

Documentation of the 2nd INTEGRO Transnational Workshop

**12. – 13. 11. 2014
in Vienna/ Austria**



Day 1

**12. 11. 2014
from 1 pm to 4.30 pm**

Location: ORF Funkhaus, Sitzungssaal

**Argentinierstraße 30a
1040 Vienna**

Facilitator: Téclaire Ngotam

Participants:

Citizens for Europe (Germany):

Julia Lehmann
Martin Wilhelm

KISA (Cyprus):

Andriana Kossiva
Doros Talykorpou

NICEM (Northern Ireland):

Mark Caffrey
Patrick Yu

RATV (Austria):

Alexis Neuberg
Eva Gänsdorfer
Tope Oladunjoye

SIMI (Czech Republic):

Eva Cech Valentová
Pavel Duba

1. Welcome

Alexis welcomes the partners from all countries to Vienna, introduces members of Radio Afrika and Téclaire Ngotam.

Téclaire welcomes the partners and introduces the methods. The group accepts the methodology suggested.

The session starts with a quick feedback round of the current stage of the pilot projects of each partner. Téclaire introduces the methodology of a SWOT analysis.

2. Self analysis of all partners - How do you feel about your pilot project?

All partners are asked to present the current stage of their pilot projects and their perspective.

RATV sees itself in a good position, the team structure is very helpful, they got a good response from stakeholders.

CfE is almost done, they got good responses and outcome of the project, workload and timeline. They had a crisis concerning stakeholders, but new stakeholders showed up to support the project.



NICEM did the integration mapping, involved a wider circle of stakeholders such as employment agencies, government bodies, it has been a long process and more things are clearcut.

SIMI has defined their activities, they have a clear aim for the project. It is also a challenge with local stakeholders to support activities.

KISA is in the middle of the process, done with stakeholder's meeting and template of project, co-operation and exchange, they feel a bit exhausted.

SWOT – Self ANALYSIS

RATV gives a brief overview of the pilot project.

Strengths: consist of creativity and collectiveness, a well established network of Radio Afrika can be used.

Weakness is the lack of capacity, stakeholders coping with financial cuts, passiveness of communities

Opportunity will be the sustainability of the project, use the networks of the stakeholders

Threats could be that team members could fall out, other interests of stakeholders, diversion of media



SIMI got very local, trying to implement intercultural mediators, cooperation with local authorities and media.

Strengths: knowledge of policies and experiences with target groups, stability of organization, good practices from abroad, cooperation with mediators, reputation and expertise from other organizations

Weakness: capacity of team members, projects are very different, lack of migrants need assessment, communities are not very well developed, hard to reach, no integration policies developed within public authorities, high competition

Opportunity: pilot project helps to foster co-operation with other NGOs, use of knowledge of previous knowledge, improve expertise

Threats: mismanagement because of many different projects, short time period opportunity, no local analysis, use membership in platforms, using existing qualified mediators, get closer to migrants, local NGOs and authorities, the lack of interest of migrants and mistrust towards local authorities, misunderstanding of local stakeholders

KISA is establishing a forum for women migrants including a training, focusing on a small group of women within the forum

Strengths: access to stakeholders, intersectional approach not only migration, pilot project is very specific and therefore clear, expertise of migrants issues in Cyprus, strong bonds with migrant communities

positive response of migrant women and other NGOs, migrant organisations

Weakness: pressure of migrant women (work, family, survival issues) so it is hard to convince women in getting involved in the project, no experience with self-organisation, mobility of women is very limited, also free time for women, economic crisis, so migrants tend to leave, no real political will for integration

Opportunity: if self-organisation succeeds, sustainability succeeds, desire of women for self representation

Threats: there is the risk to bring together different needs and desires of migrant women, cyprus government not willing to support interests of women

CfE explains briefly their pilot project on voting rights and how the project got opened up to participation of migrants in general due to external factors.

