



#TF4Women - Displaced women in tech

A free 6-months fellowship supports refugee women by providing certified training on new technologies with one-on-one mentoring and networking opportunities



iQ | GOOD PRACTICE to the point

Target groups for Transfer:

Project coordinators, employers,
integration policy-makers,
educational institutions

#TF4Women by Techfugees in a nutshell:

Techfugees is an impact driven global organisation nurturing a sustainable ecosystem of tech solutions supporting the inclusion of displaced persons

Creator of the model:

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<https://techfugees.com/>



France

Population (09.2020 incl. Mayotte):
67,132 million

Population with a migration
background (first and second
generation): 8,350 million

Unemployment rate for population
with non-western migration
background (2019): 14,6%

Source: Eurostat

Starting position/challenge

Refugees are among the most vulnerable persons on the job market. In 2018, France welcomed 33.000 refugees. More than 61% of them did not have a job while 36% had a degree superior to the baccalaureate. Unemployment rate even reached 81% among refugee women (étude du Ministère du Travail, 2018¹).

Moreover, even if refugees find a job they will more likely hold underpaid or underqualified positions compared to other immigrants. Today, 60% of refugees with a diploma in the European Union are overqualified for the job they do. This rate is two times superior to non-refugee persons living in the country and other immigrants (UE/OCDE, 2016)².

There are multiple reasons for this issue affecting refugee women lack of knowledge of the French job market, little knowledge of French, family obligations, lack of network, difficulty to get the diploma recognized, lack of confidence, health condition, etc. Yet, the consequences are real: feeling of being undervalued, socio-economic precarity, psychological impact.

On the other hand, the French tech industry struggles to recruit (e.g. developers, designers, data scientists, product managers, community managers, cybersecurity) and more and more seeks to attract female talents as well as to build diverse teams strong enough to develop their activities on the international tech market, in which frontiers disappear slowly. Thus, in order to connect talented refugee women with tech firms from host countries, we created #TF4Women.

Implementation

Refugee women do not lack competences and motivation but they face several challenges specific to their status and gender. As such, the #TF4Women programme is dedicated to alleviate the weight of those challenges. For a period of six months, refugee



women engage as fellows with the programme. It consists of different elements: skills training, individual mentoring, networking and job dating. In addition to this combined approach, #TF4Women provides laptops and wifi boxes when needed, partners with quality language class providers and providers of psychosocial support, takes care of the costs of babysitting as well as for accommodation and transport for job interviews. This is how the fellows allocate a good amount of time to complete their online training and take advantage of meeting their mentors.

Also, the programme's strength comes from the decision to partner almost exclusively with private sector tech companies and engage their employees as mentors, trainers or tandems. In fact, support from those companies has been constant and growing since 2018: more than 75% of partners have renewed their partnership with Techfugees in April 2020 with a growth in support provided, being financial and/or pro bono.

¹ DARES ANALYSES, Les réfugiés en France : des travailleurs étrangers (presque) comme les autres?, Ministère du Travail, n° 037, Août 2018 <https://dares.travail-emploi.gouv.fr/IMG/pdf/2018-037.pdf>

² UE/OCDE (2016), « How are refugees faring on the labour market in Europe? - EU Law and Publications », n° 1/2016, Commission européenne, Bruxelles, <http://dx.doi.org/10.2767/350756>.

#TF4Women - one key to many doors

Future web developer Inès Massa is grabbing her dreams with both hands

I met Techfugees, with no clue at the time that #TF4Women would be a key to open so many doors in my life. Indeed, one day I just received an email with an offer for this fellowship, supporting refugee women finding a job in tech. I knew nothing about this sector at the time, but my curiosity was awoken and my desire to learn new things pushed me to apply. I have never doubted nor regretted my decision since that day! It brought many changes in my life, starting with my professional path. Thanks to the fellowship, which accompanies you on your journey into the tech job market, I was able to stabilize and clearly define my professional objective, previously affected by diverse obstacles. This programme is not only about tech or jobs, it's a human programme designed to accompany refugee women, including me, all the way. People, volunteers and staff, are deeply invested professionally and humanly in the fellowship.

I got to develop skills that I had so far no idea I even possessed! I learned skills in coding



(HTML, CSS, JavaScript, PHP) and in digital marketing with Fabernovel and grew a passion for it! I abandoned my traditional career in finance: I worked in a telecommunications company, in the front and back office, for five years, then joined a bank for two years. Here, I acquired a certain number of skills: The use of software, programs and interfaces. I now understand some mechanisms in web development, such as the notion of front and back end for example, to finally do something I love. Thanks to the strong support of my mentor, a manager at BNP Paribas. I am now grabbing my dream with both hands: I was offered an apprenticeship opportunity at BNP Paribas where I will have a diploma in web development, but above all skills, experience and I can be proud to become an accomplished web developer.

“THANK YOU, TECHFUGEES.”

Three questions for Chérine ALI, European Scaling Manager #TF4Women

Techfugees' objectives: empowerment and self-autonomy



What is the innovative part of your format?

#TF4Women targets refugee women, when most programmes are for men. Most programmes are not thought-through, in their design, to cater to women refugee's busy schedules and lives. The fellowship takes into account the fact that they will likely be the one in charge of family and home duties,

as well as, in some cultures, not be comfortable around men.

#TF4Women looks for skilled women who already hold a degree. We are selective. We redirect people that we can't take on our programme to other programmes. We only accelerate the access to a job - we do not claim to be doing more than this as those women are skilled already. We take people that are motivated.

We are only looking to place our fellows in high-growth and new IT jobs. We are specific. Those jobs are in high demand, companies are ready to invest in training the new recruits and they are jobs where a recruiter looks less at the diplomas and more at what one is able to do and how fast one is able to learn.

Is it possible to introduce the format in other countries?

Techfugees benefits from a strong brand reputation across the tech industry in Europe and internationally having started as a tech community-led movement, with one of its founders being the Editor-at-large of TechCrunch.

So we are looking to scale the programme across Europe in the next five years, starting in 2021 in Italy and Greece with a pilot programme, as the economic situation there is the most pressing, and even more for refugees.

We believe Germany is a place of great potential to scale the #TF4Women and are open for discussion through the presence of a chapter of Techfugees in Berlin.

What can the format achieve in the long term?

The objective is to ensure refugee women to get a long-term job and achieve long-term integration on the job market. Again, we chose the tech sector because it is a high-growth sector with great potential for the future. It is really important for us that women gain autonomy and independence in the long term.

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Network IQ

The Network “Integration through Qualification (IQ)” aims to sustainably improve the labour market integration of adults with a migration background. The programme is funded by the Federal Ministry of Labour and Social Affairs (BMAS) and the European Social Fund (ESF). Strategic partners in implementing the programme are the German Federal Ministry of Education and Research (BMBF) and the Federal Employment Agency (BA).

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In cooperation with:

