



# HER PROJECT

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## BOOKLET VOL.2 GOOD PRACTICES



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# About the **PROJECT**

## **HER - strengtHening socioEconomic integRation of mothers with migration background**

The main goal of the HER project is to develop an educational path for mothers with migration backgrounds, especially those with fewer opportunities, and share good practices in the field of socio-economic integration and female entrepreneurship. This project aspires at creating cooperation among associations in order to ameliorate their impact on adult education and increase the employability and the entrepreneurial spirit of targeted women thanks to the sharing of the educational path and the use of new tools and methods successfully experimented by the other partners.

The objectives of the project are:

- Create a connection between the migrant women with children and the labor market, through a shared learning process that can present an alternative to the double discrimination they face for both their ethnic background and the patriarchal society and lead to the realization of their entrepreneurial ideas;
- Allow the staff of the partner organisations to acquire new skills and knowledge that will help them to improve the impact of their interventions targeting the women with migration background;
- Exchange experience, methods and good practices among the stakeholders, to improve the operational capacities of the partner organisations in the fields of adult education and women employment and entrepreneurship.



# INTRO

# BOOKLET

## GOOD PRACTICES

The project involved five different country partners (Italy, Spain, Romania, Turkey, and Greece) that researched and implemented activities with the women target in the project. The Booklet created during the project provides information regarding the state of arts and the good practices identified in each country involved as a partnership in the HER project. The realization of this Booklet was done collaboratively among partners, which provided information on actions and data relevant to understand the situation of migrant women in the labor market.

This part of the Booklet collects the good practices in the cities and countries of operation of the partners, with relevant actions and activities to benefit the empowerment of women in particular those with migrant backgrounds. The methodologies and approaches to the practices present in this booklet have been discussed in a series of encounters foreseen in the project with all the partner countries.



Project

# PARTNERS



# Partnership

## HRYO

Is a non-profit, non-governmental organization founded in Palermo in 2009 and aimed at strengthening and protecting Human Rights at a local and global level. Education is an

essential tool to facilitate the creation of a reality that promotes and protects human dignity, all aspects of equality, and sustainability. This is an organization that prides itself in recognizing the impact created by supporting local initiatives and developing the skill set of promising individuals because through grassroots development a transformed and more progressive global society is created.

## FETICO

The organization emerged as a spontaneous movement of workers independent of political ideas during the first free elections at the beginning of democracy. Based on the

equality and participation of each member, and looking for a democratic organization that enforces social goals, we have reached today as the most successful case of independent trade unionism in Spain. Fetico's values are diversity, social commitment and equality.

## NOVAPOLIS

The association aims to contribute to the consolidation of a democratic, inclusive and diverse society, socially and economically balance capable

of meeting the needs of all. Our mission is to support and promote democratic values, models, and interventions for the development of a society based on freedom, responsibility, and respect. The main fields of activity aimed at grassroots actions, analysis and evaluations of public policies or their impact at national and local levels, the development of projects in the social field, immigration, and integration of foreigners in Romania.

# Partnership

## **RONESANS ENSTITUSU**

This institute adopts a strategy to respond to urgent global challenges in line with the United Nations Sustainable Development Goals. The

association aims to contribute to a sustainable world with a supra-political approach through partnerships, education and youth mobilization. RonesansInstitute makes this contribution through activities within the scope of its three core strategies in the fields of digital transformation and science, climate action/circular economy and support for active quality of life.

## **SYSTSERV**

The organisation is an innovative ISO 13485 certified in medical Informatics and eHealth. It has been founded by researchers with experience in

designing and developing ICT systems and services. SystServ has strong initiative, developing custom educational and training digital tools towards facilitating creative and effective training, customized on their special needs and learning characteristics. Innovative digital modules like avatars, animated studios, interactive rooms, and more are in great need and may ease further the interaction and experiential education

ITALY  
**GOOD  
PRACTICES**





# Good **PRACTICES**

## **PRACTICE 1 - ITALY**

### **Laboratorio solidale Da tutti i Paesi**

The project aims to empower women both Italian and migrants who have been temporarily living in a foster house and help them recognize their skills and capacities, in a moment when their self-esteem and faith in the future are very low. Therefore the project **aims to learn new techniques, like sewing and crafting** in a protected environment founded on social participation, trust, and understanding. The project was born thanks to “Casa Betania” a foster home based in Rome since 1995 and is run by the social cooperative L'accoglienza.

