



RaCIP - Raising Capacity for
Inclusive People engaged in private
sponsorships

Final evaluation report on project impact



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Final evaluation report on project impact

WP7 - Deliverable 7.8

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Executive Summary

The RaCIP project was designed to improve the capacity of organizations involved in Private Sponsorship programmes and those engaged in supporting the integration of refugees within communities. The central aim of the project is fostering the integration of persons in need of protection through private sponsorship schemes (PSS). This report seeks to analyse the principal outcomes, impacts, and challenges encountered during the project's implementation, offering insights into the project's experience and comprehensively discussing the challenges faced. The analysis focuses on information collected by the partners under an evaluation protocol and covers the profile of participants, activities conducted, main results, impacts, and challenges.

The key findings are summarized below.

- The RaCIP project effectively engaged individuals, community groups, and organizations in supporting migrants to resettle and integrate into their new European communities.
- The project involved 2,277 individuals in 738 activities, with 512 participants actively participating in at least one phase of the evaluation process.
- Activities encompassed a wide range of actions with the overarching goal of empowering organisations and people involved in community integration, and supporting individuals in various aspects of their lives, including administrative, healthcare, housing, education, cultural integration, and employment, with the aim of facilitating their integration and self-sufficiency in the host country.
- Participants in the evaluation included migrants (63%), staff members (14%), mentors (9%), student mentors (6%), hosting families (5%), and supporting families (4%). Migrant participants comprised asylum seekers (64%), refugees (20%), and other profiles (16%), originating mainly from Asia and Africa and displaying a great diversity of origins (40 different origins, with Afghanistan, Sierra Leone, and Iraq leading the list).
- Slightly more than half of the participants (53%) were women (predominant gender in all categories of participants with the exception of migrants), and 47% were men. The majority of participants fall within the age range of 19 to 49, with total ages ranging from 2 to 79 years old. Education levels are varied, with predominance of intermediate and advanced level (10 or more years of formal education). Not considering the migrant participants, 27% of all evaluation participants have some kind of migration background; and the most work in high skilled professions.
- Project's activities have met the diverse needs of migrants in fields such as practical activities for job research and training; wellbeing, addressing loneliness and fostering community; autonomy and integration processes; stable living conditions; with flexibility and adaptability, ongoing needs assessment and customized support.
- Major motivations for migrants to participate in the project are related with social engagement, learning, working and housing opportunities.

- Participant satisfaction levels were generally very high, with activities considered relevant and useful. Migrants reported improvements in wellbeing, self-confidence, and social skills as impacts of the project. The most positive aspects of the participation in RaCIP activities identified by the migrants are based mainly in exchanges, relationships and structural integration by housing, education and work. Challenges faced by migrants included logistical issues, language barriers, and cultural adjustments.
- All organisations and people involved in community integration felt supported by the project.
- Overall impacts of the project in mentors, student mentors, hosting families and supporting families are knowledge enhancement, shifts in previous ideas and attitudes, relationships creation, and increasing empathy. Staff members emphasised knowledge enhancement, practice development and increased reflexivity. Stakeholders highlighted an increase in understanding about private sponsorship, reinforced collaboration and network and changes in values and policies.
- Overall, the analysis of objectives and outcomes indicates some variations between expected and final outcomes, with some categories surpassing expectations and others falling short. However, the project demonstrated to produce significant outcomes, including housing stability, improved employment rates, language proficiency, and social connections, providing a foundation for ongoing support to the work in migrant integration.
- All key aspects of Private Sponsorship programmes were implemented and reinforced in the RaCIP project, as community engagement, financial support, mentorship, advocacy and social integration through housing assistance, health support, and legal assistance, among many other initiatives, especially the ones connected to wellbeing and connection to community.
- The activities carried out supplemented government-sponsored refugee resettlement efforts and provided new ways and opportunities for forced migrants to find a stable and welcoming environment. A more personalized and community-driven support was provided to refugee resettlement, with many evidences of contributions for migrants' self-sufficiency.
- Activities are stated to continue even after the formal conclusion of the project, reflecting a commitment to building on the foundations laid during RaCIP, suggesting a strong foundation for the sustainability of the project.
- Apart from Portugal, all partner countries highlighted the tightening of national migration and international protection policies, limiting both protection and access to resources throughout the three-year duration of the project.

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1. Introduction

This document is the final internal evaluation of the AMIF project RaCIP, that focuses on Private Sponsorship (PS) and community-based approaches to integration of refugees at the European level. This is an evaluation led by Iscte – Instituto Universitário de Lisboa, with the contribution of all the project partners.

The report covers the entire project timeline, from December 2020 to November 2023, with a particular focus on the period between June 2022 (when the evaluation model was introduced) and September 2023 (when the pilot activities formally concluded). The evaluation is carried out in accordance with the Evaluation Methodology Toolkit (Mateus et al, 2021), and the “Supporting Document to WP7 - Assessment of the impact” (June 2023). The objective of this evaluation is to assess the efficiency, effectiveness, relevance, and sustainability of project implementation and, in particular, to document the results of the project in relation to its overall objectives and expected results as defined in the project document. It aims to systematically and objectively assess the overall achievement of objectives and intended goal, the project’s outputs, and consolidate the main impacts and challenges. The internal evaluation combines some elements of a process evaluation (what occurred during the procedures and the tasks involved in implementing the project) with some elements of an outcome-based evaluation (measurement of outcomes and impact over the short-term). Additionally, the evaluation process identified lessons learned and recommendations, which can be used when designing similar interventions in the future.

This report complements a prior publication on the results of pilot schemes (Mateus et al, 2023), which analysed and documented the outcomes of the pilot initiatives implemented by each partner within their respective local contexts.

2. Project Background

2.1 Private sponsorship in Europe

The best contextualization and understanding of the activities and results of the RaCIP Project requires a brief introduction of “private sponsorship” (PS) – sometimes referred to as “community sponsorship” or “community-based sponsorship”. As reported in various previous works (European Commission, 2018; European Resettlement Network+, 2017, 2017; Mateus et al., 2021), the definition of PS is not obvious, especially within the European context.

Private Sponsorship (PS) programs are initiatives that involve individuals, community groups, or organizations in helping refugees resettle and integrate into their new communities in Europe. These programs are typically in place to supplement government-sponsored refugee resettlement efforts and provide an additional avenue for refugees to find a stable and welcoming environment. The aim of these programs is to provide a more personalized and community-driven approach to refugee resettlement, ultimately helping refugees to become self-sufficient. Key aspects of Private Sponsorship programmes in Europe include community engagement, financial support, mentorship, advocacy and social integration through housing assistance, health support, and legal assistance, among other initiatives.

PS is a relatively recent experience in Europe and it is only in the last decade that we have witnessed its progressive diffusion, first and foremost in countries such as Germany and Ireland, soon followed by other European countries. A more consolidated experience of PS can be found in nations such as Canada, where since the 1970s, various PS initiatives for refugees have been implemented, both in favour of particular national groups (in the case of Afghans, Iraqis, and more recently, Syrians), and through a system of quotas made available for this type of intervention (Kaida, Hou, & Stick, 2020; Reynolds & Clark-Kazak, 2019). In Australia, similar actions were carried out between the end of the seventies and the end of the nineties and in the last decade the country has reopened the possibility of sponsorship, involving, as sponsors, both individuals and religious and civil society organizations as well as companies (Hirsh et al, 2019).

The involvement of civil society constitutes a distinctive element of PS in different contexts, a process that involves private actors, individuals, groups or organizations taking responsibility for providing financial, social and/or emotional support to asylum seekers and/or refugees. The

presence of public-private partnerships between governments and private actors is another key element of PS.

Unlike the Canadian or Australian experience, in the European context, refugee sponsorship is not synonymous with resettlement. European PS initiatives do not automatically grant permanent residence and refugee status to those who arrive, but rather offer temporary entry and/or a residence permit, with the possibility of renewal and/or requesting political asylum (Cortés, 2021). Developed in response to increased migratory flows and the objectives of facilitating “legal and safe” pathways for asylum seekers and/or refugees, PS consists, in other words, of an admission programme for asylum seekers and/or refugees based on the involvement of members of civil society.

In the past decade, in Europe, PS has included a wide variety of experiences that vary according to eligibility criteria and sponsor responsibility as well as the status and rights granted upon arrival to sponsored persons. Attempts to typify PS schemes in Europe include the following categories.

Family reunification schemes, based on family ties with the destination country for people in need of international protection (Costello, Groenendijk & Storgaard, 2017). This sponsorship model - that is no longer operational - has been adopted by countries such as Germany, Ireland and Switzerland (Cortés 2021).

Within the *humanitarian corridors* model, civil society organizations, mainly religious groups, made contract with governmental authorities to sponsor people who had accessed the asylum system upon arrival (European Resettlement Network+, 2017; Ricci, 2020; Working Group of the Humanitarian Corridors Project, 2019). This model was given impetus by the invitation made in 2015 by Pope Francis for “every parish, religious community, monastery, sanctuary in Europe, to welcome a family of refugees”.¹ In this context, the first initiative was born, in Italy, to safely transfer people affected by war and conflict seeking refuge in Lebanon, Ethiopia, Jordan and Turkey. Based on the Italian experience, similar programmes were subsequently promoted in other countries such as France and Belgium.

Since 2015 *ad-hoc schemes for specific religious groups* have been developed. Specifically, programmes based on partnerships between religious foundations and governments to sponsor small groups of Christians in need of international protection. Among the countries in which it

¹ Vatican City, Angelus, 2015, September 6.

was possible to find such schemes – as they are no longer in use - are various Eastern European countries, including the Czech Republic, Slovak Republic and Poland (Cortes 2021).

In countries such as the United Kingdom and Portugal, *community-based sponsorship schemes* have been introduced to match persons in need of international protection with local and community organizations for arrival support and integration (Barbosa et al., 2021). In these cases, it is therefore not a question of new entries but rather local communities' involvement in welcoming refugees who are already in the country. In Portugal, the results of this experiment have opened a discussion about the possibility of opening community sponsorship for asylum seekers and/or refugees coming directly from third party countries. This type of experience is rapidly spreading in various European countries.

A fifth model, sometimes described as *grassroots initiatives* or *mentor proposals*, is also present (see, e.g., Cortes, 2021). Grassroots initiatives are projects such as the *Refugees Welcome Initiative* or *Gastvrij Oost*. These initiatives emerged, respectively, in Germany and The Netherlands, in 2015, launched by civil society organizations or movements that understand integration as mentorship, assistance and support. PS is conceived as synonymous with collective actions carried out by representatives of civil movements or non-governmental organizations to accompany displaced people who are already residing in the territory.

Among the partners/countries that participated in the RaCIP Project, it is possible to identify both experiences of *community-based sponsorship schemes* and *grassroots initiatives/mentor proposals*.

2.2 The RaCIP project

The RaCIP project, which is funded by the European Commission through the Asylum, Migration and Integration Fund (AMIF), was designed to improve the capacity of organisations involved in Private Sponsorship (PS) programs and those engaged in supporting the integration of refugees within communities. The partnership comprises nine partner organisations operating in five European Union (EU) nations, which include the following entities: Synthesis in Cyprus, Réfugiés Bienvenue in France, the Municipality of Ioannina and Second Tree in Greece, Consorzio Veneto Insieme (CVI) serving as the project leader, along with Glocal Factory and Refugees Welcome Rome in Italy, as well as Serviço Jesuita aos Refugiados (JRS) and Instituto Universitário de Lisboa (Iscte) in Portugal. RaCIP also aimed at furthering knowledge on refugee migrant integration², through PS and involving a variety of actors in the EU context, which is characterized by a great diversity of national contexts specificities.

The project included various pilot programs with the aim of expanding existing PS initiatives and strengthening community-based efforts by experimenting with new PS initiatives in the participating Member States. The central aim of the project is fostering the integration of persons in need of protection through private sponsorship schemes (PSS). Among the objectives pursued by RaCIP were:

- Boosting the capacities of Civil Society Organisations and local communities and promoting the active involvement of refugees in their integration process.
- Enhancing the capacity building of organisations operating Private Sponsorship Schemes (PSS) or otherwise engaged in community-based (C-B) support for refugee integration, which explicitly involved hosting families, supporting families, enterprise mentors, and university students.

² In this report, the word 'migrant' as an umbrella term encompassing refugees, asylum seekers, individuals under international protection, and others facing circumstances preventing their return to their country of origin due to well-founded fears of persecution, conflict, violence, or other factors, necessitating international protection. While we acknowledge the specific legal definition and protection accorded to refugees under international law, in this report, we use the term 'migrant' in a broad sense. It includes forced migrants falling within these categories, as well as individuals engaged in mixed movements such as stateless people, victims of trafficking, unaccompanied or separated children, and those in irregular situations.

