956.422	1.951.457	1.945.005	1.942.715	1.939.510
Foreign citizens	82.316	82.746	85.555	91.385	96.608	101.532	107.766	114.438	121.875	138.193	156.351
Foreign citizens (% share)	4	4	4,2	4,4	4,7	4,9	5,2	5,5	5,9	6,6	7,5

Source: Statistical office of the RS

The second half of the 20th century, late 1950s, marked an important turn in the history of Slovenian migration since this is a beginning of rise of economic immigration. Most immigrants at that time came from other republics of Yugoslavia to work in Slovenia as internal temporary migrants for work

[1] The indicator refers to the ratio between the number of people aged 65 or more (which are considered age of retirement, time of inactive years) to the number of persons aged between 15 and 64 (considered active years).
[2] Statistical office of Slovenia, see: https://www.stat.si/StatWeb/Field/Index/17 .

or education reasons. The next decade marks the end of the period when there was more Slovenians living in other Yugoslav republic than migrants from them living in Slovenia. Still, it is estimated that Slovenia was not yet a net immigration country. In 1960 many of Slovenians emigrated due to economic reasons (high unemployment rates); according to Dolenc (2007) around 40,000 of them went working abroad in the period of 1961–1970. In the period between 1970 and 1980 immigration to Slovenia was stimulated by fast economic growth and improvement of living standard in the country as well as by migration restrictions imposed by Western European countries. In 1991 Slovenia gained independence, which brought some important changes in migration movements. Despite, even as an independent state, Slovenia remained to be linked to republics of ex-Yugoslavia in migration terms. It is estimated that Slovenia offered temporary protection in overall to around 60,000 individuals from Bosnia and Hercegovina (1993–1995) and 25,000 from Croatia (1991–1992). After the independence in 1992, almost 200,000 citizens of other republics of former Yugoslavia gained Slovenian citizenship. The immigration from former Yugoslavian republics (Bosnia and Hercegovina, Serbia, and Montenegro) continued to be predominant also after Slovenian accession to the European Union in 2004.

In 2015 Slovenia became one of the countries on the so-called Balkan refugee route. The Hungarian closure of green borders in October precipitated the redirection refugees to Slovenia, which according to data of Ministry of Interior (2015) leading to 326,956 refugees crossing Slovenia between 20 October and 15 December 2015. [3] According to data from Ministry of Interior (table 2), 3821 asylum applications were submitted in 2019, and 3548 in 2020, but the number of granted asylum remains low, namely 85 and 82 respectively.

Table 2: Number of asylum application submittions by gender

Gender	Age group	2019	2020
Female	0 – 13	70	88
Female	14 – 17	18	17
Female	18 – 34	81	87
Female	35 – 64	41	34
Female	65+	2	1
Female	Total	212	227
Male	0 – 13	93	135
Male	14 – 17	652	543
Male	18 – 34	2495	2337
Male	35 – 64	365	306
Male	65+	4	/
Male	Total	3609	3321
All	Total	3821	3548

Source: Ministry of interior of the Republic of Slovenia

The countries of origin of asylum applicants have also shifted in the last decade. Namely as it is evident from the table 3, since 2018, migrants from ex-Yugoslav republics are no longer among the top 3 countries represented in refugees.

[3] 116,627 in October, 164,313 in November and 46,016 in December (Ministry of interior - MNZ, 2015).

Table 3: The top-3 countries represented in Refugees

Year		Refugees Under UNHCR's Mandate – Top 3 countries	Number
2016	1	Syrian Arab Republic	118
	2	Serbia and Kosovo	65
	3	Iran	57
2017	1	Syrian Arab Republic	215
	2	Serbia and Kosovo	65
	3	Iran	60
2018	1	Syrian Arab Republic	290
	2	Eritrea	82
	3	Iran	66
2019	1	Syrian Arab Republic	307
	2	Eritrea	82
	3	Iran	66
2020	1	Syrian Arab Republic	319
	2	Eritrea	86
	3	Iran	75

Source: UNHCR

Contribution to theory or policy-practice

Even though Slovenia has not been a particularly desirable destination country for refugees and asylum seekers its population increases because of immigration. But at the same time contemporary challenges of migration in Slovenia are mainly related to expressions of anti-immigrant, racist and xenophobic attitudes. Besides government tightened immigration controls, erected wire fencing along the border with Croatia, and introduced stringent new asylum legislation. We are identifying a need to reduce social distance between refugees and residents and to promote dialogue between local residents, local authorities, governments and refugees.

Practice deviates from legislation

According to the data obtained during the first year of the REInSER project and based on the available data, it can be stated that there are significant differences between the rights of beneficiaries of recognized international protection (refugee status or subsidiary protection) in Slovenia and actual practice. Although refugees are legally free to access the labor market, and persons who have applied for international protection acquire this right nine months after applying for international protection, are as Nabregoj and Regvar (2020) find out often denied employment. This is because in practice they face systemic and practical obstacles such as for example (Vončina and Marin, 2019) language barriers, cultural differences, lack of educational credentials, lack of work experience, health problems, discrimination, structural imbalances in the labor market, and lack of trust from employers. Another major problem is that despite the EU directive stating that everyone has the right to a basic personal bank account, banks do not want to open a personal bank account without which they cannot be employed. Thus, as Ladić et al. (2020) argue, foreigners often find themselves in a vicious circle that further hinders their (successful) integration into society.

