
Bettina Fellmer, Skills for reintegration | Vienna 21.01.2020
Overview

1. Foundations of GIZ work in the field of returnee reintegration

2. Sustainable Reintegration: Methodological approaches and practical examples from the programme “Sills for reintegration”

3. Evaluation and Monitoring: Challenges, lessons learned and recommendations
Foundations of GIZ work in the field of returnee reintegration
Foundations of GIZ work in the field of returnee reintegration

- **Human rights**, fundamental freedoms and the refugee rights
- **2030 Agenda**
  - Target 10.7: “Facilitate orderly, safe, regular and responsible migration”
- **Global Compact for Safe, Orderly and Regular Migration** and **Global Compact on Refugees**
- **Country-specific, context-, conflict- and gender-sensitive approaches**
- **Integrative approach**
  - Avoid elite-capture by monitoring actual take-up of services
  - Needs and demand orientation
  - Ensure that services address needs of marginalized groups
- **'Do no harm'**
  - contribute to a balance of interests and mitigate conflicts of interests
- **Multi-Level Approach**
  - Target group level, capacity building of governmental and non-governmental actors
  - Build on existing structures
Dimensions and levels of sustainable reintegration

Objective: equal participation by returnees and local communities

Individual

Political legal

Social

Economic

structural/institutional

community-based
Sustainable Reintegration

Methodological approaches and experiences from the field
Methodological Approaches to Return and Reintegration

Four impact fields that seek to interlink the three dimensions of sustainable reintegration

- Needs-Oriented Services
- Interaction and Coexistence
- Preparation for Return and Reintegration
- Reintegration Governance
Needs-Oriented Services for Various Returnee Groups and Host Communities

- Diverse reasons to leave and stay in home, transit or host community
  - Identify needs of various returnee groups and local communities at early stage
  - Adapt services to specific target groups and context

Impact Hypothesis

An integrated advisory structure tailored to specific needs and strengths supports the development of new economic and social prospects in countries of origin.
Interaction and Coexistence

- Reintegration is a process that involves all sections of society and in which returnees and host communities jointly negotiate different interests, priorities and expectations.

Impact Hypotheses

1) Equal opportunities initiatives improve coexistence

2) Active involvement strengthens the self-help capacities of returnees and local communities

3) The peaceful coexistence of returnees and local communities is improved through interaction
Preparation for return and reintegration

- Ensure that vocational training in the host country is geared to labour market demands in the country of origin
- Offer returnees support in all phases of preparing for return

Impact Hypotheses:

1) Improved access to labour market information for potential returnees makes a new start in the country of origin easier.

2) Transnational cooperation between host countries and countries of origin at governmental and non-governmental levels increases the relevance of preparatory reintegration measures (demand-oriented labour market information).
Reintegration Governance

- Encompasses the institutional framework for sustainable reintegration and the structures and processes that help to shape it
- Holistic approach should address all phases of migration cycle
- Focus on ownership in countries of origin and on mainstreaming reintegration in national policies and strategies
- Capacity building of governmental and non-governmental actors
  - compensates for the weaknesses inherent in many reintegration programmes that focus solely on individuals

Impact Hypothesis

Improved legal and institutional frameworks (e.g. supporting socio-economic framework conditions) enhance the potential of returnees
Needs-Oriented Services in Practice: *Skills for Reintegration* in The Gambia

- Analysis of local labour market and needs-assessment of returnees and local population
- Capacity-building of TVET institute
  - 22 teachers of partner institute have been trained
- Curricula development and implementation of vocational training courses
  - Two one-year state-accredited courses in “rural mechanics” and “solar technology” for 40 students
Interaction and Coexistence in Practice: Skills for Reintegration in The Gambia

- All offers are made equally to returnees and to the population of the local community
- Needs-assessment of both returnees and the local community
- Development workers organize and implement recreational activities to boost cohesion of returnees and students from local communities
  - Sports activities (e.g. sports day, installation of a volleyball field on the campus)
  - Cultural activities (e.g. movie screening, reading circle)
  - Vegetable garden
Preparation for return and reintegration in practice: *Skills for Reintegration in The Gambia*

**Approach**
- Coordinated qualification opportunities along the entire return chain
- Activities in Germany can be continued with activities in The Gambia
  - Start in Germany with a three-months pre-course
  - Business-Classes with the *Sparkassen* Foundation
  - Continuation and graduation with state-accredited certificate in The Gambia

**Challenges and Lessons Learned**
- Lack of access to target group in Germany:
  - No interest and no incentive to return voluntarily for Gambian migrants as economic situation in The Gambia has not significantly improved and deportation is suspended
    - Difficult to motivate potential returnees in Germany to participate in the program
  - Mutual understanding of counterparts in destination country and country of origin is essential
Needs-Oriented Services in Practice: *Skills for Reintegration* in Niger