- Featuring, establishing, and developing practices of pilot schemes aimed at scaling up existing PS initiatives and strengthening C-B efforts through the experimentation of PS initiatives.

As per the project, the anticipated outcomes included:

- Fostering the sharing of valuable experiences and good practices on PS schemes implementation and refugees’ bottom-up integration processes.
- Strengthened social ties through active participation of individual citizens, families, NGOs, CSOs and private companies in PS pilot schemes across partner countries.
- Design and development pilot schemes related to the mentioned training paths.
- Improving existing PSS through the exchange of information on the impact of the PS pilot schemes and the building of a collaborative network of CSOs engaged in supporting refugees’ integration.

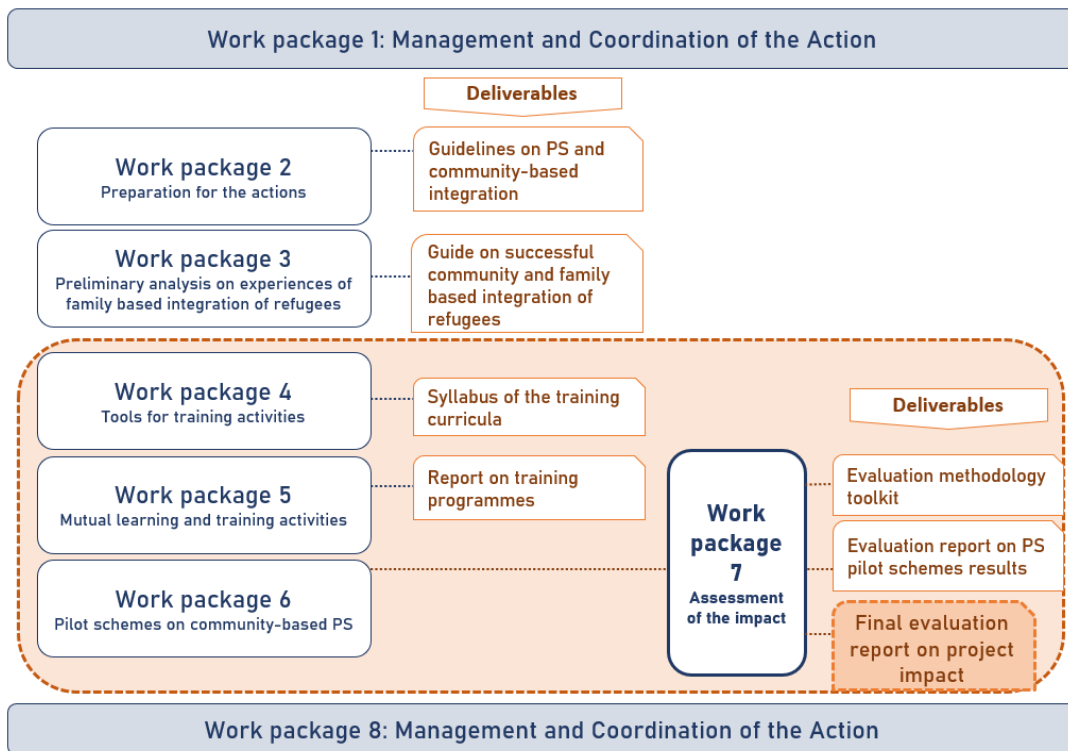


Figure 1. Project work structure and evaluation scope

In addition to **Work Packages 1 and 8**, which pertain to management and communication, and were developed incrementally over the course of the project (and are not the central focus of this report), the project was further organized into seven additional work packages. The work packages included in this evaluation report are highlighted in orange in Figure 1.

Work package 2 (WP2), “Preparation for the Actions”, aimed at drafting guidelines on PS and community-based support to refugees’ integration to provide the most up to date information for the implementation of the WP6 “PS and Community-based Pilot Schemes”. It started with desk activities to conduct a study of the community-based integration model implemented by the Plataforma de Apoio aos Refugiados (PAR), as experienced by JRS, one of the Portuguese partners in the RaCIP project. The approach involved a comparative analysis of PAR activities with other European and non-European private sponsorship good practices and experiences.

The working package then consisted of a series of study visits. To facilitate the study visits, a comprehensive guide was developed. This guide included instructions on how to conduct the visits and collect the most pertinent aspects of each organisation, along with the context of its actions. This ensured that study visits followed common standards. Given the conditions imposed by the Covid-19 pandemic, guidelines were adapted for both in-person and online study visits. Originally planned to occur in all partner countries, including Cyprus (Nicosia), France (Paris), Greece (Ioannina), Italy (Padua and Rome), and Portugal (Lisbon), the first study visit to Cyprus was conducted online due to the pandemic. Post each study visit, each team submitted a report highlighting the most relevant information about the practices and lines of action observed in the visited organisations. This process allowed the research team to aggregate collective knowledge generated during the visits from diverse sources of experience and perspective. This collective knowledge informed the publication “Guidelines on Private Sponsorship and Community-based Integration: lessons from RaCIP Project” (Mateus & others, 2022), consolidating all the information and insights generated collectively by the partnership throughout WP2.

Work Package 3, titled "Analysis of Family-Based Migrant Integration", comprised several key actions. Firstly, a comprehensive report was produced to summarize the activities of RaCIP partner organisations in France and Italy related to family-based integration processes, along with insights into the intra-family twinning project in Greece. To assess the success of family-based (F-B) and community-based (C-B) experiences in France, Italy, and Greece, a survey was devised. This assessment targeted both families and migrants, focusing on key aspects such as

migrants' integration into the job market, participation in educational and vocational training programs, and adaptation to local contexts. A representative sample of diverse experiences was chosen for interviews, contributing to the creation of a guide on co-living and mentoring. This guide is specifically designed for refugees and hosting/supporting families. The outcomes of this activity provided valuable support for the development of a toolkit to be utilized in Work Package 4 (WP4) training paths. The collected data underwent analysis to identify best practices and assess the strengths and weaknesses of the integration process through family-based and community-based programs.

Work package 4 and 5, “tools for training” and “training of trainers”, created training programs and provided them to individuals who would be engaged in the subsequent phase of the project, specifically the pilot schemes executed by each partner in the field. The curriculum was customized to the following groups: 1) hosting families; 2) mentors at work; 3) stakeholders; 4) student mentors; and 5) supporting families. The training was structured to encompass: 1) first level training, at international level, with the purpose of preparing local trainers (attended by 19 participants); 2) second level training, at the local level, where the initial trainers conducted training sessions for sponsors and mentors within their respective communities (attended by 204 participants, including 40% stakeholders, 25% supporting families, and 25% university students).

Work package 6, “private sponsorship and community-based pilot schemes”, consisted in pilot actions developed across all participating countries, between September 2022 and July 2023. As a previous report showed (Mateus et al, 2023), there were 738 activities conducted across all participating countries and organisations during the pilot actions in the European countries and organisations involved in RaCIP Project, engaging a total of 2,277 participants, half of which asylum seekers. Most of the actions were oriented towards asylum seekers, organisations, and university mentors. Overall, the RaCIP Project Pilot Actions encompassed a wide range of activities with the overarching goal of empowering organisations and people involved in community integration, and supporting individuals in various aspects of their lives, including administrative, healthcare, housing, education, cultural integration, and employment, with the aim of facilitating their integration and self-sufficiency in the host country. A notable portion of the activities focused on enhancing the qualifications of organisations, staff members, mentors, and volunteers.

Work Package 7, titled "Assessment of the Impacts," is dedicated to evaluating the project's impact. In pursuit of this objective, a methodology was developed and a procedure for collecting

and analysing information was established, both of which are detailed in this report. Figure 1 provides an overview of the evaluation's scope, with a subsequent in-depth exploration of the methodology and the evaluation process.

The present report is the final evaluation report of this working package.

2.3 Evaluation questions and methodology

This report primarily aims to analyse the principal outcomes, impacts, and challenges encountered during the project's implementation. By doing so, it will provide valuable insights into the project's effectiveness and impact, documenting achievements, outcomes, and highlighting participants. Furthermore, it will comprehensively discuss the challenges faced.

The evaluation system was developed to monitor and analyse the effectiveness and efficiency of the PS models implemented regionally within the RaCIP project and to measure the project's impact, guided by the following criteria: relevance, effectiveness, sustainability, impact, appropriateness, coverage, and coordination. It combines elements of a process evaluation, examining the procedures and tasks involved in project implementation, with elements of an outcome-based evaluation, measuring short-term outcomes and impact.

The evaluation aimed to:

1. Identify project participants and beneficiaries.
2. Collect data on activities and participation.
3. Assess the activities and results of the pilot schemes.
4. Identify impacts and lessons learned.

The evaluation process was an extensive, participatory effort carried out collaboratively with project partners (see Figure 2). In a first phase, an Evaluation Toolkit was created to: a) establish a framework for a common understanding of 'integration' to be used by the RaCIP project partners; b) to identify key indicators and tools to measure integration; c) to support the national evaluators selected in each partner country; d) define the method of assessment; e) provide tools to collect data. The initial version of the toolkit was presented in May 2022 during the project's 4th transnational meeting, in Lisbon. After incorporating the partners' input, the final toolkit was

disseminated in June 2022. Its implementation began in September 2022, with the preliminary evaluation of the pilot actions spanning from September 2022 to April 2023.

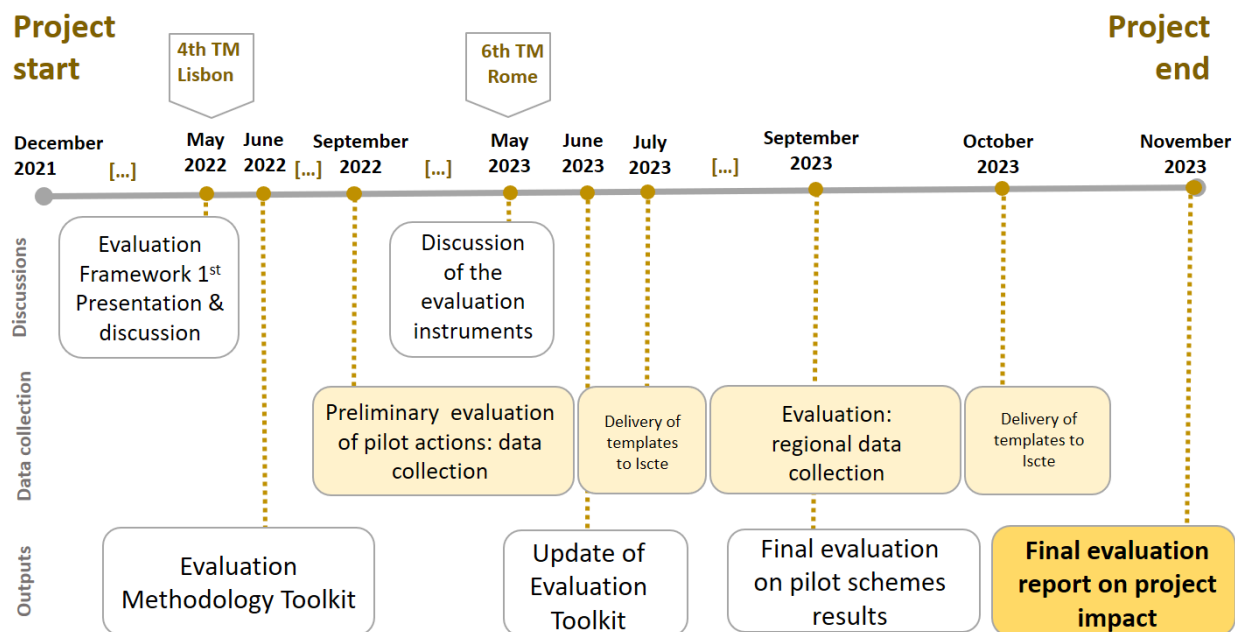


Figure 2. Evaluation process

In May 2023, during the 6th transnational meeting held in Rome, the first trial of the evaluation tools was discussed in person, leading to a decision to update them. Following the recommendations from this discussion, a revised version of the templates for the final evaluation was shared in June 2023. Between July 2023 and October 2023, the partners used these instruments to collect the necessary data for project evaluation. The comprehensive information, which serves as the foundation of this report, was delivered to ISCTE at the beginning of October 2023.

