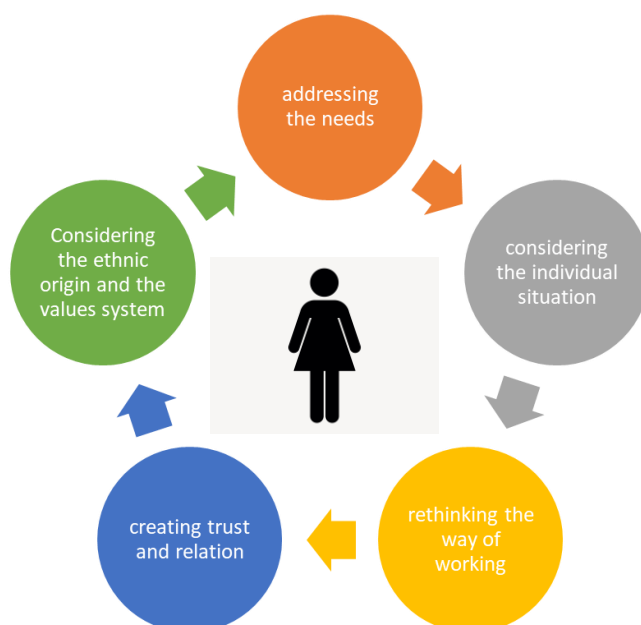


# IMPROVING THE EMPLOYABILITY OF WOMEN WITH REFUGEE BACKGROUND AND ASYLUM SEEKERS: EXPERIENCE FROM THE RIAC PROJECT

*A specific aim of the RIAC project was to involve female refugees and bring them a step closer to employment. Even in the planning phase of the project, this goal included the implementation of special measures for this target group.*



Improving the employability of women with a refugee background and asylum seekers is one of the main themes of the RIAC project. Our partners Alisei in Italy, KIZ in Germany, Habitat in Turkey and Esbjerg Kommune in Denmark have planned and carried out RIAC units for this target group and passed on their knowledge and expertise to the other partners.

Esbjerg Kommune was responsible for drafting the guide and disseminating it among the partners. To date, a total of 5 RIACs for women have been planned and carried out.

In all partner countries of the project (Germany, Italy, Denmark, Turkey) the presence of male refugees is greater than that of female refugees. This number is significantly higher in the countries of southern Europe, the places of the first landing, than in the countries of northern Europe, in which family reunification has already taken place.

The employability of women is an open question at European level: the gender gap is very evident in different European countries.

In our consortium, countries like Denmark and Germany have completely different data than Italy and Turkey. This situation is certainly due to differing social roles of women in different (host) societies, to structural situations (family services) in different countries and to different labour market dynamics. Rethinking the way in which women do work is the challenge, not only if targeting unemployed refugees and asylum seekers.

Flexibility, part-time work, encouraging work in a segment in which the individual situation can be viewed, working remotely or working from home could be good strategies to narrow the gender gap in the labour market in a sustainable way.



The approach to the topic in the project envisaged specific support for the target group in the provision and implementation of family services, in the expectation that the main obstacle to better employability of women essentially lies in their role within the family, such as mother, wife, daughter, daughter-in-law and so on.

Instead, practice and experience with different ethnic groups and in different geographical contexts has shown a greater complexity.

The target group of women in the RIAC project is not homogeneous: female refugees from Arab countries show very different attitudes towards their own roles compared to those from Africa.

