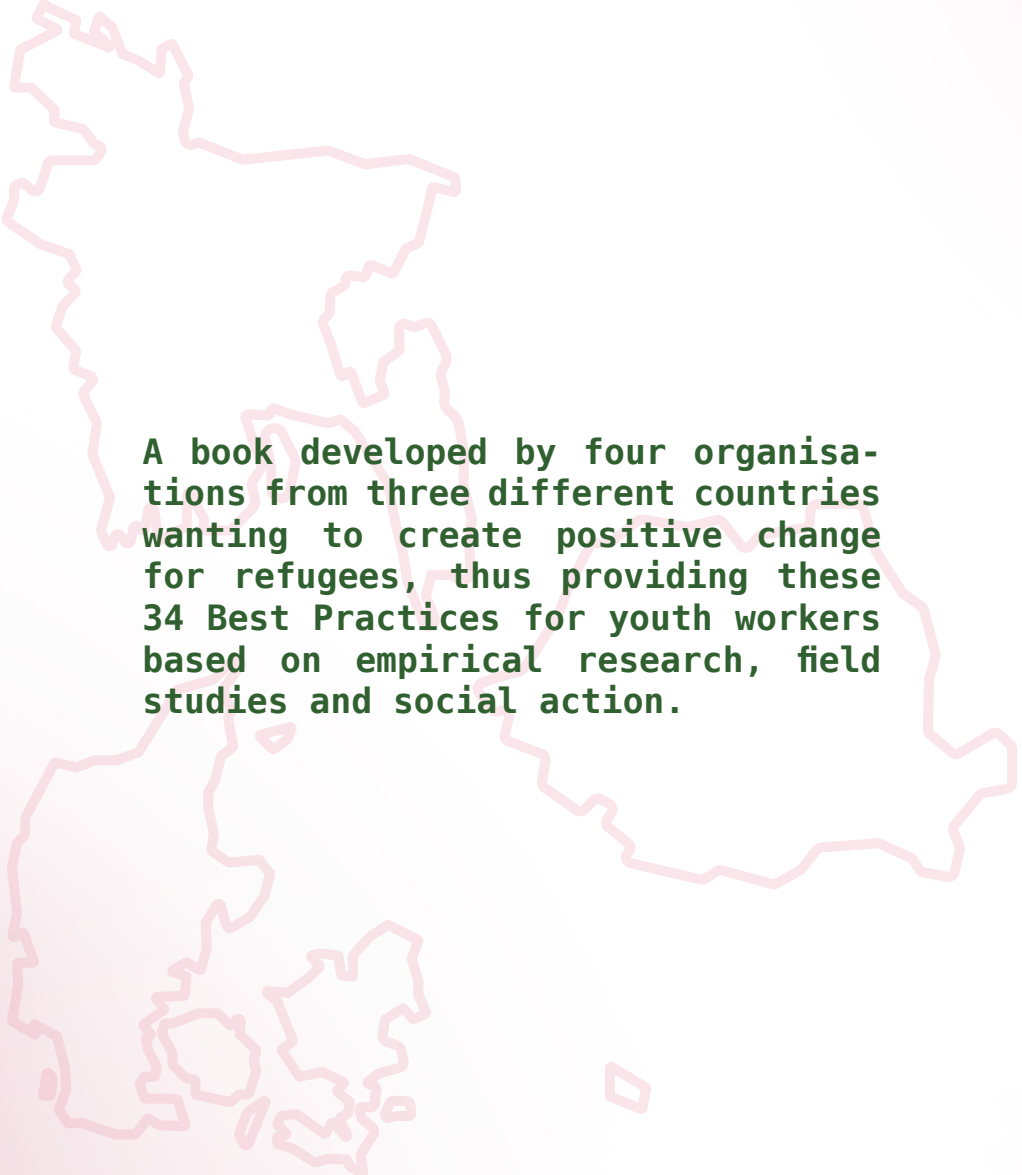


# ***GROWING TOGETHER***



**A Best Practice book on  
social inclusion of refugees**



**A book developed by four organisations from three different countries wanting to create positive change for refugees, thus providing these 34 Best Practices for youth workers based on empirical research, field studies and social action.**

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This collection of Best Practice was developed, as a source of inspiration, by the partners in the project Growing Together:

- > Ung Aktion, as project partner. Denmark. [www.fguhovedstaden.dk](http://www.fguhovedstaden.dk)
- > The Earth, as project partner. Bangladesh. [www.theearthbd.org](http://www.theearthbd.org)
- > ADEPT, as project partner. Romania. [www.adeptong.ro](http://www.adeptong.ro)
- > InterCollege, as experts. Denmark. [www.intercollege.info](http://www.intercollege.info)

The project was originally coordinated by Den Økologiske Produktionsskole, which today is part of FGU Hovedstaden<sup>1</sup> in Copenhagen. The project is co-funded by the Erasmus+ programme of the European Union, KA2 – Cooperation for Innovation and the Exchange of Good Practices – Capacity Building in the Field of Youth.

The aim of the book is to provide inspirational Best Practices for youth workers within the field of refugees.



Co-funded by the  
Erasmus+ Programme  
of the European Union

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<sup>1</sup> Further information about FGU Hovedstaden see appendix





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# ***Presentation of partners:***





### **Ung Aktion - Denmark**

Ung Aktion (Youth Action) is an educational programme and platform founded in 2010 that empowers youths to become agents of change. Through capacity-building methods and different tools within media and communication, Ung Aktion provides youth with access and skills to have a voice, be influencers and motivate young people to take a stand and act on global issues. Through exchange projects and national campaigns, Ung Aktion sheds light on specific development matters, and in collaboration with local youths across the world, Ung Aktion innovates and develops small-scale and long-term projects to spur positive change. Ung Aktion has worked with youth and different organisations in Kenya, Nepal, Tanzania, Vietnam, Jordan, Ghana, Egypt, Palestine and Bangladesh.

### **The Earth - Bangladesh**

The Earth was established in 2013 and aims to nullify the major social inequalities and problems with a vision to make positive changes in life and nature. As the name 'The Earth' suggests, this endeavour aims to stay connected as close as possible to the very base of the planet – that is, the people. Through engaging and replenishing the underutilised resources to its maximum potential, The Earth sets up its dream to create more awareness while working on community development, youth engagement, volunteerism, emergency response, disaster management, minority development etc. and plans to enlighten Bangladesh with positive and efficiency as a whole.

### **ADEPT – Romania**

ADEPT (Asociata de Dezvoltare a Europei Prin Tineri) is a non-governmental organisation from 2016, created and managed by young people giving each single member an opportunity of personal and professional growth. The main purpose of the organisation is to engage civil society in taking part in the social inclusion of young people into the European Union's unity. To achieve this, ADEPT provides youths with tools to become more active in the local and European society, for instance by organising different types of activities such as seminars, trainings, local, national and international meetings, youth exchanges and so forth.

### **InterCollege – Denmark**

InterCollege is an internationally oriented social enterprise established in Denmark in 2010. InterCollege works in the field of education, training and capacity building, with key competence in cultural, civic and entrepreneurship education. The vision of InterCollege is to stimulate global progress, rooted in international respect, understanding and coherence by facilitating bespoke education – acting as a counterpart to educational providers, mobilising and connecting people, ideas and resources. InterCollege has vast experience in training delivery and non-formal education, implementing at least 10 training courses each year for youth workers from EU and neighbouring countries. InterCollege is an expert in developing non-formal education materials that supports educators, such as manuals for youth workers, booklets, non-formal methods, training courses or MOOC.



# *Introduction:*

This book is written to advance and strengthen the initiatives, projects and programmes that focus on the refugee situation around the world. We have only seen the tip of the iceberg, as climate change and inequality will result in even more people having to flee their homes in the coming years. We need to be more aware and collaborate beyond borders to ensure better life circumstances for refugees and hosting communities.

But where to start? Sharing knowledge and advice is fundamental and therefore a good place to start, hence it is the essence of this book. We want to share Best Practices on social inclusion of refugees – from small organisations to large NGOs, from young dedicated participants developing Best Practices during an exchange programme to a refugee who established a radio station. We want this book to deliver a palette of Best Practices that represent and shed light on a broad spectrum of people and initiatives that can inspire, be transferable and advance our acts, and thus create positive change.

The book is mainly distributed online to reach as many as possible, giving more people access to the Best Practices.



## WHO

The book is developed by youth workers for youth workers who are engaged in the field of refugees. This reflects the peer-to-peer approach taken from the first steps of the project development to the final production, including all phases from empirical data collection to Best Practice exercises and the graphic design of the book. Learning-by-doing empowers and generates impact.

## WHY

Because the global status of refugees is alarming, nation states are struggling with how to tackle the situation, resulting in lack of social inclusion. Moreover, host communities are severely affected, with households falling under the poverty line, and prejudices and gaps between host communities and refugees are emerging, stirring up tumult and conflicts. Governments and international institutions need to act and collaborate, and a long-term impact plan must be settled to handle the situation. Due to the complexity, it's not something one person, one country or one sector can fix alone, as it involves many aspects including social and economic inequality, international trade and business, corruption, political instability and so forth. The numbers speak for themselves. In 2020 alone, 94.950 new refugees arrived at the EU's external borders<sup>2</sup>, and in Asia and the Pacific region, the UNHCR is concerned about 7.7 million people, including 3.5 million refugees, 1.9 million internally displaced people and 1.4 million stateless people<sup>3</sup>. Most of these originate from Afghanistan and Myanmar, the latter being the focus group in regard to this book and the cases in Bangladesh. On a global scale, 26.3 million people have fled their home<sup>4</sup>. All of these are numbers that call for action. In the chapter 'Refugees at a Global Glance 2020', we will look at more data and provide further details regarding the European situation and Bangladesh.

## What

The book consists of 34 Best Practices. They are gathered through the Growing Together project's four phases, which took place between 2019-2021 and represent practices from the three different partner countries in the project: namely Denmark, Bangladesh and Romania. Phase 1: Youth Exchange project in Cox's Bazar, Bangladesh, in 2019 with 52 youths from Denmark and Bangladesh. Phase 2: National campaigns launched as a result of the Youth Exchange project. Phase 3: Study Visit held in Denmark 2021. Phase 4: National research made by each partner in their country, finding Best Practices performed by actors working within the field of refugees.

## HOW

The book is built up chronologically, and each chapter will have a brief description of the given phase from where the Best Practices have been collected and performed. Thereafter, the Best Practice will be presented and summed up with a list of symbols in order to help the reader to quickly get an overview, and for the Best Practices to be simple to adapt and transfer to one's own country and local community. In regard to the national Best Practices, a fact box is provided for each country to provide a national status on e.g. population size, GDP, poverty rate, refugees arriving, asylum granted and so forth.

## SYMBOLS

On the next page a symbol explanation is provided. It is important to note that symbols will only be specified in the context where it is relevant. Therefore, as we provide a broad spectrum of examples, symbols used will differ from practice to practice.

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<sup>2</sup><http://data2.unhcr.org/en/situations/mediterranean>

<sup>3</sup><https://www.unhcr.org/asia-and-the-pacific>

<sup>4</sup><https://amnesty.dk/emner/mennesker-paa-flugt/flygtninge-i-danmark>,  
<https://www.unhcr.org/neu/dk/om-os/noegletal>

# SYMBOL EXPLANATION:



## **What**

Defines what it is - whether it is an exercise, a project, NGO etc.



## **Aim**

Highlights the purpose and goals



## **Methods**

Underpins which methods and approaches the exercise, project or organisation have practiced to reach its goals



## **Actions**

Outlines what is done to reach the goals – from educational skills to performances



## **Tools**

Include all type of practical tools and materials from cameras and editing programs, to post-its and pencils



## **Target group**

Underpins what group of people the exercise or project initiative is focusing on



## **Group size**

States how many people that are needed to succeed with the exercise or project initiative



## **Time**

Time duration needed



## **Advice**

This includes good advice and tips for the exercise/project/NGO to run more smoothly and be successful in reaching its aim. Can be all from cultural awareness to practical advice e.g. visa applications etc.



## **Further data**

Provides data on where to find more information





# ***REFUGEES AT A GLOBAL GLANCE 2020:***



**DEFINITION OF REFUGEES:** Refugees are people fleeing conflict or persecution. They are defined and protected in international law and must not be expelled or returned to situations where their life and freedom is at risk.

source: <https://www.unhcr.org/globaltrends2018/>



As stated in the introduction of this book, the situation of the refugee crisis is alarming. Never before have so many people been forced to flee their homes. New statistics from UNHCR shows that by mid-2020, 80 million people were forcibly displaced worldwide. Of these, 45.7 million were internally displaced, 26.3 million were refugees, 4.2 million were asylum seekers, and 3.6 million were Venezuelans displaced abroad<sup>5</sup>.

These numbers are worrying and caused by many different factors. As previously mentioned: climate change, socio-economic inequality, repression, unstable states, war, political persecution, and lack of fair trade. These are just to mention a few, and as Amnesty International underpins – global corporations and a division of responsible solutions will be necessary to handle the crisis. Otherwise more conflicts and wars will erupt, resulting in even more people having to flee<sup>6</sup>.

However, the ongoing complexity and lack of international collaboration result in severe pressure and struggles for specifically neighbouring countries, including Bangladesh with Rohingyas fleeing from Myanmar. In fact, 73% of refugees have only crossed one national border, and 85% are staying in developing countries that already have economical struggles, experience extreme poverty and lack socio-economic equality. It is documented that high-income countries on average only have 2.7 refugees per 1,000 inhabitants, whilst this figure is more than doubled in middle- and low-income countries with 5.8 refugees per 1,000 inhabitants<sup>7</sup>.

Regarding Europe, specific pressure is experienced in the countries close to Turkey and Northern Africa, i.e. Italy, Greece and Spain. For years, these states have urged the EU to find better and more solidary solutions in how to tackle the inflow of refugees. In 2015, the situation escalated rapidly when 1.322.845<sup>8</sup> people arrived at the EU borders, primarily due to the Syrian war and conflicts in Iraq and Afghanistan<sup>9</sup>. The Dublin Regulation<sup>10</sup> lost its

effect, as it was practically impossible to take fingerprints of all the people arriving, but also because refugees purposely avoided leaving their fingerprints in fear of being trapped in the country of registration. It resulted in large groups of refugees walking through Europe, and member states more or less panicking<sup>11</sup>. To stop the situation, the EU made a deal with Turkey. For 3 billion euro, Turkey had to stop refugees from reaching Europe, and in return, Turkey demanded EU-memberships in the future, so that its citizens would get free access to Europe without a visa. After this deal was made, Europe has seen much fewer refugees<sup>12</sup> whilst Turkey now hosts 3.5 million, thereby having the third largest refugee population relative to its national population, with 4.5 refugees per 1,000 inhabitants<sup>13</sup>. The question stands – is this a sustainable solution?

Looking at the situation in Bangladesh, the situation escalated in 2017 when Rohingyas in Myanmar were massacred and displaced. Within a very short time, 740.000 Rohingyas arrived in Cox's Bazar, and since then the refugee camp has grown to be the largest in the world, now hosting 1.1 million refugees<sup>14</sup>. The camp consists of 34 smaller camps where shelters are temporary, healthcare and education limited, and the weather conditions with heavy rain seasons, deforestation and cyclones, amongst others, make life very difficult<sup>15</sup>. Violence, crime, human-trafficking as well as exploitation are present factors, and human rights organisations are worried<sup>16</sup>.

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<sup>5</sup><https://www.unhcr.org/neu/dk/om-os/noegletal>

<sup>6</sup><https://amnesty.dk/emner/mennesker-paa-flygt/flygtninge-i-danmark>

<sup>7</sup><https://www.unhcr.org/globaltrends2018/>

<sup>8</sup><https://www.eu.dk/da/temaer/asyl-og-migration/asyl-og-flygtninge-i-eu/flygtningekrisen-2015>

<sup>9</sup><https://www.unhcr.org/5ee200e37.pdf>

<sup>10</sup><https://www.unhcr.org/4a9d13d59.pdf>



Whilst the Rohingyas are trapped in an inhumane situation where it still is too risky to return to their homes in Myanmar, the host communities are heavily affected. The Bangladeshi hospitality has had its price and have led to loss of land, unemployment, reduced wages and prices increasing by 50%, with the result of 2.500 households now falling under the poverty line<sup>17</sup>. In numbers, it is estimated that about 336.000 Bangladeshi suffer from the effects of displacement due to the crisis and conflicts. This number will escalate if the international communities fail to act. Shaun Scales, the country director for the Norwegian Refugee Council (NRC) in Bangladesh, is concerned and highlights: “The international community should take their share of responsibility and increase their economic support, but also step up political and diplomatic efforts to secure durable solutions for the Rohingya.”<sup>18</sup>

The situation in Bangladesh highlights the worrying situation for host communities experiencing the rising numbers of refugees, and unfortunately looking into the future numbers only increase. Nation states thereby must collaborate beyond borders and exchange Best Practices on sustainable solutions for refugees and host communities in Bangladesh and on a global scale.

Growing Together is only a tiny project within this big, complicated context. Nonetheless, every action counts. Therefore, we hope that the 34 Best Practices in this book – developed and performed by youth workers – will inspire more people to act and be part of making a positive impact on the global refugee crisis.

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<sup>11</sup><https://www.eu.dk/da/temaer/asyl-og-migration/asyl-og-flygtninge-i-eu/flygtningekrisen-2015>

<sup>12</sup>See appendix A:2 for more data

<sup>13</sup><https://www.unhcr.org/globaltrends2018/>

<sup>14</sup>See appendix A:4 for a map over the various camps

<sup>15</sup><https://www.nrc.no/perspectives/2019/trapped-in-the-worlds-largest-refugee-camp/>

<sup>16</sup><https://www.amnesty.org/download/Documents/ASA1328842020ENGLISH.PDF>

<sup>17</sup>[https://reliefweb.int/sites/reliefweb.int/files/resources/Host%20Community\\_Infographic.pdf](https://reliefweb.int/sites/reliefweb.int/files/resources/Host%20Community_Infographic.pdf)

<sup>18</sup><https://www.nrc.no/perspectives/2019/trapped-in-the-worlds-largest-refugee-camp>



# ***BEST PRACTICES FROM GROWING TOGETHER:***





## YOUTH EXCHANGE IN BANGLADESH

In November 2019, 40 youth participants and 12 youth leaders from Denmark and Bangladesh met in Cox's Bazar, Bangladesh. For 14 days they lived together, exchanged intercultural understandings on challenges regarding refugees, broke down boundaries and prejudices, and shared ideas plus solutions on how to create a positive impact for refugees and host communities.

The programme ensured a combination of empirical data collection, social action and learning-by-doing through workshops, teambuilding, presentations from politicians, internal and external experts, as well as local field trips to NGOs, refugee camps and private homes, which advanced the participants' and leaders' skills, perspectives, insights and knowledge on the subject.

The joint experiences, acknowledgements and collaboration between the youths created a bond and fellowship beyond borders, and together, as a team, they developed new impact initiatives and long-term capacity building projects.

An exchange programme can be argued to be a Best Practice in itself, as it brings people together and generates important knowledge beyond borders that can help forward local, national and international collaboration when tackling specific challenges, as in this case the influx of refugees in the EU and Bangladesh. Hence, in the summary of this book, a list is provided with a few pieces of advice that will be useful in case you want to plan and run a successful exchange programme in the future.

## TREE OF CHANGE

> A Best Practice in sharing knowledge addressing challenges and finding solutions

The Tree of Change workshop was developed in 2010 with the aim of encouraging youth to be catalysts of change. The concept is to go through phases of reflection addressing specific matters within society and get youth involved and empowered to take action in making an impact within their communities. The tree symbolises growth and life, and as the trunk and branches slowly build up through the workshop with the youths' perspectives and arguments, they experience how their views and solutions upon barriers in society come to life and statements for positive change.

Tree of Change works really well in settings where participants, interest groups and involved partners need to get a better understanding of each other and their communities. It creates a common ground and a platform that brings people together and sheds light on difficult and sensitive challenges within a community that otherwise can be hard to address. Moreover, the exercises are carefully thought through, thereby ensuring interaction, flow of time and group size, rotations and, not least, anonymity if participants feel uncomfortable addressing certain topics.



- Workshop



- To gain an understanding of local challenges, causes and consequences and thereby break down barriers and find solutions together
- To create a product for open source education that sheds light on local dilemmas, problems and biases, which can eliminate prejudgements and clashes within the community and spur positive change
- To collect empirical data, which provide a good foundation from where capacity building projects can be developed in collaboration with local community



- Participatory Action Research and Learning methods.
- Open source education.



- Flipchart paper.
- Post-its.
- Brushes.
- Pens.

- Tape.
- Board markers – tree different colours, for each group.
- Paint in various colours - one for each challenge.



- All age groups above 15.



- Max 30. It shall not be bigger than what is possible in regard to giving everyone a chance to contribute. As the group is split up into three during the exercise, it cannot be less than 9 people. If you are many, then rather make more groups. In Bangladesh, 80 people participated, meaning 4 groups were made, and by the end all results were merged into one big tree.



- Two days. On the first day, you do the exercise from challenges to solutions, on the second day, you paint the tree in a local spot, so the knowledge can be shared with the community. In this way, you create 'Open source education', which is a method used within development work to enlighten and empower communities.



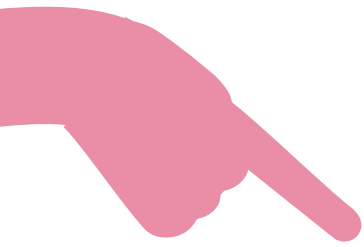
- If participants come from different countries or communities, then make sure that the groups are mixed, also in terms of gender. This gives the best results.
- In case of language barriers, make sure that there are participants in the groups who can translate.
- Have breaks throughout the days, as the workshop is intense. Also, do fun icebreakers in between the different workshop tasks and serve food, snacks and beverages.