Following the Evaluation Toolkit orientations and indicators, qualitative research methodologies were adopted in the different local contexts (Table 1).

Table 1. Evaluation methodology and participant profile by country and organisation

Country	Methodology	Evaluation participants	Participant profile in evaluation
Cyprus/ Synthesis	Questionnaires Focus groups Single semi-structured interviews Direct observation	80 participants	38 Migrants 10 Student Mentors 10 Supporting Families 15 Stakeholders 7 Staff Members
Italy/ CVI	Single semi-structured interviews (in-person and remote/online) Questionnaires (via Google Forms)	75 participants	57 Migrants 12 Mentors 4 Stakeholders 2 Staff Members
Italy / GF	Open interviews	11 participants	4 Migrants 7 Student Mentors
Italy/ RWI	Single semi-structured interviews (in-person and remote / online)	43 participants	18 Migrants 7 Hosting families 12 Mentors 6 Staff Members
France/Réfugiés Bienvenue	Open questionnaires (via Google Forms) Single semi-structured interviews (in-person and remote / telephone) Office meetings	63 participants	19 Migrants 16 Hosting families 8 Mentors 14 Stakeholders 6 Staff Members
Greece/ Mol	Single semi-structured interviews (In-person)	36 participants	20 Stakeholders 16 Staff Members
Greece/ Second Tree	Open questionnaires via Google Forms Single semi-structured interviews (remote / online)	219 participants	170 migrants 12 Student mentors 10 Supporting Families 27 Staff Members
Portugal /JRS	Single semi-structured interviews (remote / online & telephone) Google forms surveys Evaluation meetings	42 participants	18 Migrants 12 Mentors 4 Stakeholders 8 Staff Members

Each partner filled in a template/report and an excel file, specifying data by target group. RaCIP target groups were: migrants³, hosting families, student mentors, mentors, supporting families, stakeholders and staff members. The overall migrants' group included refugees, asylum seekers (applicants for international protection); other people under international protection; other

³ As stressed before, in this report, the word 'migrant' as an umbrella term encompassing refugees, asylum seekers, individuals under international protection, and others facing circumstances preventing their return to their country of origin due to well-founded fears of persecution, conflict, violence, or other factors, necessitating international protection.

migrants (permits for medical, education, purposes); and special cases.⁴ A total of 392 migrants took part directly in the RaCIP evaluation process. In addition to the active participation of certain individuals, the evaluation encompasses descriptions and reflections provided by the partners in their regional reports, which are based on their project experiences.

Partner organisations employed a variety of data collection methods, encompassing interviews, questionnaires, focus groups, and observations, tailored to the distinct context, participants, and objectives of their evaluations. They flexibly adjusted their methodologies to address practical concerns and hurdles, such as language barriers and participant availability. These challenges encompass logistical intricacies, language barriers, participant availability, and response rates. These obstacles underscore the significance of planning and adaptability within the evaluation process to accommodate the unique requirements and constraints of each program and its participants. The data collected through grids and templates was later analysed by the evaluation team using quantitative methods and content analysis.

As in the previous report, thematic and content analysis were employed, utilizing coding and adding procedures to discern patterns, themes, shared characteristics, and disparities within the dataset. Both quantitative and qualitative data underwent examination using Microsoft Excel and IBM SPSS Statistics 27. SPSS provided an array of analytical tools, encompassing descriptive statistics, facilitating the summarization and comprehension of the quantitative aspects of the data. Additionally, Excel was utilized for the creation of graphical representations, such as graphs and charts, to visually depict data distributions.

⁴ These categories are established within the project's framework and may not necessarily coincide with how migrants perceive themselves or self-identify.

2.4 Overview of the social and political changes throughout the RaCIP project in Europe

The RaCIP project lasted for three years, a large geopolitical timeframe, during which social and political conditions, especially the ones regarding migrant refugees, can suffer relevant changes. Hence, each partner organisation, working directly in the field, was asked to report the changes in national and local contexts, due to internal and external factors, that affected the migrants and migrant refugees and how, if, it impacted asylum seekers and migrant refugees. The following section is a cross-sectional analysis to the five countries, highlighting special cases to illustrate particular situations.

Three out of the five participating countries have mentioned a higher influx of migrant asylum seekers, which is increasing at a faster rate each year, with Italy reporting an intensified flux during August and September 2023, with asylum seekers being temporarily hosted in schools and airports. The countries that didn't report a higher influx were Portugal and Greece. As mentioned elsewhere⁵, Portugal is not a disembarkation country nor perceived as a desirable destiny; refugees arrive mostly through protocols, which means that the increasing flow felt in Europe in the last years has not been felt with the same intensity in Portugal. While Greece, typically a country with a high number of arrivals, implemented new policies and political strategies which resulted in faster asylum-seeking processes. The faster processes caused people to move to other countries, after getting their permit/status, or being refused and deported. The national economic crises in Greece and the lack of jobs in the locality of Ioannina heightened the migrant/refugees' exodus out of the region.

Except from Italy, the Ukrainian war was mentioned by partner organisations, in all countries, as increasing the pressure on services and local resources available to asylum seekers/refugees. In France, the Ukrainian forced migrants' influx and the priority given to it, which collided with the end of governmental emergency Covid19 housing measures and the slowdown of housing construction, resulted in less housing solutions available for migrant refugees, while in Portugal priority was given to Ukrainians over other asylum processes, further delaying the processes of international protection from other nationalities. The living conditions were also mentioned in Greece, where the government ended a national housing programme, ESTIA⁶, to house asylum seekers in apartments, outside of camps, in the city centres, indeed curtailing the accessibility to

⁵ Costa, B. F. e Teles, G. (2017) 'A política de acolhimento de refugiados - considerações sobre o caso Português', *REMHU: Revista Interdisciplinar da Mobilidade Humana*, 25(51), pp. 29–46. doi: 10.1590/1980-85852503880005103

⁶ <https://includeu.eu/estia-programme/>

out of camps housing opportunities. Thus, turning refugee camps into the main hosting site for newcomers. The camps were also reinforced with walls, and more advanced technology, such as turnstiles, cameras with control rooms, x-ray machines and more. The living conditions are also increasingly preoccupying in Cyprus, where reception centres are overcrowded with below standard sanitation and hygiene infrastructures and insufficient safeguards against sexual and gender-based violence for children and single women. The fast increasing flow of migrant asylum seekers have been adding pressure to the overloaded national reception system, services, housing, working conditions and security of asylum seekers, especially for unaccompanied minors and women.

Except from Portugal, all countries mentioned the tightening of migration and international protection national policies curtailing protection and access to resources. In France, the new immigration law, that is still underway, would have several negative effects for asylum seekers, concerning their access to fair legal hearings and the conditions for expulsion and imprisonment. The law would also require a higher level of French (A2) to obtain one's first residency. In Italy, where the new far right government has been severely curtailing national migration and international protection rights and access to services, a national typology of protection, is no longer renewable for more than a year and is no longer convertible in other types of residence permits. Moreover, funding allocated on behalf of the accommodation centres (CAS) has been reduced, thus penalizing language courses, legal assistance, and psychological support for asylum seekers. Italy and Cyprus reported the reduction of the protection of foreign unaccompanied minors.

Overall, the tighter policies, the reception conditions, the disproportioned requests, and the increasing flow of migrants are resulting in a higher criminalization of migrants and in the reduction of foreign unaccompanied minors' protection across the partner countries.

At last, in three of the five partner countries the mainstream media has been perpetuating stigmatized images of migrants, which fuels antimigration feelings and increases violent conditions and the migrant population vulnerability. Cyprus, the EU country with more asylum-seeking requests, reported an increasing of violence, vulnerability and precariousness, with stigmatized images of migrants perpetuating those conditions.

3. Participation and activities

3.1 Overview of participation

In this section, we will examine the profiles of participants in the RaCIP project, with a particular focus on those involved in the evaluation process. It is essential to clarify that this subgroup does not encompass all participants in the project's activities.⁷ As outlined in a prior evaluation report on the pilot actions (Mateus et al., 2023), the RaCIP project involved 2,277 individuals. Among this total, 512 actively participated in at least one phase of the evaluation process. More precisely, 223 out of the 512 participants documented in this report contributed to the final phase of the evaluation.

Figure 3 presents data regarding the participants in evaluation per profile. More than half (63.3%) of participants were migrants, followed by the staff members of the partner organisations, which accounted for 14.1%. The remaining participants, totalling to just above a fifth (22.7%) were volunteer local community members, comprised by 8.6% of mentors, 5.7% of student mentors, 4.5% hosting families and 3.9% of supporting families.

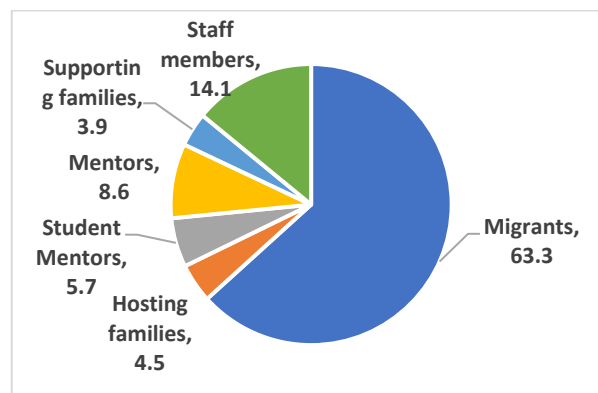


Figure 3. Percentage of participants per profile

⁷ Stakeholders, given their organizational nature, were not analysed in this section. However, a detailed analysis of stakeholders that participated in evaluation is provided in section 4.6.

The data showing on Table 2 presents the number of participants per profile, by country. Greece involved 170, more than half of the migrants, followed by Italy with 79 migrants participating. It's important to mention that both countries counted with more than one partner organisation, while the remaining countries had only one partner organisation taking pilot actions. There were 38 migrants involved in Cyprus, 19 in France and 18 in Portugal. Only France and Italy had hosting families, 16 and seven hosting families respectively, while student mentors were involved in three countries' pilot actions, 12 in Greece, 10 in Cyprus and seven in Italy. In Italy there were 24 mentors, in Portugal 12 and in France eight. Only in Cyprus and Greece supporting families took part in the pilot schemes, 10 in each country. Greece was the country involving more staff members, 43 between both organisations, followed by Italy and Portugal, each country involving eight staff members, seven in Cyprus and six in France.

Table 2. Number of participants per profile, by country

Participants	Cyprus	France	Greece	Italy	Portugal	Total	%
Migrants	38	19	170	79	18	324	63.3
Hosting families	0	16	0	7	0	23	4.5
Student Mentors	10	0	12	7	0	29	5.7
Mentors	0	8	0	24	12	44	8.6
Supporting families	10	0	10	0	0	20	3.9
Staff members	7	6	43	8	8	72	14.1
Total	65	49	235	125	38	512	100.0

The primary group among migrant participants consists of asylum seekers, comprising 63.8% of the total. Following closely are refugees, making up 20.2%, a point that will be elaborated upon in section 4.1, where we delve into the analysis of findings by target group.

Among the overall participants, only migrants had prior experience working or participating in or with the organisation before the RaCIP project. Specifically, 213 out of 312 migrants (68%) had engaged in activities with the organisation prior to the commencement of the RaCIP project.

As Figure 4 shows more than half (59%) of the participants took part in only part of the project and the 41% in the entire project.

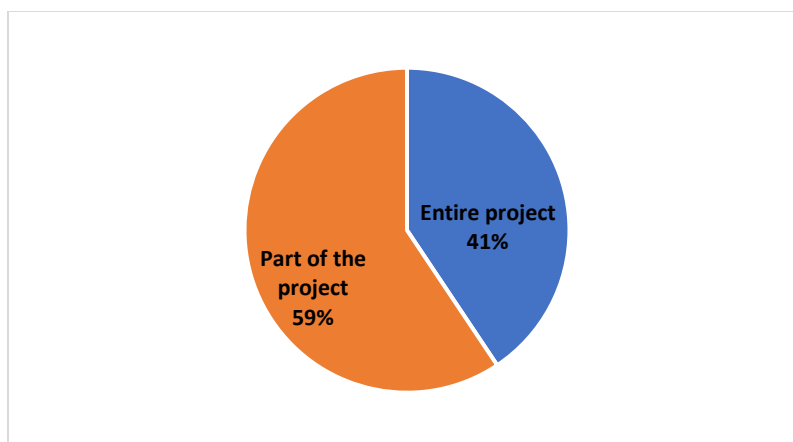


Figure 4. Percentage of participants per type of participation in the project

The data presented in Table 3 shows that most migrants (72.5%) participated in only part of the project, of which most (71%) were in Greece followed by Italy (20%) and France (6%). In Cyprus all migrants and in Portugal 14 out of 18 migrants participated in the entire project. Many of the hosting families, 15 out of 23 (65.2%), only participated during part of the project. Within the three countries in which mentors were involved, most (93.2%) participated in the entire project. Out of the 20 supporting families, 12 participated in the entire project, 10 of which were in Cyprus. About half of the staff (55.6%) participated in the entire project and only in France all the six members of staff participated in the entire project.