Individual examples of good practice

Although refugees, as a particularly vulnerable group, face many obstacles to their integration, we have identified three best practices for integrating refugees through social entrepreneurship as part of the REInSER project in Slovenia. Social entrepreneurship and social innovation are still developing in Slovenia, largely as Tomaževič and Aristovnik (2018) and OECD (2020) argue, due to the lack of

a systematically regulated support environment for social innovators. Therefore, most of these projects have emerged as a result of individual entrepreneurial initiatives within more innovative (non-governmental) organizations. In this context, it is worth mentioning example of Skuhna, [4] which is not only a restaurant, but also offers various value-added cultural programs as part of its services and depending on the financial resources received. These aim, among other things, to strengthen the cultural competences of migrants, refugees and/or asylum seekers, based on their cultural heritage, thus contributing to their better employability and employment.

The biggest problem in Slovenia certainly remains the financial and thus time limitations of individual initiatives and programs. Indeed, institutions and non-governmental organizations are not sufficiently financially supported in their activities, which means that good practices are unfortunately not sustainable and end with the termination of (necessary) funding.

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Labour market participation of refugees in the Netherlands and the role of social enterprises

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Motivation and aims

Despite many efforts, people with a refugee background still have great difficulties to find a job on the Dutch labour market (CBS, 2021). The reasons behind this are multiple. Skills and knowledge from their home countries are generally not easily transferred to the host country context and require additional training or reskilling. This takes time. The multitude of application procedures and the compulsory integration programs further delay access to the labour market. Since the execution of the integration and participation procedures in The Netherlands has been decentralized, the requirements and support with respect to labour market integration may vary considerably between different municipalities. Finally, many employers are still reluctant to employ people with a refugee background because of presuppositions with regard to cultural differences, (Dutch) language proficiency, or the risk of dropping out due to (mental) health problems (Dikkers & De Bell, 2020).
This has adverse consequences for the economic independence of people with a refugee background, their social connections, personal development, health and general well-being, but also for employers as well as society in general. There are many sectors in the Dutch labour market with large, structural labor shortages (e.g. technicians, healthcare professionals, teachers and workers in construction, transport and logistics) (CBS, 2022), while at the same time much talent remains untapped. Meanwhile, more and more social enterprises in the Netherlands are stepping into this void, with the explicit goal to facilitate access to the labour market for people with a vulnerable position, including people with a refugee background (Bosma et al., 2016). Consequently, these so-called work integration social enterprises (WISEs) are ― by far ― the dominant type of social enterprises in the Netherlands (Social Enterprise NL, 2020).
Although the diversity between WISEs in terms of economic sectors, specific target groups and business models is large, the way in which they organize their key activities can serve as an example for regular employers, who still tend to think in problems rather than opportunities when it comes to employing people with a refugee background. At the same time, the impact of these social enterprises still remains relatively limited in comparison to the scale of the societal challenge (Lyon & Fernandez, 2012). The aim of this study therefore is twofold: 1) to obtain a better understanding of the role of WISEs with regard to the sustainable labor participation of refugees, and 2) to assess the ways in which WISEs can scale their societal impact with respect to labour participation of refugees. We will hereby focus in particular on (new) forms of collaboration between WISEs and regular employers that aim to become more inclusive employers.

Literature review

Work integration social enterprises have the primary aim to create jobs for disadvantaged and vulnerable groups, such as people with disabilities, not completed education, migrants and people with a refugee background, people with a criminal or substance abuse background. Like any social enterprise, WISEs face common challenges to balance both social and commercial goals (Batillana & Lee, 2014). In addition, WISEs face additional organisational challenges, since they need to find ways to compensate for the lower productivity of employee-beneficiaries and the higher costs of additional (social) support (Teasdale, 2012). As a result, the heterogeneity between WISEs is

substantial. Table 1 compares the most common European typology of WISEs (Davister et al., 2004; Nyssens, 2014) with the mostly used typology of WISEs in the Netherlands (Smit & Brouwer, 2014).

Table 1: Typology of Work Integration Social Enterprises

Davister et al., 2004; Nyssens, 2014	Smit & Brouwer, 2014
Completely and permanently subsidised	Inclusive (providing 'protected' employment)
Partly and/or temporarily subsidised	Intermediate (offering temporary jobs or on-the-job training)
Majority of the resources comes from the market	Integrated (employing both people with and without a distance to the job market)

Although their ambition is to increase opportunities for employment of vulnerable groups, not all WISEs manage to scale their societal impact. This may have to do with organisational factors and capabilities of the social enterprise (Bloom & Chatterji, 2009) or with contextual factors (Seelos et al., 2011; Elkington et al., 2010). Typical scaling strategies such as scaling up (increasing throughput to affect more people in need of the proposed solution); scaling out (expanding the approach to another geographical context through replication and diffusion); or scaling deep (enhancing the character and quality of the approach to increase effectiveness) (Moore & Riddell, 2015) may not always work out as planned (De Bell & Drupsteen, 2019). Because of the particular mission of WISEs, an alternative scaling strategy, focused on broadening the framework and resources by building new partnerships (Voltan & De Fuentes, 2016), for instance with other (regular) employers that strive to become more inclusive, may be more promising, but still relatively unexplored.

