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ENGAGE Project Newsletter

Project Development of inclusive iNteGratiOn pAthS 4 miGrant women / ENGAGE aims to increase TCN women's capability for entering the labour market and social life of the host society. TCN women, which are representing the 45% of refugees in the EU, have lower activity and employment rates, a higher risk of poverty and are more likely to be in lower skilled occupations. Most of them face particular integration challenges associated with lower education and labour market outcomes compared to refugee men. A main reason is that they are coming from countries with high gender inequality and low employment rates for women. Therefore, an effective integration process of these women in the new social environment, can contribute to their social and economic inclusion. Learn more about the project on <https://amif-engage.eu/>

Empowering Migrant

Women: ENGAGE Project

Celebrates Success in

Inclusive Integration Efforts

We are delighted to bring you the final newsletter of the ENGAGE Project. Over the course of our journey, we have made significant progress in empowering migrant women and promoting their social and economic inclusion. Through various initiatives and activities, we have worked tirelessly to address the challenges faced by migrant women and create a more inclusive and equitable society. In this newsletter, we will provide you with an overview of the key achievements and outcomes of the ENGAGE Project.

Job Shadowing Scheme:

Bridging the Gap between Theory and Practice

One of the cornerstone initiatives of the ENGAGE Project has been the implementation of the Job Shadowing Scheme. This structured career exploration activity pairs mentees with business mentors, providing migrant women with the opportunity to observe the workday of a mentor, interact with clients or customers, and participate in meetings and appointments. The Job Shadowing Scheme aims to enhance their understanding of different job sectors and build occupational knowledge.



Migrant women have been selected for the two-month Job Shadowing experience, where they are matched with mentors from host organizations representing various sectors. This scheme equipped mentees with valuable skills, creates awareness of job market potential, and opens doors to potential job opportunities, internships, and entry-level positions.

Open Badges for Skill

Validation: Empower TCN

Women Through Successful Implementation

In the ENGAGE project, the development of an ecosystem for Open Badges and the creation of an interactive platform as an Open Learning Environment were successfully implemented alongside the Job Shadowing Schemes. Open Badges, an innovative system used in the USA and EU countries for validating and recognizing learning, was effectively utilized. It promoted open access and participation among stakeholders, including learners-earners, issuers, and badge consumers. Through this initiative, mentees had the opportunity to validate their acquired skills from Up-Skilling Workshops and Job Shadowing Schemes using the Open Badges methodology. This accomplishment enhanced transparency and facilitated learning, employability, and labor mobility, aligning with the objectives outlined in EU documents on recognition.

Volunteering: Building

Connections and Enhancing Employability

To further promote the social and economic inclusion of migrant women, the ENGAGE Project recognizes the value of volunteering. Volunteering offers numerous benefits, including personal development, career advancement, and the opportunity to establish a reputation as a reliable worker. Through volunteering, migrant women built new connections, gained valuable experiences for their resumes, enhanced networking opportunities, and improved social and language skills. We have encouraged migrant women to engage in various volunteering activities, including assisting youth clubs, schools, charities, coaching youth sports teams, supporting soup kitchens and homeless shelters, and engaging in activities at senior citizen events or nursing homes. Volunteering serves as a gateway to paid employment and fosters a deeper understanding of the host society's culture.



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Capacity Building

Workshops: Empowering Labor Market Stakeholders

The ENGAGE Project has also focused on empowering labor market stakeholders through Capacity Building Workshops. These workshops have informed and educated stakeholders about the rights of refugees to employment, shed light on the challenges faced by migrant women during the integration process, and highlighted the opportunities that arise from their active participation in the labor market. The workshops emphasized the importance of diversity management, gender equality policies, and inclusive employment practices. Employer representatives demonstrated openness and willingness to provide opportunities, contributing to shaping recruitment and selection policies. The workshops have played a crucial role in fostering diverse and inclusive work environments that drive innovation.

Upskilling Workshops and Women's Circle Activities: Unlocking Potential

The ENGAGE Project has conducted Upskilling Workshops for Third-Country Nationals (TCNs) to facilitate their labor market integration. These workshops have highlighted the importance of adaptability, informed decision-making, and understanding employability as a multifaceted concept. By reflecting on their skills, interests, and opportunities, TCNs have been able to create plans that enable them to achieve their goals in their new social environments.

Women's Circle Activities Unite Migrant and Local Women

Women's Circle activities, including art workshops, structured dialogues, and volunteering activities, have provided platforms for migrant and local women to engage, collaborate, and promote cultural exchange. These initiatives have fostered understanding, appreciation, and empowerment among diverse communities.



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***Evaluation Results:
Women's Circle Activities
Programme and Capacity
Building Programme***

The evaluation of the Women's Circle Activities Programme revealed positive outcomes and valuable insights. Participants engaged in art-centered workshops, structured dialogues, and volunteering activities, reporting socialization, creativity, and discussions on important social issues. Challenges in active engagement were identified, highlighting the need for tailored support and a welcoming environment. Recommendations for future programs include early start, effective communication, team-building activities, enhanced accessibility, and continued support for integration. Overall, the Women's Circle Activities Programme successfully empowered and supported women from diverse backgrounds.

Similarly, the evaluation of the Capacity Building Program showcased its effectiveness in supporting TCN women's integration into the labor market and raising awareness among labor market stakeholders. TCN women reported learning new skills and knowledge during the Up-skilling workshops, positively impacting their employability chances. LMS participants experienced a transformative shift in their attitudes towards hiring TCN women, gaining knowledge about integration challenges and improving conflict management. The programme had significant impacts on both groups, promoting understanding, willingness to employ TCN women, and awareness of gender perspectives. Challenges included finding willing companies and addressing negative perceptions of refugees, while successes included participants' satisfaction and strong community and business connections.



Conclusion: A Vision of Inclusive Integration

In conclusion, the evaluation results demonstrate the success of both the Women's Circle Activities Programme and the Capacity Building Program in empowering TCN women and raising awareness among stakeholders. The programmes provided valuable knowledge, skills, employment opportunities, and a supportive environment for participants. Recommendations focus on addressing barriers, promoting integration, and fostering collaboration between organizations and businesses to further support employment and training initiatives.

As we conclude this chapter, we remain committed to the vision of a society where all individuals, regardless of their background, have equal opportunities for social and economic inclusion. The ENGAGE Project has provided valuable insights and lessons that will continue to guide future initiatives, ensuring the long-lasting impact of our efforts.

We extend our heartfelt thanks to our partners, all TCN Women and Labor Market Stakeholders who participated and everyone involved for their unwavering support and commitment to creating a more inclusive and equitable society contributions to this successful partnership. Together, we have made significant strides towards inclusive integration.





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