Table 3. Participants per type of participation in the project, by country and profile

Profile	Participation	Cyprus	France	Greece	Italy	Portugal	Total	%
Migrants	Entire project	38	4	2	31	14	89	27.5
	Part of the project	0	15	168	48	4	235	72.5
	Total	38	19	170	79	18	324	100.0
Hosting families	Entire project	0	2	0	6	0	8	34.8
	Part of the project	0	14	0	1	0	15	65.2
	Total	0	16	0	7	0	23	100.0
Student Mentors	Entire project	10	0	1	7	0	18	62.1
	Part of the project	0	0	11	0	0	11	37.9
	Total	10	0	12	7	0	29	100.0
Mentors	Entire project	0	8	0	24	9	41	93.2
	Part of the project	0	0	0	0	3	3	6.8
	Total	0	8	0	24	12	44	100.0
Supporting families	Entire project	10	0	2	0	0	12	60.0
	Part of the project	0	0	8	0	0	8	40.0
	Total	10	0	10	0	0	20	100.0
Staff members	Entire project	5	6	15	7	7	40	55.6
	Part of the project	2	0	28	1	1	32	44.4
	Total	7	6	43	8	8	72	100.0
Total	Entire project	63	20	20	75	30	208	40.6
	Part of the project	2	29	215	50	8	304	59.4
	Total	65	49	235	125	38	512	100.0

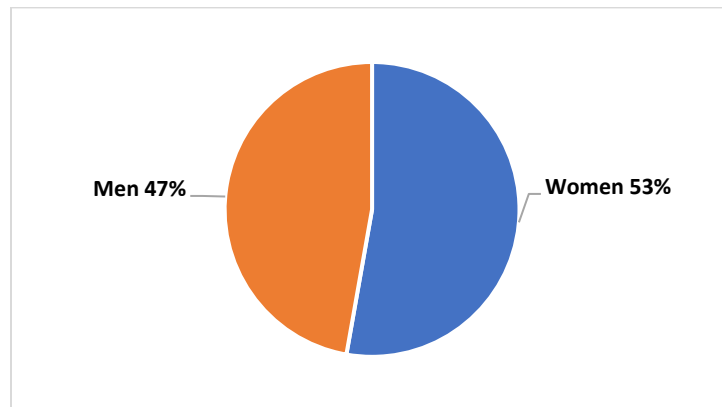


Figure 5. Percentage of participants by gender

Figure 5 presents the percentage of participants per gender, showing that slightly more than half (53%) were women and 47% were men. There was no record of gender in 18 participants, and in one case the participant preferred not to choose between male or female.

Table 4 presents the participants per gender, by country and profile. Of the 323 migrant participants, slightly more than half (55.7%) were men and only in Cyprus and Portugal there were more women than men migrant participants. Most (73.9%) hosting family's representatives were women and in Italy none was a man.

More than half (58%) of the student mentors were women, but in Italy there were no male student mentors. The big majority (72.2%) of the mentors were women, with all countries with mentors having more women than men mentoring migrants.

About half (52.6%) of the supporting family's representatives were women, yet the countries with supporting families show different patterns. While in Cyprus eight out of 10 supporting family's representatives were women, in Greece seven out of nine were men.

The greater portion (71.9%) of staff members were women, both in the partnership and in each country, except in Portugal where the staff's gender was not indicated.

Table 4. Participants per gender, by country and profile

Participants		Cyprus	France	Greece	Italy	Portugal	Total	%
Migrants	W	24	6	77	23	13	143	44.3
	M	14	13	92	56	5	180	55.7
	Total	38	19	169	79	18	323	100.0
Hosting families	W	0	10	0	7	0	17	73.9
	M	0	6	0	0	0	6	26.1
	Total	0	16	0	7	0	23	100.0
Student Mentors	W	6	0	4	7	0	17	58.6
	M	4	0	8	0	0	12	41.4
	Total	10	0	12	7	0	29	100.0
Mentors	W	0	5	0	17	10	32	72.7
	M	0	3	0	7	2	12	27.3
	Total	0	8	0	24	12	44	100.0
Supporting families	W	8	0	2	0	0	10	52.6
	M	2	0	7	0	0	9	47.4
	Total	10	0	9	0	0	19	100.0
Staff members	W	6	4	30	6	0	46	71.9
	M	1	2	13	2	0	18	28.1
	Total	7	6	43	8	0	64	100.0
Total	W	44	25	113	60	23	265	52.8
	M	21	24	120	65	7	237	47.2
	Total	65	49	233	125	30	502	100.0

Figure 6 illustrates the distribution of participants across different age groups. The majority of participants fall within the age range of 19 to 49, with total ages ranging from 2 to 79 years old. A minority (41%) falls within the 19 to 29 age group, while 33% belong to the 30 to 49 age range. Additionally, 10% are aged 50 or above. Minors constitute 16% of the participants, with 10% aged 12 or younger and 6% falling between 13 and 18 years old.

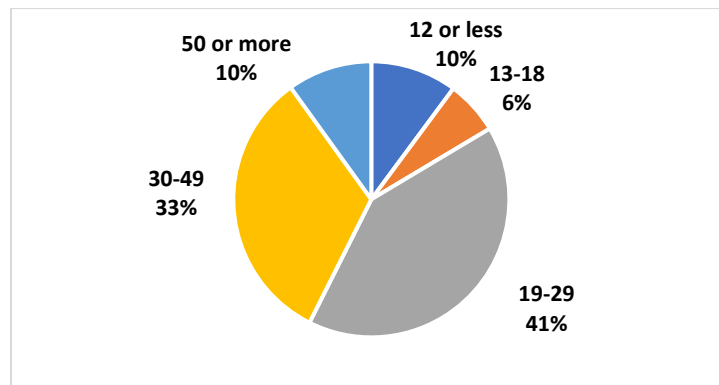


Figure 6. Percentage of participants per age group

The participants per age group, by country and profile are presented in Table 5. Most migrants (38%) were between 19 and 29 years old, followed by 31% of migrants between 30 to 49 years of age, accounting together for 70% of the migrants participating in the project. A quarter (25%) of the participants were minors, while just 15% are aged 50 or older. None of the family hosts' representatives was younger than 30 years old and more than half (64%) were 50 years or more. The student mentors were all between 19 and 29, slightly more than half (52%) of the mentors were between 30 and 49. Slightly more than half (55%) of the supporting family's representatives were between 19 and 29 years old and only 10% were 50 years or more. Regarding the staff members, more than half were between 19 to 29 years old, followed by 39 % between 30 and 49 years of age.

Table 5. Participants per age group, by country and profile

Profile	Age	Cyprus	France	Greece	Italy	Portugal	Total	%
Migrants	12 or less	0	0	45	0	5	50	15.5
	13-18	0	0	24	1	6	31	9.6
	19-29	20	9	61	33	2	125	38.8
	30-49	17	10	33	38	3	101	31.4
	50 or more	1	0	5	7	2	15	4.7
	Total	38	19	168	79	18	322	100
Hosting families	30-49	0	8	0	0	0	8	36.4
	50 or more	0	8	0	6	0	14	63.6
	Total	0	16	0	6	0	22	100
Student Mentors	19-29	10	0	12	7	0	29	100
Mentors	19-29	0	2	0	3	0	5	11.4
	30-49	0	6	0	13	4	23	52.3
	50 or more	0	0	0	8	8	16	36.4
	Total	0	8	0	24	12	44	100
Supporting families	19-29	2	0	9	0	0	11	55
	30-49	6	0	1	0	0	7	35
	50 or more	2	0	0	0	0	2	10
	Total	10	0	10	0	0	20	100
Staff members	19-29	2	5	22	0	3	32	57.1
	30-49	5	1	5	7	4	22	39.3
	50 or more	0	0	0	1	1	2	3.6
	Total	7	6	27	8	8	56	100
Total	12 or less	0	0	45	0	5	50	10.1
	13-18	0	0	24	1	6	31	6.3
	19-29	34	16	104	43	5	202	41
	30-49	28	25	39	58	11	161	32.7
	50 or more	3	8	5	22	11	49	9.9
	Total	65	49	217	124	38	493	100

Figure 7 illustrates the distribution of participants based on their educational levels, measured by the number of years of certified education. Nearly half (40%) of the participants had advanced

studies, 32% possessed an intermediate level, 24% held a basic level, and 4% had education below the basic level.

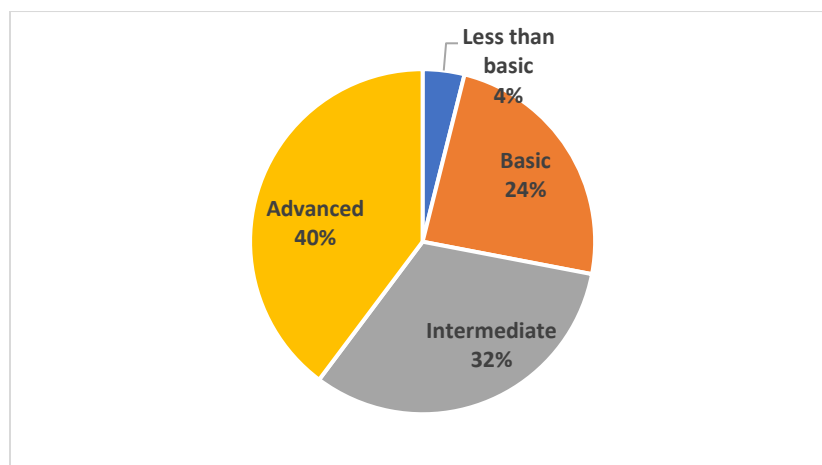


Figure 7. Percentage of participants per educational level

Table 6. Participants per education level, by country and profile

Profile	Education level	Cyprus	France	Greece	Italy	Portugal	Total	%
Migrants	Less than basic	0	0	4	6	3	13	8.4
	Basic	34	1	13	14	12	74	48.1
	Intermediate	2	13	10	19	2	46	29.9
	Advanced	2	5	3	10	1	21	13.6
	Total	38	19	30	49	18	154	100.0
Hosting families	Advanced	0	14	0	7	0	21	100.0
Student Mentors	Intermediate	8	0	11	7	0	26	89.7
	Advanced	2	0	1	0	0	3	10.3
	Total	10	0	12	7	0	29	100.0
Mentors	Basic	0	0	0	2	0	2	4.5
	Intermediate	0	3	0	5	0	8	18.2
	Advanced	0	5	0	17	12	34	77.3
	Total	0	8	0	24	12	44	100.0
Supporting families	Basic	1	0	3	0	0	4	20.0
	Intermediate	3	0	2	0	0	5	25.0
	Advanced	6	0	5	0	0	11	55.0
	Total	10	0	10	0	0	20	100.0
Staff members	Intermediate	1	0	21	0	0	22	34.4
	Advanced	6	6	22	8	0	42	65.6
	Total	7	6	43	8	0	64	100.0
Total	Less than basic	0	0	4	6	3	13	3.9
	Basic	35	1	16	16	12	80	24.1
	Intermediate	14	16	44	31	2	107	32.2
	Advanced	16	30	31	42	13	132	39.8
	Total	65	47	95	95	30	332	100.0

Legend: Less than basic (4 years or less), Basic (5 to 9 years), Intermediate (10 to 14 years), Advanced (15 years or more)

Table 6 displays the participants per education level, by country and profile. The data reveals distinct patterns in education levels across participant profiles. Migrants are primarily characterized by basic education, whereas hosting family representatives and mentors exhibit higher education levels.

Almost half (48%) of the migrants had basic education level, almost a third (30%) had an intermediate education level, 14% had an advanced level and only 8% had less than basic level of education. All the hosting family’s representatives and most mentors (77%) had an advanced level of education, while only 5% had a basic education level. Most (89%) student mentors had completed an intermediate education level. About half (55%) of the supporting family’s representatives had advance studies, the remaining were fairly distributed between intermediate (25%) and basic (20%) education level. More than half (65.6%) of the staff members had advance studies and the remaining had intermediate.