Methodology

This study uses a multiple case study design — which involves the collection and analysis of qualitative data from a dozen WISEs in The Netherlands that offer employment to people with a refugee background, and a selection of regular (for-profit) companies that aim to become more inclusive employers — to obtain a better understanding concerning the opportunities and challenges of collaborative value creation to unlock the full potential of people with a refugee background. The collaborative value creation framework, developed by Austin and Seitanidi (2012a/b), will serve as a framework to analyse the process of value creation within this particular cross-sector collaboration.

Results

What stands out from the preliminary results is that all WISEs that provide employment for people with a refugee background reported that they have a strong intrinsic motivation to work and are eager to prove and develop themselves. Whereas regular employers still predominantly set firm conditions before hiring people with a refugee background — depending on the level of command of the Dutch language and formally obtained certificates — WISEs generally have a task based approach, they allow for learning the foreign language on the job and provide additional, personal support in the workplace. This allows people with a refugee background to enter the Dutch labour market sooner and expand their language skills and social network more rapidly. As such, WISEs undeniably play a unique and important role in the ecosystem of the Dutch labour market.

At the same time, depending on the candidate and the specific type of WISE (see table 1), work integration social enterprises should not be considered a silver bullet for all people with a refugee

background. In general, the type of activities and tasks offered by WISEs is not geared towards more highly educated refugees. Some WISEs only offer temporary jobs or on-the-job training, which can function as an important stepping stone to the labour market, but it does not necessarily guarantee sustainable employment for people with a refugee background in the long term. Finally, despite the growing number of WISEs, whether or not exclusively focusing on refugees, their scope is still too small-scale to address the labour market needs for people with a refugee background.
In order to unluck the full potential of people with a refugee background, we therefore need to further explore (new) forms of collaboration between WISEs and regular employers, focused on (jointly) creating more integrative or transformative value with regard to employing people with a refugee background, to an extent that is not possible for an individual organisation.

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Possibilities of employment of asylum seekers and refugees through social entrepreneurship in Bosnia and Herzegovina

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Motivation and aims

Bosnia and Herzegovina is one of those countries that emerged from the disintegration of the former Yugoslavia, whose change of state and social order, as well as the form of government, mostly affected local communities. Local communities in Bosnia and Herzegovina are still burdened with various problems, difficulties and challenges of living in a poor country. The social consequences that Bosnia and Herzegovina have faced and still face intensively are enormous. These are just some of the basic reasons why social entrepreneurship develops in our society with great delay and slowness.

Literature or policy-practice background

Social entrepreneurship in Bosnia and Herzegovina is in a similar situation as in the entire region, which means that it is at least a decade behind the European Union. It has been working in several areas at the same time, both on a theoretical and practical level, and often with insufficient connectivity and without a strategic and leadership approach that would optimize all efforts. On the one hand, the process is slow because the entities (Federation of Bosnia and Herzegovina, republic of Srpska) are trying to develop this area separately, and on the other hand, it has been working on raising awareness, networking actors and precise understanding of the definition of social entrepreneurship. There is also insufficient level of understanding of social entrepreneurship by the authorities and key decision makers in the country. An aggravating circumstance is the lack of a special law on social entrepreneurship or a strategy for the development of social entrepreneurship in the Federation of Bosnia and Herzegovina or Bosnia and Herzegovina. Thus, certain segments of social entrepreneurship are regulated by other laws, depending on whether a certain type of social entrepreneurship is developed by the public/state, private or non-governmental sector. There are some laws in which certain models and types of social entrepreneurship are based.[5]

Methodology

When it comes to employing asylum seekers through social entrepreneurship for the purpose of the REINSER project this information was searched many ways. While trying to find required information it has been applied both methodologies, primary and secondary. Some information were available on the Internet, but for some it has been contacted the UN Refugee Agency UNHCR, Employment Office of Una-Sana Canton, Employment office of Federation of Bosnia and Herzegovina, nongovernmental organization "Žene sa Une".

