



Addressing Structural Inequality

L.S.,

“Everyone is different but equally valuable” became my long-time motto after experiencing diverse cultures during my two-year World trip, thirty years ago. This guiding principle inspired me in 2015 to develop Inclusion Sourcing, a conceptual framework that can be used for improving the economical participation of deprived rural areas or disadvantaged groups of people.

The basic thought behind Inclusion Sourcing is to relocate geographically independent Internet based jobs to those places and people who suffer from limited employment options and who therefore – in comparison with others – need them the most. Starting from executing simple Internet based tasks – whilst incorporating distance learning into distance working – job complexity can grow and enable upward social mobility. The type of affirmative action Inclusion Sourcing proposes, creates a catalyst to escape depression, reduces urbanization pressure and restores local economical sustainability.

Depending on political priorities, there are different ways to implement Inclusion Sourcing. For example, it can be used to:

- prevent or regulate economically motivated migration in or between countries
- revitalize deprived or rural areas
- improve the connection of disadvantaged minorities
- help to incubate refugees by either optimizing their preparation to return home or by enabling integration in their host country
- facilitate and simplify the reunification of refugee families.

In case of the [Refival](#) initiative, [Inclusion Sourcing](#) is used to exploit the synergy between [revitalizing rural Europe](#) and [refugee integration](#). Although rooted in solidarity, Refival's mission focuses on a better spending of the existing welfare budgets with the primary target to accelerate labor force participation of refugees. In addition, Refival aims to strengthen the refugees' bond to their host society and enhance social mobility. This kind of improvement is achieved by offering displaced people the choice to settle in low-cost countryside areas instead of expensive cities whilst using the urban versus rural integration cost difference to invest in their wellbeing, education and workforce inclusion. By being able to spend more on the refugees' social engagement, their welfare dependency period should be shortened, which in turn would generate new (re)investment budget. Since this refugee settlement approach enlarges the economically active population of the countryside, it – as a spin-off – also creates fresh job opportunities for the current inhabitants.

Besides helping refugees and revitalizing rural areas, Refival's longer-term goal is to build a better matching – more cost-effective – workforce and deal with both under- and over-qualification of workers. It ultimately targets to prepare the European society for an increasingly [robotized future](#) in which many current jobs will drastically change or disappear. Assuming that private and public sector employers accept social responsibility by investing in on-demand education of their future employees, deficiencies and inequalities in human resources can be addressed and labor-related migration regulated. This ambition implies offering [remote apprenticeship](#) to and [inclusion](#) of disadvantaged groups, as well as creation of sufficient adequately matching job opportunities for more highly skilled workers. If proper jobs for the latter category are lacking, a situation is created where overqualified employees occupy workplaces which would otherwise be perfect opportunities for the less skilled workforce. This not only limits the highly skilled in utilizing their real potential, but it also blocks the upward mobility of the others. Refival's approach of Inclusion Sourcing is mutually beneficial for both involved companies and their personnel. Eventually it optimizes the equal sharing of the available future workload and its related prosperity among Europe's citizens.

Under influence of progressing capabilities of artificial intelligence, the outsourced “Internet based inclusion” tasks will inevitably become more specialized in future. Even though this imposes a demand for increasingly complex knowledge and skills – which in principle is a negative threat to rural inclusion – this type of change can likely be offset by the opportunity to decentralize manufacturing. Different from work in non-automated factories, which require a large workforce at one concentrated – hence urban – factory site, robotized production can, as long as logistics are coordinated, be decentralized and located almost anywhere in Europe. By addressing the immediate urgency of halting rural decline and initiating countryside revitalization, Refival prepares currently deprived areas and disadvantaged groups of people for future involvement in renewed sustainable economical development. This relieves the pressure which causes forced migration to cities – presently often resulting in severe urban overcrowding – and preserves or widens the range of human life-style alternatives.

Refival seeks partners to join its mission. It is – after researching the theoretical feasibility – ready to practically apply its Inclusion Sourcing approach to a number of pilot-projects. Please [contact](#) Refival if you are interested to become part of its Inclusion Sourcing activities.

Kind Regards,

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Further Documentation