- Ung Aktion has developed this exercise and practiced it in several countries with big wall paintings and artwork still present in local communities spurring open source education. Countries include Kenya, Nepal, Tanzania, Vietnam, Jordan, Ghana, Egypt, Palestine and of course Bangladesh. Contact Ung Aktion for further information at [ungaktion.dk](http://ungaktion.dk).







## INSTRUCTIONS TO TREE OF CHANGE

### DAY ONE: DEVELOPING THE TREE OF CHANGE

#### Introduce the workshop (30 min)

##### **15 min: Intro**

Background, vision and mission + the program for day one and day two.

##### **15 min: Group formation**

Split into small groups – max 30 participants per group – and place each group in a spot where there is a chance to put up a paper on a wall/tree. Each group should have a facilitator from the organising team to help the participants with the exercises and keep track on time.

#### WORKSHOP PART 1: ROOTS (1 HOUR)

##### **15 min: Defining challenges**

- Each group gets a bunch of post-its. All participants write down challenges which they experience in their community – in this case concerning refugees and their social inclusion.
- Once finished, they fold the post-its in half and put them into a pot/hat, in which all the challenges are mixed.

##### **45 min: Mapping and categorising the barriers**

- One after one, the participants pick up a post-it from the pot/hat with a challenge and reflect upon why this may have been written. The participant that originally wrote the challenge has the chance to comment or add to the reflection but can also choose to remain anonymous.
- Write the challenge on a flip chart paper and place the post-it underneath.
- If the same challenge appears, then put the post-it next to one another. This way the most dominant challenges will emerge visually as the exercise evolves.
- By the end of the session, the facilitator in the group must have mapped and categorised the challenges down to three superior themes, which will go into the roots of the final Tree of Change. If there are more than three then, ask the participants to vote.
- Each challenge shall get its own colour to be able to differentiate the challenges moving on with the workshop.
- Allow for discussion and debate throughout the whole session, but make sure to you keep track of time.

## **WORKSHOP PART 2: CAUSES AND CONSEQUENCES (1 HOUR)**

### ***5 min: Group formation and introduction***

- Split the above group into three. Each should have a flip chart paper with one of the challenges from the previous session in the middle. Write causes at the bottom of the paper and consequences at the top. Remember the colour coding – it's important that this challenge keep the same colour all the way through this exercise.

### ***45 min: Mind mapping (3 x 15 min.)***

- All three groups now have a challenge each, and for 15 min. they will discuss the causes and consequences for this challenge and write the findings down on paper.
- After 15 min. the groups swap challenges. In total, they rotate three times, meaning that each group by the end has had the chance to work with and comment on all three challenges.

### ***10 min: Reflection***

Hang up the mind maps – the challenges with their causes and consequences – next to each other and let the participants explore how they have developed during the exercise. Allow time for discussion and reflection.

### ***Workshop part 3: solutions (1 hour)***

- The three groups now gather again and sit as they did during the workshop's part 1.
- Place a flip chart paper above the mind maps of each challenge with its causes and consequences and write down solutions.
- Now discuss one challenge after the other in terms of finding solutions, and draw a leaf for each solution suggested on the paper.
- Remember the colour coding, so the leaf with the solution connects with the challenge it aims to solve.

By the end, you will have all the data for your Tree of Change to grow – with the challenges being the roots, causes and consequences the trunk and the leaves with solutions making the crown.

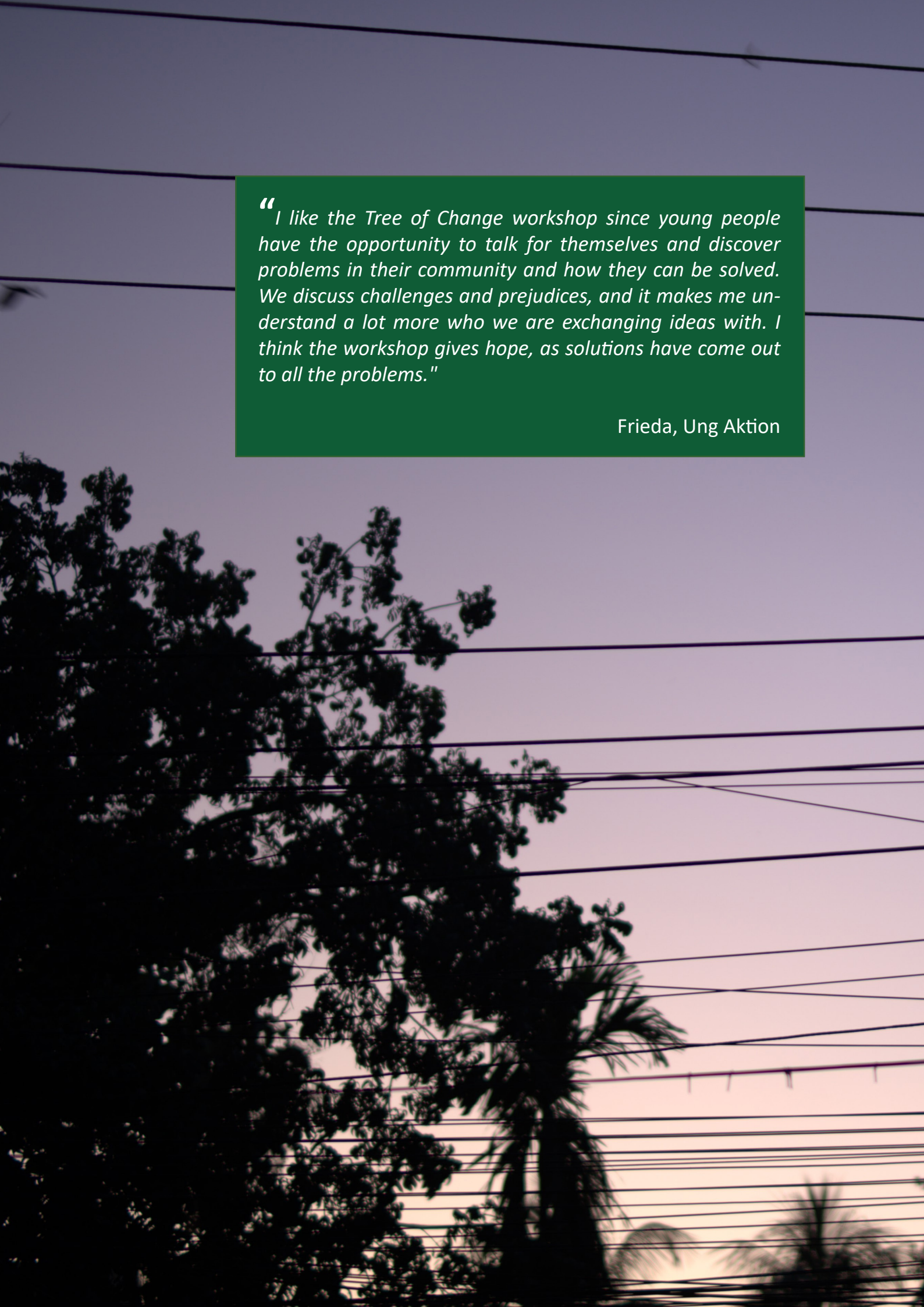
## MAKING THE TREE OF CHANGE: DAY TWO

### Workshop part 4. Finalising (a whole day)

- All groups gather with their papers from the first day's workshops in front of a sketched-out tree on a wall or other available surface. Preferably in a local spot in the community, so many people will have the chance to see the statements on the Tree of Change.
- Start filling in the challenges in the roots, causes and consequences in the trunk, and solutions in the branches and leaves – and see how the tree will grow.
- Each challenge should have its own colour, so people will be able to understand which challenge is connected to specific causes, consequences and not least solutions.
- Mark what you have copied to the wall from the papers, so you know what has already been done.
- Make sure it is spelled correctly.
- Remember that this part shall be an uplifting and creative exercise – a good way to finalise an intense workshop with lots of new acknowledgements and hopes for the future. There is no need to stress. Play music, dance and eat whilst the tree slowly, but surely, takes form. Members of the local community can also be invited to join.

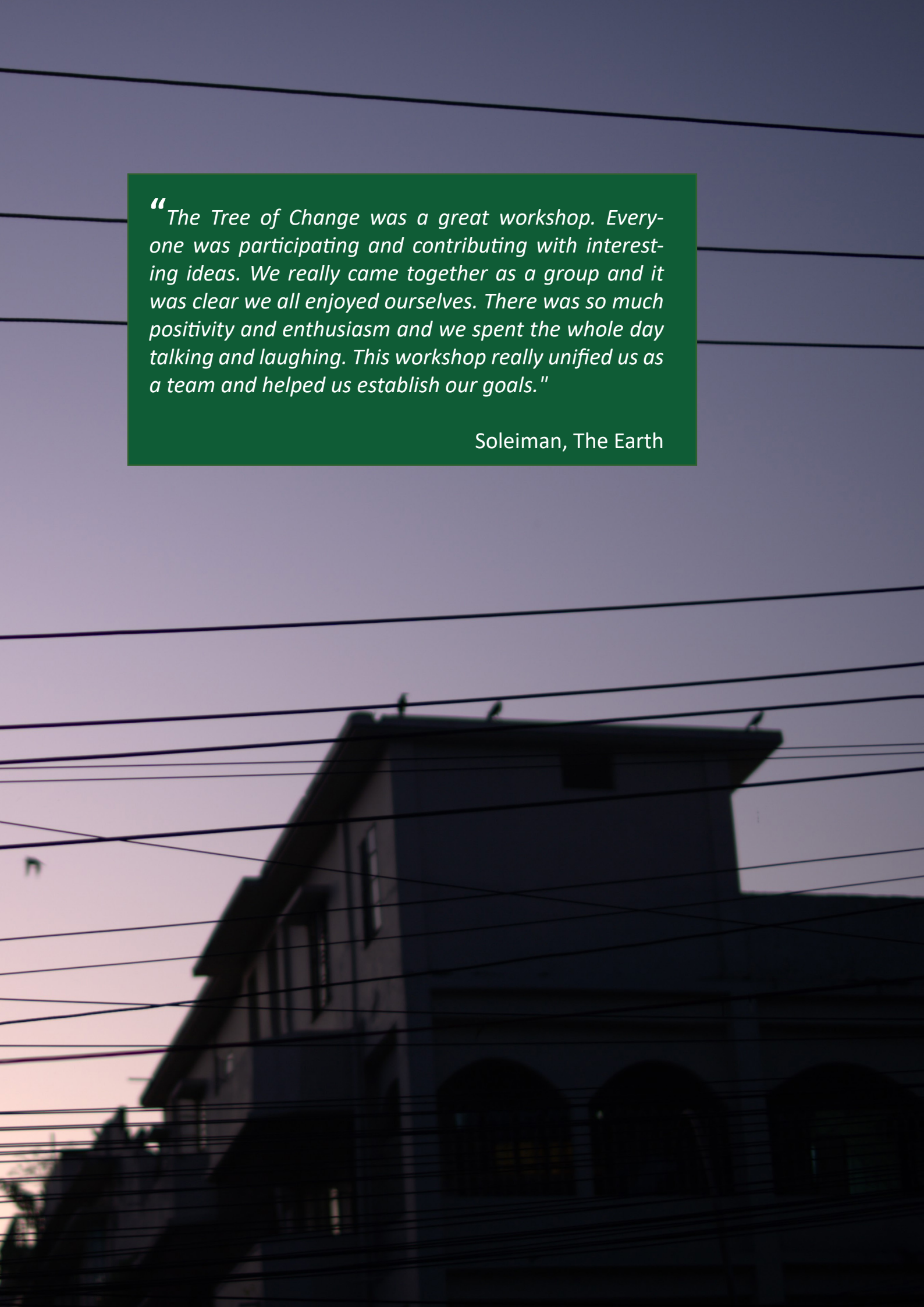






*"I like the Tree of Change workshop since young people have the opportunity to talk for themselves and discover problems in their community and how they can be solved. We discuss challenges and prejudices, and it makes me understand a lot more who we are exchanging ideas with. I think the workshop gives hope, as solutions have come out to all the problems."*

Frieda, Ung Aktion

The background of the entire image is a dark, low-key photograph of a building, possibly a school or institutional structure, with a prominent gabled roof and arched windows. The building is silhouetted against a twilight sky. Numerous horizontal power lines crisscross the entire frame, creating a complex web of lines over the building and sky.

*"The Tree of Change was a great workshop. Everyone was participating and contributing with interesting ideas. We really came together as a group and it was clear we all enjoyed ourselves. There was so much positivity and enthusiasm and we spent the whole day talking and laughing. This workshop really unified us as a team and helped us establish our goals."*

Soleiman, The Earth









## CULTURE NIGHT

> A Best Practice in creating cultural understanding

### Experience from Cox's Bazar

During the Youth Exchange, the Bangladeshi and Danish participants prepared a culture night each with traditional food, music, film-screening, dance, poetry and theatre, which gave a unique insight into the participants' everyday lives, national traditions, political climates and historical events. As the youths organised the event themselves, it gave them ownership of the programme and a chance for them to express their perspectives on their nation, culture and identity.

For instance, the Bangladeshi youths distributed flower garlands, traditional glass bracelets and decorated hands with henna. They put on a big show with music, dancing, acting and miming to show different issues in Bangladesh (such as child marriage, teenage pregnancy, inequality and poverty) and what they did in their spare time. It ended in a big fashion show where clothing from all the different minorities and groups in Bangladesh were shown. The Danes on the other hand had a film-screening and acted out sketches depicting the queen, different political happenings, famous artists and historical periods. The event culminated with an invitation for the audience to dance and sing to popular Danish music while tasting traditional Danish sweets and Christmas biscuits.

The key to a great partnership is understanding. Through the culture nights, the youths gained a deeper insight knowledge of each other and their countries while generating further interest and common ground. Moreover, in regards to unfolding the campaign and going into the field to collect data, the Danes became well prepared in how to act and be culturally aware, thereby preventing possible culture clashes and misunderstandings.



A photograph of three women standing together at what appears to be a cultural event. The woman on the left has long dark hair and is wearing a white top with a colorful geometric patterned sash. The woman in the center has short blonde hair adorned with pink flowers and is wearing a white top with a blue collar; she has a red circular mark on her right hand. The woman on the right is wearing a black and red traditional garment with gold embroidery and a large silver necklace. The background is slightly blurred, showing other people and indoor lighting.

*"We came together as a group thanks to music and dancing. Everyone was laughing and hugging. It was the best night."*

Moneesha, The Earth

*"The cultural night meant that we learnt about where we are from and had time to feel each other's cultures in our hearts. The event created a bond between us that I still feel today – friendships across the world."*

Malou, Ung Aktion





- Event



- Gain cultural understanding and knowledge about a certain group of people, community, nation.
- Eliminate prejudices and barriers.
- Prevent cultural clashes and misunderstandings.
- Give ownership to the participants in terms of the programme/project.
- Experience differences as well as similarities.
- Be creative, play and have fun together across cultures.
- Spur fellowship and collaboration.



- Theatre.
- Dance.
- Poetry.
- Miming.
- Singing.
- Film-screening.
- Food-tasting.



- Depending on the event of course – however, a projector often comes in handy, as well as microphones, a screen, laptop, loud speakers, pen and pencils, flipchart paper, post-its, traditional clothing and if possible, traditional food and snacks.



- Collaborating partners from a different community, nation.





- The more the merrier.



- A whole evening – don't start too late, hence you don't stress and there will be time enough for questions and hanging out by the end of the evening.



- Ensure enough time for preparation. If possible, begin even before the exchange starts. This is also smart in regard to what you may need for the event, e.g. specific clothing or food which you have to bring from home.
- Make your performances in a common language if possible. In that way, more participants will understand the messages portrayed. Otherwise make sure to have a translator that can sum up during the event.
- Be culturally aware. Do not make activities that can be offensive and/or provocative.
- Place the hosting partner country's event in the beginning of the programme, so the participants from the visiting country gain knowledge about the community soon after arriving.
- Be aware of religious, traditional and cultural norms, e.g. if girls are not allowed to stay out in the evening, or if there are days with specific obligations, e.g. Friday prayers.

## NGO, CAMP AND HOME VISITS

> A Best Practice in gaining insight knowledge of a community

### Experience from Cox's Bazar

For the youth exchange in Cox' Bazar, going into the field was essential. Without the field trips it would have been difficult to gain thorough knowledge about the challenges the Bangladeshi people experience in the host communities regarding the influx of Rohingyas coming from Myanmar. Likewise, it was important to see and witness the state of living in the camps and to speak with Rohingyas, hear their stories, how they had fled, their current life circumstances and their hopes for the future.

The Danish and Bangladeshi youth participants and leaders visited the Rohingya refugee camps on two separate occasions. The first visit was scheduled in the beginning of the programme, the second in the latter part. Separating the two visits allowed participants to reflect on their first experiences and carefully consider how they wished to prepare themselves for and collect data on their second visit.

The youths used semi-structured interview guides, which were planned beforehand to guide them in their questioning. This allowed for structured data collection and, as the youths were divided into smaller groups and were in different places in the field, the data output was well organised and thus more efficient, deepening the understanding of the situation.

The NGO visits were equally important and underpinned the complexity of the situation and need for action. It spurred mutual understanding on the topic, expanded views on methods, tools and social actions, and it was inspiring for the youths to meet actors that were equally dedicated to developing impact initiatives and generating positive change.

This practice of field trips that specifically targets different groups within the same community ensures triangulation of data, and advances the understanding of the complexity, which in the case of Cox's Bazar is very present. Both host communities and Rohingyas are struggling. Thereby, encountering people from both sides of the conflict enabled the youth participants and leaders to gain an insight into both narratives and opened up conversations as a means of understanding prejudices and challenges. For instance, a reason why host countries and its residents sometimes are reluctant to accept refugees is precisely because of prejudice and misunderstanding, which became very clear during the exchange. The conversation the encounters fostered were without a doubt conflict mediating and a means to ensure social inclusion of refugees.



- Research/Field Trip.



- To gain thorough understanding of local aspects in regard to specific situations, hence gathering empirical data from different target groups to ensure triangulation and thus a better stand in handling a particular challenge.



- Participatory Actions Research.
- Triangulation.



- Semi-structured interviews.
- Visual documentation through video and photos.
- Recording sounds, interviews and conversations.
- Meeting with local administration and managers.



- Notebooks.
- Pens.
- Camera.
- Field recorder.



- Ensure you are certain about your target group, so you do not end up with useless data. E.g. do not spend your time on elderly people, if your target group is youth. You might only have this one chance.



- Being too many can be overwhelming and affect the intimacy and thus the quality of the encounter and data. The smaller the group, the better the results. Split up into smaller units if you are a big group.






- A day. Make sure you have time and are well prepared.



- Plan your visit with a local actor or NGO. They can help you in getting the proper connections, inform you about cultural behaviour and happenings, connect you with a local contact, make sure you have the right papers if needed and so forth.
- Be aware of certain restrictions. You may need a specific visa to enter the field, or there might be time limits for visiting.
- Have a local contact who can go with you. This brings comfort and recognition in the community and thus better access for you to interview people, record conversations and take pictures. Also, the local person can guide you in how to act, be culturally sensitive and be helpful if language barriers appear.
- You must be aware of cultural behaviour and happenings. Make sure you act appropriately, and prepare yourself before you go into the field. Lack of respect for local norms can cause barriers in that people will not feel comfortable and open up – which is the main key for your data. Also, there can be traditional periods that are inappropriate and/or inefficient for visits.
- Make sure you ask for permission before you take pictures and record.







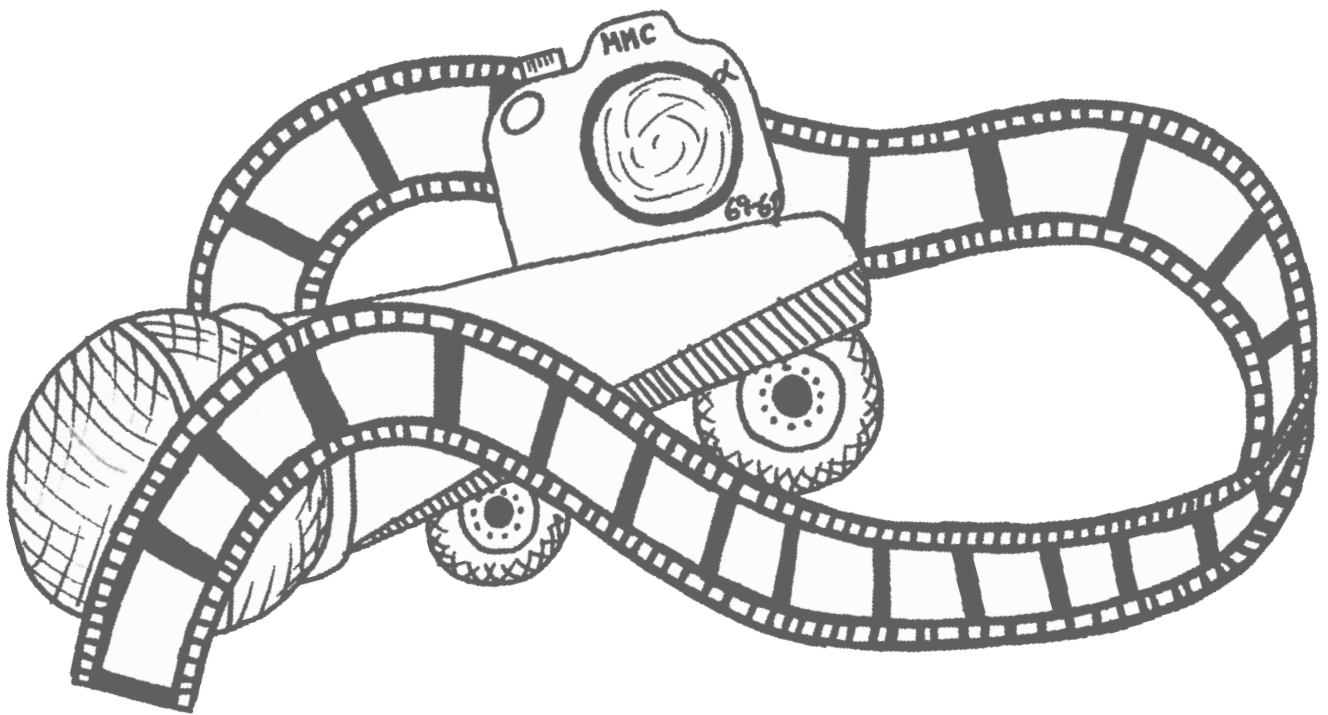
*“ A Best Practice we experienced in Bangladesh was to investigate in the field how the situation turned out, what the effect on the surrounding local population was and how complex a crisis it is.”*

Rosa - Ung Aktion

*“ Being in smaller groups allowed us to take photos, talk to people and get to know them without feeling as though we were a tour group trampling through people’s homes. Although we only spent a limited time together, we got to see first-hand how these people live and the needs they have.”*

Diana - Ung Aktion





## MOBILE MEDIA CLUB

> A Best Practice for social impact through storytelling

A core objective for the youth exchange is to formulate and develop a capacity building project that can target some of the challenges local youth experience in their communities.