Analysis of labour market in home and host region and needs-assessment of Malian refugees and host communities

Capacity-building of TVET institute
- 20 teachers of partner institute have been trained

Curricula development and implementation of short-term training courses
- 7 state-accredited courses (3-6 months) for 100 students
- Business-classes and “StarterKits” after successful participation
Needs-Oriented Services in Practice: *Skills for Reintegration* in Kyrgyzstan

**Formal qualification and certification of returning labour migrants**
- Test standards have been developed for stucco, plasterers, painters and chefs
- 27 returnees have received state-accredited certificates

**Support for start-ups**
- 110 returnees have participated in business trainings, of whom 49 have already set up their own business

**Direct matching of private sector employees and returnees seeking employment**
- Development of the app „Jumush“
- 44 companies and 700 returnees are using the app
Challenges and Lessons Learned

- Important to strengthen local ownership of projects through involvement of local stakeholders in the entire process and in decision-making to ensure sustainability of measures
- Important to conduct needs-assessment of target group and labour market analysis in both host and home regions
- Discrepancy between political agenda of donor country and partner country/institute → need to balance both interests and to ensure local ownership
- Important that TVET courses focus on practical training and are embedded in local labour market through e.g. field visits, internships and networking events to ensure that participants are able to find work or start their own business afterwards
Reintegration Governance in Practice: Experiences from Mexico

Strengthening networks and alliances
- Establishment of a NGO network for (Re-)Integration
- 23 NGOs are collaborating in the network on policy advocacy and holistic reintegration processes

Promotion of the intra-Mexican dialogue between civil society, academia, private sector and government
- 4 exchange formats with 154 people from 80 institutions have taken place

Promotion of the German-Mexican dialogue on (Re-)Integration
Other exemplary GIZ Projects working with TVET & Migration

<table>
<thead>
<tr>
<th>Project</th>
<th>Countries</th>
<th>Target Group</th>
<th>Approach</th>
<th>Results</th>
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</thead>
</table>
| Vocational Training and Food Security for Refugees and Host Communities in Eastern Sudan | Sudan                                                                      | Refugees and host communities     | - short introductory vocational training courses  
- 1-year dual courses in 4 areas  
- Support local business to create training places and jobs through trainings | - 500 people participated in the courses  
- 50 local small enterprises took part in business trainings |
| Migration for Development programme          | Afghanistan, Albania, Egypt, The Gambia, Ghana, Iraq, Kosovo, Morocco, Nigeria, Pakistan, Senegal, Serbia, Tunisia | Returnees                          | - Assistance in Germany for preparation for return and reintegration  
- Advice centers for jobs, migration and reintegration in countries of origin  
- Education and qualification measures | - 53,300 advisory sessions  
- 160,000 education and qualification measures have been implemented  
- 102,000 people have found work or received assistance in starting up their own businesses |
## Other exemplary GIZ Projects working with TVET & Migration

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<tbody>
<tr>
<td>Cash for Work: Production and Commercialisation of Crafts and Handicraft</td>
<td>Turkey</td>
<td>Syrian refugees and host communities in Turkey</td>
<td>- Basic skills training in the manual trades and service sector</td>
<td>- 17,200 people in 12 provinces have taken part in about 400 training courses</td>
</tr>
<tr>
<td>Successful in Senegal</td>
<td>Senegal</td>
<td>Young people and returnees</td>
<td>- Business training</td>
<td>- 2,170 people attended business trainings</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>- Training and skills enhancement courses</td>
<td>- 2,099 people participated in various training and skills enhancement courses</td>
</tr>
</tbody>
</table>
Evaluation and Monitoring

Challenges, Lessons Learned and Recommendations
Impact Assessment – Where to look at

Macro level

Mainstreaming of reintegration in national policies, strategies and regulations

Meso level

Changes in effectiveness of work of institutions and organizations

Improvements in cooperation between returnees and host communities

Micro level

Changes in returnees’ employment situation

Perception of personal and financial security

Income and number of income sources

Satisfaction with living conditions

Support via social networks

Access to basic infrastructure and services

Trust in government institutions

Income and number of income sources

Satisfaction with living conditions

Support via social networks

Access to basic infrastructure and services

Trust in government institutions

Perception of personal and financial security
Evaluation: *Skills for Reintegration* in Niger (Approach)

- Evaluation of the project conducted by external consultants in June 2019 approx 3 months after end of the training

- Evaluation included primary data (survey) and secondary data (e.g. project reports)

- Evaluation addressed relevance, efficiency, sustainability and practical recommendations for the implementation of such courses
  - Survey with 86 from 99 graduates after completion of the courses
  - Questions focused on quality of the courses and on the short-term impact of the course
Evaluation: *Skills for Reintegration* in Niger (Results)

95% …were to able to find a job in the field of the course, of whom 84% are “very satisfied” and 14% “satisfied” with their employment situation.

