



Better Incubation

Innovation Ecosystems for Social Change

Factsheet

Migrants and Refugees



— About Target Group

Characteristics

- Migrants and refugees are very different groups with different characteristics
- Intersecting with other often underrepresented identities linked to gender, race, age, language ability
- Need to have basic needs covered first

Unique Barriers:

- Legal and bureaucratic obstacles
- Language barriers
- Lack of resources
- Lack of access to networks and funding
- Discrimination
- Understanding of the different context of asylum seekers, immigrants and refugees

Statistics

About 12% of working immigrants in the European Union (EU) were self-employed in 2020, which was slightly below the proportion of non-immigrants (14%). Almost one-third of self-employed immigrants in the EU employed at least one employee in 2020, which was about the same proportion as non-immigrants. The share of immigrants among the self-employed in the EU more than doubled between 2006 and 2020.

— Members of the cop

Role	Organisation	Country	Network
BSO	BIC Euronova	Spain	EBN
BSO	CU Social Enterprise CIC (Coventry University)	UK	EBN
BSO	Impact Hub Istanbul	Turkey	Impact Hub
BSO	Impact Hub Reggio Emilia	Italy	Impact Hub
Expert	Caritas Denmark	Denmark	Caritas
Expert / Entrepreneur	Project Phoenix and Reimagined Futures	Cyprus	-
Expert / Entrepreneur	Syed Hasnain	Italy	-

— Pilot 1

BSO: BIC Euronova, Malaga

Short summary of pilot: 5 months of successful implementation for supporting migrants providing them mentoring/coaching by experts and business strategies and advices.

Successful tools: Business model canvas, audiovisual collaboration, share co-working spaces here at BIC, connecting to supportive people.

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— Pilot 2

BSO: Coventry University Social Enterprise CIC (CUSE)

Short summary of pilot: 6 month SE accelerator programme to support capacity building through business development upskilling, development of soft skills (i.e. negotiation, networking, financial literacy and pitching) and building trust outside of their peer groups delivered in the form of weekly group masterclasses and focussed 1:1 Expert Coaching/ Mentoring offered monthly.

Successful tools: Connecting participants to Supportive People, Funding Opportuni-

ties, Action learning/ Peer mentoring, Customised 1:1 Support, Theory of Change and Co-Created pre-pilot programme.

— Pilot 3

BSO: Impact Hub Istanbul

Short summary of pilot: a 6-month acceleration journey, where capacity building will be combined with networking and match-making opportunities with the private and public sector within the framework of *Accelerate2030* program.

Successful tools: targeted language/reachout, customized 1:1 support, networking opportunities with private/public sectors.

— Pilot 4

BSO: Impact Hub Reggio Emilia

Short summary of pilot: A 4 months pilot with 1: 1 sessions customized for the 3 teams providing them mentoring by experts and business strategies and investments advices.

Successful tools: Business model Canvas, customized 1:1 support, networking opportunities with Business Angels.

— Good case practices, tools and methodologies

- Facilitating 1:1 coaching and mentoring;
- Creating targeted outreach communications campaigns by reaching out to the small communities of migrants and refugees and recruiting someone part of them to promote the initiatives;
- Adapting the Business Model Canva to people with no BD background;
- Focusing on collaboration and creating a local and international network of experts in order to build trust and provide insights, but also for participants to gain credibility in the market.

— Learnings

- “Go beyond assumptions and value of lived experiences”;
 - “Remember that we serve the beneficiaries”;
 - “I learned about the importance of self-employment as integration”;
 - “Keep in mind the importance of refugee led organisations and communities of refugees in entrepreneurship”;
 - “Each culture has its own particularities that we need to take into account when working with migrants”;
 - “Be flexible and disseminate information in a range of ways”;
 - “Men are often the required stakeholder to empower minority women”.
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— Key elements to consider when including this group

- Value lived experience and co-create offers with groups in all stages;
- It's key that you enable “public inclusion”, enabling access to bank accounts, etc;
- Make sure messages are culturally / religiously sensitive and nuanced;
- Avoid labeling people;
- Not one size fits all: offer individualized support and be ready to customize;
- Make sure to focus on supporting self-confidence;
- Consider that an intense program might be overwhelming;
- Prioritize overcoming practical barriers instead of focusing on theory;
- Peer-to-peer and mentoring approaches with personal connections are important.



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