Through collaborative and interactive methods and exercises, the Tree of Change (page 010), presentations from politicians, internal and external experts, as well as field trips to NGOs, refugee camps and private homes, the youths expanded their perspectives and knowledge on the situation concerning the refugee influx, the Rohingyas and host communities' life circumstances. Together, the youths were faced with realities they had not expected, and together they became stronger as a team. Prejudices were eliminated amongst themselves as well as in regard to Rohingyas and local people.

From this experience, one thing became very clear for the participants. Fake news, rumours and prejudices were an immense hindrance for people to meet, and it had a very destructive effect, stirring up conflicts and rising barriers. Hence, true stories needed to come out – from both sides. Documenting these and providing access to them would be a way to minimise clashes, foster mutual understanding and make a positive impact.

Over the days, the participants discussed how, when and where to make an impact forwarding social inclusion of refugees and minimising conflict, and by the end of the youth exchange programme, the Mobile Media Club began to take shape. A capacity building project with the objective to shed light on people's life circumstances, struggles and dreams for the future. Through media and communication productions such as film and podcast, local youth workers will be taught how to document, produce and broadcast – and thereafter, they will have the responsibility to share and transfer their skills with youths within the camps and from host communities. In this way, the project not only enlightens people, minimises conflict and generates positive change, but also provides skills for local youths to strengthen their competences for further education and the labour market.



- Capacity building project.



- Share stories from both sides of the conflict – host communities and refugee camps.
- Create a platform, give access and skills for people to speak for themselves.
- Spur mutual understanding and conflict resolution.
- Eliminate prejudices, fake news and rumours.
- Give youth competences within media and communication.



- Capacity Community Building (CCB).
- Participatory Action Research (PAR).
- Project Based Learning (PBL).
- Action Learning.
- Triangulation.
- Peer-to-peer.



- Conducting interviews.
- Storytelling and presentations.
- Visual documentation through video and photos.
- Recording sounds, interviews and conversations.
- Editing film and podcast.
- Broadcasting film and podcast.
- Social media and strategic communication.
- Organising events and workshops with film-screening, podcasts and photo exhibitions.



- The concept is that the Mobile Media Club can be established for a very low cost. Below is a list of basic necessities, but if your budget allows for it, you can always add and advance gear. For instance, there are no cameras, only gimbals for personal telephones, which minimises the budget. However, add a video camera if you have the money and so on.



- 1 Laptop.
- 1 Hindenburg license or other editing programme.
- 1 field recorder.
- 1 Stabiliser/gimbals for mobiles.
- 2 XLR-cables.
- 1 Studio microphone.
- 1 Tripod for studio microphone.
- 1 Headphones.
- 2 SD card 32gb or more.
- 1 Desk microphone stand.
- 1 Gear bag.



- Youth living in host communities and refugee camps.



- In regard to collecting stories you should only be a few, however, for organising and hosting an event be many – the more the merrier.



- Make sure to have local partners involved. It gives you access, recognition and trust, hence more possibilities, more stories, and a better chance to break down barriers and spur positive change.
- Plan and organise how, when and where you collect stories, and in what way you structure the entrepreneurial part of sharing skills between youths from camps and host communities.
- Be culturally aware and consider traditional holidays and events. Also, there might be restrictions to certain areas and/or time limitations.
- Always make sure you have permission to share people's stories.
- Consider where to keep your gear, and who has access to it.



- The first Mobile Media Club will be established in Cox's Bazar once Covid-19 allows the project to kick start – hopefully by spring 2022. Contact Ung Aktion and The Earth for more information.

## COMMUNITY EVENT

> A Best Practice initiating dialogue between communities

### Experience from Cox's Bazar

The community event is an important element in the programme to finalise the exchange, sum-up findings and share these with the local community. Sharing knowledge is key to empowerment and sustainable development.

Through a melange of music, dance, theatre, miming, film-screening, artwork, speeches and presentations, the participants got the chance to express themselves and shed light on specific topics that were perceived as challenges within their society. Topics included child marriage, early pregnancies, inequality, crime, poverty and the refugee influx. In regard to the latter, both Danish and Bangladeshi youths shared what they had experienced through the field trips and underpinned the alarming situation both Rohingyas and host communities face – calling for action.

Meanwhile, the Tree of Change (see page 010) was painted on a wall next to the stage – mapping out challenges, causes, consequences and solutions, hence initiating open source education. It was introduced from the stage, and locals were invited to join and discuss the findings.

By engaging the community all the way through, allowing feedback and questions, initiating conversations and inviting them to take part in activities such as artwork, dance and games created an uplifting and lively platform to discuss otherwise difficult matters and taboos.

In this way, the practise helped to create hope and foster dialogue between groups of people, open up minds, and break down barriers and prejudices. Thereby, it improved conditions and collaboration within the community which is needed to ensure an affluent foundation for taking action on local challenges.







- Event.



- Engage the local community and bring people together through social actions.
- Share findings and collected data from the exchange programme.
- Shed light on different challenges, taboos and biases – and discuss possible solutions together.
- Break down boundaries and eliminate prejudices between groups of people within a community.
- Create hope, motivation, engagement and spur positive change.



- Theatre, including forum theatre, miming, music, poetry, film-screening, artwork, dance, talks and presentations, and games such as ice-breakers and team-building exercises.



- Depending on the event. However, you will often need a projector, microphones, a screen, laptop, loud speakers, pens, pencils, tape, paint and brushes, snacks and beverages.



- Local community.



- The more the merrier.



- A whole day – to set up and hold the event.



- Prepare well and make sure you make time in your programme to plan it.
- Collaborate with a local partner to gain knowledge of where it could be held, and to make sure you do not clash with public holidays, local traditions, behaviours and expectations.
- Be aware of permissions to use public spaces, and if you need to book in advance.
- Make sure there is access to electricity for e.g. projector, microphones and music – and check if it is allowed?
- Invite the local community in advance and specifically other youth organisations working within the same field, as well as politicians and other stakeholders. That boosts the event, spurs collaboration and fosters the chance of developing sustainable initiatives with impact.
- In case you are going to paint the Tree of Change, consider the space and make sure there is a wall, floor tiles etc. where you can paint. Always ask for permission. It is a good idea to play music and serve snacks and beverages to draw attention and keep the audience as well as passers-by for longer.
- If you do a film-screening, consider the lighting. It might be difficult to watch in the middle of the day.

*“We, as a team, created social influence within the local community thanks to this event. By informing the community of our campaign and displaying the outcomes it allowed them to be part of what we were undertaking.”*

Viggo - Ung Aktion





# NATIONAL CAMPAIGNS

Campaigns are a very effective tool to share knowledge and mobilise people for taking a stand, act and create positive change. A campaign can be very inclusive as it involves many different tasks and has the chance to build a great fellowship beyond social, cultural and economic class and status, since people engage for a specific cause. Tasks can be all from giving out flyers in the streets, running a SoMe strategy, making and selling merchandise, hosting events with music and talks, organising exhibitions, panel debates, facilitating workshops, doing presentations and so forth. Only your creativity limits what is possible, and with the many different social media platforms, mobilisation has reached new dimensions and opportunities.

For Growing Together, the course was clear. The aim was to spread awareness about the alarming refugee crisis globally. With specific focus on Rohingyas in Bangladesh, living in Kutupalong – now being the largest refugee camp in the world – the youths shed light on the ongoing massacre in Myanmar and brought into discussion causes behind the vast amount of people fleeing their homes. Some of the causes are: Repression, inequality, poverty, lack of fair trade, climate change, unsuccessful international collaboration, crime and war. In the case of the Rohingyas, all these causes are present.

A strength for Growing Together was that the youths behind the national campaigns had witnessed the crisis themselves. By standing in the middle of it in Cox's Bazar, they had felt and smelled the harm and traumas from people trapped in Kutupalong and the surrounding host communities. The encounter was important for the youths and for the people they met, as it was their stories the youths would now share – a shout-out revealing the reality they were living in, and a call for action and help.

If action shall happen and change manifest, sharing knowledge is key, and it is possible through campaigns. Specifically, it is important to involve youth, as they are our future leaders and caretakers. They must be given the know-how and tools to act so they can take a stand, be part of the political debate and make an impact.





## KICK-OFF

> A Best Practice on how to unfold your campaign

A kick-off event accumulates energy and establishes a solid platform from where a national campaign unfolds and takes form over a longer period. It opens the curtains to the public and gathers the people behind the campaign as well as their relatives, partners, associates and important interest groups. It is the first breakthrough which outlines the aim of the campaign and illuminates the thoughts and efforts behind it.

Every year, Ung Aktion starts their campaign with a kick-off event. For the youths, this was their first time

being on stage, sharing experiences, shedding light on the stories of the victims trapped in the refugee crisis. Through well practised presentations, film-screening, and a Prezi with documented facts and pictures from within the camps and host communities, they managed to enlighten people on the alarming situation and advanced the debate on the specific case of the Rohingyas, as well as the refugee crisis erupting around the globe.

To kickstart the event, food and beverages were served and music was played from the stage. There was time for networking and mingling, as well as meeting the youths behind the campaign. On the walls, a photo exhibition was displayed showing drawings made by refugees telling their stories of fleeing from villages in Myanmar, surviving massacres done by the military, and now their life in the camps. Another exhibition gave an insight to the exchange programme, documenting the encounter between youth participants from Denmark and Bangladesh, their meeting with the harsh reality and efforts gathering empirical data, building a campaign and involving local communities. The event finished with music, snacks and drinks, creating a loose atmosphere for people to meet, bond and collaborate.



- Event.



- Kickstart your campaign energetically.
- Involve partners, associates and specific interest groups.
- Create a space for networking and collaboration.
- Spread awareness about your campaign, coming activities and how to get involved.
- Fundraise for your project – in this case the Mobile Media Club (page 027)



- Presentations.
- Film-screening.
- Playing music.
- Networking.
- Serving food and beverages.
- Hosting a photo exhibition.
- SoMe.



- Screen.
- Projector.
- Loudspeakers.
- Microphones.
- Playlist and/or DJ.
- Food.
- Beverages.
- Event plan including time schedule and responsibilities.





- Stakeholders.
- Partners.
- Associates.
- Local community.
- Friends and family.



- As many as possible.



- A whole evening: A few hours for networking, watching the exhibition and having food. One or two hours of presentation and film-screening. If two, have a break in the middle. Finish off with a few hours of music, mingling and drinks.



- Find a central spot in town, so it is easy for people to come. Maybe one of your partners has a location.
- If the venue costs money, check if the owner will offer it for free to support the campaign. As a recognition, you can thank them on SoMe.
- Make a list of people you know are coming, so you have enough food and beverages.
- Have a technician that takes care of sound, film-screening, microphones and music.
- Rehearse your presentation and make sure to have good visual material.









## TOUR OF ENLIGHTENMENT

> A Best Practice on how to raise awareness amongst youth at schools

As part of the national campaign held in Denmark, Ung Aktion planned a tour visiting schools around the country to enlighten and involve youths in the Rohingya refugee crisis in Cox's Bazar.

The youths at Ung Aktion were involved in all processes of making the tour, hence empowering them with skills in organising, planning, writing manuscripts for presentations and developing interactive workshops, contacting schools and partners, mapping out stayovers and transport needed, as well as editing visual documentation including photo and film.

With a peer-to-peer approach, youths from Ung Aktion bonded with youths from different schools and involved them in discussions about refugees, human rights, international diplomacy and political boundaries. They shared their experiences from being in the middle of the crisis, witnessing the alarming situation of people living under inhumane circumstances. Through storytelling and testimonials from inside and outside the camps, Ung Aktion brought the victims' traumas, their cry for political action and hope for a brighter future into the classrooms.

With this act, the value of the peer-to-peer approach becomes very clear. It has a unique effect on how equal youth become alert and get inspired as they can identify themselves with the youths on the stage, taking a stand, making an impact, wanting to be part of the political debate and ensure positive change for refugees.



- Campaign tour at schools.



- Providing youth with skills within tour management, presentations and workshops.
- Sharing knowledge about refugees, human rights and global challenges.
- Enlighten and mobilise youth giving them tools on how to make positive impact.
- Inspiring youth to be catalyst of change.



- Project Based Learning.
- Action Learning.



- Presentations e.g. made with Prezi or PowerPoint.
- Interactive workshop e.g. 'Cross the Line'.
- Film-screening.



- Laptop.
- Projector.
- Screen.
- Loudspeakers.
- Microphones.
- Roll-ups with photo documentation.



- Equal youth being in the same age group and/or studying at the same level.





- There can be many. If so, then you may split into smaller groups when making the workshops. For example, for Cross the Line, it is recommended to be no more than 30.



- 1-2 hours or a whole day, depending on the length of the presentations, film and workshops. Allow time for questions.



- Make an interactive presentation – one that involves the audience and makes them more motivated to take part in the day's programme as well as your campaign in general.
- For the concentration span, a presentation should be no longer than one hour.
- Combine different communicative tools within your presentation, so it becomes lively and less monotone. Switch between slides, film, personal stories and testimonials from the youths, sound and pictures etc.
- Have enough youth participants on the tour so they can support each other with different parts of the presentations and workshops. Also, more participants bring energy to the 'show' and there are more youths who the audience can identify themselves with.
- Make the participants responsible for different parts. This spurs fellowship and brings a shared feeling of success when they complete a school visit on the tour.
- Check if the schools have the needed gear, e.g. laptop, projector, loudspeakers, microphones, screen. If not, bring your own.









## BRIDGING THE GAP

> A Best Practice in initiating understanding and collaboration between communities

This event in Dhaka involved locals in the campaign by recapitulating activities and findings from the youth exchange. It was a strategic way of engaging and informing citizens from urban areas, as they often lack knowledge about Rohingya refugees and the devastating situation for host communities in Cox's Bazar – far away from the capital. Hence, it called for attention to the crisis and aimed to foster dialogue, mutual understanding and open up minds to break down barriers and prejudices – thus bridging the gap between rural and urban communities.

To accomplish this, the event not only provided thorough information on the subject, but also used tools within storytelling, music performances and panel debates to advance people's knowledge and discussion on how to handle the crisis.

Amongst others, it included an exhibition of 30 paintings made by Rohingya children, illustrating their experiences of extreme violence and massacres in their home villages in Myanmar, them fleeing to Bangladesh and their lives in the refugee camp Kutupalong. The stories had been collected by youths from Cox's Bazar who had taken part in the youth exchange Growing Together.

From the stage, speeches were held and a real-life story of a Rohingya refugee's journey from Myanmar to Bangladesh was presented through a mime show. This type of performance is an intense and silent form of movement-based storytelling that can have a surprisingly emotional, social and cognitive impact. Also, a local band performed with a range of songs that pursued peace and solidarity, and participants from Growing Together shared their experiences of standing in the middle of the crisis, facing the reality of an alarming situation that calls for national and international action and collaboration.

*“With this event, The Earth has facilitated immense learning. Experts from different backgrounds shared their valuable knowledge and provoked their values on the process of peaceful Institutional repatriation, which has been very knowledgeable.”*

Obayedullah Al Emon, The Earth



*“The event provided me a platform to get to know other like-minded people who share similar values and passion for humanitarian activism. The event was pretty lively because it covered experience sharings sessions, mime acting, musical performances and an exhibition of paintings made by Rohingya children from Cox’s Bazar. It was an honor for me to have the opportunity of hosting such a wonderful event.”*

Mehjabin Ferdous Moneesha, The Earth





- Event



- Bridge the gap between people from urban and rural areas, and forward mutual understanding.
- Create attention about social action as a tool to make an impact and ensure better circumstances for refugees and host communities in future.
- Shed light to different challenges, taboos and biases – and discuss possible solutions together.
- Inform and mobilise the target group (in this case youths of Dhaka).
- Encourage everyone to share the campaign's SoMe stories, thereby boosting the potential to reach more people .
- Fundraise for the Mobile Media Club (page 027).
- Network and foster collaboration with potential partners and stakeholders.
- Recruit skilled volunteers, e.g. people working within media, to help establish the Mobile Media Club, sharing their knowledge and competences with youth from both Dhaka, Cox's Bazar and beyond.



- Speeches held by the host, influencers, policy makers, and participants from Growing Together.
- Film-screening.
- Mime show.
- Music performances.
- Exhibition.
- Info stalls.
- Storyboard.
- Walk 'n' talk exercise.



- Screen.
- Projector.
- Laptop.
- Microphones.
- Loudspeakers.

- Mixer and gear for music performances.
- Visual material for the exhibition.
- Material to info stalls.
- Equipment for mime show.



- Youth from different communities.



- The more the merrier.



- A whole day to set up and hold the event, plus time for preparation and planning before.



- Prepare well and plan your programme (with extra time for delays).
- Collaborate with a local partner to gain insight knowledge of where it could be held and to make sure you do not clash with public holidays or local traditions, behaviors and expectations.
- Be aware of permissions to use public spaces, and if you need to book in advance.
- Make sure there is access to electricity for e.g. projector, microphones and music – and check whether it is allowed.
- Invite speakers such as policymakers, stakeholders and influencers in advance, and make sure they understand the aim of the event.
- Invite people from the local community in advance.
- It is a good idea to play music and serve snacks and beverages to draw attention and keep the audience as well as passers-by for longer.
- If you do a film-screening, consider the lighting. It might be difficult to watch in the middle of the day.











## PODCAST

> A Best Practice on how to use sound and storytelling to raise awareness

Podcasts have quite a few advantages when you want to reach many people using only a small budget. It is easy and cheap to produce, uncomplicated to edit, and if you broadcast on global platforms, e.g. Soundcloud and Spotify, you can quickly reach people in even the remotest outskirts as long as they have internet access.

Of course, there are all the common considerations and preparations in creating media productions which can take time. Plus, if a story covers a specific case over a longer period and/or if a lot of data is needed to make the story, it will be time consuming, hence possibly expensive. Nonetheless, the production and broadcasting is cheap, and it is easy to store and upload podcasts compared to for instance film productions.

Moreover, it is a flexible media as you do not need a screen to follow the story – you can be on the road and run errands whilst listening. Additionally, podcasts often offer a well-produced sound universe that underpins the story, thereby making the experience for the listener more intensive and intimate.

Therefore, Ung Aktion finds this media effective to use in their campaign. Podcasts help to share knowledge about the intangible and difficult refugee crisis in Cox's Bazar, and not least for listeners to connect with people trapped there, living under inhumane circumstances. Through short, personal reports and unedited sound from Kutupalong and host communities, Ung Aktion enlightens the listener and paints a picture of a complicated everyday life far from home. It gives a unique insight to the thoughts, feelings and reflections wandering through the minds of young Danes being in the world's largest refugee camp, and of experiencing the devastating situation for the Bangladeshis who have opened the land and homes to help the fleeing Rohingyas.

The plan is that the Mobile Media Club (see page 027) will expand the podcast potential for bringing stories from Cox's Bazar and Kutupalong, as youths from Denmark will teach local youths how to conduct, edit and broadcast. The hope is to get more stories out, especially from the people living in the middle of the crisis. This can open people's minds, involve them in the debate and make them take a stand - and through their acts they can become catalysts of positive change and social inclusion of refugees.



- Podcast



- Give skills in recording and editing sound, interviews, storytelling and broadcasting.
- Create a media production on a low cost that can reach far and be shared with many people/a big audience.
- Shed light on the refugee crisis in a very personal way, giving the listener a chance to get a deeper understanding of the devastating situations people are trapped in, and acknowledge the need for action.



- Participatory Action Research.
- Action learning.
- Storytelling.
- Peer-to-peer.
- Interview techniques.



- Organising and planning the podcast production.
- Field trips.
- Conducting interviews.
- Recording sounds, interviews, conversations and speaks.
- Editing sound.
- Broadcasting.
- Social Media.
- Collaboration with local partners and stakeholders to get access and transfer skills.



- 1 x laptop.
- 1 x field recorder.
- 2 x XLR-cables.
- 1 x studio microphone.
- 1 x tripod for studio microphone.
- 1 x pair of clip microphones.



- 1 x Headphones.
- 2 x SD card 32gb or more.
- 1 x Gear bag.
- 1 x Hindenburg license or other editing programme.



- Youths – e.g. living in refugee camps, host communities, working for NGOs, being politically active or influencers.



- Be only a few when conducting interviews and going into the field. It often gives a better result and a more intimate story, and it is less overwhelming for the people/communities being interviewed.



- Take your time, but plan well as to not end up with a bunch of material that is irrelevant for your story



- Involve actors in the local community. They can give access and advice, safety, recognition, trust and ensure you talk with the right people.
- Use a storytelling/narration model to structure your podcast. This gives an overview, a chance for you to plan the production well and get the materials needed once you are in the field.
- Remember to be cultural aware – there might be certain ways of behaviour, time restrictions, specific happenings and limitations.
- Make the aim of the interview clear for the people involved.
- Always ask for permission to record and broadcast.
- Get names correct. Ask the interviewee to spell it/them on tape to make sure.
- Remember to share the final production with the people who have contributed and been involved.