Results

Migrants cannot get employed or start a company according to the Law on Asylum of Bosnia and Herzegovina. Asylum seekers can get employed nine months after applying for asylum, if their status is not approved or denied sooner by the relevant authorities. Unfortunately, there was no employing

[5] Law on Fund and Financing of Environmental Protection, Official Gazette of Republic of Srpska, No. 3/11; Law on Fund for Environmental Protection, Official Gazette of Federation of Bosnia and Herzegovina, No. 3/03; General Law on Cooperatives, Official Gazette of Bosnia and Herzegovina, No. 18/03, No. 55/06; Law on Public Enterprises of Federation of Bosnia and Herzegovina, No. 8/05, No. 22/09; Law on Public Enterprises of Republic of Srpska, Official Gazette, No. 75/04

of asylum seekers so far and therefore it is found as an opportunity for implementation of REINSER project as well as development of social entrepreneurship in the Una-Sana Canton and Bosnia and Herzegovina. There is a Specialized agricultural cooperative *Agrodar* in Bihać familiar with the principles of social entrepreneurship and willing to employ the asylum seekers.

Contribution to theory or policy-practice

However, as is often the case, social enterprises themselves are moving fast, not waiting for the system and legal framework to develop, because they are using the current market opportunities. There are several social enterprises in Bosnia and Herzegovina and most of them are some types of agricultural cooperatives. Wind in the back and huge development potential comes from the international community in Bosnia and Herzegovina, which is allocating more and more funds through new projects for the development of this area in Bosnia and Herzegovina.

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SESSION 4: APPROACHES TO SOCIAL ENTREPRENEURSHIP

Moderator: Marco Zoppi, University of Bologna

From social enterprise to social network and back: creating a social enterprise association in NW Greece

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Motivation and aims

It has been noted that during times of crisis, economic practices organized on principles of reciprocity often arise. In the last decade in Greece social economy seem to gain a momentum under the shadow of the debt crises that struck the country from 2009 onwards. This momentum included both grassroots movements in the form of civic association and institutional changes that attempted to tune in with a European trend towards social economy. In this paper we review the social and institutional changes that resulted to a social economy 'big bang' during the previous decade. Furthermore, by following the formation of a local association of social enterprises we aim to make sense of the landscape of social entrepreneurship in Greek periphery and its relation to a more traditional economic activity.

Literature or policy-practice background

Greece has been at the epicentre of the 2008 global economic crises, facing the deepest recession in its modern history. Since early 2009, the country has entered a prolonged and sustained economic downturn, captured in the declining trends of its Gross Domestic Product (GDP) and escalating general government gross debt (as a percentage of GDP). During a period of major transformations in almost all aspects of the social, economic, political and institutional spheres, Greek society creates foci of resistance to respond to the adverse outcomes of the crisis. Such collective initiatives involve new and traditional forms of political mobilisation, such as the Indignados Movement and the massive protests against Troika Memoranda and austerity policies Moreover, the recessionary conditions have led to major transformations in collective responses by citizens, in how to meet their everyday needs and address life strategy concerns in order to tolerate, absorb, cope with and adjust to the socio-economic threats posed by neoliberal policies.

Some scholars refer to such collective responses as grassroots economic activism other scholars as direct actions and others as alternative forms of resilience. Despite the different terms used, all these notions refer, in some way, to alternatives to the mainstream, economic and non-economic practices that aim to remedy the effects of the crisis and provide social and economic sustainability for the entire society and, specifically, for socio-economically vulnerable groups. Recent studies show that, increasingly, Greek society is adopting such collective practices, including, among others, citizens' self-help groups, solidarity networks, credit un-ions, ethical banks, time banks, social and solidarity economy initiatives, in order to collectively endure the negative effects of the recent recession.

In the most recent report by the SSE Secretariat General (Social Solidarity Economy Secretariat General 2020) includes information on various types of primarily formal and active SSE entities across the country. In the Report it is underpinned that, since 2013, there has been a continuous increase in the number of registered SSE entities in the country, which are mostly concentrated in the region of Attica and are active in a wide range of sectors of activity, primarily associated with education, catering, wholesale and retail trade. Moreover, SSE entities mostly operate locally, have diverse staffing and management structures, as well as clear social goals, and provide assistance to those in need. Despite the potential merits of the Report by the SSE Secretariat General, empirical quantitative evidence that captures a broader portrait of the wider SSE sector and its main attributes across the country remains scarce.

Methodology

Our methodological take included participant observation during the process of the local association creation in addition to a series of open ended interviews with the key actors in the above mentioned process. The data collected were either in the form of field notes or as the transcriptions of the interviews.

Results

Our paper through the literature review and the case study brings forward the ways that the Social and Solidarity Economy in Greece interlocks with other sectors of the Economy, especially in an area that the local economic activity oscillates, in terms both of capital and labor, among primary and tertiary sectors. In our research it became apparent that the Social and Solidarity Economy see themselves as agents of a more total transformation of the local society.

Contribution to theory or policy-practice

Following the results we would envisage as our contribution to policy-practice a series of recommendation on how the traditional economic actors can benefit from the ways the Social and Solidarity Economy agents deal with challenges.

