

FINDING NEW DIRECTIONS

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Firstly, it is my pleasure to participate in this kind of conference: The Refugee Work Ecosystem Conference held on March 23rd, 2023 at Vrije Universiteit (VU) Amsterdam. I am impressed by four things that actually can help me to create a network and find new directions.

A BUBBLE OF LIFE

The first one for newcomers many things are not easily visible but the meeting facilitates sharing experiences and insights. Those who work and researched for long time and those who live as refugee and pass through it practically. Depending on this knowledge, the refugee can handle his own reality. As Dr. Elena Ponzoni said that doing research on the employment of refugees is important. If the refugees in Netherlands are not employed it will not work the social system the state similarly in the social, it works as the ecosystem of a geographic area. An ecosystem of a geographic area where plants, animals, and other organisms, as well as weather and landscape, work together to form a bubble of life. So that the refugees need institutions which can help them to be included and integrated. But in this, the talent and network of the refugee is the core. Similarly, Esseline van de Sande said: *“Plants cannot grow by saying grow, grow, grow. Plants need light, water and minerals. Refugees also need time, training and space to integrate into Dutch society.”* I have learned about relational autonomy, value-in betweenness and, internal and external reflexivity. Not only this but also the presence of invisible power which makes discursive exclusion. This is discussed as potential source of challenge.

START WHERE ENERGY IS

The second idea is that the refugees themselves can create networks with different actors finding connection, they discover their field of knowledge, finding a new direction in their life and in general how to find work, having its own knowledge individually, experience and vision. According Dr. Elena Ponzoni: *“The horizontal connection of the refugees, the connection of their past societal and knowledge is important.”* As a result this Refugee Ecosystem Work is interested to break up silence, to recreate space and professionalism to refugees. In addition to this, a discursive power action is one that moves from one point to another because the refugees are unable to grasp a complex whole in a single act. If the refugee thinks to move in complex things

without having the understanding of moving step by step, it can be challenging and may become hopeless. The reality permits for the refugees to use discursive power because at least they have language barrier. The new situation forces them to use discursive power. Associating or uniting in a reciprocal action or relationship. The refugees need an agreement between workers and management.

DISCURSIVE INCLUSIVE POWER

The third point of my impression is about the work of Open Embassy presented by Renée Frissen. *“Open Embassy is a data driven organization that directly supports individual newcomers in their needs and ambitions, and by helping governments to design and implement laws, policies and interventions based on the lived experience of newcomers”*. In this integration of newcomers on the labor market, change of identity is important. It can be role identity or social identity. To implement identity change for the refugees, most of the refugees, they have not well past memory or their past is very different from the Dutch people. So, separation the refugees from their past is the first step. The second step is a transition period. They need discursive inclusive power. They have to develop step by step such as learning languages, taking trainings for their role. Finally, reincorporation to the new community.

SPACE FOR TALENTS

My fourth impression is the challenge of the Netherlands or the new government approach. According the information given there, the government has not enough human resources. So, it has bureaucracy to implement the refugee integration and the response to the asylum seekers. The second point here is the challenge from the politics which is challenging to the laws of the asylum seekers and refugees. For example, it is claimed the length of wait is increasing from about six or nine months to about fifteen to twenty-one months. On the other side, there are some comments about giving the BSN as soon as the asylum seekers arrived. Not only this but also the disadvantage of simply helping asylum seekers by collecting on camps and boats is wastage of time and money, it is irrational according to business theories. Taking into account the security issues, permitting refugees to be integrated with their talents is better. They can learn languages and other skills while doing their jobs.