## SOCIAL MEDIA

### > A Best Practice to raise awareness through SoMe

Social media, also known as SoMe, has become one of the most effective tools to promote campaigns and share stories. Almost everyone is a user of one or several SoMe platforms - from politicians and famous actors, to one's neighbour and even people living on the other side of the world, regardless of class and nationality. It is probably the best and easiest way to get access to people's time and capture their attention, thereby getting them engaged in one's cause of action. With SoMe having such a political and social impact on society, it is more or less naturally embedded in strategic communication. Without, it might actually be difficult to reach people and mobilise change.

There are many SoMe platforms, and it is important to use more than one when doing campaigns, as they differ in type of interaction, profile and privacy – and people have different preferences. Thus, to reach as many people as possible, do research on which platforms that are most popular for your target group, why and how they use them, and what they are drawn to. What type of posts gets the most likes and attention? When do people interact and share?

Ung Aktion mostly made use of three SoMe platforms: Instagram, Facebook and YouTube, since these are where the campaign's target group – youth between 15-25 – are most active in Denmark. To keep the youth in the loop, posts had to occur often, and interactive happenings such as merchandise give-aways, competitions and bingo were organised. Moreover, for the SoMe strategy to comply with the general campaign identity – being very personal and present – the youth acted unpolished, sharing their personal stories from the field fighting for social justice. Additionally, in this way, the SoMe strategy was based on a peer-to-peer approach with the aim of showing an unedited and imperfect reality through the eyes of the youth.





- SoMe



- Provide youth with skills within strategic communication and SoMe.
- Share knowledge and contribute to the debate about social inclusion of refugees.
- Shed light to the refugee crisis in Cox's Bazar.
- Reach and engage as many people as possible in the campaign.
- Mobilise and give credit to partners and sponsors.
- Network and spur collaboration.
- Fundraise.



- Peer-to-peer.
- Strategic communication.



- Videos and pictures documenting the refugee crisis in Cox's Bazar.
- Storytelling series with drawings and testimonials from refugees.
- Promotion of events and happenings.
- Posts from completed events, happenings, presentation and workshops – a documentation and a shout out to the people who attended.
- Advertising and selling merchandise.
- Give-away activities.
- Bingo nights.



- Computer.
- Smart phone.
- Internet.
- Merchandise.
- Sponsor gifts.
- Visual material.
- Film productions.



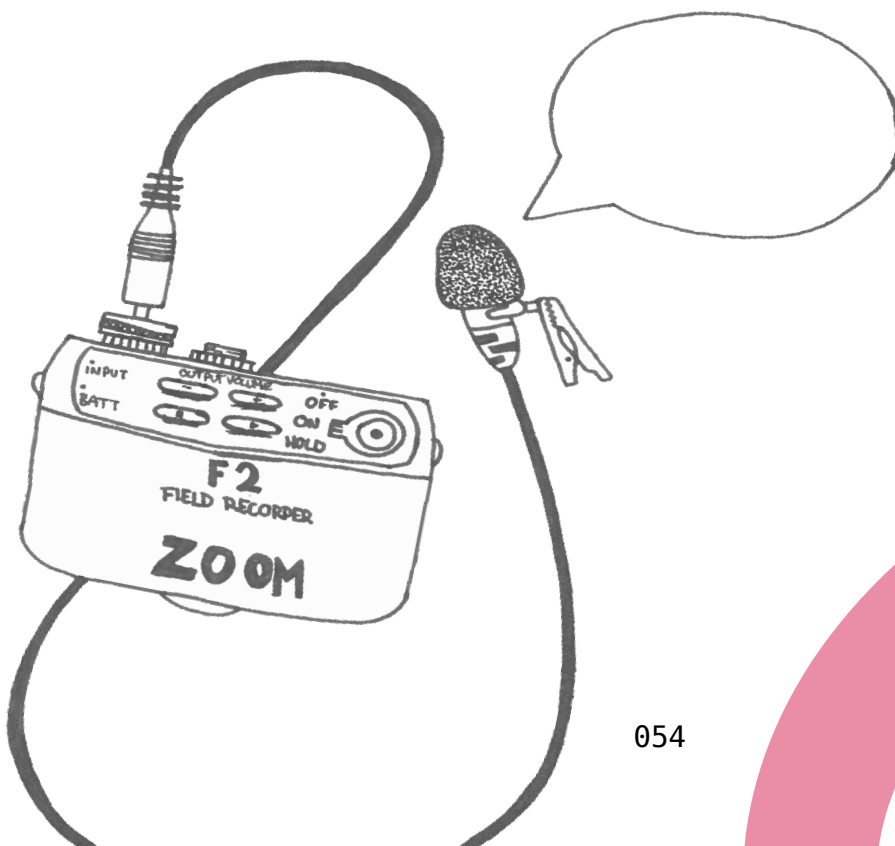
- Youth between 15-30.



- No limits.



- Ensure a SoMe strategy that is well planned and transparent, so people involved in the campaign understand why, how, what, when and where the action is taken.
- Make a management schedule, so the right posts are getting out at the right time – and make sure you know who is responsible.
- Store content in a folder available to all, e.g. Google Drive or OneDrive. It makes your strategy and work less fragile in case someone, for some reason, is unable to post the needed content.
- Consider your colour scheme and aesthetic. How does your audience recognise you?
- Make your platforms lively with lots of visual material and film. Also, keep it interactive via giveaways and activities, corresponding with comments and so on to keep your campaign up in algorithms while making it more interesting to follow.
- Be aware of your language. Make it including and personal, hence more vital and attractive.









# ***STUDY VISIT DENMARK***





In the autumn of 2021, a 9-day study visit was arranged in Denmark. It involved 13 managers/youth workers, representing 6 from Denmark, 3 from Bangladesh and 4 from Romania. During the study visit the participants collected further practices upon handling the refugee situation, by visiting different organisations working with social inclusion of refugees in Denmark. Among others, meetings and workshops were held with Ungdommens Røde Kors, Dansk Flygtningehjælp Ungdom (DFUNK), Rapolitics, Baba, Bydelsmødre, Foreningen Nydansker and Kompasset. Through dialogue, debriefing sessions and discussions amongst the participants, new findings were reflected upon and by the end of the programme formulated and written down, so they could be included in this book of Best Practices.

Hence, the following Best Practices are the results of this study visit, which was very fruitful. All the participants from the three partner countries felt enlightened and inspired through the meetings and workshops with the different organisations. Similarly to the youth exchange, the study visit could be argued to be a Best Practice in itself as well. Without doubt, the reflections and findings collected during the programme will have a positive impact on the youth workers involved, but the dialogue between the participants and the organisations also had a win-win effect. Everyone attending learned from each other's experiences and engagements within the field of refugees, and hopefully many more will be inspired by the Best Practices presented in this chapter.



## FOODMECCA

- > A Best Practice in creating dialogue across different cultural and ethnic backgrounds through recurring events of making, sharing and eating food together

FoodMecca (in Danish: MadMekka) is one of DFUNK's events where sharing food creates togetherness. At the events, young people with different cultural and ethnic backgrounds meet to cook and have a communal dinner together. FoodMecca sets the stage for exchanging gastronomic culture and taste food from all over the world, whilst activities such as folk dance and playing games also happen. Everyone who participate can give their suggestions for recipes and ideas to the menu, and all are welcome to come up with activities that could be entertaining during the event.

Hence, FoodMecca is more than just cooking, it is about relations and creating solidarity among people. It is a recurring event that takes place in different cities all over Denmark, including Copenhagen, Aalborg and Odense, and it happens at the same day at the same time every week. At the time of writing, it is every Monday from 5 pm to 9 pm, and everyone can participate regardless of which part of the country they live in. During the COVID-19 pandemic, the event was carried out online, and in this way, it was possible to meet people from all over Denmark and keep the event alive.

DFUNK is maintained by the work of volunteers and thereby it is also the volunteers that are responsible for smoothly carrying out FoodMecca. Hence, they are in charge of organising the event, having the key to the kitchen, handling the money and buying ingredients – however, everyone who joins takes an active part in shopping, making the food, cleaning as well as doing entertaining activities. It is about creating an open space where people bond and establish relations through cooking food together. While the food is being cooked, volunteers and participants can chat, play games, and do other activities together. As a volunteer in DFUNK, you get well equipped with a toolbox of ice breakers and social games.

Cooking and eating together is a good way to create a comfortable atmosphere where people can share experiences and have casual conversations. It is a way to gather people across languages and cultures despite different mother tongues, religions, backgrounds and so forth. It is about creating relations and breaking down barriers and prejudices. It is free to participate, and if you are financially challenged, DFUNK will offer to pay your transportation costs to get to the event.





- Weekly food event.



- To create an atmosphere where people with different cultural backgrounds can meet and learn about each other.
- Break down barriers and prejudices between people from different cultural and ethnic backgrounds.
- Create welcoming settings and a safe place for dialogue.



- Menu.
- Kitchen.
- Plates, knives, forks and spoons.
- Cutting boards.
- Sharp knives.
- Bowls, pots, and pans.
- Board games and other entertaining activities.



- Everybody is welcome at FoodMecca.



- The more the merrier. In Denmark, the size of the group will vary from time to time depending on the location. Often FoodMecca in Copenhagen will have more participants as it is the capital – even up to 100 participants. In Odense, Aalborg or Aarhus there typically are less – about 25-30 participants.



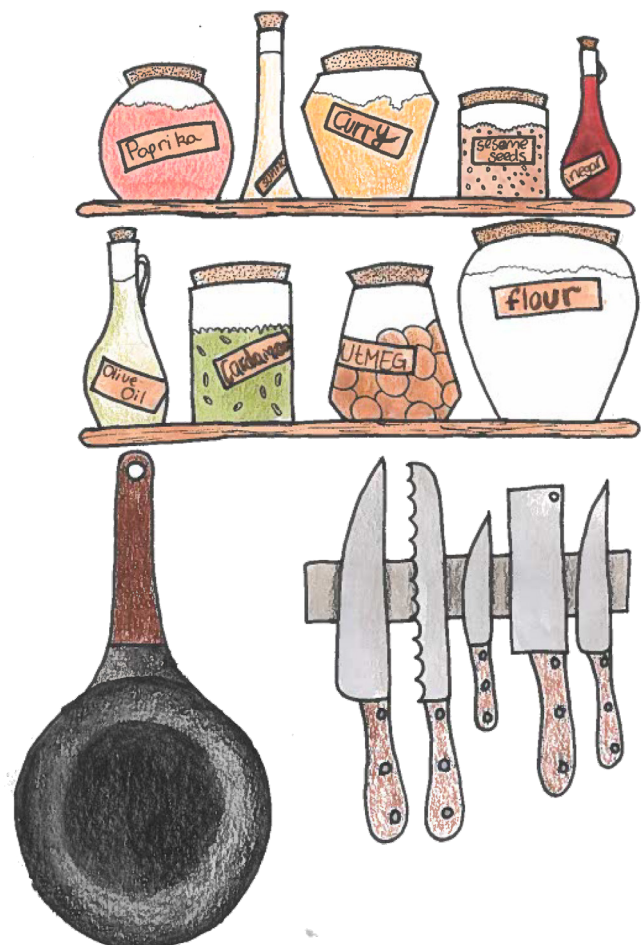
- In Denmark, FoodMecca is scheduled for every Monday from 5 pm to 9 pm, where the volunteers and the participants will decide what to eat, go shopping, cook, eat and spend time chatting and playing games etc.



- The most important thing for the event is the setting. The event cannot be carried out without access to a kitchen and a nice environment for dining.
- It is a good idea to have some board games and icebreakers that can be used whilst waiting for the food to be done, e.g. if you have something in the oven. DFUNK has a manual of different icebreakers for the volunteers called DFUNK Energizers.
- Even though participants and volunteers are co-responsible for the event, it is important to have a few volunteers who have the main responsibility and thereby are in charge of the key to the location, handling the money, and making sure that the space is left clean and tidy.
- The group of volunteers must represent a mix of different cultural and ethnic backgrounds. Therefore, let the group of volunteers be a mixed group of people with Danish and other ethnic backgrounds.
- The best way to promote FoodMecca is through personal relations. If you know someone who could be interested in participating, bring that person with you. Another great way is through social media. Posting advertisements and pictures from the events will make people aware of its existence.



- <https://dfunk.dk/>



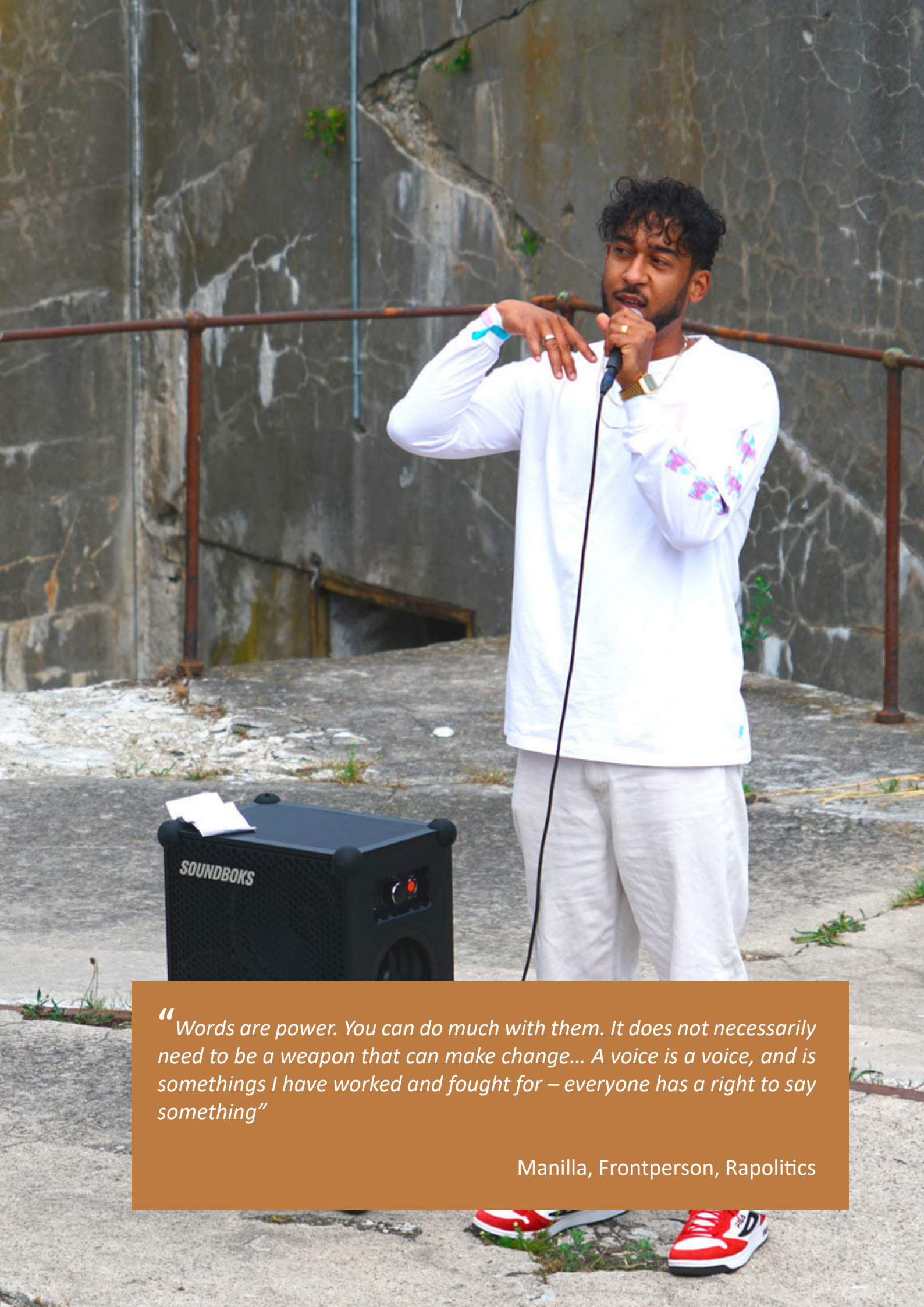




*“We want to get in touch with everyone with and without a refugee background in the age group of 15 to 30 years. I think the best part of it is that you can alternate between Arabic and Danish in the kitchen, because we can and because it creates a feeling of confidence. The value of FoodMecca is that we can talk over the food, because who doesn’t want to eat food and who doesn’t want to meet over a plate of food. Food is not just to be full; food has great cultural roots. And this is striking when you participate in FoodMecca.”*

Sara Breko, Chairwoman for the  
North Jutlandic committee of DFUNK





*“Words are power. You can do much with them. It does not necessarily need to be a weapon that can make change... A voice is a voice, and is somethings I have worked and fought for – everyone has a right to say something”*

Manilla, Frontperson, Rapolitics







## RAPOLITICS

- > A Best Practice using storytelling and rap to bring awareness about refugees and social inclusion.

Rapolitics is a non-profit association that since 2009 has worked with rap and other urban expressions, democratic awareness, citizenship, and dialogue. It is a platform where youths can express themselves and share their stories.

The vision is to develop a brave generation of youths that challenges the democratic debate through culture, art, and creative expression. Overall, Rapolitics has three specific values. These are 1: authenticity – support original voices and take people’s different realities seriously, 2: courage – challenge the status quo and motivate political and social change, and 3: solidarity – be driven by empathy beyond borders. Its mission is to strengthen youths’ self-esteem and engagement in society through hip-hop and creative activism, as well as to eliminate marginalisation and develop youths’ capacity to be influencers and take action.

Moreover, Rapolitics is a key player within hip-hop and creative activism in Denmark. They run a national network with more than 50 different associations and organisations that all work with hip-hop, youth involvement and civil society engagement. Furthermore, for the last 10 years Rapolitics have worked beyond the borders of Denmark with different partners and hip-hop activists in Syria, Palestine, Jordan, Sudan, and Bolivia, among others.

The organisation consists of a board, a secretariat, a coaching team with talented dancers, rappers and storytellers, and a large network of volunteers. Specifically, the coaches work with teaching youths how to process thoughts, reflect, story tell, create dialogue, discuss, write and record rap, make theatre and concerts.

Rapolitics have many Best Practices, however in this book we present the ‘Prejudice Breaker’ workshop. This is a storytelling workshop that address prejudices, discrimination, and identity. From the perspective of a storyteller’s own story the workshop participants will be encouraged to have a dialogue about subjects such as gender, sexuality, body ideals, family, representations, radicalisation, language, and power. Thereafter the participants themselves will try different storytelling tools, which they have learnt through the workshop, and it all culminates in a plenum with the participants sharing their stories together. The aim is to let the participants gain a common language about prejudices, discrimination and identity, strengthen their relations to each other and try how storytelling can be an empowerment tool.



- Workshop.



- The aim is to create awareness about refugees, their background and their identity to eliminate prejudices and discrimination and thereby forward mutual understanding and social inclusion.



- Peer to peer.
- Trust building.
- Storytelling.



- Refugees sharing their personal stories.
- Dialogue and reflections upon identity, societal prejudgements, and discrimination.
- Interactive exercises engaging the workshop participants in storytelling methods.



- Whiteboard.
- Markers.
- Post-its and pens.



- Youth — and all sectors working within this field including schools, organisations, associations, public and private companies.



- 7-30 people



- 3 hours





- This is a very effective workshop and can actually be held with various focus areas and target groups including gender, sexuality, family and representation, which Rapolitics has done with success together with many different youngsters and institutions all over Denmark. The workshop basically discusses and presents different identities through different realities, and thereby aims to break down barriers, eliminate prejudices and bring people together.



- [www.rapolitics.dk/organisation](http://www.rapolitics.dk/organisation)







## AFTER-SCHOOL CLUB

> A Best Practice creating an open and playful space at asylum centres for youth

Ungdommens Røde Kors (in English: Danish Red Cross Youth) is the largest humanitarian youth organisation in Denmark with more than 10.000 children and young people participating in its different activities in more than 100 towns all over Denmark. It was established in 1923 and is known for its peer-to-peer methodology, improving the conditions and daily lives of vulnerable children and young people locally, nationally, and internationally.

With the philosophy that ‘everyone can make a difference, and everyone can be something special for someone’, the Danish Red Cross Youth want to make positive change and help marginalised people beyond borders, ethnic backgrounds, social status, and religion. With about 200 on-going and volunteer-driven initiatives, it offers a broad spectrum of activities such as homework cafés, summer camps, mentor projects, sport and health projects, support for children at asylum centres and women’s shelters, after-school clubs, study support to prisoners, international exchange and development programmes. With telephone hotlines, e.g. the ‘Young On Line’ and ‘Young Online’ programme, they focus non-building and anonymous conversation service for young people between the age of 13 to 30 who need someone to talk to, and with ‘Os Online’ (translates to Us Online), they offer an anonymous chat counselling initiative for youths with cognitive disabilities.





Danish Red Cross Youth has many years of experience and many Best Practices, however, in this book we will highlight its after-school clubs, as they are very effective and an easy concept to adapt in other countries to forward social inclusion of refugees. An after-school club does not have to be a physical place where you show up every Tuesday from 16-18 – though in some cases it can be. An after-school club is a community where there is not just room for diversity, but where differences meet so that unity is strengthened. It is a community where children and young people have high expectations and believe in each other – because it is contagious in a positive way. Moreover, after-school clubs are easy to join, as the Danish Red Cross Youth believe communities are for everyone. Whether someone misses being with friends, needs someone to confide in, has been abused, is homeless or has fled from another country. Every young person is welcome.

Hence, setting up a weekly club in an asylum centre is a great example of creating social inclusion of refugees. A large proportion of the asylum seekers who come to Denmark are children and young people under the age of 18. They have fled war and/or disaster, and many have had traumatic experiences. Some have fled alone or have lost their parents along the way. Some have parents who are severely traumatised and may have difficulties in giving their children the attention they need. Common for all is that this is an insecure and vulnerable period of their lives where there is not always space to be a child. Therefore, this space is created through the club – a playful, caring, inclusive space that breaks down barriers and brings togetherness and joy.



- After-school club.



- To create a safe and playful space for children and youth.



- Trust building.
- Peer- to- peer approach.
- Creating a safe space.



