



Refugee Incubation

L.S.,

Last week Pope Francis released a very inspiring spiritual message in which he advocates: “[Welcoming, protecting, promoting and integrating migrants and refugees](#)”. Furthermore he reminds World Leaders about their decisive action promise made at the [UN summit of September 2016](#), which should lead to [two Global Compacts](#), one for refugees and the other for migrants.

Fortunately for the refugees and migrants, there are sufficient safe, economically developed and stable countries on global level. If there is enough solidarity and political will, their reception and protection can thus be easily achieved. However, promoting human potential and integrating people via cultural exchange (as Pope Francis advocates) are lengthy processes; as in practice, they require tuning of mutual perspectives between hosts and guests. This is exactly where [Refival](#) can contribute.

Although some educated refugees have the expertise and experience required to be relatively easily absorbed anywhere, a great majority of the newcomers lack such abilities and face difficulties to find employment. Even (mutual) cultural respect and the migrant’s full willingness to adapt are insufficient if matching jobs are not available. In order to be employable, many refugees and migrants first need to develop new skills. Therefore, similarly as in case of startup companies, [Refival](#) proposes to incubate the newcomers. This means that in order to improve their “labor-market readiness”, thorough education and intensive mentorship need to be provided.

Concurrently, Refival observes that there are many economic activities which are at the moment unequally distributed. For example in Europe, the countryside population is rapidly declining due to ageing. Although it would seem a logical step to provide living space to migrants at such shrinking but economically relatively well developed locations, the reality is more complex. Rural areas have [insufficient non-agricultural jobs available](#), making it very hard for anyone to settle there.

On a global level the above unequal urban rural distribution causes a continuous pressure for further urbanization. It leads to a general worldwide split in over- and under-populated areas and makes the cost of living in urban areas substantially higher than in rural ones. Refival thinks that much can be gained by actively redistributing labor tasks which do not require urban type of specialized interaction. Relocating such activities in order to help disadvantaged areas or deprived groups of people can revitalize rural communities and reconnect their citizens to the mainstream economy. Refival names this approach "[inclusion sourcing](#)".

Technically, many labor tasks can meanwhile be remotely executed via Internet. Also incubation of refugees or migrants can very often be realized via distance learning while necessary work-experience can be gained through performing Internet based tasks or jobs. By structurally combining or integrating these two elements (resulting in lifelong education) skills development on-demand can be facilitated and, cost effectively, offered to or by companies. Since such an Internet based inclusion approach is no longer depending on the location, the incubation and Internet based jobs for newcomers can be situated in the lower cost countryside environment. Furthermore, in case of primarily economically motivated migrants, their incubation can even be located at home. Achieving reduced cost levels, in most cases, can lower the threshold for labor participation and increase self-sustainability.

From employers' perspective, the above implies that via developing [remote apprenticeship](#) programs, in which dedicated tasks are taught and work-experience is gained via Internet, they can improve the skills matching of their (current and future) workers and promote their workforce's upward social mobility. In addition they can contribute to the revitalization of deprived areas and finally they can cost-wise optimize the spending of their company's education and/or of public welfare budgets.

Your support is much needed. In order to succeed with its vision on refugee incubation, Refival urgently seeks for a larger organization interested in hosting the initiative. This would enable it to fully focus on implementing practical pilot-projects. If you are a potential private or public sector partner who is willing to cooperate, please contact [me](#).

Kind Regards,

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Further Documentation