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Co-production in social entrepreneurship: many points of view, one result

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Motivation and Aim

The primary motivation to further this research path is a discrepancy in understanding co-production and two main "camps" that encompass top-down governance with the inclusion of citizens or pure bottom-up problem solving done by citizens. This reflects mainly in how social enterprises (SE) are being founded by entrepreneurs trying to include target audiences at various levels (not only as employees but also those who would be impacted) or target audiences co-producing a SE as a solution to their problem often without business overview. It is even more pressing in the case of minority entrepreneurship when trying to orchestrate SE "for" them might lead to similar failures (or at least negative externalities) as if "they" do it themselves without knowing how. Success stories of successful SEs suggest that the way is in the middle ground.

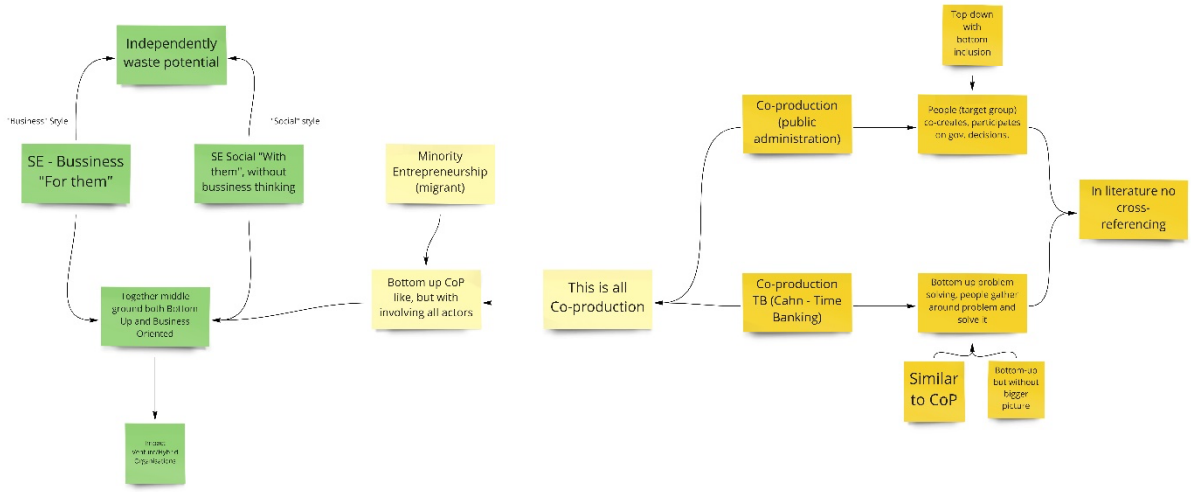
Literature

As the top-down with the inclusion of citizens, the term co-production was forged in the 1970s as an approach to let citizens participate in governmental decision-making (Brandsen, Steen, & Verschuere, 2018) plays a key role not only in public administration theory but can be related to SE as well. Its understanding is very diverse (Verschuere, Brandsen, & Pestoff, 2012) used term for many activities where citizens produce results directly impacting their environment (Brandsen et al., 2018). The broad understanding of the term is that it is a synergy between citizens and governments' activities, including a partnership between public service users and providers (Pestoff, 2012), and co-production is a tool to include citizens in the decision-making process. Rather than offering services for citizens, they are included, and services are provided with them for them. Co-production can also be described as individual or collective, or both (Pestoff, 2012) depending on if it is an activity of a single person or a group effort of citizens, and in some cases, individuals and groups are operating simultaneously. It also could be understood as co-producing citizens are also users of the products of their activity (Alford, 2009). Another understanding of co-production is that it is a form of long-term intersectoral partnership with civic activity features such as volunteering (Boviard, 2007). Combination of the last three: Collective, citizens being also users and similarity with volunteering would roughly outline another view on co-production embedded in the phenomenon called Time Banking.

This quite a different bottom-up view on co-production in Time Banking, where co-production is mostly a situation when people take responsibility for solving their own problems and involve only those they need (Boyle, 2014; Boyle & Bird, 2014; Cahn, 2001; Clement et al., 2017; Granger, 2013; Lasker et al., 2010; Papaoikonomou & Valor, 2016; Ryan-Collins, Stephens, & Coote, 2008). In this sense, it is very similar understanding to Communities of Practice (Bures, 2006; Lesser & Storck, 2001; Valek, 2018) we know from knowledge management and organisational practice.

Surprisingly there is no cross-referencing between these two groups of public administration and community economy views. It would be prudent to combine all approaches, as only the view of citizens as co-producing in the larger context of governments seems incomplete, and the view on citizens only involving what and whom they need is a mirror situation to only governmental rule.

Figure 1 - Situation of Co-production in literature and its relation to social (minority) entrepreneurship (source: own design).



Methodology

As this is proposed research in the field of minority entrepreneurship, the methodology would consist of a systematic literature review because, as multifaceted as co-production is, there might be some undiscovered directions and meanings. As (Brandsen et al., 2018), what we call co-production can be called otherwise in various disciplines and vice versa.

Furthermore, in the field of minority entrepreneurship, a search for cases and subsequent case study creation is proposed. Case studies of success and failure of co-production both by trying of authorities to include minority SEs, and by those SEs that are trying to co-produce their way to the light on the world.