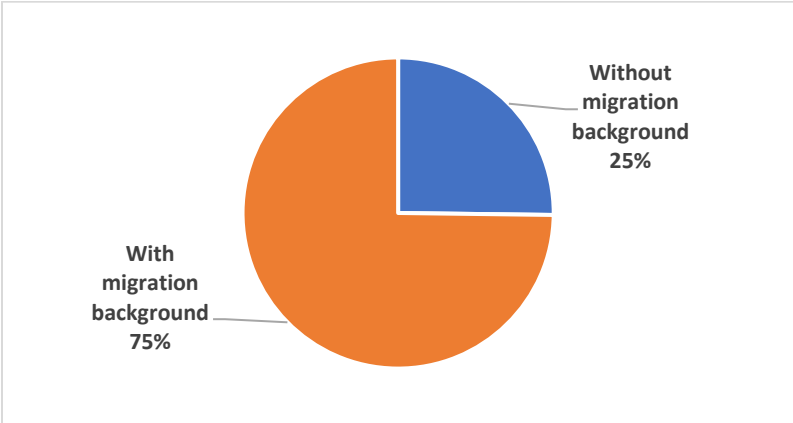


Figure 8. Percentage of participants per migration background

The data on Figure 8 presents the percentage of participants per migration background, showing that 75% of the participants had a migrant background. If we do not consider the migrant category, then participants with migrant background are only 27% (with a higher expression in staff members and mentors).

Table 7 presents the participants per migration background, by country and profile. All migrants and more than half (68.2%) of the mentors had a migrant background. Most hosting family’ representatives (90%), supporting family’ representatives (88.9%) and student members (80.8%)

had no migrant background. More than half (62%) of the staff members didn't have a migrant background.

Table 7. Participants per migration background, by country and profile

Profile	Migrant background	Cyprus	France	Greece	Italy	Portugal	Total	%
Migrants	With m b	38	19	170	79	18	324	100.0
Hosting families	Without m b	0	12	0	6	0	18	90.0
	With m b	0	1	0	1	0	2	10.0
	Total	0	13	0	7	0	20	100
Student Mentors	Without m b	9	0	5	7	0	21	80.8
	With m b	1	0	4	0	0	5	19.2
	Total	10	0	9	7	0	26	100.0
Mentors	Without m b	0	3	0	15	12	30	68.2
	With m b	0	5	0	9	0	14	31.8
	Total	0	8	0	24	12	44	100.0
Supporting families	Without m b	10	0	6	0	0	16	88.9
	With m b	0	0	2	0	0	2	11.1
	Total	10	0	8	0	0	18	100.0
Staff members	Without m b	6	2	27	5	0	40	62.5
	With m b	1	4	16	3	0	24	37.5
	Total	7	6	43	8	0	64	100.0
Total	Without m b	25	17	38	33	12	125	25.2
	With m b	40	29	192	92	18	371	74.8
	Total	65	46	230	125	30	496	100.0

The data showing on Figure 9, presents the percentage of participants per employment status, showing that 65% of the participants were employed and 34% were not.

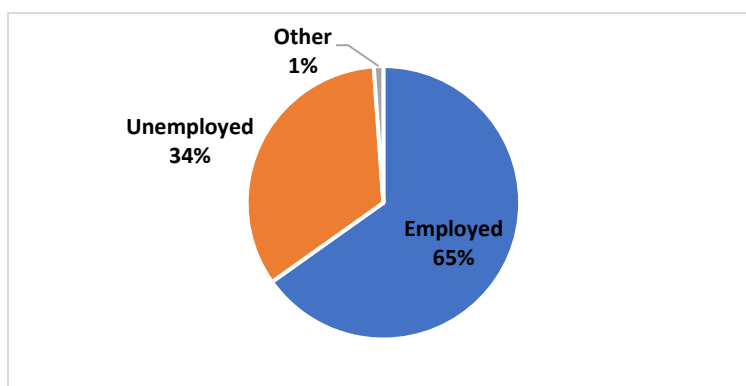


Figure 9. Percentage of participants per employment status

The data displayed on Table 8 refers to the participants per employment status, by country and profile. Greece exhibits a significant disparity, with 25 out of 30 migrants being unemployed, while Portugal shows a notable contrast, with only one out of seven migrants being employed.

In contrast, a substantial majority of supporting family representatives (85%), hosting family representatives (73%), mentors (80%), and supporting families (85%) were employed.

Table 8. Participants per employment status, by country and profile

Profile	Employment Status	Cyprus	France	Greece	Italy	Portugal	Total	%
Migrants	Employed	22	11	5	45	1	84	48.8
	Unemployed	16	7	25	34	6	88	51.2
	Total	38	18	30	79	7	172	100.0
Hosting families	Employed	0	11	0	5	0	16	72.7
	Unemployed	0	0	0	2	0	2	9.1
	Other	0	4	0	0	0	4	18.2
	Total	0	15	0	7	0	22	100.0
Student Mentors	Employed	3	0	2	3	0	8	30.8
	Unemployed	7	0	7	4	0	18	69.2
	Total	10	0	9	7	0	26	100.0
Mentors	Employed	0	3	0	23	9	35	79.5
	Unemployed	0	5	0	1	3	9	20.5
	Total	0	8	0	24	12	44	100.0
Supporting families	Employed	10	0	7	0	0	17	85.0
	Unemployed	0	0	3	0	0	3	15.0
	Total	10	0	10	0	0	20	100.0
Staff members	Employed	7	6	43	8	8	72	100.0
Total	Employed	42	31	57	84	18	232	65.2
	Unemployed	23	12	35	41	9	120	33.7
	Other	0	4	0	0	0	4	1.1
	Total	65	47	92	125	27	356	100.0

Figure 10 displays the percentage of participants per type of profession, showing that more than half (60%) of the participants were highly skilled and the remaining 40% were low skilled.

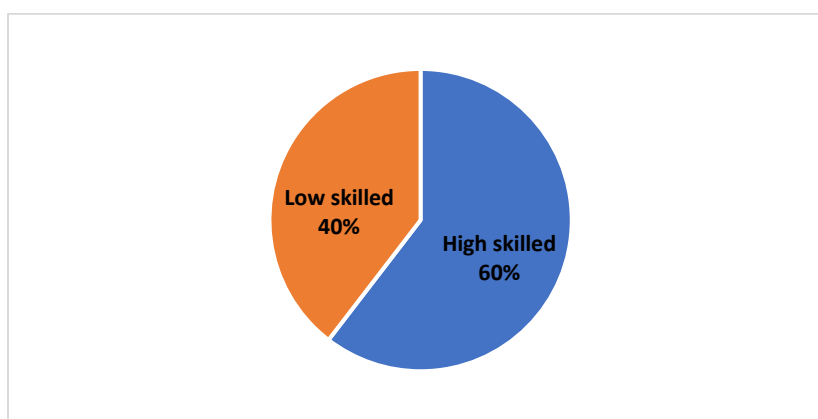


Figure 10. Percentage of participants per type of profession

The data in Table 9 presents the participants per type of profession, by country and profile. Most migrants were in low skilled professions (87%). In Cyprus and Portugal there were not migrant participants in high skilled professions. However, in Portugal, this aspect was only indicated for one of the 18 migrants. All staff members and most hosting family's representatives (94%) and mentors (86%) have high skilled professions. While over half (63%) of the employed student mentors held high-skilled professions, this proportion was less than half for supporting family representatives.

Table 9. Participants per type of profession, by country and profile

Profile	Type of Profession	Cyprus	France	Greece	Italy	Portugal	Total	%
Migrants	High skilled	0	4	3	4	0	11	12.8
	Low skilled	22	8	3	41	1	75	87.2
	Total	22	12	6	45	1	86	100.0
Hosting families	High skilled	0	11	0	5	0	16	94.1
	Low skilled	0	1	0	0	0	1	5.9
	Total	0	12	0	5	0	17	100.0
Student Mentors	High skilled	1	0	1	1	0	3	37.5
	Low skilled	2	0	1	2	0	5	62.5
	Total	3	0	2	3	0	8	100.0
Mentors	High skilled	0	3	0	19	9	31	86.1
	Low skilled	0	0	0	5	0	5	13.9
	Total	0	3	0	24	9	36	100.0
Supporting families	High skilled	8	0	2	0	0	10	58.8
	Low skilled	2	0	5	0	0	7	41.2
	Total	10	0	7	0	0	17	100.0
Staff members	High skilled	6	6	43	8	8	71	100.0
Total	High skilled	15	24	49	37	17	142	60.4
	Low skilled	26	9	9	48	1	93	39.6
	Total	41	33	58	85	18	235	100.0

In summary, the analysis of participant profiles in the RaCIP project, especially those engaged in the evaluation, process offer a comprehensive understanding of the diverse profiles within the RaCIP project, shedding light on the demographics, backgrounds, and engagement levels of participants.

3.2 Overview of the main activities

The major goal of RaCIP project was to implement and experiment a set of Private Sponsorship pilot initiatives in all partner countries. A previous evaluation report focused specifically on pilot actions (Mateus et al., 2023) has demonstrated that project activities encompassed a wide range of actions with the overarching goal of empowering organisations and people involved in community integration, and supporting individuals in various aspects of their lives, including administrative, healthcare, housing, education, cultural integration, and employment, with the aim of facilitating their integration and self-sufficiency in the host country. In total, there were 738 activities conducted across all participating countries and organisations⁸ during the Pilot Actions in the European countries and organisations involved in RaCIP Project.

As computed in the previous evaluation report (Mateus et al., 2023), the number of participants per type of activity demonstrates a significant engagement across a diverse range of activities.

Table 10. Number of participants per activity goal, by participant profile⁸

	Access to administrative and bank services	Access to health	Access to housing	Access to legal services	Access to training/ education activities	Improving intercultural, cultural and social skills	Improving participation in work-related activities	Improving wellbeing and connection to community	Language learning and communication skills	Other
Asylum seeker	19	33	17	33	88	5	62	772	74	14
Refugees	10	16	41	8	8	3	8	66	6	27
Other international protection	0	0	6	0	0	0	2	0	0	0
Migrants	1	0	6	0	0	1	15	7	0	0
Special cases	2	0	1	0	0	0	6	8	1	0
Hosting families	0	0	29	0	0	0	0	11	0	0
Individual mentor	0	0	0	0	0	4	20	16	0	14
Mentoring families	0	1	0	0	1	2	0	49	0	0
University Mentors	0	0	0	0	2	0	0	331	128	0
Volunteers	0	0	0	0	0	0	6	0	0	0
Organisations	0	0	0	0	0	0	0	52	0	200
Staff members	3	4	5	4	3	0	4	22	0	0
Total	35	54	105	45	102	15	123	1334	209	255

Source: Mateus et al., 2023

⁸ The participant profiles in this table were those used in the first phase of the evaluation, and were then reconfigured in the second phase of the evaluation to the groups used in this report, which is more consistent with the initial design of the project.

The primary activities conducted within the project are elaborated below, along with examples of actions and their significance in the overall number of activities undertaken.



Wellbeing and connection to community

243 activities (33% total activities)

1355 participants

- Food-related activities, community lunches, supermarket shopping, dinners, picnics, and coffee meetups.
- Sports activities.
- Celebrations, parties, events, and festivals.
- Visits to historic sites, universities, expositions, and museums.



Education, training and awareness

241 activities (32% total activities)

357 participants

- Supporting educational journeys, assist with educational transitions and opportunities.
- Assistance in gaining access to educational/training opportunities.
- Educational activities, engage in artistic and educational activities for social integration.
- Digital and soft skills training, equip with modern job market skills.
- Entrepreneurship and Circular Economy Training Workshops, foster economic self-sufficiency and sustainability.
- Staff members' workshops and training, equip staff for effective support.
- Mentors training, train individuals to serve as mentors.



Cultural Integration and Language Learning

86 activities (12% total activities)

224 participants

- Participation in cultural activities.

- Mentoring activities, build relationships and support networks.
- Language learning activities.
- Informal language learning, encourage social interaction for language acquisition.



Work integration

73 activities (10% total activities)

122 participants

- Support for mobility to work, assist in commuting to work.
- Support for job search, provide job search assistance, including resume writing.
- Supporting work integration (monitoring, meetings).
- Assistance in registration in employment centres.
- Digital and soft skills trainings.
- Mentors training.
- Advocacy for future employers.