- The activities at the club are decided by the volunteers, however with input from the children and youth living at the asylum centre. Together they plan the activities from time to time. As the ages differ a lot, the activities are broad and can be all from drawing, baking or playing football, going to the cinema or even ice-skating.



- Children and young people at asylum centres.



- As many children and young people who want to join from the asylum centre – the more, the merrier.



- An afternoon / evening once a week.

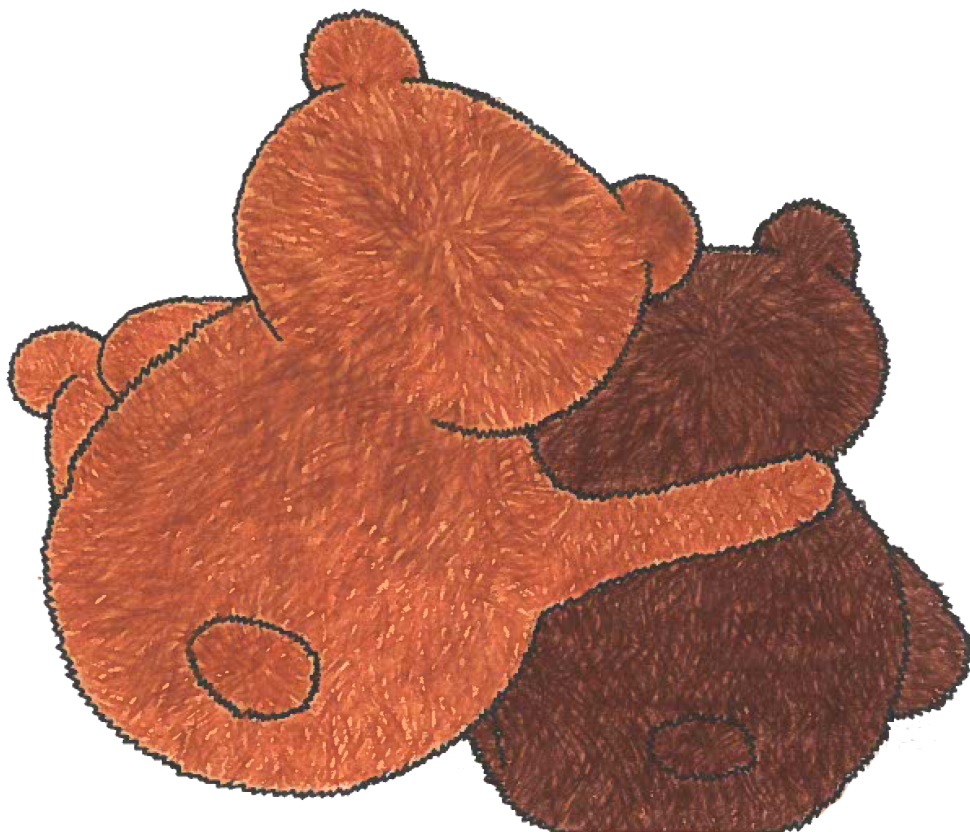




- Ensure a good facilitating team that organises the programme for each time.
- It is a good idea to have a group of volunteers that are steady and join the club regularly, so the children and youths get to know each other better. That makes it easier to create a safe space where the asylum seekers feel relaxed and can have fun.
- Clear and transparent communication.
- Quote “You can be someone for somebody.”



- [www.urk.dk/english](http://www.urk.dk/english)



## BABA

BABA is part of 'Fonden for Socialt Ansvar' (in English: The Foundation for Social Responsibility) and started as an initiative in 2014. It was financed by the Danish government as politicians, the municipality, and institutions for many years had been challenged on how to involve fathers with refugee and migrant backgrounds in childcare, including institutions taking care of children such as kindergartens and schools. The idea was that by getting the fathers involved, their children would become better at navigating in society and thereby have a better chance to become socially included. Overall, BABA works towards solving 3 challenges:

1. The lack of trust between the fathers and the system (the system being the Danish government, schools, and other institutions under the municipality).
2. The lack of knowledge, or lack of the fathers' trust in their own knowledge and abilities, about what their children need.
3. The lack of a safe space for fathers to discuss fatherhood and everything that it entails.

Basically, the idea is to help children by helping their fathers. Studies show that engaged fathers increase the child's mental and physical health, lowers the risk of the child doing criminal activities and increases the odds for the child to finish a higher level of education.

BABA consists of around 200 volunteers that are primarily of non-Danish descent, but who speak Danish. The volunteers vary in age – from young first-time fathers to grandfathers.

In this book, we have included two of BABA's Best Practices. One is the 'Reflection on your legacy' exercise that helps fathers to reflect on who they are as fathers versus who they wish to be. The second is 'Dialogue meetings', which builds trust between the fathers and the system as well as empowering fathers to realise their own abilities – thereby strengthening their self-perception of being a father.





“You hear many negative stories about the Social Administration – that they actually only are there to take away peoples’ children... (through Baba) it was good to hear from the actual leader of the Social Administration, that it actually is a helping resource for parents who have difficulties”

Abdelali Sadouk, participating father at Baba



## REFLECTION ON YOUR LEGACY



- Interactive exercises.



- The aim of the exercise is to help fathers recognise what kind of fathers they want to be, by looking at how they want their children and grandchildren to remember them when they are gone.



- Reflection exercises.
- Group dynamic and trust building.
- Capacity building.



- The facilitator of the exercise takes the fathers into a cemetery where they go for a short walk and get to know each other. After a while, the facilitator asks them to imagine that they are in a grave looking up at their children and grandchildren. They are asked to reflect on how they wish their children to remember them and write it down on a postcard. These reflections shall then create the foundation to formulate concrete actions to fulfil the fathers' wishes. Hence, each father shares their letter in the group and thereafter, there is an open and constructive group discussion about what actions could help them to become the fathers they wish to be.



- 10-15 fathers and a facilitator.
- A cemetery.
- Postcards, pens, and clipboards (clipboards aren't necessary, but useful).



- Marginalised fathers with other ethnic backgrounds than Danish, e.g. refugees and immigrants.





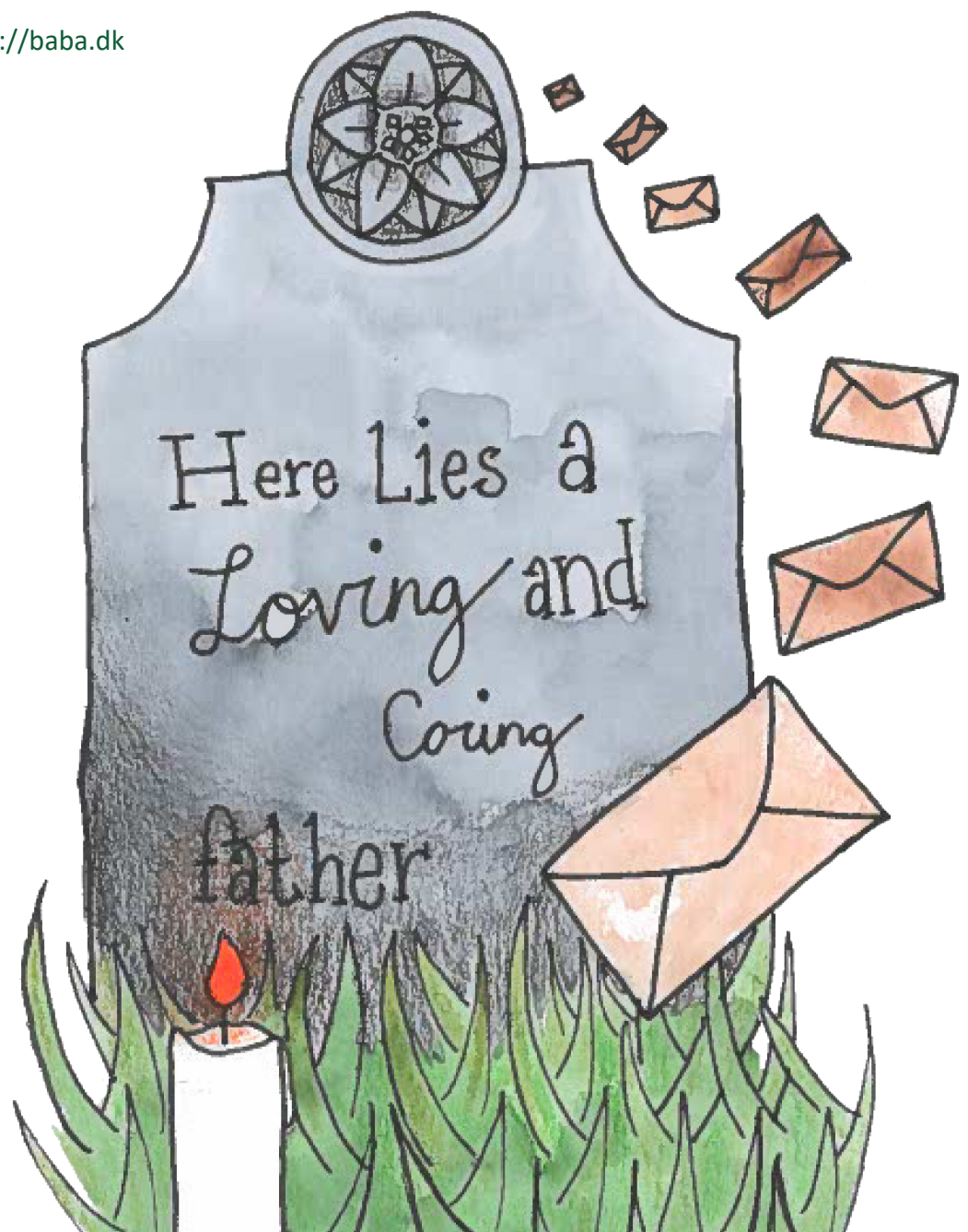
- The best group size is around 10-15 people. If the group is smaller, the space created becomes too fragile and intimate, and if larger it will take too much time and be more chaotic.



- This exercise takes about two and a half hours. The walk should take around 1 hour, reflection time is about 30-45 minutes, and there should be 45 minutes to 1 hour to discuss actions.



- <http://baba.dk>



## DIALOGUE MEETINGS



- Dialogue meetings



- There are two overall goals. Firstly, to build and strengthen fathers' own self-perception and self-trust by helping them to acknowledge their own abilities and secondly, to build trust between the system (for example the municipality) and the fathers.



- Empowering dialogue.
- Mind mapping.
- Capacity building.
- Trust building.



- Facilitated by BABA, professionals from the municipality and childcare institutions meet with marginalised fathers. Through dialogue and mind mapping, the fathers' knowledge, skills and abilities are identified regarding their own children's needs. Everything must be written down, e.g. on post-its, and mapped on a whiteboard or flipchart paper so the people present can acknowledge how much the fathers already know. Often, this is an eye-opener for the fathers as well as the professionals working for the municipality or childcare institutions. Thereafter, the professional adds to the board/paper should there be any facts that the fathers might have missed, and at the end both parts can ask questions. This exploring and open dialogue between representatives from the system and the fathers has proven to have an empowering and trust building effect.



- A room.
- Whiteboard and markers.
- Post-its and pens.
- A facilitator, representatives from the system and a group of fathers.
- Refreshments.





- Marginalized fathers with other ethnic backgrounds than Danish, e.g. be refugees and immigrants.



- The optimal group size is around 10-15 people. If the group is smaller, the space created becomes too fragile and intimate, and if larger it will take too much time and be more chaotic.



- The session takes 2-3 hours with breaks.



- <http://baba.dk>



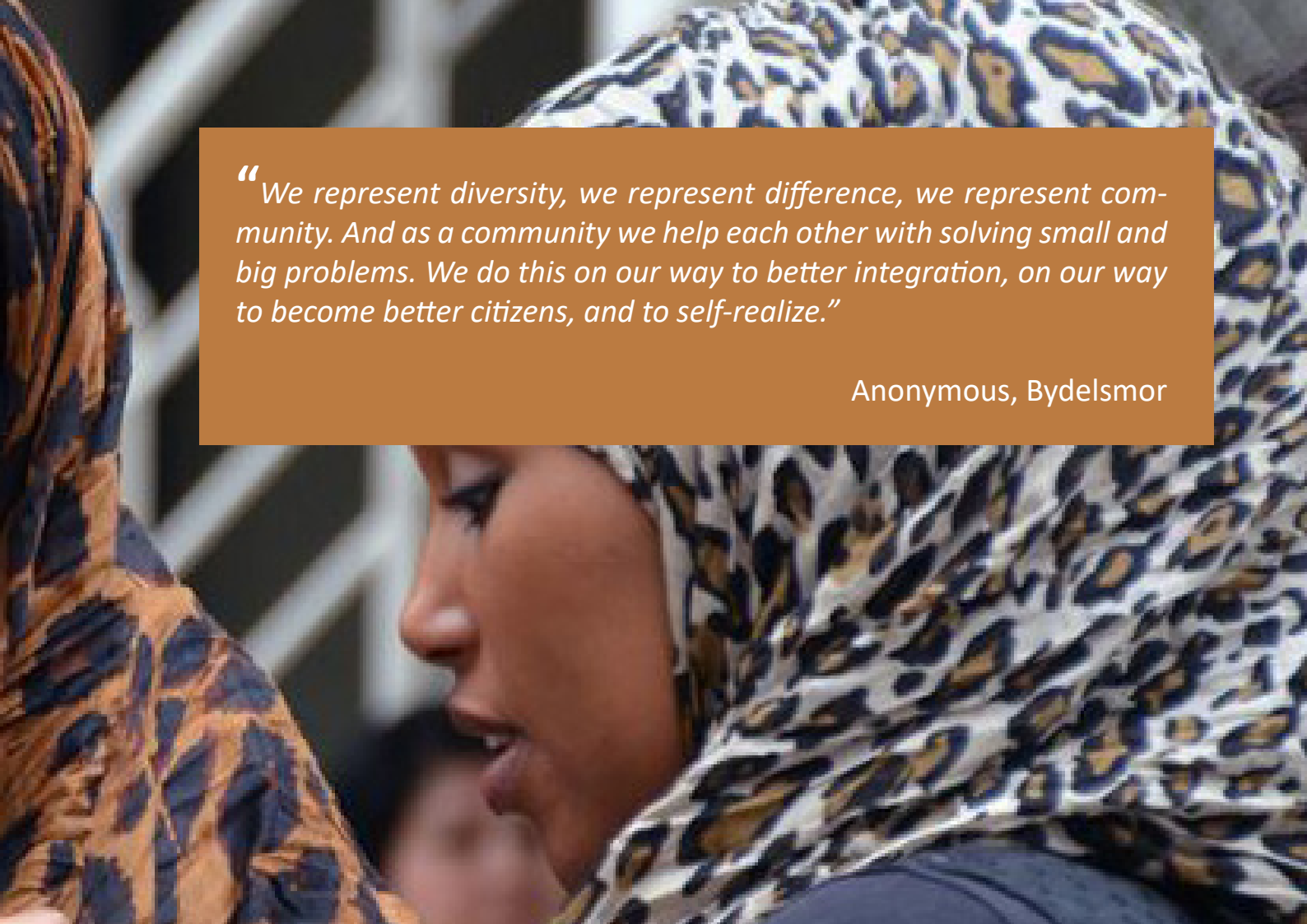
## EDUCATING MINORITY WOMEN TO BECOME BYDELSMØDRE

- > A Best Practice in empowering minority women through capacity building and skill training in order for them to empower other women in their local community

Bydelsmødre is a Danish organisation working with and for minority women in local neighbourhoods. Bydelsmødre translates into English as 'Neighbourhood Mothers'. The women do a voluntary effort in their local area by supporting isolated and vulnerable women. The task of a Bydelsmor (Neighbourhood Mom) is to listen, convey important information, and build bridges between women and their local community, which can give them strength in order to help and support themselves, their children and their family.

The Best Practice can be described as 'help to self-help'. To become a Bydelsmor, you take a course consisting of 14 classes, where you learn about different topics such as family life, the principles of voluntary work and concrete methods to create support, bridging and understanding. This is a form of skill training and capacity building to support and create better lives and opportunities for themselves and their families, but equally and just as important to share their knowledge and empower other women. The kind of work that the Bydelsmor do is not counselling but listening. They show possibilities and act as a kind of inspiration for other women in their community. The women who go through the course both empower themselves and get the skills to empower other women from their local community.





*“We represent diversity, we represent difference, we represent community. And as a community we help each other with solving small and big problems. We do this on our way to better integration, on our way to become better citizens, and to self-realize.”*

Anonymous, Bydelsmor

Bydelsmødre does outreach work to establish contact with women who are often isolated and socially challenged, partly because of poor integration. The mothers can reach out to many different women for several reasons as they have local knowledge about the neighbourhood. Also, they know more than 70 different languages altogether and share the same experience in being new in a country, with a new culture and new language. These different elements are a part of why Bydelsmødre can have a strong impact for the women they work with.

The women from Bydelsmødre have flexible hours as they do their voluntary work in their own communities, which makes it possible to have talks or create contacts after hours. This can be important in order to reach more women who might be isolated for most of their time due to various barriers such as language, religion and culture.



- An organisation focusing on women



- The aim is to empower and bring hope and change into women's lives. Through conversations, information and support, Bydelsmødre gives women the opportunity to take control of their own life and make good decisions for themselves, their families, and children.



- **Conversation** is a method where Bydelsmødre talks to women about topics that are relevant for that specific person, and they collect more information in order for the woman to move on in her life in the best possible way.
- **Bridging** is a method where Bydelsmødre builds bridges between the women and the local community by giving information about the municipality, local associations or walking them to places if they need to see a doctor, go to the library etc.
- **Network** is a method where Bydelsmødre supports the women to participate in events and social come-togethers to share knowledge and experiences.



- Educating women to empower other women in their local community.
- Outreach from woman to woman in the local community.
- Support and help to self-help.



- The target group is primarily women with minority backgrounds who are isolated and often subject to social, economical or health problems. Furthermore, the women are often challenged in the way that they do not know the local language, which makes it harder for the municipality to reach them.





- There are 900+ women within Bydelsmødre in Denmark and more than 50 Bydelsmødre groups covering most of Denmark. There is no maximum in this Best Practice as it is about skill training and capacity building, which you can never have too much of.



- It takes 14 classes to become a Bydelsmor.
- Once you are a Bydelsmor you get to help, inspire and change your local neighbourhood for as long as you are active in the organisation.



- <https://bydelsmor.dk/>



## STUDENT JOB

- > A Best Practice that gives refugees access to the labour market, advances their skills, and boosts their network

Organising and creating Student Jobs is a Best Practice performed by Foreningen Nydansker. Foreningen Nydansker was founded in 1998 and is a non-profit and nonpartisan association of public and private companies which is funded by a combination of membership fees, private project funding, donations, and consultancy services.

In English, Foreningen Nydansker translates to The Association New Danes, and its aim is to break down barriers between the Danish labour market and persons not native to Denmark. New Danes are in this case considered refugees and immigrants who are new in Denmark or new to the Danish labour market.

The association is headed by a board of company representatives and run by a secretariat with a director, a secretary, 6 project managers and 7 project assistants. Together, they conduct a range of integration and employment projects and thereby underpin the potential of having a more inclusive and diverse labour market, where different people with different backgrounds, challenges, languages, or barriers can contribute on equal terms. Hence, the association helps create a framework for successful integration and in collaboration with Danish companies, municipalities, ministries and volunteers, Foreningen Nydansker makes a positive difference for people who are new in Denmark by giving them the chance to use their competences and skills within Danish society. In this way, the new Danes not only boost society and become a resource and a value to Denmark, but also they advance their own skills and become self-sufficient instead of marginalised and excluded.

The Student Job initiative is a great example of Foreningen Nydansker's many initiatives that really has made an impact for refugees. Their thorough work with finding the right match between students and companies has shown to be very successful for both parties – the refugee and the company.





*“The program helps people to integrate into Danish society and understand Danish working culture, so it brings value for both young trainees and the labourand labor market.”*

Refugee, Student job

*“That’s exactly the push we need as refugees to start our practical life in terms of knowing where to go and where we can show our full potential in the Danish society.”*

Refugee, Student job



- Student job - a fixed term job programme (6 months).



- For the student: Work experience, network, competitiveness, and job opportunities.
- For the company: Access to motivated and flexible workforce. Cultivating and recruiting talents. Boosting diversity and innovation.



- Recruitment and screening.
- Preparation courses.
- "Ordinary" employment.
- Follow-up calls.



- Students with refugee status.



- Scalable. 1 student position = 1 employee from Foreningen Nydansker + 1 manager and 1 buddy from the company.



- Awareness of national circumstances, implementation through pioneering strategy



- For more information and details on the project read the report here: [www.foreningen-nydansker.dk/home/dokumenter/ovrige-vaerktojer/191-evaluering-af-studiejob-for-flygtninge/file](http://www.foreningen-nydansker.dk/home/dokumenter/ovrige-vaerktojer/191-evaluering-af-studiejob-for-flygtninge/file).
- Or visit Foreningen Nydansker's website here: [www.foreningen-nydansker.dk](http://www.foreningen-nydansker.dk)





## KOMPASSET

- > A Best Practice providing shelter, basic needs, skills and counselling for migrants and refugees

Kompasset is a part of Kirkens Korshær (in English: DanChurchSocial) which is a charity organisation that helps some of the most vulnerable citizens including homeless, poor, and ill people, as well as those who suffer from an addiction and extreme loneliness. Every day, the charity runs shelters and night centres and provides services that support people, e.g. with counselling.

Kompasset specifically is a house for unregistered homeless foreigners including migrants and refugees, and like its name 'Compass', it provides a broad range of services that can support and assist these people. For instance, many of them do not have a place to stay and need a shelter, and also, they do not have access to public services and experience many barriers when trying to integrate into Danish society and the Danish job market. This causes frustration as well as social marginalisation and loneliness. Kompasset therefore aims to reduce these barriers by providing care and supporting the migrants and refugees by offering them basic needs and strengthening their skills in navigating within Danish society. For instance, they have night and day shelter, assist in getting proper access to information, offer basic counselling about EU immigration and refugee rights in Denmark, and the system of employment as well as citizen registration. Also, they do initiatives that can accumulate small salaries. One example is Kompasset's collaboration with the organisation Minoritet15, where homeless migrants get the chance to sell magazines and earn a little money – for many, this became their primary source of income.