Results and Contributions

The proposal is to create a bridge between two understandings of co-production, which are also reflected in approaches toward creating social enterprises. Strict focus on “With Them” or “For Them” can hinder synergies and positive impact. It is even more profound in the field of minority entrepreneurship, where co-production is of utmost importance and key to success (Cooney, 2021). As top-down co-production known from the public administration field has a risk of prescribing what should be co-produced, the bottom-up co-production of Time Banking can lack direction and a bigger picture. In addition, there is a risk of self-righteous “in-group” creation (Bauman, 2001; Southerton, 2002) which would come to the conclusion they know what is best and move to some extremes.

By searching for cases in minority entrepreneurship where the middle ground co-production worked or failed and how we can learn from it and propose a practical guide to co-production in minority entrepreneurship. Finally, the severe impact of this research could be on education in social entrepreneurship.

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Social entrepreneurship and migrants' integration: developing a conceptual framework

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Motivation and aims

Recent years have been characterized by an increase in migration flows worldwide, and consequently the issue of migrants' inclusion in their destination countries has become a matter of public concern (IOM, 2020). Such challenge involves a wide array of actors, from communities to public authorities, and it requires the development of new policies and organizational practices able to support such inclusion (GUO et al., 2020), which encompasses "*achievement and access across the sectors of employment, housing, education and health; assumptions and practice regarding citizenship and rights; processes of social connection within and between groups within the community; and structural barriers to such connection related to language, culture and the local environment*" (Ager & Strang, 2008; p. 166). However, it has been argued that migrants are likely to be subject to systemic barriers that prevent them to be fully integrated into the local communities (Lee et al., 2020), leaving them in a marginalized position within the society.

In this context, Social Enterprises (SE) are expected to operate as support organizations in the process of integration (Lee et al., 2020), since their *raison d'être* lays in the use of business logics to improve the situation of segments of the population that are excluded or marginalized (Saebi et al., 2019). SE can be either for-profit or non-profit entities (Gupta et al., 2020) and are characterized by the element of *hybridity*, since they combine a business organizational form with a social mission, therefore seeking to reach both financial sustainability and a social purpose (Battilana & Lee, 2014; Doherty et al., 2014). Besides, thanks to their ability to create social value and their embeddedness in the local context, SE are seen as privileged actors for the implementation of new practices aimed at responding to unmet social needs or societal grand challenges (Grimm et al., 2013; Markman et al., 2019), among which we can find the integration of migrants and refugees in the host countries.

Despite the pressing need of understanding how migrants' integration can be successfully promoted and the potential displayed by SE in this field, academic research addressing the role that SEs can play in contributing to solving the issue is still fragmented and lacks conceptual clarity.

In order to understand what the state of the art is in this field of studies, we reviewed extant literature related to migrants' integration and Social Enterprises. Overall, the review has brought out the scarcity of research in this field and a series of boundary conditions that influence how the topic is approached. What also emerged, is a lack of critical perspectives about how the process of integration is planned and implemented and the mechanisms of power imbalances that could be reproduced inside the organizations. The purpose of this paper is to suggest the development of this kind of perspectives when analysing how SEs can contribute to migrants' integration.

Methodology

The first step of our literature review involved a query on Scopus and Web Of Science, aimed at identifying all the academic articles related to the topic. The query included keywords related to the topic of migration ("*migrant**"; "*refugee**"; "*asyl**") matched with keywords pertaining to the field of social entrepreneurship ("*social entrepr**"; "*social business**"; "*social enterpris**") and limited to academic articles written in English. The results of the query consisted in a total of 64 records in Scopus and 66 records on Web Of Science: once the duplicates were removed, the sample featured 70 records.

Then, we reviewed the articles' abstracts in order to drop from the sample the articles that did not address our topic of inquiry. These cases encompassed: the use of keywords in a different context than international migration (e.g., "*asylum*" used in psychotherapy); teaching case studies; articles

focusing on SEs which do not have migrants as target beneficiaries; articles dealing with internal migrants or displaced people; articles dealing with entrepreneurship by refugees in general and not specifically on social entrepreneurship; interventions not consisting in SEs (e.g., governmental integration programmes); articles where social entrepreneurship is not the core of the paper or is used in a different sense than business. This screening reduced the sample to 42 articles.
The following step involved a careful reading of all the selected articles, which brought to the exclusion of 12 more articles from the sample because dealing with issues related to ethnicity or in-migration from other regions without specifying whether they were related to international migration; and using SE working with migrants only as a research context and not as the object of the study. The final sample thus consisted of 31 academic articles.
Once the sample was established, we proceeded by coding the papers according to several aspects (research questions; theory employed; method; sample; home/host countries; definitions; etc.).