Housing Support

58 activities (8% total activities)

105 participants

- Access to a Housing Solution; assist in finding suitable housing.
- Initial and advanced meetings with host families/institutions; preparation for living arrangements with host families or institutions.
- Support for moving In/Out; provide practical assistance during relocation.
- Assistance with resolving domestic issues; guidance and mentoring for achieving self-sufficiency and household independence.



Bridging with government services and administrative support

21 activities (3% total activities)

80 participants

- Accompaniment for account opening in bank or post office and assist individuals in opening bank accounts for financial stability.
- Accompaniment for registries in administration services and employment centres; help navigate government paperwork and registration for services and jobs.
- Support to fill applications for benefits; assist with benefit applications for financial support.
- Workshops on practical information about administration services; educate individuals about administrative procedures for independence.
- Documentation and registration support; ensure newcomers have required legal documents and proper registration.
- Assistance in scheduling appointments with institutions.
- Assistance in navigating procedures and permits renewal.
- Providing explanations regarding local regulations.
- Educating about legal entitlements and responsibilities.
- Workshops on legal services for asylum seekers and empower with legal knowledge.



Healthcare Access

16 activities (2% total activities)

54 participants

- Training on access to healthcare: emergency first aid; equip individuals with basic healthcare knowledge.
- Medical referrals and appointment scheduling; assist with medical appointments for healthcare access.
- Training on access to healthcare: bureaucratic elements; help understand healthcare bureaucracy for better navigation.
- Refugee health advocacy and representation; advocate for refugee health rights and representation.

Table 11 illustrate how each partner organisation within the RaCIP project contributed to the broader goal of facilitating the integration of asylum seekers and refugees through a variety of activities spanning economic empowerment, community engagement, mentorship, and education.

Table 11. Activities per organisation and country

Country	Organisation	Activities
Cyprus	Synthesis	Economic integration and social empowerment, focusing on cultural and educational activities facilitated by student mentors. Training sessions covered job orientation, education access, community connections, language mentoring, legal orientation, and healthcare mentoring. Due to legal constraints, paid internships were not feasible, so the focus was on building capacity to improve employability.
France	Réfugiés Bienvenue	Housing solutions with host families, gatherings, mentorship, and various events as yoga classes and outings. Material obstacles faced by beneficiaries were identified and addressed, including the purchase of laptops, cell phones, bicycles, and food vouchers.
Greece	Municipality of Ioannina	Enhancing capacity building, providing insights on the local migrant situation, translating training curricula, and organizing training seminars. Implementation of a pilot scheme, offering individual counselling sessions and disseminating project information through press releases, meetings, and online platforms.
	Second Tree	Community well-being through weekly open sports days, larger events as parties, and collaborations with local people. Relationships formed through events led to arts & crafts activities, internship assistance, and educational engagement with local Fine Arts students.
Italy	Conorzio Veneto Insieme	Promoting the economic integration and autonomy of asylum seekers and refugees through mentoring programmes: "Mentoring at Work" for employed beneficiaries and "Mentoring to Work" to help them find employment. Mentoring activities included non-formal education to improve hard and soft skills, as well as support to navigate the Italian labour market. In addition, a job search support desk was set up in 2023, offering services such as CV writing, registration on job platforms and assistance in applying for jobs.
	Glocal Factory	Operation of a self-managed social centre with key activities that included an informal school to enhance language proficiency and a project collecting surplus food for distribution. The mentors and mentees were actively involved in both collection and distribution, fostering a sense of community. Other activities included strengthening community bonds by volunteering in a festival.
	Refugees Welcome Italy	Improving mentoring and family-based reception through activities such as tool sharing, promotion, network creation, and involvement of migrant communities. Activities included first contact, profiling, training, match creation, monitoring, legal and healthcare support, job orientation, and community events.
Portugal	Serviço Jesuita aos Refugiados	Activities focused on the integration and autonomy of migrants and families such as house preparation, bureaucratic processes, and life project planning. Activities occurred in migrants' homes, public institutions, JRS premises, and both in-person and online. Mentors received tailored training, participated in family and JRS meetings, and accompanied migrants in various activities. Stakeholders supported housing and language teaching, while staff provided mentor training, facilitated family and mentor meetings, and mediated with public institutions.

During the implementation of activities, numerous adjustments and transformations were implemented to guarantee their appropriateness and responsiveness to the ever-changing needs of a dynamic reality. The main strategies and adaptations are summarized and outlined below.

- Adapting to unforeseen circumstances, such as the Covid-19 pandemic.
- Responding to the arrival of humanitarian intakes and addressing crises. Enhancing activities in response to the increased arrival of new migrants, including providing support in bureaucratic procedures.
- Addressing challenges associated with the constant changes in newcomer population preferences and availability.
- Adjusting the quantity of activities and support based on time constraints and challenges, with a focus on enhancing relational dimensions.
- Revamping and organizing activities to align with evolving circumstances, prioritizing flexibility and changing course when necessary to effectively address challenges.
- Exploring diverse approaches to meet changing needs, including transitioning from host institutions to autonomous homes with mentor support.
- Tailoring activities and expanding project tools to provide to meet beneficiaries' needs and aspirations.
- Ensuring smooth implementation with adjustments in communication strategies for hosting and mentorship programs.
- Expanding outreach to previous partners and participants and initiating new communication efforts such as local events.
- Modifying training methods to incorporate smaller, personalized interventions and supplementary materials to manage expectations in the hosting program.
- Diversifying the roles of mentors, including functions as language teachers, guidance counsellors, and providing bureaucratic support.
- Overcoming initial hurdles by actively involving relevant stakeholders, including migrants, mentors, families, and other key actors.
- Integrating regular evaluations and feedback mechanisms to foster a sense of ownership and continuous improvement among participants.

4. Analysis of results by target group

4.1 Migrants

Fostering the integration of persons in need of protection through Private Sponsorship Schemes is the main goal of project RaCIP. Analysing and assessing the migrant experience in the project constitutes, for this reason, the initial step of the results analysis. In a preceding report focused on the pilot actions, we previously checked the involvement of 1,364 migrant participants in various activities, exhibiting diverse profiles, with the asylum seeker profile prominently represented at 49%. Refugees constituted 9% of all participants (193), while an additional 1.6% includes individuals under international protection or other migrants (37).

Among the migrant participants, 324 directly or indirectly engaged in the evaluation process, distributed across all five countries forming the RaCIP project. This includes all partner organisations, except for the Municipality of Ioannina, where the activities were focused on stakeholders. In this section we analyse their profile, experience, motivations, and evaluations. The data collection methods used for evaluation with migrants were varied, including observation; focus groups; phone, online or in presence meetings and interviews.

Migrant status and origin

In section 3.1, “Overview of Participation”, some characteristics of the migrant group were presented. The social profile of the participants is as follows: ages range from two to 65 years old, with the majority falling within the age range of 19 to 49, constituting 70% (226 people). In terms of gender, 55.7% are men. Educational levels vary, with 48% having basic education (five to nine years of formal education) and 30% having intermediate education (10 to 14 years). Among the 172 individuals with recorded employment status, 49% are employed, while 51% are unemployed, with 87% of the employed engaged in low-skilled jobs.

In the subset of 312 participants who participated in the evaluation and disclosed their migratory status, approximately 64% (199) are asylum seekers, with refugees comprising 20% (63) and the remaining 16% representing other profiles (Figure 11).

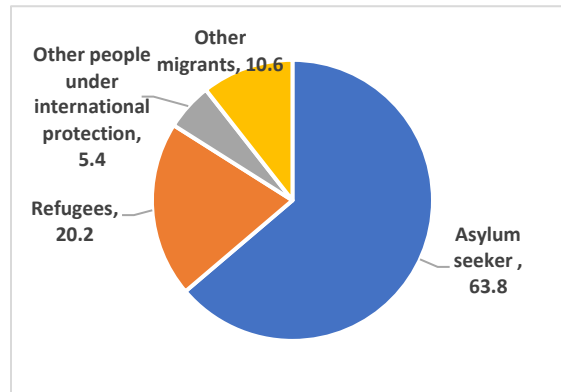


Figure 11. Percentage of migrant participants per migratory status

Although the majority of migrants were consulted in Greece and Cyprus, it's important to highlight that all countries incorporated migrants into their assessment processes (Table 12).

Table 12. Number of migrant participants per migratory status, by country

Participants	Cyprus	France	Greece	Italy	Portugal	Total	%
Asylum seeker	27	0	143	29	0	199	63.8
Refugees	10	9	23	3	18	63	20.2
Other p. under int. prot.	0	2	1	14	0	17	5.4
Other migrants	1	0	0	32	0	33	10.6
Total	38	11	167	78	18	312	100.0

Most migrants mainly come from two continental regions: Asia, accounting for 49% of participants, and Africa, from which 46% of participants came from (figure 12).

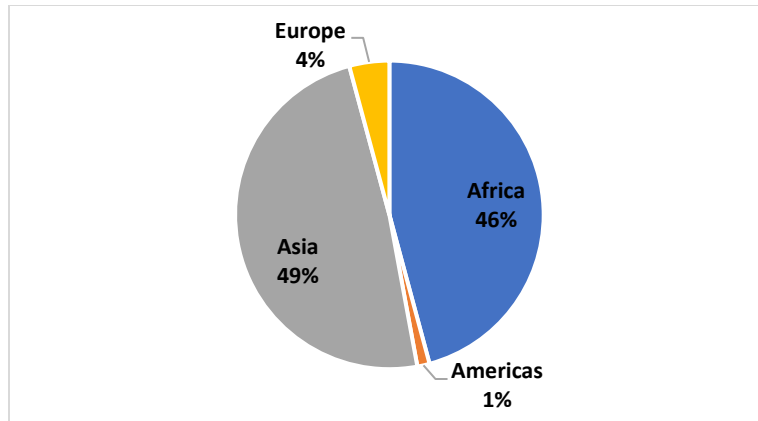


Figure 12. Percentage of migrant participants per continental origin

The participants in Italy have the greatest diversity of origins (all regions, particularly Africa). Portugal, on the other hand, only involved Afghan migrants in the evaluation process (Table 13).

Table 13. Number of migrant participants per continental origin, by country

	Cyprus	France	Greece	Italy	Portugal	Total	%
Africa	33	9	59	45	0	146	45.3
Americas	0	0	1	3	0	4	1.2
Asia	5	10	106	20	18	159	49.4
Europe	0	0	2	11	0	13	4.0
Total	38	19	168	79	18	322	100.0

The migrant participants represent 40 different nationalities. Among the top 20 countries of origin, Afghanistan leads with 30% of participants (96). Also from the same region, notable countries of origin include Iraq (24), Pakistan (11), and Iran (10). From the African continent, primary origins include Sierra Leone (25), Congo (18), Nigeria (16), Eritrea (12), and Gambia (12) (see Table 14).

Table 14. Top 20 Countries of origin of migrant participants

Countries	N	%
Afghanistan	96	29.8
Sierra Leone	25	7.8
Iraq	24	7.5
Congo	18	5.6
Nigeria	16	5.0
Eritrea	12	3.7
Gambia	12	3.7
Cameroon	11	3.4
Pakistan	11	3.4
Iran	10	3.1
Ukraine	10	3.1
Guinea	8	2.5
Sudan	6	1.9
Syria	6	1.9
Egypt	5	1.6
Somalia	5	1.6
Tunisia	5	1.6
Yemen	5	1.6
Côte d'Ivoire	4	1.2
Morocco	4	1.2
Other	29	9.0
Total	322	100.0

An examination of the most significant origins by local project reveals a diversity of situations: a prevalence of African origins in Cyprus, with Cameroon being noteworthy; Asian origins in Greece, with Afghanistan standing out; and representation from the three continents in Italy (Table 15).

Table 15. Top 3 origins of migrant participants per country

Cyprus	France	Greece	Italy	Portugal
Cameroon (11)	Afghanistan (6)	Afghanistan (67)	Nigeria (13)	Afghanistan (18)
Sierra Leone (6)	Sudan (5)	Iraq (24)	Pakistan (11)	
Congo (5)	Mauritania (2)	Sierra Leone (19)	Ukraine (10)	

Analysing the most important origins by migrant status reveals a variety of conditions: a profusion of Asian and African origins among asylum seekers and refugees, including migrants from Afghanistan, Iraq, and Congo in both categories. Notably, Ukrainians prevail in the category of other people under international protection (see Table 16).