**Below is a short list of what users can find at Kompasset:**

- A night shelter and a place to rest and sleep in the daytime
- Help in applying for jobs and writing a CV (EU-citizens)
- Assistance in getting registered in Denmark
- Legal advice on their rights and responsibilities
- Safety box for personal items and valuables/documents
- A shower and a cup of coffee for 5 DKK
- A supportive and friendly environment
- A supportive and friendly environment
- Computer courses
- Danish language class
- Bike Repair Shop

These services are provided by the staff hired by DanChurchSocial and around 30 competent volunteers, who together speak the main European languages, so that users often can get advice and comfort in their native tongue. In this book, we will highlight two different Best Practices from Kompasset. One is the Bike Repair Shop, and the other initiative is The Extra Mile. The latter is however mostly for migrants coming from within Europe, but it can still be a great inspiration for fostering social inclusion of refugees.

## BIKE REPAIR SHOP



- Bike repair shop.



- Providing skills to migrants and refugees, which they can use to enter the labour market. Hence the aim is to empower and to create a fellowship between the people joining, which can be very helpful as many of the participants are alone and need to start from scratch building up new relations and network.



- Capacity building.
- Empowerment.
- Trust building.



- Skill training in repairing bikes.
- Collecting unused bikes.
- Knowledge on marketing, customers, and sale.
- Networking.



- Skilled bike trainers.
- Bikes.
- Tools for repairing.
- A room to store and repair the bikes.
- A car to collect unused bikes that are donated for the project.



- Migrants and refugees aged 18 or older.





- No limits as such, however the size of the shop and number of tools for repairing naturally set a limit on how many people that can be involved on the day.



- At Kompasset, the shop is open 1-2 days a week, however more days would be even better.



- Be open-hearted and create a safe space where the participants feel good, welcome, and find motivation to get back on their feet.
- Have a strong and steady volunteer team with bike skills, so they can supervise and teach the migrants and refugees. It is this team's energy and skills that make the foundation and can make the initiative thrive and become a success.



- Website: <https://kbh.kirkenskorshaer.dk/sted/kompasset-english/>
- Facebook: <https://www.facebook.com/kirkenskorshaerkbh/>
- Instagram: <https://www.instagram.com/kirkenskorshaer/>
- LinkedIn: <https://www.linkedin.com/company/kirkens-korshaer-koe-benhavn/>





## EXTRA MILE



- An EU-rights-based mentor project.



- Help foreign people in registering, getting needed documents, writing CVs and applying for jobs, thereby creating empowerment and social inclusion.



- Capacity building.
- Open communication.
- Trust building.
- Mentorship.



- Helping with labour rights.
- Mentorship and guidance on writing CVs and applying for jobs.
- Counselling them to get back on their feet.
- Psycho-social support program.
- Help in how to cope with stress.
- Volunteer engagement.
- Recruitment of mentees.
- Coordinating training.
- Develop strategic collaboration.
- Organising and facilitating workshops.



- Homeless EU-migrants aged 18 or older.



- Between 3-15.



- Depends on the case, however between 7 and 30 days.



- Be open hearted and create a safe space where the participants feel good, welcome, and find motivation to get back on their feet.



- Website: <https://kbh.kirkenskorshaer.dk/sted/kompasset-english/>
- Facebook: <https://www.facebook.com/kirkenskorshaerkbh/>
- Instagram: <https://www.instagram.com/kirkenskorshaer/>
- LinkedIn: <https://www.linkedin.com/company/kirkens-korshaer-koe-benhavn/>





# ***NATIONAL BEST PRACTICES:***





The following section showcases a total of 15 Best Practices that the organisations involved in this book and in the Growing Together exchange project consider to be particularly inspiring or successful within their national context. Ung Aktion/FGU Hovedstaden collected the Danish examples. The Earth delivered the inspiration from Bangladesh, and ADEPT contributed with the Best Practices from Romania. While the general structure and symbols are the same as those used in the previous section, these Best Practices are told by the actors themselves, who collected the examples through interviews with the organisations and individuals involved.

Our hope is that these examples, each specific to its own context, will inspire other youth workers around the globe to make a difference in the reality they act in.



Map of partner countries, showing their geographic position. Source: [earth.google.com](https://earth.google.com)

# BANGLADESH



Total population: 164.689.383 (2020)

Size: 147,570 Km<sup>2</sup> (2018)

Population density: 1.265 per Km<sup>2</sup> (2017)

BNP ppp-dollar: 302.571.254.131 (2019)

BNP ppp-dollar per citizen: 5.200 (2019)

Extreme poverty: 15 % (2016)

Peace index: 2,128 (2019)

Corruption: 26 (2018)

Human Development Index: 0,614 (2018)

Life expectancy: 72 (2020)

Present refugees: 912.250 (2019)





# FIVE BEST PRACTICES FROM BANGLADESH:



## THE EARTH - COLLECTING STORIES

Telling a story can be a foundation for change. It has a psychological effect on the storyteller, who can get out of despondency and get the feeling of being heard. It also creates solidarity between people, by creating a peaceful and mutual understanding between refugees and the host community, who experience unity by hearing each other's stories. Spreading the stories, and thereby giving people from different refugee camps all over the world the knowledge of each other's situation, can also give people the feeling of not being alone.

The Earth felt the urgency of collecting stories from both the host community and Rohingya community to draw attention to and investigate the social, economic, and environmental impacts that are a consequence of the 1.1 million refugee inflow from neighbouring Myanmar.

The Earth engaged youths from the host community to collect stories of Rohingyas by visiting refugee camps to capture these stories. The goal was to spread the stories through various art forms to reach the national and international community. Research and fieldwork took place in order to collect the stories in the best possible way. Between the 8th of December and the 14th of December 2019, the volunteer team of The Earth went to Ukhiya, Cox's Bazar to work on this research.



- Storytelling, collection and documentation



- Build a bridge between the Rohingya community, the host community and the international community through storytelling.
- Creating a better and more resilient ecosystem between communities by breaking down barriers, eliminating prejudices and finding solutions together to spur positive change.
- Provide a platform for the marginalised youth of the Rohingya community to voice their concerns and challenges and build connections with communities outside the camps.
- Provide a platform for the local youth of the host community and youth from the international community to understand the challenges and possible solutions through the viewpoint of the marginalised Rohingya youth.
- Give the host communities an informed starting point, in order to better address the humanitarian crisis and respond to emergencies timely and effectively.
- Discussion and documentation of ideas, challenges and Best Practices on how to bridge the gap between the host community and the Rohingya community.



- Participatory action research and learning methods.
- Peer-to-peer campaign.
- Cultivating collaboration and building bridge.
- Fostering intercultural dialogue.
- Social cohesion.
- Focus group discussions.





- Key informant interviews.
- Documentation (audio, video, photography).
- Surveys.
- Social media.
- Collect songs in native language.
- Art projects, games, and other crowdsourcing techniques.
- Interviews, walk-and-talks, and drawing workshops with children.



- Youths from local community.
- Marginalised Youths from Rohingya community.
- Host community organisations.
- Youths from international community.
- Marginalised women and children from Rohingya community.



- The more the merrier.



- 7 days.



- Collect the story in the language of the person telling it.
- Collected stories as a walk-and-talk model, rather than a formal interview.
- Talk with relevant parties (involved NGOs, authorities, community leaders) prior to the fieldwork in order to understand the field, its challenges and possibilities.
- You can collect paintings from children or songs in their own language.
- Collect stories from people of different ages: their understanding of the crisis will be of a different perspective.
- Evaluate the quality of the material you gather after each session, and talk about what can be improved.
- Knowledge sharing between a variety of actors within the same crisis.





## **DORIA THEATER - PULSE BANGLADESH SOCIETY**

PULSE Bangladesh Society is a non-governmental and non-profit organisation. It works for the improvement of life standards of the poor and socially disadvantaged population by undertaking a variety of projects. PULSE Bangladesh Society was established in 2008 by a group of professional social workers of Cox's Bazar, and was registered with the Directorate of Social Welfare.

PULSE Bangladesh Society is committed to creating a productive and economically independent society that is free from poverty, and where people can exercise their basic social rights through activities that focus on women and children as well as on distressed people.

### **“Doria Theater”**

Doria Theatre is an ongoing initiative by PULSE Bangladesh Society to create awareness and reach people through drama and theatre, targeting Rohingya refugees. The purpose of this platform is to promote and develop refugee integration at a local level through the use of Community Theatre, a tool that offers the possibility to concretely foster intercultural dialogue, community cohesion, and mutual understanding. It is also a great source of learning through entertainment.

When coming to a new country, refugees report problems of feeling disconnected as well as a loss of community. Refugees often go through an acculturation process. Usually a negative experience, acculturation can be defined as the changes an individual must make when in contact with a new culture<sup>19</sup>. Creative approaches such as theatre, dance, music and visual art can sometimes be the best intervention, simply due to the unique combination of structure and freedom.<sup>20</sup>

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<sup>19</sup>Mio, Barker, Tumambing, 2012

<sup>20</sup>Grainer, 1990; Johnson, 2000





- Community theatre and performing arts.



- An ongoing initiative to create awareness and reach people through drama and theatre targeting Rohingya refugees and their challenges.



- Role play.
- Teamwork.
- Community theatre.
- Leadership skills.
- Cultivating collaboration & building bridge.
- Building resilience through art and theater.
- Forum theater.
- Learning through entertainment.



- Provides a platform that gives the community an opportunity to act on sensitive issues and topics and provide solutions through entertainment.
- Creating an entertainment opportunity for the Rohingya refugees, but also putting forward an inclusive approach to communicate without language barriers, resolve ongoing challenges and disputes, and build necessary awareness within the camps.
- Engage the spectators during the performance to get solutions from the Rohingya community as local stakeholders.
- Doria Theatre engages local youth from Rohingya communities. Consequently, many of them often become empowered and develop a leadership mindset to do something good for their own people.



- Right venue – crowded places or bazaars are preferable places.
- Artists.
- Speakers.
- Microphone.
- Banners.



- All age groups, no matter their language skills. Works well to break down language barriers between groups.



- As many as possible. In this current programme, 500 people are working in the theatre.



- 15 mins to 1 hour.



- Doria Theatre organises their activities in a place locally called Hat or Bazar (local market), since that is where most people gather in the Rohingya camp.

## COUNTERING VIOLENT EXTREMISM - YPSA

Refugees that have lost everything, like the Rohingyas, can be at risk of becoming victims of radicalisation. To prevent radicalisation in the Chattogram division of Bangladesh, YPSA (Young Power in Social Action) has taken the initiatives of “Community Engagement in Countering Violent Extremism in Chattogram Division (CEVEC).” YPSA has now extended this initiative inside the different Rohingya camps engaging community youth leaders.

To address the issue, YPSA (CEVEC) took community engagement initiatives with community youth leaders, such as human chains, rallies, sports and debate competitions. YPSA initiated interfaith dialogue and orientation between religious leaders (locally called Imam), teachers and Rohingya leaders (locally called Maji or Majhi), and involved local government bodies in their mission towards preventing violent extremism.

Moreover, this programme included training, sensitisation events, and meetings with Rohingya youth and women about critical thinking skills. As an example, YPSA conducted courtyard training for women in order to build their confidence to protect themselves and their family members from violent extremism.

YPSA has already been able to create awareness among the local youth and the Rohingya youth on violent extremism. A sense of confidence has grown among youths, through which they can say ‘no’ to violent extremist activities.







- NGO Programme, combining a variety of symbolic events, debate activities and skill training.



- This initiative pursues strengthening communities' resilience against the threat of violent extremism.



- Capacity-building.
- Empowerment strategies.



- Community engagement initiatives with community youth leaders.
- Actions like human chain, rally, sports, debate competition.
- Interfaith dialogue and orientation among the religious leaders (locally called Imam), teachers, and Rohingya leaders (locally called Maji or Majhi).
- Journalists, and local government bodies' engagement to play a decisive role towards Preventing Violent Extremism (UN PLAN of Action).
- Critical thinking skill training and meeting with the FDMN (Forcibly Displaced Myanmar Nationals) youth and women.
- Conducting courtyard training for women to build their confidence to protect themselves and their family members from violent extremism.
- Capacity building training among the young or union leaders.
- TOT (training of trainers) model for further conducting LSE (Life Skill Education) sessions of youth.



- Women, children, youth, religious leaders, Rohingya leaders, and educators.



- The more the merrier.



- Differentiate the activities within your campaign to better achieve your goal. Balancing between events with high visibility and engagement (e.g. human chains) and more private but empowering training can help draw attention to the programme and achieve the desired goal.



## AGE-FRIENDLY SPACE, YPSA

YPSA (Young Power in Social Action) is implementing a project named “Integrated Humanitarian Response to the needs of older men and women amongst Forcibly Displaced Myanmar Nationals (FDMN)”. The project makes an Age-Friendly Space (AFS) to provide primary health, WASH (Water, Sanitation, Hygiene) and protection services under the cooperation of HelpAge International, Bangladesh (HAIBD). 90% of older people reported being ill or requiring some kind of medical assistance in the Rohingya camp. Among these, 74% of older people reported physical constraints to access health services, and 80% of older people reported multiple chronic conditions and Non-Communicable Diseases. To mitigate the challenge, YPSA has extended its primary health services for elderly people (aged 50+), which includes primary health service, physiotherapy service, recreation, age-friendly toilet service, nebulising & diabetic test facility, and individual hygiene service. This project benefits both the elderly people and youths from the Rohingya camp, as the elderly people get proper health services, whilst those services are run by youth volunteers from the Rohingya community who then gain employment opportunities in future, as they advance their skills and competences.

With this project YPSA has desired to give facilities to almost 10,000+ elderly people. The service is provided to both the host community and Rohingya camps.



- NGO project.



- Improve integrated humanitarian services for elderly people.
- Reduce the mortality rate among older Rohingya people.
- Reduce communicable diseases by providing access to safe, appropriate and dignified individual hygiene services at AFS (Age-Friendly Space).
- Build awareness, knowledge, capacity, and willingness to provide inclusive services.



- Made three Age-Friendly Spaces (AFS).
- Provided primary health service.
- Initiated physiotherapy service.
- Arranged recreation facilities for the elderly.
- Provided age-friendly toilet service.
- Frequent diabetes tests and a nebuliser facility.
- Monitored individual hygiene service.
- Provided free eye test (almost 362 people have been benefited, and 84 people received support for eye surgery).
- Distributed winter clothes to more than 2,600 elderly Rohingya people.
- Awareness was built among the Rohingya about elderly care.



- The more the merrier.



- The target group of the project is elder people of the Rohingya community and host communities (aged 50 +). The young volunteers that run the services are recruited within the Rohingya community, thereby supporting these youngsters' chances to get employment afterwards.





- Humanitarian crises affect people differently depending on their gender, age, disability and personal characteristics. Older people and people with disabilities are often overlooked in humanitarian relief and response, and they may find it harder than others to access the assistance and protection they need. As YPSA is acknowledging and handling this issue with care through their “Integrated Humanitarian Response to the needs of older men and women amongst FDMN (Forcibly Displaced Myanmar Nationals)” project, it is considered a Best Practice.









## LET'S TALK - CRI

CRI (Center for Research and Information) organised the 21st episode of its signature programme 'Let's Talk' – this time with the theme 'Future of the Rohingya' to mark the two years of resettling of over 1.1 million displaced Rohingyas in Bangladesh. The event was held on September 9th 2019, at Krishibid Institute Bangladesh, Dhaka.

Let's Talk is a platform that offers youth the opportunity to engage with politicians and policymakers face to face and express their ideas related to politics, national issues, and the development of Bangladesh. The aim of this particular initiative was to set up an open dialogue between youth and policymakers to exchange their views, opinions and possible solutions on the current burning issue 'The Future of Rohingya'.

This programme provided participating youth with a platform to ask questions as well as to share opinions and concerns regarding the ground realities in the shelter camps and the possibility of a lasting solution. To answer their questions, Mr. Md Shahriar Alam, Honorable State Minister, Ministry of Foreign Affairs of Bangladesh and Mr. Steven Corliss, Representative, United Nations High Commissioner for Refugees (UNHCR) in Bangladesh, were invited as the panelists of the event. The Let's Talk was interactive in nature where participants not just asked questions but also shared valuable insights and suggestions regarding the Rohingya situation.

Let's Talk created the opportunity for mass youth to share and present ideas and solutions with the major role players and stakeholders. It helped bridge the gap between youth and policymakers by exchanging thoughts, facts, challenges, and ideas.







- An event bringing together youth and policymakers.



- Provide a platform for dialogue between young people, policymakers and other stakeholders.
- Provide a platform where the host community can share their concerns about over-exploitation of rural natural resources due to poverty, rising populations, weak property rights and inappropriate management.
- Discuss ideas, challenges and Best Practices on how to bridge the gap between the host community and the Rohingya community.
- Encourage the strengthening of young people's resilience against radicalisation and violent extremism.
- Provide authentic information to remove negative stigma about the Rohingya refugees in Bangladesh.



- Active listening.
- Conflict management.
- Decision aid framework.
- Networking
- Building leadership skills.
- Co-Create dialogue.



- Prior to the main event on September 9th, a youth delegation consisting of 10 youths had the opportunity to attend a UNHCR facilitated visit to the Rohingya camps in Cox's Bazar. A short documentary was shot during the visit, and it was shown during the Let's Talk programme. Two members of this delegation shared their firsthand experience of interacting with the displaced Rohingya living in the camps.
- Open mic session for youth participants to exchange their views on the current scenario in terms of the humanitarian operation, repatriation, funding, impact on the host community and environment, amongst others.
- Distribution of brochures.
- Networking session.
- Journalists were invited to report on the event.



- Depending on the event. Often, you will need a venue, projector, stage, chairs, event host, microphones, a screen/projector, laptop, loudspeakers, pens, pencils, tape, snacks and beverages.



- Local youth including students, professionals, service holders, and representatives of various youth groups and associations.



- 50 - 250 youths.



- 2 hours.



- <https://cri.org.bd/category/lets-talk/>





# ROMANIA



Total population: 19.237.691 (2020)

Country size: 238,391 Km2 (2021)

Population density: 86 per Km2 (2017)

BNP ppp-dollar: 250.077.444.017 (2019)

BNP ppp-dollar per citizen: 12.920 (2019)

Extreme poverty: 4 % (2017)

Peace index: 1,606 (2019)

Corruption: 47 (2018)

Human Development Index: 0,816 (2018)

Life expectancy: 76 (2020)

Present refugees: 10.086 (2019)

# FIVE BEST PRACTICES FROM ROMANIA:



## ARCA

The vision and mission of ACRA (Romanian Forum for Refugees and Migrants) is to protect the rights of human beings. The organisation focuses specifically on the rights of foreign citizens, migrants and refugees.

One of the main challenges ACRA experiences with integration is the language barriers that exist between the host community and the foreign citizens. It results in miscommunication, and the host community lacks understanding of the refugees' needs, skills and backgrounds. Language is an essential need for integration, and the ability to speak the language makes it possible for the newcomers to express themselves, create a link to other people and not least understand the society to which they have arrived from all perspectives – socially, economically, culturally.

Another obstacle ACRA focuses on is to acknowledge the refugees' educational backgrounds and work experiences. Some institutions and workplaces do not recognise foreign diplomas or specific educational curricula, as they differ from the national. However, this hinders the chances for the refugees to get jobs and be part of the society, hence become integrated. Therefore, ACRA has started a project called "Migrants' job center", which is an innovative project from 2016 that contains services specifically aimed

towards migrants and refugees, helping them by facilitating their employment in Romania. It includes Romanian and English language training, vocational counseling, and mediation between jobseekers and the employers. Moreover, the initiative offers continued assistance during employment and post-employment, as well as juridical assistance. Since the project's start, ACRA has managed to gather approximately 600 recipients, and out of these 100 have been hired in various labor including jobs in supermarkets, customer support, call centers, IT, the medical field, and 3 have become entrepreneurs.

Another very successful project was Fire from 2019. This project used sports, specifically football, as a tool to spur integration of refugees. In partnership with FRF (Romanian Football Federation), ACRA organised a football tournament with 6 teams of refugees and Romanians. It was a success because the participants were thrilled by this type of integration, which was entertaining, relaxing and gave them the possibility to develop social abilities such as teamwork and self-confidence. The event itself was organised to take one day, however, the project also consisted of gathering sponsorships from companies to buy equipment and ensure prizes, and the participants were trained beforehand by a coach provided by the FRF. After the tournament everyone shared a meal together. In this book, we present two Best Practices from ACRA, which you can gain more detailed information about on the following pages.

*“If I should give advice, working within this field, then I will advise people to find various ways to develop empathy for the recipients and continue to find different resources – don't block yourself by only thinking in one way on how to solve things.”*

Mihaela Buzduga,  
Vocational counselor at ARCA





## JOB CENTER

> a Best Practice to empower refugees on the labour market



- Job platform.



- To facilitate the match of refugees' skills with employers' needs and thereby spur integration and social inclusion.



- Create an online platform.
- Have a pool of organisations that work with refugees.
- Have a number of employers that are searching for labor force.
- Local and English language courses.
- Vocational counseling.
- Continued assistance during and post-employment.
- Juridical assistance.



- Refugees, asylum seekers, and migrants.



- No limits.



- Minimum 3 months.



- Refugees want to work and be integrated. The task is just to find the right employer who needs labour, and to ensure they are fair.
- Do not hesitate to involve as many businesses as possible and enroll them onto the platform. The more businesses, the better the chances are to find the right match between job and skills.
- Check if your country offers tax advantages for hiring refugees. If so, use this strategically to get more businesses and partners on board.
- Document successful matches, e.g. through videos, and promote these on social media to inspire more businesses and refugees to join the network and platform. It is a win-win for both parties.