Results
This work brought to the identification of the main features of the research stream related to SEs and migrants' integration. In particular, three kinds of boundary conditions emerged, which are detailed below:

i. **Different kinds of Social Enterprise.** The first aspect that emerged is the existence of two different kinds of SE when it comes to migrants' integration: (i) Social Enterprises created *for* migrants/refugees by local social entrepreneurs that want to provide means for integration, usually through employment; and (ii) Social Enterprises created *by* migrants/refugees, who want to generate an impact in their home or host country. The sample is almost equally split between these two categories, with the 51% relating to SE for migrants/refugees; 39% relating to SE by migrants/refugees; and the remaining 9% referring to both
ii. **Different targets.** Another important distinction that emerged as relevant for this field of research is the specific target to which the action of the SE is directed. In fact, SEs display different integration objectives and tools according to different categories of actors, namely migrants or refugees. Whereas international *migrants* include persons moving away from their place of usual residence, "*across an international border, temporarily or permanently, and for a variety of reasons*" (IOM, 2019; p. 132), refugees are those ones who "*owing to a well-founded fear of persecution (...) is outside the country of his nationality and is unable or, owing to such fear, is unwilling (...) return to it*" (IOM, 2019; p. 171). Such distinction is relevant in defining the needs of the target beneficiaries and thus how to promote their integration in the host country, given the different motivations, entry routes, preparedness to migrate, and prospects for stay in the host country or return to the home country that characterize different groups (Ager & Strang, 2008; Cassarino, 2004).
iii. **Different aspects of integration.** Integration is a multi-faceted concept, which encompasses different dimensions of immigrants' resettlement experience. In particular, according to Ager & Strang (2008), the involved dimensions are: employment; housing; education; and health. Our review of the literature shows that SEs are active in all these fields, but particular attention has been devoted to the employment activities. Integration through employment is in fact one of the main concerns for both policymakers and organizations, which are looking for successful practices to implement.

Contribution: a critical perspective
The literature review has pointed out the complexity of the topic and the several boundary conditions that must be considered when trying to understand the role that SEs can play for migrants' integration. Another feature that emerged is that, despite their focus, the majority of the analysed articles aims at understanding how the activities of SEs created by local entrepreneurs *for* migrants can have an impact on their wellbeing in a broader sense.

What we perceive as missing in this kind of analysis is a critical perspective on *how* the activities aimed at migrants' integration are designed and brought about in social enterprises. Prior critical studies in the field of management have already shown that organizations aiming at including migrants through employment can sometimes unconsciously reproduce the same mechanisms of marginalization that are present in society (Ortlieb et al., 2021; Romani et al., 2019; Schaubroeck et al., 2021). This kind of marginalization stems from unequal social relationships, where one group dominates the other and adopts a paternalistic approach that prevent a real empowering of the segment of the population to which the activities are targeted.

In this paper, we suggest to apply this perspective also in the context of SEs, to better understand how privilege shapes social entrepreneurship for/by migrants. Privilege is commonly defined as accrued and unearned structural benefits ascribed to both individuals and groups (Johnson, 2005), which originate is social systems of categorization and power (Crenshaw, 1989). In this paper we focus on migration status and race as a "categorizing" characteristic influencing migrants' advantages and disadvantages in terms of transnational positioning and their self-employment outcomes (e.g. Webster & Haandrikman, 2020). We draw on the conceptualization of organizations as "racialized" to acknowledge that organizations are racial structures that reproduce (and challenge) racialization (Ray, 2019). Racialization is the process of "attributing racial meaning to people's identity and, in particular, as they relate to social structures and institutional systems" (Yee, 2008, p. 1111) and is used to explore "ongoing practices that attach racial meanings to people" (Gonzalez-Sobrino & Goss, 2019, p. 507). Due to the salience of international migration all around the world, it is urgent to understand how social enterprises are affected by racialization in their capacity to become a site and tool of migrants' integration in the host societies.

We develop a theoretical contribution to the literature on social entrepreneurship and migrant entrepreneurship by examining how racialization can affect social enterprises by/for migrants in shaping individual agency, legitimating the unequal distribution of resources, providing credentials privileging Whiteness and decoupling formal commitment to equity, access, and inclusion from policies and practices that reinforce or do not challenge existing racial hierarchies. We suggest how internal and external actions can alter the patterns of racialization in organizations and highlight theoretical insights from stakeholder engagement and participatory management to move forward our understanding of these issues.

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Potential for Rohingyas to engage in social and economic activities in Bangladesh

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Aims of the contribution

This article sheds light on the Rohingyas' protracted refugee status as 'stateless' refugees in Bangladesh.

Introduction

For nearly four decades, Rohingyas have been migrating from Myanmar's Rakhine State to Bangladesh's Cox's Bazar district. In the wake of the recent genocidal persecution in late 2017, nearly 750,000 Rohingyas fled the Rakhine state of Myanmar and took refuge in the Cox's Bazar district of Bangladesh. At present, together, more than one million Rohingyas live in 34 refugee camps in two Upazilas (Ukhiya and Teknaf) of Cox's Bazar district. Despite the protracted refugee situation, like Myanmar, they are neither citizens nor refugees (officially) in Bangladesh. Their lives and livelihoods are restricted mainly to the camps, with strict restrictions on their travel, work permits, education, health, interaction with locals, and the like. To save lives, they live in a crowded and unhealthy environment year after year, relying entirely on humanitarian aid (Uddin, 2019).

