



EMERGING INSIGHTS

03

MIGRATION

Harnessing People Power

Global Issues

285 million (3.4% of the world population) international migrants were counted globally in 2017. Only 25.4 million were registered as refugees, indicating that many are on the move voluntarily for personal, economic, or political reasons.⁹ Most migration involves people moving from neighboring countries or countries in the same part of the world. Most people move for economic reasons. Almost two-thirds of migrants now reside in developed countries where they fill a labor deficit.¹⁰



In 2018, some countries strained under the persistence of permanent migration, struggling to identify solutions when individuals cannot repatriate. In East and Central Africa, decades of continued conflict in the Democratic Republic of Congo, South Sudan, and Somalia have pushed governments to come up with solutions for the integration and settlement of refugees who have been living long-term in camps. Perhaps the most heart-breaking story this year involved the forced migration of Rohingya Muslims from Myanmar to Bangladesh, a country ill-equipped to house them. And despite the overwhelming data showing that migrants improve economies, we have seen escalating tensions between developed countries and immigrants looking to settle in Europe and the United States.¹¹ Solutions for human migration that are more organized and humane will necessarily involve deeper understandings of the intersectional push and pull factors that compel people to move.

9. International Organization for Migration (2018) Global Migration Indicators.

10. Woetzel, J., Madgavkar, A., Rifai, K., Mattern, F., Bughin, J., Manyika, J., and Hasyagar, A. (2016, November). Global migration's impact and opportunity. Retrieved from: <https://www.mckinsey.com/featured-insights/employment-and-growth/global-migrations-impact-and-opportunity>

11. Passel, J.S. and D'Vera Cohn. (2017) "Immigration Projected to Drive Growth in U.S. Working-age Population Through at Least 2035" Pew Research Center. Retrieved from <http://www.pewresearch.org/fact-tank/2017/03/08/immigration-projected-to-drive-growth-in-u-s-working-age-population-through-at-least-2035/>

The Headlines

Europe Does Not See Us As Human': Stranded Refugees Struggle In Greece

NPR 3/9/18

Yemen: The deadly migration route that the world is ignoring

CNN 6/20/18

Forced displacement above 68m in 2017, new global deal on refugees critical

UNHCR 6/19/18

Fleeing hardship at home, Venezuelan migrants struggle abroad, too

Reuters 10/15/18

The Impact of Migration on Water Scarcity in Central Asia

The Diplomat 6/19/18



New Ideas

Whether migrants are pushed or pulled, many of our Fellows in 2018 are working to identify ways to enable them to have greater decision making in their lives. One of the common insights we have had in working with Fellows focused on migration is that creating positive change fundamentally involves ensuring they can find meaningful livelihoods and economic autonomy. In this year's cohort of Fellows, we see two models of economic integration. Our insights have also shown us that including migrants into the economy must to be accompanied with recognition of their potential contributions and three of our newest Fellows are developing initiatives that fully value the role of immigrant leadership and community building.

Matchmaking for economic autonomy

In Germany, of the major barriers to immigrants to enter the workforce, specifically refugees who have sought asylum in the country, has been that companies find it difficult to bear the full financial risk of hiring people who 1) may need extra assistance with their legal statuses and 2) who might not speak the language fluently or who are not fully assimilated into German work life and culture. Only 20% of the 1.3 million working age refugees currently living in Germany have found employment.¹² State efforts to integrate and assimilate migrants exist, but they are generally vocational training and other apprenticeships aimed at young people. Middle-aged and low-skilled refugees are especially left out.

Growing up in Germany, **Zarah Bruhn** lived a sheltered life until a big influx of refugees landed in the country and she felt compelled to give back. She began by organizing welcoming initiatives but quickly realized the most urgent need was in finding low-barrier entry to employment. Her solution was a temporary employment agency model called Social Bee. She recruits and hires refugees, takes full employer responsibility, and eventually places employees in jobs. She requires that each sub-contract last for a minimum of one year so that employees have a real opportunity to gain legitimate experiences which could then lead to a permanent hire or placement in another work opportunity. Social Bee acts as an interpreter for both refugees and the companies who hire them – helping refugees to understand German work culture and enabling companies to more deeply understand the complex life situation of refugees. Zarah's initiative bridges cultural and structural divides.