## FIRE

> a Best Practice that thrives to create social inclusion through sports



- Football event.



- Engage the local community for social activities and sport.
- Show that locals and refugees share common passions.
- Create a bond between refugees and locals to break down boundaries and prejudices.
- Spur hope, motivation and integration.



- Engage organisations working with refugees, companies and the local community.
- Create a mini-league of football made of multiple teams.
- Find sponsorships.
- Organise prizes.
- Arrange a meal for everyone involved to finalise the events.



- Sports field.
- Minimum game equipment (vests, football, whistle).
- Local community/companies/universities/high-schools/sport clubs.



- 22-88 people.



- A whole day – to set up and host the event. A few months to prepare.





- Prepare well and onboard people involved.
- Collaborate with a local partner to gain insight knowledge of where it could be held and to make sure you do not clash with public holidays or local traditions, behaviors and expectations.
- Be aware of permissions to use public spaces, and if you need to book in advance.
- Invite the local community in advance, and specifically other organisations working within the same field as well as politicians and other stakeholders. This boosts the event, spurs collaboration and fosters the chance of developing sustainable initiatives with impact.
- It is a good idea to play music and serve snacks and beverages to draw attention and keep the audience as well as passers-by for longer.



## ASOCIAȚIA JRS ROMANIA – CONSTANTA HEADQUARTER

JRS (Jesuit Refugee Service) is an NGO that works towards a Europe where human rights, protection, hospitality, integration and reconciliation all have a place to flourish within a larger vision for inclusive and welcoming societies. The mission is to accompany, serve and advocate for and with refugees. To reach this goal, JRS provides psychosocial and pastoral support in detention centres, legal counselling, education for children and adults, it organises social and cultural activities, and advocates for structural changes in policies and legislation both at a national and European level.

One of the most striking challenges JRS have faced regarding the social inclusion of refugees is the inconsistent practices among local schools regarding access of refugee children to Romanian language courses. This is where JRS steps in by mediating recipients' relationships with the School Inspectorate, in order to ensure proper access for foreign children. Moreover, JRS have involved volunteer teams to teach resettled refugees basic language skills outside the Romanian language classes offered within the project, and complementary to those provided by the School Inspectorate.

Another obstacle that hinders the social inclusion of refugees is their constant need to defend themselves in front of civil society. Most of the time, it is very difficult for them to find accommodation and work, as a large segment of Romanian landlords and employers are reluctant when it comes to renting to refugees and/or to hire them. Lack of trust and lack of information are the most representative causes of such an attitude towards refugees.

Therefore, in order to make things easier for refugees, JRS accompany their journey of finding accommodation, e.g. through the AMIF project called 'A New Home' that is currently being funded and successfully implemented for the third time. The aim is to assist refugees in their interactions with employment related entities of the Ministry of Labour. Forwarding empathy, information, and dismantling limiting beliefs about refugees through open-minded dialogues with landlords are small steps taken towards a more refugee-inclusive Romanian society.

*“Beyond compassion and empathy, I recommend and wish other workers in this field a lot of patience. Society does not change overnight, mindsets don't change easily, so that's why we, workers in this field need a lot of patience. And perseverance... Step by step, person by person, we will get closer to a more refugee inclusive society.”*

Alexandra Moga, Social Relations specialist,  
Regional Integration Center - Constanța

## A NEW HOME

> a Best Practice that forwards social inclusion through ensuring better homes for refugees



- Project.



- Change the mentality of landlords about renting to refugees.



- Peer to peer approach.



- Accompany refugees in their journey of finding accommodation.
- Contact landlords via phone calls.
- Contact companies that deal with leases.
- Meet the landlords and mediate communication between them and refugees.
- Raise awareness of the situation through social media.



- Refugees without accommodation.



- As many as possible.





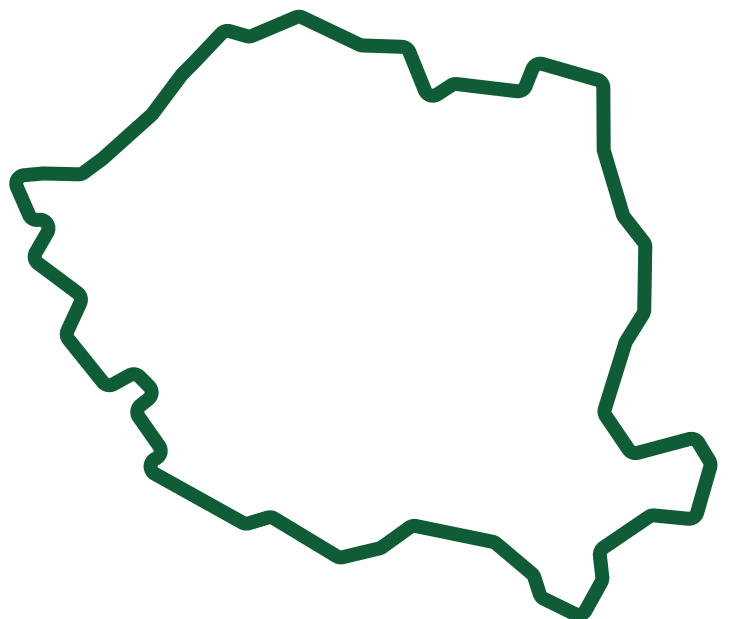
- Expect a few weeks for each case.



- Take and promote testimonials from other landlords that have rented to refugees.
- Ensure a month more than usual advance payment for the rent.



- <https://www.facebook.com/jrsromania/photos/a.185012408272598/2617429211697560/?type=3&theater>
- <https://www.facebook.com/jrsromania/photos/a.185012408272598/2611004322340049/?type=3&theater>
- <https://www.facebook.com/jrsromania/photos/a.185012408272598/2636273256479822/?type=3&theater>
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- <https://www.facebook.com/jrsromania/photos/a.185012408272598/2821544327952713/?type=3&theater>





SORRY

أعسف

EXCUSE ME

عذرًا

THANK YOU

LOPTICE

شكراً

YOU ARE WELCOME

أنت مرحب بك

CAN

يمكن



## CONSILIUL NATIONAL ROMAN PENTRU REFUGIATI – CNRR

The CNRR (Romanian National Council for Refugees) is a non-governmental organisation founded in 1998, having been granted public utility status in 2003. Its' mission is, through all legal means, to promote and defend human rights – particularly in regard to migrants, refugees and asylum seekers.

CNRR highlights four different challenges in Romania when working with social inclusion of refugees. One is the lack of legislative correlation between the legislation of specific fields (education, healthcare, housing, social services, etc.), and the legislation related to the integration of refugees. For example, the law of integration stipulates that a refugee has the right to access social housing, however, the legislation on social housing mentions only Romanian citizens. As such, the local mayor's office is inclined to apply the main legislation on social housing rather than the one governing refugees' rights, resulting in the application being rejected. Another is the Romanian language course. Eventhough the format and structure has been improved, it is still not adequate in terms of the number of hours dedicated per week (6 hours of language courses). A third challenge is the lack of translators. Refugees speak a variety of languages and dialects. Sometimes, it is hard to find a translator (with or without an official translator licence) for certain languages or dialects, especially for refugees living in small towns or in rural areas. Fourthly, newly recognised refugees do not have health insurance. In order to gain access to medical services, they must enrol in the healthcare system and pay a monthly tax (if the person is unemployed, has a recognised disability, etc.)

One of CNRR's Best Practices is related to the integration programme. In this, the Romanian authorities give refugees the opportunity to enrol, free of charge, in an integration programme that includes a wide variety of activities – from accommodation in the refugee centres up to 1 year, to philological support, non-reimbursable financial aid, etc. Another Best Practice by CNRR is its work with giving refugees access to citizenship. The Romanian legislation related to citizenship acquisition gives refugees the right to apply for citizenship under special, more favourable circumstances to stimulate their naturalisation process. If a refugee meets the general criteria, he/she can apply after a reduced period of only 4 years of legal residence. Safeguards are provided here to assist the refugee since they are not permitted to request documents from their country of origin.



# INTEGRATION PROGRAM



- Program.



- To ensure the rights of refugees and migrants.



- Counsel the refugees in accessing the government integration programme.
- Enroll the refugees in integration programmes.
- Give complementary language courses.
- Provide translators.
- Provide shelter.
- Help obtaining citizenship.
- Reaching natives and connecting with people from their home countries.



- Counselors.
- Psychologists.
- Teachers.
- Translators.
- Lawyers.



- Refugees.
- Schools.
- Authorities hereunder the legislative system.



- 1-4 years.



- Create a strong team that consists of: counselors, psychologists, teachers, translators, lawyers.
- Keep in contact and create a network with the former beneficiaries of the programme.

*“My advice is to take into consideration that refugees are persons that fled conflict and persecution. Much attention is needed and knowledge regarding their cultural background. Many of them faced many challenges on their journey to safety, crossing a number of borders without detection and surviving harsh conditions. Their resilience and survivability rate are high. Their distrust of persons trying to assist them and of institutions can be problematic, sometimes to the point when they are not very forthcoming.”*

Eugen Bogdan Preda, Snr. Integration Counsellor in  
the Integration Department at CNRR

## INTEGRATION PROGRAM



- Family reunification project.



- Reunify children with their parents.



- Integrate the child into a refugee protection and inclusion programme.
- Through legal means obtain the reunification document, so the parent can enter the country.
- Through legal means obtain the reunification in court of law and place the mother/father and the child together.
- Offer local literacy and language courses.
- Recreational programs.
- Enrolment in social services.
- Offer psychological counseling.
- Provide translator.

*“An advice I’ll give is to keep in mind that this field is a dynamic one, and keep in mind that you always have to adapt to the needs of the beneficiaries, the need for integration and always be open to approach a method of help and individual integration.”*

Lavinia Varodi,  
Project Manager at Save the Children





- Children that have fled alone with families left behind in the country of origin.



- Minimum 2.



- 24 months.



- Solid knowledge of the law.
- Network of associations that can provide help with different parts of the reunification and integration process.



# DENMARK

Total population: 5.792.202 (2020)  
Country size: 43,094 Km2 (2018)  
Population density: 135 per Km2 (2017)  
BNP ppp-dollar: 350.104.327.659 (2019)  
BNP ppp-dollar per citizen: 60.170 (2019)  
Extreme poverty: 0 % (2017)  
Peace index: 1.316 (2019)  
Corruption: 88 (2018)  
Life expectancy: 81 (2020)  
Human Development Index: 0,93 (2018)  
Present refugees: 39.040 (2019)



# FIVE BEST PRACTICES FROM DENMARK:



## UNG AKTION

Ung Aktion was established in 2010 and is an educational program that empowers marginalised youths, providing a platform from which they can be catalysts of change. Through classes in media studies and communication, human rights, politics, global challenges and capacity building, the students gain skills and competences to create peer-to-peer campaigns that generate awareness, mobilise youths and fundraise money to support a marginalised group of youths in the Global South. So far, Ung Aktion has had projects in 9 different countries – Kenya, Nepal, Tanzania, Vietnam, Jordan, Ghana, Egypt, Palestine and Bangladesh. The projects have been carried out in collaboration with ActionAid Denmark (2010-2013) and Erasmus+ (2014-2021).

During the years, Ung Aktion has collaborated with many different local and international actors and organisations. The campaigns and development projects have always been created together with local communities and been combined with an exchange programme to ensure strong collaboration, fellowship and sustainability. The exchange has been a fundamental element for the students to engage, advance their knowledge and skills, and gain the necessary material to roll out the national campaigns. Activities during the exchanges include workshops and presentations addressing local challenges, field trips, empirical data collection, NGO and home visits, as well social actions such as establishment of rooftop gardens, mapping out a refugee camp, street art, community events, etc.




In regard to refugees and social inclusion, Ung Aktion has specifically worked with Syrian refugees in Jordan, Palestinians on the West Bank, and Rohingyas in Bangladesh. The national campaigns with presentations and workshops at Danish schools, events, film-screenings, merchandise, exhibitions and so forth have helped broaden the perspectives on refugees and contributed to the debate on how to ensure better life circumstances and social inclusion. Also, the campaigns have managed to fundraise enough money to kick-start innovative projects with local youth such as an activity centre for Syrian refugees in Jordan, a rehabilitation programme for traumatised and previously jailed youths in Palestine, as well as media clubs both in Palestine and Bangladesh.

In 2019, Ung Aktion was part of an exhibition at the Danish Architect Centre (DAC) about the Sustainable Development Goal 11<sup>21</sup>, due to its engagement of youth in sustainable living and capacity building. The same year, Ung Aktion was nominated for an SDG award by Sustainary for its involvement of marginalised youth in global challenges including climate change, inequality, human rights and development for the purpose of advancing the Danish educational system and engaging marginalised youth in development matters.

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<sup>21</sup> The UN has made seventeen different Sustainable Development Goals (SDG). Number eleven is about sustainable cities and communities and the aim is amongst others to make cities more inclusive, safe, resilient and sustainable. Read more at <https://www.un.org/sustainabledevelopment/sustainable-development-goals/>



*“Ung Aktion has made me believe in myself. It has given me a greater perspective on life, and taught me that I am good enough just the way I am. Also I have learnt that a teacher can be more than a teacher and be a friend, who actually wants the best for me. Ung Aktion has changed many youngsters' lives.”*

Malou, Ung Aktion

*“Ung Aktion has lit a fire in me and a desire to see the world and experience different cultures. Now I wish to spend the rest of my life informing youth about what happens around the world and help them to understand that we need to take care of each other where we can. I still have so much to learn, however now I know that it is our differences that bring us together.”*

Karoline, Ung Aktion



- Educational programme for youth between 16-25.



- Provide a platform from where marginalised youths broaden their knowledge about politics, human rights, international relations and development work.
- Provide skills within media and communication, peer-to-peer campaigning and capacity-building projects.
- Strengthen marginalised youth's personal, social and vocational skills and prepare them for further education and the labour market.
- Give access for marginalised youth to have a voice, be influencers, take a stand and act on global matters.



- Empowerment theory and capability approach.
- Capacity Community Building (CCB).
- Participatory Action Research (PAR).
- Project Based Learning (PBL).
- Action learning.
- Triangulation.
- Peer-to-peer.



- Campaigns.
- Strategic communication.
- Project monitoring.
- Social media and web design.
- Film and camera technic.
- Visual productions.
- Event making.
- Podcast.
- Merchandice.
- Presentations.
- Workshops.
- Exhibitions.



- Marginalised youth, between 16 -25.



- 10 to 20 young people - every year for each campaign



- 1 - 3 years.



- Prepare the youths well and involve them in processes. Including the students not only gives them ownership of the practises and projects, but also strengthens their capabilities and competences. With this approach you ensure empowering projects and successful programmes that spur positive change.



- [www.fguhovedstaden.dk](http://www.fguhovedstaden.dk)
- <https://www.facebook.com/UngAktion>
- Look at the resource list to read up on the Ung Aktion's different methods.







## BRIDGE RADIO

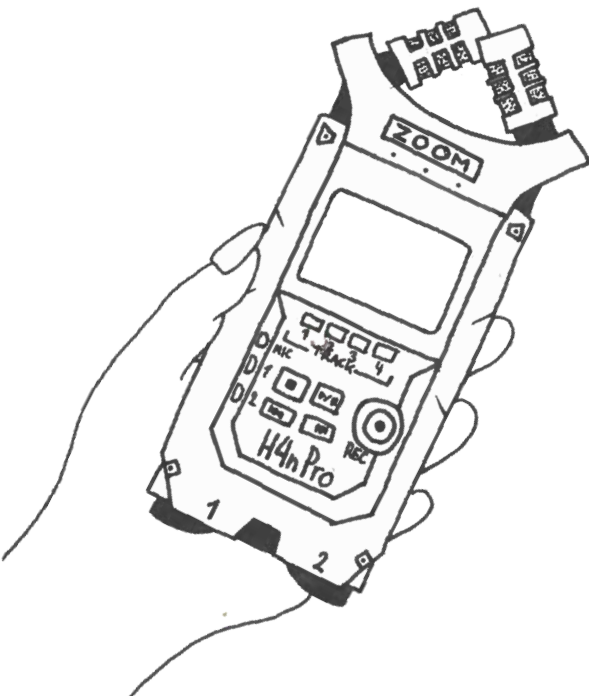
The Bridge Radio is an online community radio platform making radio about migration politics, freedom of movements, migrant struggles, deportation and the European border regime. Hence, it is a media where people in the asylum camps and with experience of migration can share everyday experiences, strategies, analysis, ideas for mobilisation, tips and tricks, and through this, Bridge Radio hopes to break the isolation between the asylum camps and create links to people living outside of the camps.

Overall, Bridge Radio aims to create a diversity of radio programs that includes discussions, music, entertainment, as well as programs about (colonial-) history or culture. It wants to be a community radio for and by people in the asylum system and with migration experience, however in the radio there are also people with citizenship. The group consists of people with different legal status - with and without Danish citizenship and with different personal experiences of migration. With this mixed group of people Bridge Radio wants to build a broad network of reporters in the camps.

Being a community radio means creating networks, dialogue and having a focus on getting the community talking - this is also beyond radio transmission. The radio is there for the community, not opposite. It is about the community being able to mobilise, being in control of their own means of communication and creating their narratives. Hence Bridge Radio wishes to create a radio that is dialogical, meaning that the listener can speak and hear - are turned active and brought into relationship. The radio should work as a tool of mobilisation that can break isolation between the different asylum camps and connect people in struggles for rights.

Moreover, Bridge Radio wants to be a self-organised radio as an effort to create and maintain an autonomous zone in the globalised media landscape, and thereby break and counteract mainstream representations of constructed categories of 'the migrant', 'the refugee' or 'asylum seeker'. It wants to tell its own stories within the movement from the point of the real experts - namely people being in movement.

At last, Bridge Radio is a platform for learning about how to make radio. Members in the radio have different experiences - for some it is their first time to work with radio, others are trained as journalists. Together the group is learning how to produce and distribute radio. For this we have the Bridge Radio School where we invite people with experience in making radio to teach or we share knowledge between each other.











- Community radio



- Use radio and podcast to raise awareness about the reality inside the refugee camps to get more people engaged in the struggle for freedom of movement for all. Also, Bridge Radio wants to encourage people to go and visit the camps and try to put themselves in the place of people within the asylum system.



- Knowledge sharing
- Flat structure
- Storytelling
- Open source education



- When producing the radio, most often residents from the asylum camps will be invited to the community driven project in Copenhagen where the radio station is based.
- From time to time, members will visit the camps and throw workshops with the residents to pass on knowledge about radio-making and to strengthen the bond between members in and outside the camps.
- Bridge Radio has participated and held workshops in countries such as France, Sweden, Norway and Germany. However, when doing projects outside of Denmark, the members who are living in the camps cannot join due to their lack of freedom of movement.



- A computer with audio editing software
- A field recorder with at least one microphone
- Headphones



- The target group is all people living in and outside the camps in Denmark.



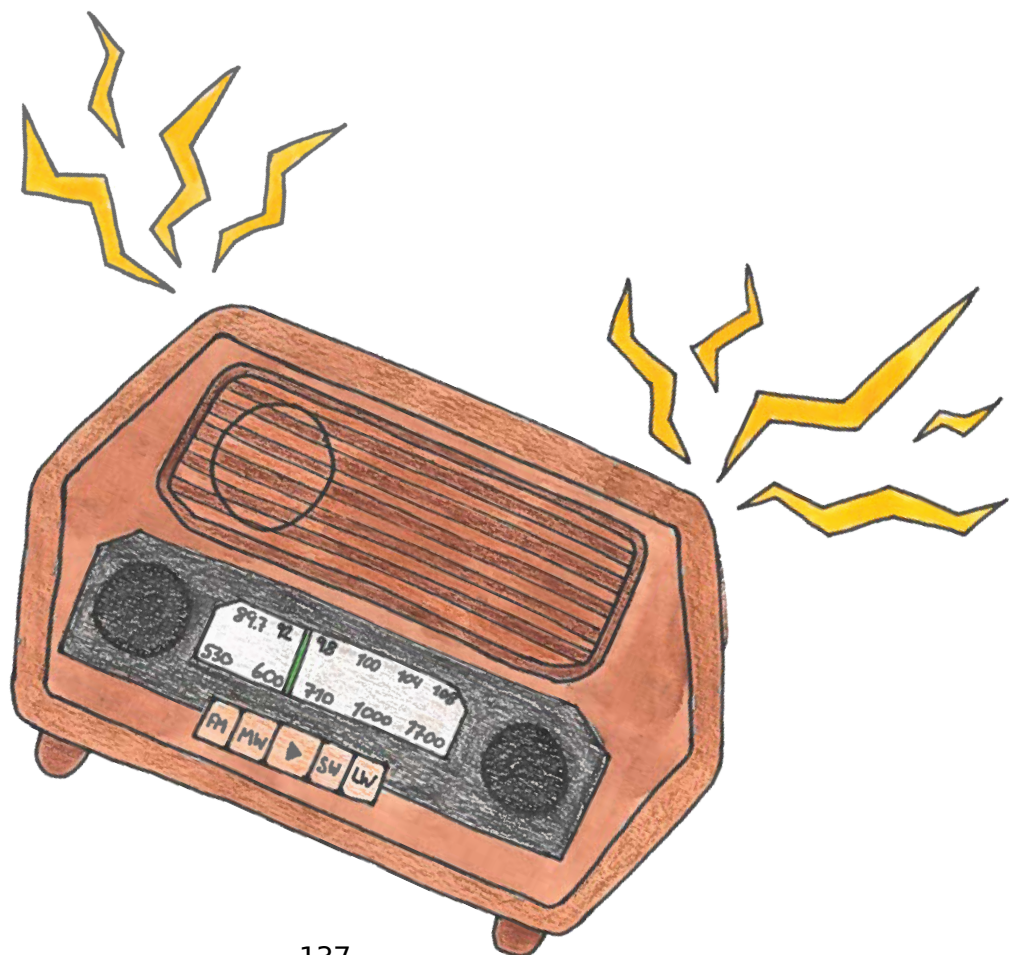
- As many who want to participate, although making radio does not require more than a couple of people.