Strengths: Know-how, practice what they preach, good example of intercultural co-work, good reputation, high number of potential partners, active key players, good timing as the topic is on the table in Germany

Weakness: ambitions are very high, exhausting funding procedures, too many issues on the table, many ideas but limited resources, competition is very high, situation of stakeholders is very instable, why only third country nationals?, top institutions are hard to access

Opportunity: useful methods in the team, strong connections, longtime perspective stakeholders work in different fields so useful alliance (politics, media)

Threats: threats workload, financial threats, will stakeholders show up?

NICEM gives a brief overview of the pilot project.

Strengths: Third country nationals are interested themselves, topic driven by other stakeholders, multiple discrimination issues were included, INTEGRO is integrated in overall work of NICEM, so sustainability is easier, regional network through regional offices, expertise

Weakness: to raise interest among private employer's, Northern Ireland's integration policy, political powerlessness

Opportunity: link to political concepts of the future, improved alliance building with other organisations (like trade unions, health sector)

Threats: threat future funding of NICEM, funding of the sector in general, political weakness

Preparation of group analysis for Day 2

Téclaire divides the groups into pairs and introduces the activity for tomorrow.

Patrick gives a remark on ENAR's feedback which he received this week and timeline that has shifted. Téclaire closes the session.

Day 2

13.11. 2014

from 9 pm to 5.30 pm

Location: ORF Funkhaus, Sitzungssaal
Argentinierstraße 30a
1040 Vienna



Facilitator: Téclaire Ngotam

Participants:

ENAR (Belgium): Juliana Wahlgren

Citizens for Europe (Germany):

KISA (Cyprus):

Julia Lehmann
Martin Wilhelm

Andriana Kossiva
Doros Talykorpou

NICEM (Northern Ireland):

RATV (Austria):

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1. Welcome

Martin opens the session and emphasises that the day is about to help each other in implementing the pilot project and giving ideas about the future.

2. “FEED FORWARD” on pilot projects

RATV

Patrick gives feedback on the project of Radio Afrika. He sees the biggest risk in the clearing service. He therefore recommends paying attention to the risk management mentioned in the original application form. Therefore the focus must be on the co-operation with the stakeholders and to keep up personal contact. It is important to ensure the commitment of all stakeholders. Furthermore, it is crucial to have a plan B in order to reduce the project to its core, in case of a fall out of stakeholders. There is the position of the communities that should also be focused. The position of the clearing service should only work in filtering cases but not providing service to the migrants itself.

There is the suggestion to give organisations the chance to present their expertise on the leaflets, also considering the three cases investigated for the TV-show.

CfE

Alexis finds similar approaches of the Berlin project and the one of RATV concerning the final events. In the long term, the challenge is to win the trust of third country citizens. There is the recommendation of establishing a data base to have access to the migrants after the pilot project has ended. It is also suggested to choose certain topics to enhance local lobbying.

SIMI

Martin summarises the project of SIMI, which is to install intercultural mediators that work with migrants and authorities. Martin points out that the funding is supporting the development of the project rather than implementing the pilot project itself.

He also explains the problem of growing complexity of a project on the one hand but the capacity of the organisation stays the same. To solve this problem it is suggested to reduce the complexity of the project. Their template reflects the complexity of the project. There is also the lack of the assessment of the migrants needs. The framework of the NGOs is different than the migrants' perspective.

He highlights the example of an integration officer in a district of Prague who got promoted and got more responsibility recently. It is possible to point out that the personal career of officers can be connected to the NGOs co-operation.

There is the question of the final outcome of the project. SIMI explains that it is the introduction of mediator's service to public services.

There is the discussion that the time frame of six months is very limited. It is recommended to reduce the pilot project to awareness raising and to establish the mediators in order to show the benefit of them. Eva gives some more specific examples to explain the concrete outcome of the project.