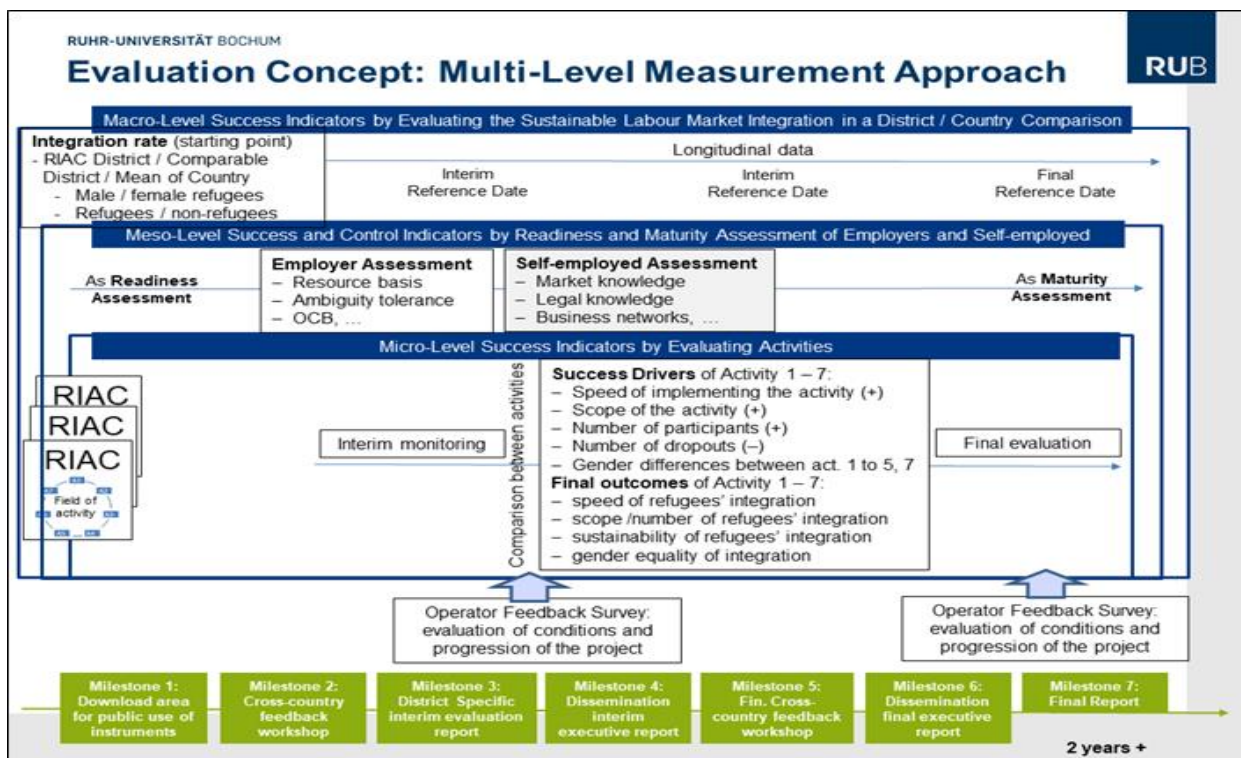
The definition of roles is always a question of expectations; What do these women expect from the host society? What does the host society expect from them? The analysis of this divergence - also between the partners - was always the starting point for planning the activities within the project.



RUB



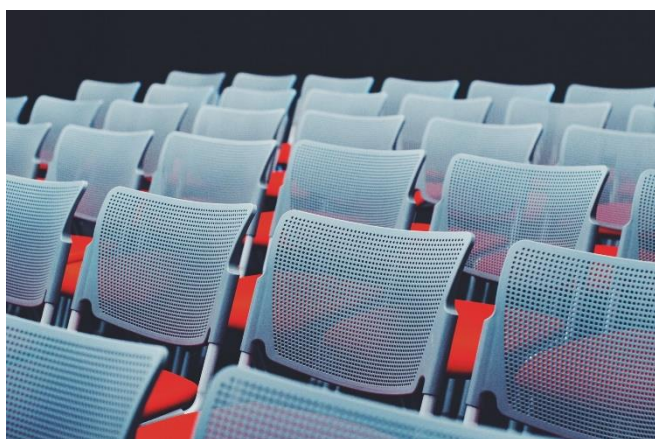
The Institute of Work Science (IAW) at the Ruhr-Universität Bochum, Germany, has a specific profile in the transfer from science to practice. For more than 30 years, the IAW successfully acquires third-party funded projects related to technological and organizational change and peoples' adaptation to the workplace. Moreover, the institute provides executive education in the "Master of Organizational Management". The IAW is in continuous exchange with profit and non-profit organizations to foster organizational development against the background of cutting edge scientific knowledge.



The IAW is the academic partner within the project consortium with emphasis on the evaluation of processes and measurement of outcomes. On the basis of a multi-level measurement approach the IAW evaluates the success of RIAC-specific activities that are geared towards enhancing the speed and sustainability of refugees' labour market integration. The focus lies on the employer and regional readiness. A pre-post-measurement-approach includes indicators for individual employability, employers' prerequisites for refugees' integration into the workforce and some regional conditions of the labour market. In addition, the approach gives emphasis to refugees' entrepreneurial capabilities by measuring their self-employability. To control for the effectiveness of the RIAC-specific activities the overall measurement includes components of a control-group design. The interim and final outcomes will be continuously shared within the project consortium, associated communities of practice as well as academia. Thus, examples for good practices can already be distributed in an early project phase and improvements can be fostered during the whole project period.



## EVENTS



**The Migration Conference 2020 will be online from 8 to 11 SEPTEMBER 2020**

The Conference is a forum for discussion where experts, young researchers and students, practitioners and policy makers working in the field of migration are encouraged to exchange their knowledge and experiences in a friendly and frank environment. The conference is organised in thematic streams of parallel sessions focusing on migration, migrant populations, diasporas, migration policies, labour migrations, refugees, economic impacts, remittances as well as non-migrants and the wider impact of human mobility on sending, transit and receiving societies.

More information on <https://www.migrationconference.net/>

### RIAC PROJECT

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