88% …are now better able to meet their basic needs and those of their families, including the purchase of food, clothing, medicines, etc.

91% …confirmed that their income has increased after the course.
Evaluation: *Skills for Reintegration* in Kyrgyzstan (Approach)

- First survey was conducted in November 2019 (2-4 months after participants completed the activities)

- Survey included both quantitative and qualitative aspects and focused on:
  - quality of the course
  - if activities met the needs of the target group
  - impact on income and employment
  - perception of long-term perspectives

- A second evaluation is planned for April 2020 to measure the medium-term impact of the project measures
Evaluation: *Skills for Reintegration* in Kyrgyzstan (Results)

- **93%** are planning on staying in Kyrgyzstan long-term.
- **100%** are now better able to meet their basic needs and those of their families, including the purchase of food, clothing, medicines, etc.
- **72%** confirmed that their income has increased after the course.
Challenges and Limitations

Lack of medium-term and long-term impact assessment
- Providers of support measures often lose contact with recipients after the end of the support phase
- Limited funding determined by political demand
- Short project cycles

Lack of assessment of structural factors in the (re-)integration process
- Often focus on individual pathways

Lack of data and access to returnee groups
- Data on returnee numbers and profiles is often inadequate and inaccessible → projects and policies are often based on estimates
- Returnee number can fluctuate considerably and rapidly
- Many returnees do not trust official structures and evade state registration (if this exists)
- Many returnees do not identify as such for fear of stigma
Overview of Reintegration Monitoring and Evaluation by Country (Kuschminder, June 2019)

<table>
<thead>
<tr>
<th>Conducts Monitoring</th>
<th>BMZ (GIZ)</th>
<th>ERRIN RIAT</th>
<th>Austria (IOM)</th>
<th>Belgium (Caritas)</th>
<th>Norway (UDI)</th>
<th>Switzerland (SEM and IOM)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Conducts long-term monitoring Post 12 months</td>
<td>yes</td>
<td>yes</td>
<td>yes</td>
<td>yes</td>
<td>yes, project based</td>
<td>yes</td>
</tr>
<tr>
<td></td>
<td>In some cases such as certain TVET programmes</td>
<td>possibly, depending on country</td>
<td>yes</td>
<td>yes</td>
<td>within evaluations below</td>
<td>6-9 months for quantitative, post 12 months for more qualitative</td>
</tr>
<tr>
<td>Conducts External Evaluation</td>
<td>Not to date</td>
<td>Not to date</td>
<td>Less frequently, at government request</td>
<td>At request of government</td>
<td>Frequently</td>
<td>Less frequently, at government request</td>
</tr>
<tr>
<td>Uses a Reintegration Tool</td>
<td>Not currently</td>
<td>Quantitative and qualitative, 3 moments in time</td>
<td>Quantitative and qualitative, 1 moment in time</td>
<td>Qualitative, on-going across time</td>
<td>IOM Norway does</td>
<td>Quantitative with some qualitative, 1 moment in time</td>
</tr>
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</table>
Recommendations

Main findings: Lack of harmonization
- Monitoring is implemented in several different ways and with several different tools

Recommendations:
- Review and synchronization of reintegration tools
- Agreement on a core set of reintegration indicators across actors and programmes
- Conduct a comprehensive review and assessment of reintegration methodologies
- Increase collaboration and communication between actors and programmes
European Dialogue on Return and Reintegration I

Success factors for improving evidence-based reintegration programmes:

1. Improvement of **availability and comparability of data** by sharing knowledge and data, maintaining and **developing comparable indicators** and agreeing on **benchmarks**

2. **Linkage of pre-departure and post return activities** and actors by creating a database on project beneficiaries and conducting longitudinal studies

3. Measuring of **short-, medium- and longterm** reintegration outcomes based on clearly defined time frame and objectives

4. Consideration of the **contexts of different locations** of return and adjustment of objectives and monitoring tools to the specific needs of receiving communities

5. Consideration of **ethical issues when collecting data** at the individual level especially on a marginalised population
European Dialogue on Return and Reintegration II

Success factors for promoting the economic dimension of sustainable reintegration:

1. Support the countries of origin with the institutional capacity building activities that incentivise these countries to take ownership of reintegration.

2. Provision of returnees with access to finance e.g. in form of seed funding.

3. Conduction of market analyses to enhance the understanding of labour market needs and absorption capacities as they relate to reintegration.

4. Cooperation with the private sector to improve working opportunities through tailored skills development and structural interventions.

5. Promotion of the portability of social benefits and the recognition of skills and certificates through bilateral agreements between countries of destination and origin.
Further Information

- Geförderte Rückkehr aus Deutschland: Motive und Reintegration (BAMF & IOM, 2019)

- On the project “Skills for reintegration”
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