- Only by raising our voices, changes can happen.
- Don't assume the needs of people within the asylum system. Instead, be humble and recognise that you (who are not within the asylum system) are interacting with people whose struggles you might not understand.
- Don't visit the camps just a few times and then never again, but try instead to visit often and create a personal bond to the people you are engaging with. It is important to commit and be respectful of the people involved.
- Do recognise your privilege.



- <https://soundcloud.com/bridgeradio>
- <http://thebridgeradio.dk>
- <https://www.facebook.com/TheBridgeRadioDK>



DFUNK

ANSK FLYGTNINGEHJÆLP UNGDOM



## UDTALER, DFUNK

UDTALER (Pronounce) is an educational programme for young people with refugee backgrounds settled in Denmark that aims to provide skills within communication to strengthen refugees as opinion-makers. It is a project that wants to inspire young people to speak up about their perspectives and experiences, so their voices will be heard in the public debate. The philosophy behind is: change can be made once we start talking and listening to each other – rather than about each other.

The target group for UDTALER is youths between 18 to 30 years of age, and the time frame is three months with five weekend-courses, which all participants have to attend in order for the programme to succeed. The training focuses on both oral and written communication skills and includes seminars in debate techniques, how to express one's perspectives as young refugees, and how to navigate on social media as a public person. This is supplemented with courses in media productions including podcasts, videos, events and more. During the five weekends, different themes are additionally presented and discussed with the participants, e.g. 'Who am I as an opinion-maker?' and 'How does the public debate work?'. As part of the concept, different guest speakers and professionals with experience from the field join the program to advance the outcome. This includes well known politicians, opinion-makers, podcast and film producers and so forth. Together with the participants they share their skills and experiences and help the participants with developing their own productions, which by the end of the programme will be broadcasted.

In sum, UDTALER is for youths who want to make a difference in Danish society. No matter if your burning passion is women's rights, climate change, integration or refugee politics, UDTALER provides the tools to engage in the public debate. The programme is free of charge, and board and lodging are included.

*“UDTALER wants to give the young refugees a voice in the public debate. Of course, it is okay if a Danish person talks about refugees, but it gives a much stronger effect if a refugee speaks for him/herself about being a refugee. A person who has felt the experience on one's own body and can tell about what it is like to be fleeing and how it subsequently feels to be a refugee. If you have a burning passion for a societal issue, UDTALER can teach you how to express your opinion in the public debate.”*

Salah Zada, Volunteer and President, for DFUNK -Fyn



- An educational programme in communication.



- To forward and advance integration of refugees and minorities in Danish society.
- To engage young people with refugee and minority backgrounds and provide them with a platform from where they can be catalysts of change.
- To give an understanding of societal dynamics and communication in the public debate, which empowers the participants to be part of the debate instead of subject of the debate.
- To give young people courage to raise their voice and tools to express their opinions.



- Find a location for teaching and producing media productions.
- Plan the transportation to and from the location for the participants.
- Organise food and lodging at/or by the location.
- Plan and facilitate five weekend courses on skills within communication and opinion-making.
- Invite well-known politicians, opinion-makers and media producers to join the programme and share their skills and experiences as part of the program.
- Broadcast productions made by the participants.



- Computers with editing programmes for film, sound, graphic design etc.
- Cameras for photoshoots and film productions.
- Microphones and recorders for podcast productions.
- Projector.
- Screen.
- Loudspeakers.
- Pen, pencils, flipchart, post-its and tape.



- Young people with refugee or minority backgrounds in the age range of 18-30 years, who are eager to interact in the public debate in Danish society.



- 10-15 people.



- Five weekends spread over three months.



- Ensure inclusiveness and flexibility to meet the different levels of each participant – there shall be room for everyone despite prior skills and experiences. Thereby all participants get the most out of the programme.



- <https://dfunk.dk/udtaler/>





## DIALOGKARAVANEN

DialogKaravanen (in English: DialogueCaravan) is a movement with roots in the local community of Horsens, working on breaking down boundaries and prejudices between people of different cultural and social backgrounds. The movement was established in 2018 by Kirsten Bomholt and Harun Güler, but conceptually the movement is without a leader, and anyone who wants to join will be considered part of the movement. DialogKaravanen is independent of political and religious denominations and organisations. Rather, their work is based on the volunteers' engagement and participation in the events arranged with the aim of interpersonal dialogue. Through seminars, workshops, and small and big events, DialogKaravanen aims to create a more differentiated view on the meeting of cultures than what is defined in the media.



Regarding refugees and social inclusion, DialogKaravanen has specifically worked to create dialogue across ethnicity and backgrounds in the local community of Horsens. Through casual settings, the movement wishes to create a platform and fruitful conditions for better understanding and solidarity across cultural differences. Events organised by DialogKaravanen include the annual Sommerhøjskole<sup>22</sup>, The Women's Day of Dancing, and an event celebrating the United Nations' Convention of Children's Rights. Focusing on the benefits of intersectoral cooperation, DialogKaravanen is involved in school-church cooperation and, among other things, this has resulted in a choir for children and youths. In general, DialogKaravanen has an ambition in engaging and activating the younger generation, because they are our future.

*"DialogKaravanen is a locally based grassroots movement that aims to open conversations across different cultures and views on integration. I think DialogKaravanen is meaningful because it creates a forum for people to meet people."*

Karen-Marie,  
volunteer for DialogKaraven

<sup>22</sup> Sommerhøjskole is a type of summer camp with different activities and classes offered to engage people within specific subjects. Sommerhøjskole is a Best Practice in this book as well. Look at page 144 for more information.



- A movement



- Create mutual understanding and break down boundaries and prejudices between people with different ethnicities and backgrounds.
- Bring people together through different events.
- Create casual settings and a safe place for dialogue.
- Strengthen the local community and the youth's engagement in voluntary work.
- Provide skills within organising events among the young generation of volunteers.



- Campaigns.
- Event making.
- Seminars.
- Workshops.
- Summer camp.



- Refugees and the local community of Horsens municipality.



- Everybody who wants to be part of the movement.



- Be patient. A movement based on the engagement and participation of volunteers takes time – especially when planning events. In return, you will get enthusiastic and engaged volunteers who are eager to share their ideas and create a positive change.



- <https://www.facebook.com/DialogKaravanen>





*“The first day of the Family Summer Camp, everybody wears nice clothes and greets each other politely. But already the next day we see each other with bed hair and pyjamas. Then, something happens with people and we can talk and laugh together in a totally different way.”*

Yaren, volunteer for DialogKaravanen





## FAMILY SUMMER CAMP, DIALOGKARAVANEN

> a Best Practice initiating dialogue between people

DialogKaravanen, which was the Best Practice presented above, organises – as mentioned – several events where welcoming settings are key elements in creating conditions to bring out solidarity and inspire mutual understanding across cultural differences in the local community of Horsens. One of these is the Family Summer Camp, which has been an annual event since the founding of the movement in 2018. The aim is to bring people with different religious, social and cultural backgrounds together.

The Family Summer Camp is actually DialogKaravanen's main event. Here, families spend a week together during the summer holidays with activities such as morning singing and assembly, folk dance, games, a conversation café and workshops. Moreover, activities specifically for children are arranged, like creative workshops, game nights and treasure hunts. In turn, the families help with practical tasks such as cooking and cleaning.

By engaging people with different cultural, social and ethnic backgrounds at the Family Summer Camp, DialogKaravanen creates a place with time and space for casual meetings between people who usually see themselves as belonging to another subculture – to embrace the beauty of society with cultural diversity and, most importantly, to understand what we can learn from each other. The Family Summer Camp is a Best Practice to break down boundaries and prejudices between people, open up minds and improve collaboration within local communities.



- Summer Camp



- Engage people from the local community with different cultural, social and ethnic backgrounds.
- Bring together people by living together and interacting through different activities for a week.
- Create welcoming settings and a safe place for dialogue.
- Open up people's minds and break down barriers and prejudices.



- Courses.
- Seminars.
- Workshops.
- Informal activities such as games, walk 'n' talk, singing, cooking, eating, dancing, etc.



- For the Family Summer Camp, you will need somewhere with enough rooms for the families to have a place to sleep and a kitchen.
- Other tools needed depend on what kind of activities you are planning, however, it is practical with music instruments, projector, microphones, loudspeaker, pens, pencils, paint and brushes.



- People with different cultural, social and ethnic backgrounds from the local community.



- 10 families (about 50 people).



- A week for the Family Summer Camp, though a lot of the preparations such as fundraising and inviting teachers for the workshops have to be arranged starting at least half a year ahead.



- Start planning well in advance – the work of DialogKaravanen is based on volunteers who spend their spare time planning events.
- Find volunteers who will hold seminars and workshops, but be prepared to pay some of the teachers/speakers.
- Find a chef who will be able to keep an eye on and help the volunteers in the kitchen.
- Invite people from the local community in advance.
- Be creative with activities to fill out the week, though casual time to chat in between is also very important.





# ***SUMMARY & APPENDIX:***





## SUMMARY & ADVICE

As the 34 Best Practices in this book have shown, there are many ways to be catalysts of change and make a positive impact. Bottom line, it is the will that paves the way – not your social status, level of education or job position. Everyone can raise their voice and take a stand, share knowledge and skills – it is from here that everything begins, and every act counts.

Underpinning this, we have presented Best Practices performed by big, well-established NGOs, grassroots movements, educational programmes, as well as by the refugee who decided to use radio as a tool for social inclusion. We have been in three different countries, two continents and gained knowledge from inside the world's biggest refugee camp. Bridges have been built, as well as cultural exchange and know-how, enlightening participants and people involved. Without a doubt, the small steps of this project have already made an impact, and hopefully it will inspire and have a positive effect on many more in future. Please do not hesitate to contact us for further information or collaboration.

This all started with initiating a youth exchange programme through Erasmus+. Being this experience richer, we will argue that a youth exchange programme is a Best Practice itself, as it provides a prosperous and inspiring platform from where youths can expand their acknowledgements and perspectives on life, which is fundamental for spreading cultural awareness and understanding, mutual respect and peace. In fact, statistics made by the European Commission shows that 94% of youth who have participated in an exchange programme have become more tolerant, and their engagement has triggered innovation<sup>23</sup>. Ute Haller-Block, who is the head of Unit for the Erasmus+ Coordination at the European commission, states that:

*“The strength of this programme lies in its grassroots orientation. So, the thousands of organisations who have been cooperating on common approaches across the board, and the millions of participants really have contributed to the systemic change of mindset and have triggered innovation in our education and youth sector”.<sup>24</sup>*

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<sup>23</sup>[https://ufm.dk/uddannelse/tilskud-til-udveksling-og-internationale-projekter/nyheder/pdf-materiale/ute\\_haller\\_block\\_erasmus\\_2021\\_2027.pdf](https://ufm.dk/uddannelse/tilskud-til-udveksling-og-internationale-projekter/nyheder/pdf-materiale/ute_haller_block_erasmus_2021_2027.pdf)Source:earth.google.com

<sup>24</sup>Online conference the 30th of November 2020 held by Uddannelses- og Forskningsstyrelsen, Denmark, regarding Erasmus+ 2021-2027. <https://www.yourstream.dk/erasmus/>

These findings make Erasmus+ one of the biggest successes in the EU. Hence, the commission decided on November 10th 2020 to increase the budget for the period between 2021-2027 with 2,2 billion euro, thereby giving Erasmus+ a total budget of 26 billion euro. Specifically, the educational programme will focus on creating a more inclusive, digital, international and green Europe, and encourage as many as possible to apply and corporate<sup>25</sup>. Therefore, we have listed some advices from our experience to consider, if you wish to start planning a cultural exchange:



- Prepare your exchange well. If possible, organise a pre-trip with leaders from the organisations involved to align expectations, discuss and plan the budget, programme, travel expenses, food, accommodation, roles and responsibilities. If these things are not in place, it will be chaotic and disturb the aim of the exchange immensely. If a pre-visit is not possible, then plan the above through online meetings.
- Make sure to share responsibilities during the programme, for instance workshops, exercises, food preparations, cleaning, excursions. Sharing responsibility ensures influence and co-ownership to processes, and it creates a common ground to succeed with the exchange.
- Check if there is a need for visa, vaccinations, special medication e.g. malaria pills, mosquito nets, certain travel documents and so forth.
- Be aware of money transfers and withdrawal. It can take a long time for money to be transferred and you will not be able to use all cash machines to withdraw the amount of money you need. Also, ensure that more than one person has a credit card.
- For documentation, bring camera gear, field recorders, microphones, extra SD cards, external hard drive as well as a laptop.

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<sup>25</sup> <https://ufm.dk/uddannelse/tilskud-til-udveksling-og-internationale-projekter/nyheder/erasmus-2021-2027>



## Erasmus+ helps you find your path in life



72 % of Erasmus+ students say they have a better understanding of what they want to do in life

80 % are employed within 3 months of graduating



40 % of trainees are offered a job at their host company

Source: Erasmus Impact Study 2019

## Erasmus+ brings people together



83 % feel more European  
HIGHER EDUCATION



94 % have become more tolerant  
YOUTH EXCHANGES



85 % say they are more aware of common European values  
EUROPEAN VOLUNTARY SERVICE



88 % of pupils increased their social skills  
EUROPEAN SCHOOL PARTNERSHIPS

Source: Agence Erasmus+ 2010, European Commission 2014 and 2015. © European Commission, 2017

# APPENDIX



## A:1

### FGU HOVEDSTADEN

FGU Hovedstaden provides 2-year basic education for youth between 16 and 25 that prepares students for further vocational training, secondary school or the labour market.

Students choose between three major paths:

1. Practically based general education in formal school subjects.
2. Vocational training in skills.
3. Education based on internship in a company or workplace combined with short periods of formal education.

The core values of the school are democracy and participation, differentiated learning, ecology and sustainability. The school has 4 campuses with over 1000 students and its policy is to strengthen youth by giving them experience and exploring their potential through meaningful courses and subjects that develop both personal and professional skills.

For more information please visit: [www.fguhovedstaden.dk](http://www.fguhovedstaden.dk)

## A:2

Table over refugees at the European borders from 2014-2020

Previous years	Arrivals*	Dead and missing
2020	94950	1166
2019	123663	1335
2018	141473	2270
2017	185139	3139
2016	373652	5096
2015	1032408	3711
2014	225455	3538

\*Include sea arrivals to Italy, Cyprus, and Malta, and both sea and land arrivals to Greece and Spain (including the Canary Islands). Data are as of 31 December 2020 for all countries except Cyprus for which last available data are as 31 August 2020. ' '

Source: <http://data2.unhcr.org/en/situations/mediterranean>

### **A:3**

#### **Essence of Empowerment theory and Capability approach**

- One can only be empowered when recognising the social world in which one is embedded.
- Focus on 'positives' instead of 'negatives', thus capabilities, possibilities, opportunities, resources and skills.
- Well-being is a relative concept that depends on each individuals' own perception.
- Poverty is related to the person's capabilities and well-being and not solely capital.
- Eliminate authorial structure between participants and experts.

#### **Essence of Capacity Community Building**

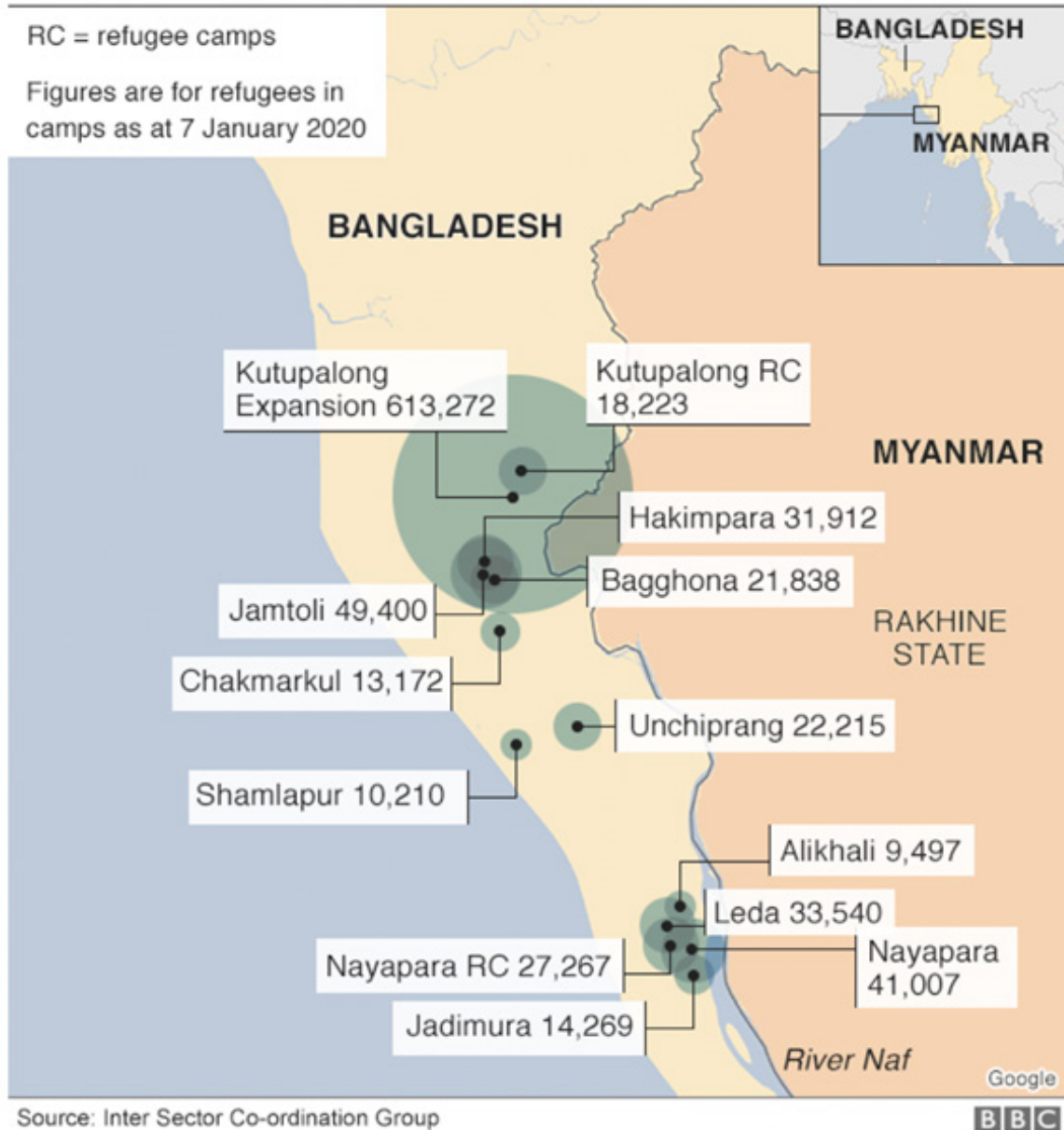
- Aims to apply local solutions to local problems.
- Believe communities have inherent strength, skills and abilities (or assets), which should be enhanced.
- Development shall emerge from within, without relying on external resources.
- Aim is achieved by having a series of grassroots processes that allow communities to develop according to their own priorities.
- There is no recipe for a developmental process.
- Community capacity is achieved through participation and active involvement in decision-making and implementation.

#### **Essence of Participatory Action Research**

- Holistic approach.
- Focus on unique traits of actions of individuals, rather than on broad generalisations about human behaviour.
- A researcher continuously has to be self-critical and evaluate the effect of his/her own role, be inclusive in practise as well as join the researched on a more equal level.
- Create a common platform from where the researcher is active and participate with the researched group.
- Collaboration through participation.
- Process of knowledge inquiry and acquirement.
- Empowerment of participants.



## Rohingya refugee sites in Bangladesh



See: <https://www.bbc.com/news/world-asia-41566561>

# RESOURCE LIST

## METHODOLOGY

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## COUNTRY STATISTICS

- Globalis.dk

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- Refugees in Europe: <http://data2.unhcr.org/en/situations/mediterranean>
- Refugees in the Asia and Pacific region: <https://www.unhcr.org/asia-and-the-pacific>
- <https://www.unhcr.org/globaltrends2018/>
- <https://www.un.org/sustainabledevelopment/sustainable-development-goals/>
- <https://www.unhcr.org/neu/dk/om-os/noegletal>
- <https://www.eu.dk/da/temaer/asyl-og-migration/asyl-og-flygtninge-i-eu/flygtningekrisen-2015>
- <https://www.unhcr.org/5ee200e37.pdf>
- <https://www.unhcr.org/4a9d13d59.pdf>

## A light blue background featuring five stylized, hand-drawn flowers. The flowers are arranged in a circular pattern: a red flower at the top, a purple flower at the bottom-left, a yellow flower at the bottom, and two pink flowers at the top-right and bottom-right. Small white stars are scattered around the flowers.





## Erasmus+

- [https://ufm.dk/uddannelse/tilskud-til-udveksling-og-internationale-projekter/nyheder/pdf-materiale/ute\\_haller\\_block\\_erasmus\\_2021\\_2027.pdf](https://ufm.dk/uddannelse/tilskud-til-udveksling-og-internationale-projekter/nyheder/pdf-materiale/ute_haller_block_erasmus_2021_2027.pdf)
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- <https://ufm.dk/uddannelse/tilskud-til-udveksling-og-internationale-projekter/nyheder/erasmus-2021-2027>

## MAPS

- <https://earth.google.com/>













**> A book developed by four organisations from three different countries wanting to create positive change for refugees, thus providing these 34 Best Practices for youth workers based on empirical research, field studies and social action.**

This collection of Best Practice was developed, as a source of inspiration, by the partners in the project Growing Together:

- > Ung Aktion, as project partner. Denmark. [www.fguhovedstaden.dk](http://www.fguhovedstaden.dk)
- > The Earth, as project partner. Bangladesh. [www.theearthbd.org](http://www.theearthbd.org)
- > ADEPT, as project partner. Romania. [www.adeptong.ro](http://www.adeptong.ro)
- > InterCollege, as experts. Denmark. [www.intercollege.info](http://www.intercollege.info)