During these almost 30 years, the project has been able to **employ part-time or full-time** 20 women and **provided training and occupational therapy** to over 50 women. Some others had also been hired by other businesses thanks to the professional training received in the project.

The project identified the skills of the woman, in order to help her improve her crafting techniques. It starts most of the time as occupational therapy, not always finalized at employing the women that are involved in the training process. The project made clear that **crafting can be a meaningful healing process** for wounded mothers.

The project is a tiny example of how it is possible to give a new chance to hopeless women, to provide training and a positive context for lonely migrant mothers.

# Good PRACTICES

## PRACTICE 2 - ITALY

### ALMA

The best practice involved the study of the needs and barriers that face migrant women, it included the implementation of **focus groups** and the **creation of surveys** conducted aiming to collect this information. The practice was elaborated within a period of 2 years (from initial research to actual implementation) in 2020-2022 and consisted of a 5-phases methodology: research, planning, implementation, monitoring and evaluation, and completion.

This project has allowed the development of a project based on the **real needs** of migrant women involved, resulting in actual improved knowledge of the job market, a sense of self-value, agency, and autonomy. By involving representatives of the target groups from the initial phase of the project, the project started an empowerment process thanks to which beneficiaries were able to challenge themselves, understand their value and potential, and thrive. The majority of the project's participants **strengthen their professional profiles and/or are now employed.**

The innovative aspect of the practice is providing a **personalized guidance path** to which development they have actively contributed, thus recognizing their agency and power to shape their own future from the very first phase of the project.

Also, the main condition for a successful implementation of the practice is having a strong team of professionals ready to support women in their development path, a target group formed of women with a similar level of educational background, and a strong network of local organizations and businesses.

SPAIN  
**GOOD  
PRACTICES**



# Good PRACTICES

## PRACTICE 1 - SPAIN

### The Cosmi Program

The Spanish NGO “National Confederation of Women in Equality” created and implemented the project in 2014. The main aim is to promote the socio-labor integration of migrant women at risk of exclusion, paying special attention to their labor, economic, social, educational, and legal problems. This practice consisted of a **psychosocial intervention program** to promote socio-labor integration of migrant women by opening an orientation center in Vallecas (Madrid). The center attends an average of **300 women** each year under the COSMI program.

The COSMI program is designed with a tailored attention approach. The process of intervention is **individualized, progressive, and gradual** through the design of socio-labor integration itineraries adapted to the specific needs of each migrant woman and her degree of vulnerability:

The previous diagnosis to know each woman's personal, family, and social conditions is key to designing the individual itinerary.

The program has three different itineraries to which each user is assigned depending on their needs.

- Stability in employment, aiming to find stable jobs and hire in the medium and long term.

- Recovery of professional profiles, with the aim of recovering the careers and professional experiences acquired in their countries of origin and looking for jobs adapted.

- Initiation to labor integration, with the aim of helping those women with special needs who are given individualized follow-up that includes basic training.

[http://www.mujaresenigualdad.com/COSMI\\_es\\_37.html](http://www.mujaresenigualdad.com/COSMI_es_37.html)

# Good PRACTICES

## PRACTICE 2 - SPAIN

### SARA Project

The best practice was created and implemented by a collaboration between Spain's Women Institute, and the CEPAIM foundation, and counts with the collaboration of the Equality Ministry of Spain.