The economic inequality between EU and non-EU citizens in Belgium is also grim, in spite of the fact that 18% of the population is currently comprised of immigrants from outside of Europe.¹³ In some locations

predominantly inhabited by non-Europeans, there can be unemployment rates as high as 30%. There are also numerous signs of polarization between European and non-Europeans with racism, Islamophobia, and populism on the rise.¹⁴ In response, co-founders **Matthieu Le Grelle** and **Frédéric Simonart** developed DUO for a JOB to create new economic opportunities for immigrants, while simultaneously enabling Belgian retirees to serve as mentors. They create linkages between people with skills, connections, and networks in Belgium and the refugees and immigrants who need help to understand how to market themselves for the Belgium job market. The result is that newcomers have the opportunity to learn from experienced locals who are hungry to offer their talent and resources.

Harnessing human potential for urban integration

In Portugal, **Hugo Menino Aguiar** is also working to bridge the cultural gap between diverse groups. He designed SPEAK, a technology platform that enables refugees and immigrants to become Buddies, or informal facilitators and teachers, within a network of people interested in cultural exchange. SPEAK also has Ambassadors, who work to build offline communities in 10 cities in Portugal, Spain, Italy, and Germany. Through linguistic and cultural exchange, Hugo is weaving together people from diverse backgrounds and showcasing that integration does not happen linearly. Over 5,000 people have participated in events created by the SPEAK network, and over 6,000 have participated in language learning. More than 50% of participants are people who have recently migrated to Europe.

Agazi Afewerki was a refugee when he first traveled to Canada as a child. He grew up in Regent Park, Toronto's oldest public housing complex where the immigrant population was exposed to high rates of poverty, illiteracy, unemployment, violence, and crime. The negative image of the community was pervasive and in high school, Agazi began to dream of changing the narrative. He grew up in communities of immigrants where he recognized that young people were able to teach adults new skills and were a core resource for community development and transformation. With this idea, Agazi Afewerki grew Youth Empowering Parents (YEP), a program that employs reverse mentorship and enables young people in immigrant communities to assist their elders to integrate more easily, learn English, and gain skills for employment. The youth see greater success in school and increased leadership capacities. Agazi has brought together more than 2,000 participants in four countries to improve intercultural and intergenerational communication.

12. Romei, V, Ehrenberg-Shannon, B., Maier-Borst, and G. Chazan (2017) "How well have Germany's refugees integrated?" Financial Times. Retrieved from <https://www.ft.com/content/e1c069e0-872f-11e7-bf50-e1c239b45787>

13. Petrovic, M. (2012) Belgium: A Country of Permanent Immigration. Migration Policy Institute. Retrieved from <https://www.migrationpolicy.org/article/belgium-country-permanent-immigration>

14. Bayrakli, E and F. Hafez (2017) European Islamophobia Report. Setra | Foundation For Political, Economic And Social Research.

Sonia Ben Ali, a French citizen, has focused her efforts to mitigate social ills caused by migration with her organization, Urban Refugees. She is focused on responding to the crisis of forced displacement in a long-term and sustainable way. She works with the invisible refugees who currently live scattered throughout host populations in cities around the world. Most refugee-related funding and atten-

tion is given to humanitarian aid in established refugee camps, but nearly 60% of refugees are actually in urban areas.¹⁵ Like Agazi and Hugo, Sonia is focused on harnessing the potential of refugees to innovate for their own needs. She supports urban refugee-led

organizations through training modules that include accounting, fundraising, community management, and basic digital and communication skills to increase their indirect impact to communities. She is also helping to equip local and international NGOs with knowledge on supporting refugees who live outside the established system. 80 NGOs have already registered to learn best practices.

15. Park, H. (2017, October 10). The Power of Cities. UNHCR. Retrieved from <https://www.unhcr.org/innovation/the-power-of-cities/>

How to Bridge Social Capital

Political scientist Robert Putnam offers a definition of two kinds of social capital – the capital symbolized by the value of a person's social network. *Bonding* social capital is acquired from people making connections to others with similar ethnic origins, religious backgrounds, or social class. *Bridging* social capital is earned from making connections with non-similar people. Bonding social capital is useful for "getting by" and bridging social capital is useful for "getting ahead."¹⁶ Unsurprisingly, greater bonds forged for bridging social capital has proven to lead to greater economic outcomes for migrants and other marginalized people.

