

Need for Strategic Dialogue

Opportunities

- Individual approach (one size does not fit all)
- New approach of dialog (include locals from civil society Business/ role of cities)
- Link humanitarian aid to development
- Encourage local leadership on the ground
- Encourage int. Enterprises who are best role models (SDGs)

Challenges

- Distribution of refugees in EU
- Publicly track national commitments
- Syria: proxy war of reg. And int. Actors
- Absence of UN diplomacy
- Today's perspective on Arab Spring: stability vs. Democracy?
- Illegal markets (visa and labor)
- Development aid not equal with development

What is Next?

- Developed strategic approach (perceptions, context, hardliners)
- Take young generation into account
- Take all relevant stakeholders into account (Nat., Reg., int.)
- Contribute to responsible leadership

Let's Talk Business

Opportunities

- Channel civil-society engagement of company staff into concrete projects
- FDI in countries of origin is beneficial and helps fight the root causes.
- Diversity promotes innovation and helps the bottom line.
- Awakening the interest of female refugees for careers in the caring profession

Challenges

- Success of integration will depend on jobs.
- SMEs don't have the resources of multi-nationals. How can they help and still ensure their viability?
- Education and internships
- Influx of low-skilled workers amidst increasing automation
- Convincing refugees of the value of a career in the crafts

What is Next?

- Agencies to help place refugees
- Decentralised refugee distribution can facilitate integration, e.g. via local football club
- Intercultural sensitisation needed for all sides
- "Buddy" or mentoring system for refugee interns

Immigrating into the Workforce

Opportunities

- Aging population
- Net economic benefits
- Age structure
- Education
- Children to fill skills gap

Challenges

- Overcoming language barriers
- Pricing migrants out of labor market
- Cultural differences
- Inflexible immigration regulation
- Inflexible regulation for setting up business

What is Next?

- Flexible minimum wages
- Alternatives to apprenticeship system
- Microfinancing
- Role models and Mentorship
- Incentives to stick with training
- Migrants train migrants
- Create a perspective

Integration not Alienation

Opportunities

- Look holistically at communities
- Welcoming Cities are more attractive
- There is an inclusive pressure in society
- Society needs diversity
- There are welcoming leaders
- New alliances

Challenges

- Strategic multisector planning
- Integration problem even without Refugees
- Lack of capital for social actors in the field of migration
- Migration adds to an already complex society
- Misuse as catalyst for dysfunctioning societies
- Simplifiers get higher visibility

What is Next?

- Educate and involve the native born population
- Institutional welcoming infrastructure
- Worldwide promising practice sharing
- Develop integration policy
- Spend money on migrants and locals
- Involve immigrants in the conversation
- Support people that actually do the work
- Positive and simple stories around migration through different media channels → Media Campaigns