Given the situation, the Rohingyas lead an inhumane life, on the one hand; on the other hand, the host community is severely affected by the population pressure of Rohingyas as the latter are almost twice as numerous as the locals. Whereas the movement of Rohingyas is restricted, their interactions at the campsites, and the camp management activities (such as NGO culture and aid influx) have severely disrupted the habitual lifeways of the host community. Moreover, various anti-social activities, including snatching and drug trafficking, occur in and around the camps. There have been several casualties in the camps as well. Under the situation, hospitality has become hostile in the refugee-hosting areas—in Cox's Bazar, in particular and in Bangladesh, in general.

Context and objectives of the study

In this context, humanitarian aid is not enough to ensure the Rohingyas' refugeehood in Bangladesh and ensure peaceful coexistence with the host community. Suppose Rohingyas are not allowed to socialize with host community and engage in economic activities. In that case, the refugee situation will soon become unbearable—detrimental to both the Rohingya and the host community. However, until the Rohingyas return to their homeland, this undesirable situation can be avoided by making refugees self-reliant providing required opportunities for social interaction and economic activities at campsites, including vocational training, basic education, and the like. These are the issues that this article seeks to address through empirical research conducted in 2018 and 2019 in several Rohingya camps in Cox's Bazar, Bangladesh. Thus, it provides insights into the protracted refugee situation of Rohingyas currently residing in Bangladesh for generations.

Conceptual and methodological considerations

The primary theoretical basis of this study is the multifaceted relationship between the refugees and hosts. In particular, Robert Chambers' (1986) research-based theoretical underpinnings are significant, while he pointed out that the refugee situation does not only affect the lives of the hosts; refugee influx also creates many opportunities, which largely depends on the refugee situation management. While the effects of influx are not the same for all hosts (e.g., wealthy, poor, educated, illiterate, farmers, business people, male, females), there are differences in scope. Similar to Chambers (1986), research by Alix-Garcia and Saah (2009) has revealed this. This studio is also focused exclusively on this perspective—as supported by the major findings.

Without any doubt, repatriation is the sustainable solution to the protracted Rohingya crisis. Until implemented, the main focus is on providing cohesive relations through socio-economic interaction. In this case, the study focuses on the socio-economic changes that have occurred due to the Rohingya's long-term refugeehood and their impact on the locals, the challenges of coexistence between the two communities, and how to build and promote peaceful coexistence. Align with the main theme, the central research question of this study is: How can socio-economic engagement be facilitated to ensure peaceful coexistence between the Rohingyas and host communities in Cox's Bazar? It is a mixed-method study. We relied heavily on qualitative research and applied several methods (in-depth interviews, key-informant interviews, focus group discussions, and observation) to six refugee camps in Ukhiya and Teknaf. Furthermore, quantitative surveys were applied to review the data obtained through qualitative methods and gather new information including quantitative ones.

Coexistence in refugee hosting setting

Most locals believe that the Rohingya influx has affected the local population, work opportunities, environment, education, health, etc. Moreover, instead of assisting the poor locals, only providing humanitarian aid to the Rohingyas has aggrieved the hosts. However, different opportunities arise from the influx related factors, such as foreign exchange, employment of locals in various organizations, business expansion, utilizing the skills of refugees, etc. The creation and potential of these opportunities largely depend on a tolerant and peaceful coexistence and integrated management. Just as there are many challenges in establishing respectable relations with refugees, there are many supporting organizations as champions. In this case, it is possible to ensure peaceful coexistence through socio-economic engagement between refugees and hosts. The Bangladesh government and non-government organizations, especially international humanitarian organizations can play significant role in this regard by organizing local leaders from the host communities. Research has shown that socio-economic activities facilitate peaceful coexistence between the two communities by utilizing the historical relationship of Rohingyas with the host, and the likeness in language, religion, dress, food and the like (Uddin, 2021a). This paper argues if the Rohingyas could make a living on their own, then, on the one hand, they would be self-sufficient, and on the other hand, they would become an asset rather than a burden for both the home and host countries. Once they can manage their own livelihoods, it will be possible to alleviate the adverse effects of the refugee situation, including economic pressures on the hosts. Eventually, it will help change the attitude of Bangladesh and Myanmar toward the Rohingyas, and pave the way for their return to Rakhine.

Concluding remarks

The existing model in the Rohingya hosting societies in Cox's Bazar is predominantly one-way—donor-driven, though participatory approaches are crucial for a sustainable situation. Given the setting, a holistic-multidimensional and flexible approach is required to take advantage of the prevalent situation caused by the plight of the Rohingyas and the inevitable impact on the lives of the host communities. Once the Bangladesh government and humanitarian organizations set goals (i.e., socio-economic inclusion), and initiate inclusive programs in an integrated manner, it has potentials to reduce the existing tensions between the two communities and to promote peaceful coexistence—until repatriation become effectively visible (Uddin, 2021b). Importantly, both the Rohingya and the hosts need to be empowered to maintain sustainable living condition themselves without any outside interventions.

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