Table 16. Top 5 origins of migrant participants per migrant profile

Asylum seeker	N	Refugees	N	Other people under international protection	N	Other migrants	N
Afghanistan	55	Afghanistan	32	Ukraine	8	Nigeria	8
Sierra Leone	24	Cameroon	6	Gambia	2	Gambia	6
Iraq	19	Iraq	5	Guinea	2	Tunisia	4
Congo	16	Sudan	3	Afghanistan	1	Egypt	3
Eritrea	12	Congo	2	Côte d'Ivoire	1	Pakistan	2
Total	198	Total	62	Total	17		33

Activities targeted at migrants

Partners reported that 271 activities were organised for migrants, with an average of 13 participants per activity (ranging from two to 58). They are detailed in section 3.2 Overview of the main activities, in this report. The activities reflect a comprehensive approach to promoting the wellbeing, integration, and autonomy of migrants. They were conducted in both public and private spaces, promoting inclusivity and engagement across various settings, including:

- Public areas (parks and city centres)
- Universities
- Museums
- Municipalities
- Organisations (associations, social cooperatives, private companies, and social centres)
- Privately-owned restaurants
- Host families' homes
- RaCIP partners' offices
- Migrants' homes

As shown by the diversity of activities and locations, the project addressed migrants' needs through a comprehensive approach, attending to various aspects of their integration and wellbeing. The following outlines how the partners of the RaCIP project consider that the project's activities have met the diverse needs of migrants.

Practical activities for job research and training

The project provided practical activities to support migrants in job research and training, helping them navigate the labour system and access opportunities offered by private and public actors.

Wellbeing, addressing loneliness and fostering community

Social activities and gatherings played a crucial role in the migrants' wellbeing, offering opportunities to leave camps, socialize with locals, build relationships, and contribute to integration. Activities focused on combating the sense of loneliness often felt by migrants. Relationships cultivated during various activities strengthened the sense of belonging to a community, countering racism, and fostering social connections.

Autonomy and integration processes

Activities were crucial for individual and families' autonomy and integration processes, both bureaucratically (documentation, access to services) and personally (building relationships with local civil society through mentors). Services included bureaucratic support, legal guidance, and assistance with accessing services.

Stable living conditions

The hosting program addressed the insufficient accommodation facilities for asylum seekers and refugees, providing migrants with a stable and safe living space. It also facilitated socialization and integration into welcoming cities. The project too contributed significantly by allowing beneficiaries to focus more on activities such as language classes and job-seeking due to stable accommodation. Orientation and support provided by RaCIP increased awareness of rights among individuals with a migrant background, improving their ability to obtain concrete answers to their needs.

Flexibility and adaptability

The actions were designed to be flexible and adaptable, responding swiftly to changes in circumstances, job markets, and societal dynamics, ensuring ongoing effectiveness in meeting migrants' evolving needs.

Taylor made and customized solutions were emphasised. Careful mentor-mentee matching activities were based on individual backgrounds, skills, and interests, fostering effective communication and a sense of ownership among participants.

Needs assessment and customized support

The project included needs assessment through surveys, interviews, and feedback sessions, ensuring a tailored approach to address the distinct challenges, aspirations, and goals of migrants.

In summary, the project's comprehensive approach, including tailored support, mentorship, and diverse activities, aimed, according with partners, to address the multifaceted needs of migrants and enhance their integration experience.

Motivations

According to migrant participants, the main motivations for participating in the project include:

- Connect with others who may have had similar experiences: participants sought a sense of community and belonging by connecting with individuals who shared similar life experiences.
- Engage with local mentors for easier integration: the desire to make the integration journey easier and more enjoyable led participants to engage with local mentors, including students, families, and stakeholders.
- Learn about the culture, customs, and traditions: participants were motivated to learn about the culture, customs, and traditions of the host country.
- Enhance communication skills: improving the ability to communicate effectively, seen as essential for daily life, work, and building relationships, served as a motivation for participation.
- Access to the labour market and employment-related activities: the opportunity to access the labour market, including job training, workshops, and networking events, was a significant motivation for migrant participants seeking suitable employment.
- Learn more about essential services: participants were motivated to gain more information about essential services such as healthcare, education, and legal support.
- Meet people, combat isolation and be part of a community: meeting new people, enjoying social interactions, make friends, and combat feelings of isolation, and the desire

to contribute, feel useful, and be part of a community motivated participants to engage in the project. Participants also sought integration in the city and support as they embarked on the journey of establishing autonomous households.

- Build a better future for themselves and their families: building a better future, both personally and for their families, emerged as a driving motivation for participation.
- Social support and housing: the desire for social support, housing assistance were additional motivating factors.
- Improve skills and host language: specific goals included improving language skills, continuing studies

Satisfaction, impacts and changes

In the final evaluation, we assessed the satisfaction levels of 99 migrant respondents who participated in the RaCIP project. A noteworthy 83% reported high satisfaction with their involvement. Furthermore, 81% found the activities to be relevant, while a significant 96% considered them useful.

When measuring impacts of the participation in the activities in project, it is acknowledged that:

- In terms of **communication skills**, among the 99 migrant respondents in the final evaluation within this category, 58% reported an improvement in their ability to hold conversations in the local language. Additionally, 58% reported improvement in their ability to engage in discussions related to work, education, health, and services, while 43% reported enhanced confidence in using technology to access digital services.



My teachers at the Italian school were very patient, thanks to them, now, I speak a little better Italian.

(Migrant / Glocal Factory, Italy)

- In the field of **wellbeing and connection to community**, among the 99 migrant respondents in the final evaluation within this category:
 - 80% reported improvement in wellbeing.
 - 74% reported improvement in feelings of “belonging” to community.
 - 49% reported improvement in feeling of safety when walking alone outside during the day / night.
 - 48% reported improvement in feelings to be able to practice religion freely.
 - 21% reported improvement in feelings of support by host families.

- 44% reported improvement in feelings of support by mentors, 20% by student mentors and 38% by staff members.



I was feeling so isolated until I joined RaCIP's community events and gatherings. Now, I've made friends and feel like I'm part of something special.
(Migrant / SYNTHESIS, Cyprus)

- In what concerns changes in **self-representation**, among the 99 migrant respondents in the final evaluation within this category:
 - 80% reported improvement in confidence in him/herself.
 - 73% reported improvement in feeling control over his/her life.
 - 87% reported improvement in feeling him/herself as important.
 - 85% reported improvement in feeling optimistic about the future.
 - 84% reported improvement in feeling to have autonomy to solve own problems.



Participating in RaCIP's integration activities turned out to be an enriching journey of personal growth.
(Migrant / SYNTHESIS, Cyprus)

- Regarding changes in **social skills**, among the 99 migrant respondents in the final evaluation within this category:
 - 83% reported improvement in confidence to interact with neighbours of all backgrounds.
 - 64% reported improvement in confidence interacting with co-workers.
 - 59% reported improvement in improvement in having friends from the same background.
 - 71% reported improvement in having friends from the different background.
 - 57% reported improvement in motivation to participate into community activities.



When I arrived in Paris, I didn't really know how to behave. I felt people stared at me. Now I'm at ease, I can interact easily with different people.
(Migrant / Réfugiés Bienvenue, France)

- Concerning shifts in **expectations**, among the 99 migrant respondents in the final evaluation within this category:
 - o 77% reported improvement in professional aspirations and plans.
 - o 46% reported improvement in educational aspiration and plans.



I am confident I can build a life for me here despite the difficulties I know I will have to surpass.
(Migrant / JRS, Portugal)

Most positive aspects and impacts

The most positive aspects of the participation in RaCIP activities identified by the migrants are based mainly in exchanges, relationships and structural integration by housing, education and work.

RaCIP have placed a strong emphasis on cultural exchange, providing migrants with the opportunity to share their own cultural backgrounds while gaining insights into the host culture. This exchange promoted empathy, and a deep appreciation for diversity, fostering a more inclusive and harmonious community.

The relationships cultivated within RaCIP, particularly the mentor-mentee dynamic (but not only), play a pivotal role in migrants' positive experiences.



[Staff members] Yes, they are like family. When I need. they always help me.
(Migrant / CVI, Italy)

These connections offered newcomers reliable guidance, support, and friendship, assisting them in navigating the complexities of integration and providing crucial practical advice and emotional support. They experienced reduced loneliness, improved language skills, and a deepened sense of belonging within the community.



My mentor from RaCIP became more than just a guide; they became a friend. They helped me understand the nuances of the Cypriot society and made me feel less alone, as we participated in activities with the whole family.
(Migrant /SYNTHESIS, Cyprus)



I couldn't have asked for a better mentor. She not only shared her knowledge but also encouraged me to explore my own strengths and potential.
(Migrant / SYNTHESIS, Cyprus)

Project flexibility and responsiveness to specific needs, and approaches that are not "not one-size-fits-all" emphasizes the recognition that individual journeys and experiences differ, highlighting the importance of personalized support.



I appreciate that RaCIP's training was tailored to our needs as newcomers. It's not one-size-fits-all; it's personalized support for our unique journeys my own strengths and potential.
(Migrant / SYNTHESIS, Cyprus)



Having constant contact with them [locals] made me push myself hard to speak a few words, even I have trouble learning because before coming here I never went to school in my life.
(Migrant / JRS, Portugal)

Overall, the feedback suggests that RaCIP's approach was effective in catering to the diverse needs of migrants, providing them with valuable and customized support.

RaCIP's training and educational initiatives have proven transformative for migrants. Practical skills and knowledge imparted through these activities boost employability and enhance self-confidence, empowering migrants to navigate their new environment more effectively.



I always receive calls for help. It means my job is valuable and I enjoy it.
(Migrant / CVI, Italy)



I feel an improvement in my language skills because of the Italian lesson more than RaCIP activities themselves, because at work I tend to speak English or my native language more than Italian.
(Migrant / CVI, Italy)

RaCIP's integration activities cultivated a sense of community and camaraderie. Cultural visits, common events, and informal gatherings provide a vital platform for migrants to connect, forge friendships, and construct a support network, addressing feelings of isolation often experienced upon arrival in a new country.



Participating in RaCIP's integration activities gave me a sense of belonging that I hadn't felt since leaving my home country. It's like finding a second family.
(Migrant / SYNTHESIS, Cyprus)

Some statements illustrate significant positive transformation in the individual's outlook and agency, and that the project played a crucial role in empowering the individual, providing resources, support, or opportunities that enabled them to regain a sense of control over their life.



I know I have the power of deciding over my family's future. Before only my husband took decisions. He decided not to come here. I saw myself illiterate alone with 5 children. I thought I was lost. But now I know with the help of the community around we can have a future. And I also can be part of the solution.
(Migrant / JRS, Portugal)



Before joining the project, I felt my situation was hopeless, deadlocked. Now I make my own decisions.
(Migrant / Réfugiés Bienvenue, France)

The activities added a delightful dimension to the integration process. These events served as festive celebrations, offering migrants a refreshing respite from their daily routines. Beyond entertainment, these activities contributed to the creation of cherished memories and a profound sense of unity among participants.



To be honest I enjoyed my stay in the activities it brings lot of joy and happiness to me I definitely miss the fun so much to have there. I love there so much I miss the moments of football, picnic we used to have together all those are going to be memories that'll always remember. The humanity, love and caring I have received from you guys is too much. My story there was full of fun.
(Migrant / Second Tree, Greece)



I'm grateful to RaCIP for giving me a platform to share my skills and culture with the community. It's been a rewarding experience.
(Migrant / SYNTHESIS, Cyprus)



It was a very nice break and a good opportunity to get away from the sufferings of everyday life.
(Migrant / Second Tree, Greece)

The quality of having attentive and efficient teams from partner organisations stands out as a highly positive aspect. These teams played a crucial role in enhancing the overall positive experience of migrants, reflecting the effectiveness of collaborative efforts in providing a supportive and responsive environment.



I know I am important for my family because I am solving problems here for my mom has some limitations with language and knowledge. I also feel I am heard from the volunteers, from the staff. My opinion is important and they believe in my capacity.
(Migrant / JRS, Portugal)

Housing support is highlighted and considered a central aid in their quest for independence. The hosting experience is described as transformative.



My host family told me when I did something wrong and it helped me a lot.
(Migrant / Réfugiés Bienvenue, France)



I feel more openminded since I lived within a French family.
(Migrant / Réfugiés Bienvenue, France)

Migrant participants also highlighted as positive impacts of the project the opportunity to find job prospects and access resources and tools that enhanced their mobility and autonomy.