The SARA project is aimed at migrant women that are residents in Spain, that need to improve and develop their employability and capacity through the development of various **social and labor insertion itineraries**, that have a duration of 245 hours or 9 months. It is divided into three phases:

Phase I: The **Personal Motivation** phase, which is focused on the laboral area.

Phase II: **Professional Capacity** Phase. This phase is destined for the education and formation of these women through participation in a theoretical and practical course that has the objective of increasing the laboral insertion possibilities.

Phase III: **Labour Guidance** and promotion of entrepreneurship. This last phase may be individual (with accompanying support sessions).

In the last years, the SARA project has helped more than 1665 women. In 2020, 175 women who were in a situation of vulnerability were helped to create their own project of life.

<https://www.cepaim.org/areas-actuacion/igualdad-y-no-discriminacion/programa-sara/>

# ROMANIA **GOOD PRACTICES**



# Good PRACTICES

## PRACTICE 1 - ROMANIA

### **PEPA Project - Peer Empowerment Programme for Achievement of Migrant Women**

PEPA is a project aimed at training migrant women by allowing them to **support other women** in learning and social activities, as well as to **volunteer in their community**. Although the project will benefit all types of migrant women, it is designed to be particularly beneficial to those who have a lower level of education or income, is socially isolated, or are in vulnerable circumstances. Peer support and volunteering have been shown to significantly improve migrant women's integration, learning, and employment outcomes, as well as help them build new social networks, gain confidence and improve their mental and physical health. The aims of this project are:

Increase the amount and quality of peer support and volunteer opportunities for migrant women.

To create more capacity for practitioners and more opportunities for migrant women, the longer-term PEPA project will foster better communication and knowledge sharing between individuals and agencies working in this space.

In the framework of this project, its been developed a best practice guide to be used by practitioners supporting migrant women, peer support guides, to be used by migrant women themselves, and a collection of learning materials hosted on a digital e-platform.

<https://pepaproject.eu/>

# Good PRACTICES

## PRACTICE 2 - ROMANIA

### **TOLERANT: Transnational network for Employment integration of women Victims of trafficking**

TOLERANT is a European project to enhance the integration of Third Country National women Victims of Trafficking for the purpose of sexual exploitation in the labor market in Austria, Bulgaria, Greece, Italy and Romania, through employment support as well as support in accessing the labor market.

Services and professionals related to assistance services for **VoT's integration** vary from psychologists and social workers to lawyers and employment experts, recruitment agencies, and local authorities dealing with the legal status. Despite the complexity of the phenomenon, the multiplicity of actors involved, and the differences in the local contexts, the Guide offers a set of tools and principles that can be used to adapt the implementation of the victim-centered services to the local reality of the implementing partners/actors. The ultimate aim is to support the sharing of the guide, its methods, practices, and approaches

Supporting women VoT to be able **to obtain secure/sustainable employment**, which will reduce the chances of becoming again victims of trafficking for sexual exploitation, is of paramount importance for the TOLERANT project. Specialized services and professionals are of the highest importance, not only to be able to identify specific needs relating to the traumatic experience of being trafficked but also to address them in an adequate and sensitive way.

[https://ec.europa.eu/migrant-integration/sites/default/files/2011-01/doc1\\_18080\\_119228565.pdf](https://ec.europa.eu/migrant-integration/sites/default/files/2011-01/doc1_18080_119228565.pdf)



# TURKEY **GOOD PRACTICES**



# Good PRACTICES

## PRACTICE 1 - TURKEY

### Training And Employment Support For Social Cohesion Project

The aim of this project is to take effective and urgent measures to stabilize the economic living conditions of low-income Turkish citizens and Syrians under temporary protection, and to improve their access to the labor market by **enabling them to take part in training and employment** measures and receive financial support.

The project was implemented in Ankara in 2017 and 2018 and impacted a total of 550 people, 275 Syrians, and 275 Turks, that **were employed** in companies in cooperation with İŞKUR and ATO.