In our cohort this year, we have two Fellows who are helping workers who engage in non-formal, autonomous wage labor to access resources and secure futures to get ahead. The old forms of work, characterized by repetition and hierarchies, have given way to more freelance and autonomous labor in the gig economy in many developed countries. While in the developing world, rapidly urbanizing economies have contributed to huge numbers of laborers working in informal sector markets with little regulation. In both locations, workers lack the security of health insurance, retirement savings plans, and tenure.

- **Sandriano Graceffa** of Belgium, has designed a cooperative model, funded through membership fees and a small service charge that enables members to be "employees" and receive benefits like social security, insurance, and the stability of salaried workers, while remaining autonomous in their choice of work and hours. 120,000 professionals in 9 European countries have joined SMart for the social protection and the entrepreneurial dynamic it offers.
- In Mexico, **Miguel Duhalt** has designed an insurance package for employers of domestic workers, fulfilling a need for benefits coverage that had not traditionally been offered to the informal sector. The plan includes accident coverage, telephone and in-person medical consultations, and enables informal workers to be able to save 3% more of their wages per annum. The result is that the employers of these informal sector workers are taking an active role in providing secure futures for their employees.

16. Putnam, R. D. (2001). *Bowling alone: The collapse and revival of American community*. Simon and Schuster, 23.

The Opportunity:

New tools for a world on the move

How do we prepare to integrate and enable migrants to be powerful worldwide?

Whether seeking opportunity or fleeing from war, political instability, and climate change effects, more and more people are on the move. This has far-reaching consequences on both the place one comes from and where one ends up. Migrants' identities and relationships to country and community shifts; economic, social and political uncertainty reigns. More solutions are needed to mitigate the trauma of displacement and create positive opportunities for both those on the move and the communities they touch.

Ashoka's expansive global network enables us to solve global level issues like migration by bringing together and scaling the best ideas with governments, multilateral institutions, private sector companies, and other citizen sector organizations. In 2016, we began to tackle this as part of our Hello Europe Initiative. Ashoka and key European partners (including Zalando, Robert Bosch Foundation, and the Schöpflin Foundation) invested more than €1 million to source, scale, and transfer innovative solutions in four European countries.¹⁷ Our attention is now being turned to the whole of Europe and beyond. Ashoka recognizes that with our expansive global network, we have the knowledge tools and resources to help get the best solutions to the right people.

17. Learn more about Hello Europe at: <http://www.hello-europe.eu/>

About Ashoka

Ashoka believes the most powerful force for change in the world is a new idea in the hands of the right person. With this conviction, we pioneered the field of social entrepreneurship 38 years ago. Ever since, we've bet on the optimists and the adventurous among us who see the world not as it is but as it should be. Year after year, they forge new pathways to get us there, growing unexpected ideas into transformative social progress.

Leading social entrepreneurs are not heroes working in isolation. Their success depends on creating roles for ordinary people — parents, refugees, computer scientists, farmers, and young people — to play an important part in the solution. With each new leading social entrepreneur we nurture, therefore, Ashoka is creating a different kind of future: one where each of us looks inside ourselves and sees a changemaker.



Methods

Ashoka's approach to supporting tomorrow's social innovations

After 38 years of electing the world's leading systems changing social entrepreneurs, Ashoka knows how to find new ideas. For this analysis of our 2018 Fellows we tapped into the resources of our Ashoka process to mine the reports, interview notes, reflections, and writings of our teams across the globe who are expert innovation spotters and who have deeply examined the work of potential Fellows. The learnings, patterns, and insights we cull during the rich Fellow selection process provided the baseline data for this report.

Partner with us

We are always looking for new partners to help us find and support Ashoka Fellows around the world to advance systemic change in new and growing fields. please contact Maria Clara Pinheiro mpinheiro@ashoka.org for more information on how you or your organization can help us continue to grow the largest global network of social entrepreneurs.

Donate to Ashoka's Global Venture Fund

Global Venture Fund is a pool of philanthropic funds dedicated to finding and electing new Ashoka Fellows. The Fund prioritizes supporting the search and selection of social entrepreneurs in emerging or underrepresented areas of innovation, and under-resourced geographies. Please visit ashoka.org/donate and indicate Global Venture Fund in your donation.

Recommend a candidate

Do you know a systems-changing social entrepreneur who could benefit from the financial and network support of the Ashoka Fellowship? Nominate them at ashoka.org/engage/recommend/fellow.



Everyone a Changemaker



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