KISA

Pavel tells that the main goal of the project is to support the migrants' women forum. The vision after the pilot project is to take responsibility of the women's cases and fighting for their rights. He understands that the public view on migrants in Cyprus is very negative.

In the forum there are three groups, dealing with domestic work, gender violence and children. He points out the weakness is the lack of willingness of migrants to join actions of NGOs.

Finding examples of other countries of France and UK could be useful. It is difficult to get migrants to events.

They explain the role of the orthodox church and the catholic church in Cyprus, the latter being more active for migrants. Also the economic crisis is causing more problems which motivates KISA to raise awareness for migrants' issues.

What is needed is a more structured and organised community. So far it is organised as a forum in order to connect the individuals and to maintain feedback and communication with the migrants. It is seen as first step for the next six months.

Questions of the audience: Did you think of the private home owners to be involved in the project? How do you make the institution being seen as a political player? How do you involve European politicians in your forum? Also media and journalists could function to empower the organisation.

NICEM

Doros claims that the template is a very detailed document but not specific to the pilot project. The template can refer to the work of the organisation in general but should focus on the pilot project. It is also recommended to have a clearer connection to the ENAR toolkit.

Solutions could be found in the area of media. They often reflect the position of the majority instead of interests of minorities. Therefore it is crucial to put effort in informing the media in order to improve the cooperation with journalists. Also trade unions play an important part for the project.

The discussion with political parties is working on a monthly basis is well established. They are getting informed, but there is the question how you can attract the politicians more and take the issues more seriously.

He also raises the question how the cooperation of the partners can be continued in the long term.

3. Feedback of ENAR

After the lunch break Juliana Wahlgreen from ENAR is welcomed to Vienna.

The participants explain their expectations concerning the input from ENAR.

Juliana gives a presentation of the principles not only of the ENAR toolkit but also ENAR principles towards implementation which have been developed along the past 10 years.

When evaluating the pilot projects Juliana notes that an EU-dimension in the projects is not clearly stated. Therefore, an overall perspective regarding the European Union as a whole should be worked out.

Secondly, the target groups are very different and in some it is very specific. Third country nationals should be outlined more clearly. Definition of the group of migrants could be more precise.

Thirdly, the advocacy issues that want to be tackled should be clear. The legal and the policy framework should be outlined and where a concrete change can be done.

Last, there is the question which is the common point of all projects.

How to facilitate migrants who are not yet EU-citizens? Which aspects does your project have to improve integration processes?

Martin explains that the templates did not focus on the aspects mentioned above and therefore might not have been the right basis of assessment.

Juliana encourages all partners to apply for the European Migration Forum. (The deadline is going to be next Monday.)

It is important to point out the transferability aspect, so that others could take it as a best-practice to implement it in their countries. Especially the methodology is something that can be transferred in order to be implemented by others.

At least a policy framework of the European dimension should be integrated.

Patrick explains that within INTEGRO very different local projects have been developed. He points out what innovation has been made by all the single projects and this has very high potential also on European level.

Alexis says that every country has common aspects, such as innovation, a common goal and we all act as mediators between communities and policy makers.

Also indicators should be lined out which can help to document the project, such as numbers of migrants involved, how media and communities media, and how integration authorities are involved in the project.

After that the project partners consult Juliana and she gives feedback on all pilot projects individually.

4. Closing of the session

Téclaire is asking for feedback of all participants regarding the past two days.

Mostly, the participants have moved up in the process. Especially the feedback from outside clarified the implementation, motivated and provided useful advice to implement their projects. Not more workload and complexity has been given but the workshop helped to see the projects more clearly. It also enabled the participants to see that they are setting up the infrastructure to make a change.

Téclaire closes the session and thanks for the effective collaboration.

Alexis thanks Téclaire for facilitating the process a lot and for her professional methodology which turned out to be very useful.



The next day the INTEGRO project partners give a brief interview for Radio Afrika in the Funkhaus Studios...

It was a pleasure to host you in Vienna!

Keep it up, speak it out!