The beneficiaries were provided with 1-month of preparatory training and training for integration into working conditions in Turkey. This best practice included the following activities:

- language training, occupational health and safety, national legislation, working environment and culture training within the scope of basic training modules.
- a total of 500 hours of training at 3 different locations in Ankara.

<https://www.iskur.gov.tr/kurumsal-bilgi/uluslararasi-iliskiler-ve-projeler/projeler/>

# Good **PRACTICES**

## **PRACTICE 2 - TURKEY**

### **Strengthening Economic Opportunities for Syrians under Temporary Protection and Turkish Citizens in Selected Localities**

The aim was to assist Turkish citizens to strengthen their capacity to assess the demand for skills, **support job creation and entrepreneurship** in selected provinces with a high incidence of Syrians under Temporary Protection (SuTP) and evaluate results. Moreover, the project aims to increase the entrepreneurial skills of Turkish and Syrian women, **facilitate their adaptation** to the business world, and establish sustainable business models by establishing business partnerships to increase the economic competence of the beneficiaries. The project consisted on:

1. Provision of technical assistance to the Turkish Employment Agency (ISKUR)
2. Implementation of a skills and occupation assessment, including dissemination activities to inform the participating stakeholders to design and conduct skills training based on market needs.
3. Provision of technical assistance support to promote female-led social entrepreneurship
4. Facilitating and supporting potential beneficiaries' access to existing and new entrepreneurship incentives
5. Conducting an evaluation to examine the impact of the employment services and ALMP sequence, in order to inform a potential scale-up, introduce modifications, and draw lessons.
6. Conducting the assessment of micro-grants; all of which would be carried out under the Employment Support Project for Syrians under Temporary Protection and Host Communities.

<https://www.worldbank.org/tr/news/feature/2020/06/24/turkey-world-refugee-day-2020>

GREECE

**GOOD  
PRACTICES**



# Good PRACTICES

## PRACTICE 1 - GREECE

**ATHENA (Approaches To valorize the High Entrepreneurial potential of migrant women to contribute to their social and economic integration)**

ATHENA is a two-year project funded by the AMIF Program. The overall objective of the project is to contribute to the economic and social integration of migrant women in the EU society by **improving the services of entrepreneurship support** oriented to migrant women and creating a specific entrepreneurial path for them. The project aims to know the real demands and needs of migrant women regarding the entrepreneurial culture, to improve the services provided by the public organization in this field, to enable support to migrant women willing to launch a business activity, and to develop activities enhancing the social and economic integration of migrant women

The project impacted 210 migrant women that had the opportunity to interact, exchange information and improve their contacts within the host countries. The project culminated in the creation of policy proposals and action plans led by ELIAMEP, which will support the business opportunities of migrant women, create business routes for migrant women in various parts of the EU and propose measures for the viability of the project.

<https://athenaproject.net/>

# Good PRACTICES

## PRACTICE 2 - GREECE

### "EntryWay - Entrepreneurship Without Borders

The project "EntryWay - Entrepreneurship Without Borders" aims to **support the financial integration** of migrants living in the project's target areas (Italy, Germany, Greece, Spain, and Sweden), through the provision of comprehensive entrepreneurship training and support. The project consisted of a series of **training courses**, implemented by experienced trainers that helped in developing a business plan, provided with the essential tools to research the market, supported the creation of a marketing plan, promoted the business, and develop a proper financial plan. The training seminars included lectures, business games, simulations, and interactive problem-solving. EntryWay was implemented in 2018 by the Center for Business & Cultural Development - K.E.P.A. and it was **addressed to Refugees and migrants** (Third-country nationals who do not have EU citizenship, and legally reside in the provinces ). Under the Project, the target participants have the opportunity to learn and experiment with their entrepreneurial talents, with the support of experienced trainers, business counselors, and mentors. The experts provided personalized assistance in starting the business start-up process. Furthermore, participants who successfully completed the training received personalized support, including how to access funding opportunities.

<https://entrywayproject.eu/about/>



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