I landed my first job in Cyprus thanks to the job training and networking opportunities provided by RaCIP. It changed my life.
(Migrant / SYNTHESIS, Cyprus)



RaCIP's training sessions were like a crash course in understanding the local job market. They equipped me with the skills and knowledge I need to land a better job.
(Migrant / SYNTHESIS, Cyprus)



I can't overstate how transformative the training workshops at RaCIP were. They boosted my self-confidence and made me feel capable of taking on new opportunities.
(Migrant / SYNTHESIS, Cyprus)

In the opinion of the **partners in charge of the activities**, the main impacts of participation in the RaCIP project for migrants are include the increasing of the sense of belonging, the enhancement of the cultural integration, the acquisition of practical skills and knowledge, the relationship building, personal growth and autonomy. The project also helped to combat stereotypes and prejudice.

RaCIP activities fostered a deep sense of belonging among migrants, providing them with emotional fulfilment and crucially contributing to the building of a support network in their new environment. Community-building events and cultural activities offered a safe space for cultural exchange, allowing migrants to share their heritage and learn about the culture of host countries. Participation in RaCIP allowed migrants to discover new people and expand their social circles. This aspect contributed to a sense of community and provided vital connections for support and friendship.

Training initiatives within the project equipped migrants with tools for employment, navigating legal systems, and accessing essential services, empowering them to become more self-reliant and economically independent.

The mentor-mentee relationships formed within RaCIP had a profound and lasting impact. Mentors provided newcomers with guidance, support, and a sense of connection, helping them

overcome challenges and adapt more effectively to their new environment. These relationships often evolve into lasting friendships.

RaCIP participation fostered personal growth and development among migrants, especially migrant women and single mothers. The project encouraged them to explore their strengths, talents, and potential, leading to increased self-esteem, confidence, and motivation to contribute meaningfully. Participants gained confidence and become more autonomous through their involvement in RaCIP activities. The project provides opportunities for self-discovery and empowerment, encouraging participants to believe in themselves and envision a brighter future.

Main challenges

The main challenges identified by migrants in the RaCIP project include logistical challenges, language barriers and cultural adjustments.

One of the primary challenges is the difficulty migrants face in learning the host languages, hindering their full participation in social, economic, and educational aspects of life.

Adjusting to cultural differences, even among migrants from diverse cultural and ethnic backgrounds, presents a significant challenge. Cultural misunderstandings and discomfort at the beginning require patience and open-mindedness from both participants and mentors/stakeholders/staff to effectively address. Some migrants face challenges in forming meaningful mentor-mentee relationships. Building trust and effective communication in these relationships can be complex, and newcomers may struggle initially to connect with their mentors. Additional training or support for mentors and mentees may be necessary to foster stronger connections. Challenges related to commitment and the initial impact of knowing the mentor can affect the effectiveness of the mentor-mentee relationships. Addressing these challenges may require strategies to enhance commitment and facilitate a positive initial connection.

Migrants encounter also logistical challenges, such as transportation issues and scheduling conflicts, preventing timely attendance at RaCIP activities. Overcoming these barriers often required additional support, such as transportation assistance or flexible scheduling to accommodate diverse participant needs. Scheduling issues, particularly for single mothers with young children, pose challenges in balancing work and family responsibilities. Flexibility in addressing these challenges is crucial to ensuring the inclusion of participants facing specific time

constraints. Migrants residing in more remote areas experience difficulties with transportation, as public transportation options are less frequent in these locations. Providing assistance and solutions for transportation challenges is essential when working in the integration field.

In summary, addressing language barriers, cultural adjustment, logistical challenges, and the formation of meaningful relationships are crucial for improving the overall effectiveness and inclusivity of the RaCIP project. Providing targeted support and resources to overcome these challenges is essential for the successful integration of migrants.

RaCIP also identified the primary reasons why migrants discontinued their participation in RaCIP activities, whenever such instances occurred. Main reasons include:

- Finding jobs or training opportunities, leading to a lack of time for continued participation. This reflects a positive aspect as individuals became more independent.
- Demanding working hours that hindered their ability to fully engage in the project.
- Relocation to another country or location.
- Difficulties balancing academic and work commitments.
- Misunderstandings with mentors, highlighting the importance of effective communication and relationship building in mentor-mentee dynamics.

Overall, while there were challenges, the project also reflected efforts to adapt recruitment strategies and focus on the participants' specific needs, demonstrating a proactive approach to address these issues. The variety of reasons to leave the project, including positive outcomes such as finding jobs or pursuing training, suggests a dynamic and evolving participant profile in the RaCIP project.

4.2 Hosting families

A total of 23 host families (HF), in two countries, were involved in the pilot actions of the RaCIP project, with seven joining during the entire project, 14 participating in only a part of the project, and for two of them there was no data available. In France 18 refugees, and in Italy eight migrants, were hosted.

Regarding the evaluation of the actions, 10 hosting families took part in the initial evaluation and 11 in the final one, which was performed through a form sent by email in France, and through video-call or in presence meetings in Italy. Yet, it was provided information regarding 14 families, between both countries, meaning that for three of the hosting families, data has been indirectly collected through the partner organisation, which has accompanied the families throughout the whole process. A sociodemographic description of the hosting families and their previous volunteering experience is provided below, followed by the motivations and satisfaction of the HF and the impacts of the project through the HF' perspectives and of the partner organisations.

The representatives of HF spanned an age range of 30 to 88 years, with 74% being women. Among them, 74% had no migrant background, 13% had a migrant background, and 13% did not provide information regarding their background. In terms of employment, 70% were employed, 2% were unemployed, 4% were retired. Most hosting families' representatives (70%) were high-skilled workers, 4% were low-skilled, and 26% did not provide a response.

The family hosts offered one second property, six annexes, and 16 co-living arrangements, with an average of three people per household. All 14 hosting families had at least one member with prior volunteering experience; 36% had experience volunteering with refugees. However, none had previously collaborated with the RaCIP partner organisation or hosted migrants. In addition to providing housing, the hosts engaged in various activities to support migrants' integration, including cultural activities, job-seeking support, language lessons, and initiatives to expand social networks.

Motivation and satisfaction of the hosting families

The HF were motivated by social and political ideals, with two goals in mind: the desire of contributing to someone's wellbeing and integration processes, and to teach values and ways of being into the world to their children. The satisfaction of the HF was measured on the two aspects of the pilot actions: the training delivered prior hosting and the hosting itself. There weren't

negative evaluations and overall, the HF were highly satisfied. The training was developed by the RaCIP partnership and delivered by each partner organisation.

All the 14 families who partook in the final evaluation participated in the RaCIP training and 57% completed the training. Most (79%) reported high satisfaction with the training, the remaining respondents (21%) reported to be medium satisfied with it, and all reported that the activities during the training revealed to be medium or highly useful. In Italy, all HF highlighted that the ongoing training by the partner organisation throughout the hosting period was one of its most positive features and essential for the effectiveness of the training.

Concerning the RaCIP project, almost all (93%) hosting families' representatives reported high satisfaction with the project. All HF representatives reported high satisfaction with the support given during the project, 50% reported that the project was medium or high relevant and 58% considered that the project was medium or highly useful. Overall, the responses were evenly distributed between the two countries, with very similar rates between the two, except for "relevance" and "usefulness" in which HF representatives in Italy qualified it all as high on both aspects, while in France none responded high "relevance" and only one thought it was highly "useful".

Impacts: positive aspects and challenges of hosting

In evaluating the overall impacts of the project on hosting families and migrants from the perspectives of HF representatives, the aim was to gather insights into knowledge enhancement, shifts in ideas, attitudes, and life changes. Additionally, the assessment sought to understand the primary impacts on both hosting families and migrants, drawing from the perspectives of HF representatives and partner organisations.

Almost all HF' representative (93%) reported an increase of the family's knowledge about refugees, all reported increased knowledge on private sponsorship, 79% an increase on knowledge about refugees' integration, and 50% reported changes in ideas, attitudes and in life because of the RaCIP project.



My children learned a lot from this experience.
(HF representative/ Refugees Welcome, Italy)



I realized that refugees are all different and that they don't all expect the same things.
(HF representative/ Réfugiés Bienvenue, France)

In Italy, all families, even those who did not complete the entire project, believe they have learned from the experience and would recommend it. Regarding the main impacts of the project on the HF the representatives have indicated improvement of their knowledge on refugees' journeys, learned new points of view, new tools, and new goals.

For the families it was important to be supported by an experienced association, “efficiently and without miserabilism” (HF representative/ Réfugiés Bienvenue, France), to be able to contribute and see someone’s life improvement, to exchange experiences with different realities and that the project was open to all categories of migrants.



The association team was always available to help us and answer our questions.
(HF representative/ Réfugiés Bienvenue, France)

Only in France was indicated challenges and reasons to withdraw⁹ from the project. The first was related to linguistic barriers. The withdraw was due to families needing a break before being able to host someone else, lack of time, and the return of family members to the previously available room. Concerning the main impacts for the migrants, the HF representative indicated stable and safe housing, developing a local network, and feelings of belonging.



I don't know if S. is satisfied with this experience. I, for my part, believe I did what I could to make him feel part of this family. I regret that at some point we needed the room. But S. knows that I am there for him and will always be there.
(HF representative/ Refugees Welcome, Italy)

⁹ Here it's meant not continuing in the hosting program at the end of hosting period of a migrant individual/family, not ending the hosting situation halfway through the action.

The RaCIP partner organisations supporting hosting families reported direct and palpable impacts, but also impacts at the subjective human dimension, related to well-being, connection and knowledge of local communities.



L. is now part of my life for me, now that she's gone, I miss her. She can come back to me whenever she wants.
(HF representative/ Refugees Welcome, Italy)

Regarding the direct impacts of hosting, in France, from the 15 migrants who exited the hosting program during the reporting period, 13 acquired stable housing solutions, at least 10 found work, while at least two are studying.

In Italy, the impacts of the direct hosting program were related to finding housing solution; finding a job and job conditions improvement; progresses in language learning; and network expansion.

Regarding the subjective dimension, it was reported on both countries, improvements on self-confidence; higher ability and easiness to interact socially; greater awareness of their rights; higher knowledge of services available and how to access them; creation of solid social networks; support in different areas (work, bureaucracy, home, training); activation and participation; and cultural exchange. In Italy it was reported that hosting provided stability, a job and an independent housing solution to a girl victim of sexual exploitation.



I can't say it was all easy, but I definitely wouldn't change anything.
(HF representative/ Refugees Welcome, Italy)

Regarding the impacts of the RaCIP project on hosting families in Italy, reports indicate that family members feel a increased sense of social usefulness. Moreover, they have experienced educational development concerning migrant realities and integration, fostering cultural exchange.



One of the most fun things was cooking together, making the Christmas tree and sharing culture and traditions with someone from far away.
(HF representative/ Refugees Welcome, Italy)

Notably, 11 individuals from hosting families have joined the activist group of the partner organisation.



With L. I felt I was no longer alone in that house. Some of his things are still with me and this comforts me.
(HF representative/ Refugees Welcome, Italy)

It can be concluded by providing temporary housing, the hosting families are contributing directly to the primary objective of providing shelter. This, in turn, fosters feelings of security, belonging, and support, enabling them to focus on other crucial goals such as finding employment, undergoing training, and language learning. Partner organisations within RaCIP emphasize that practical aspects, such as language and job searching, have shown improvement among migrants participating in hosting programmes. These elements are essential for the integration and independence processes of the individuals. Thus, the hosting situations within the RaCIP project have played a vital role in the success of the project.

4.3 Student mentors

This section of the present report describes, in detail, the category of the student mentors, that participated in the RaCIP activities during 2022 and 2023. At the end of the activities, each partner organisation collected feedback from the different categories of participants, being that each partner organisation could choose the most appropriate method to collect the data, according to their respective context/situation and the resources available.

From all partners organisations of the RaCIP project, only SYNTHESIS (Cyprus), Glocal Factory (Italy) and Second Tree (Greece) had student mentors among the participants in their activities. The majority of the student mentors participated in the final evaluation carried out by the respective partner organisation (23 from a total of 29).

Ages of the student mentors from the three partner organisations represented in this section ranged between 19 and 28 years old. Most of them were woman (17 out of 29), did not have any migrant background (21 out of 26). Around 26 were undergraduate students and three were master's or doctoral students. Their fields of study were divided between education and arts (46%), social and economic sciences (39%) and engineering and technology (15%).

The list of activities that were realized by the partner organisations (in which the student mentors participated) included: sport days, picnics, workshops, educational activities, music festivals, leisure activities, cultural visits and other social gatherings.

Among the motivations to become a student mentor, the participants in this category referred:

- Passion for promoting cultural understanding and diversity.
- Interest in fostering a more inclusive society.
- Empathy for newcomers and their challenges.
- Commitment to breaking down cultural stereotypes.
- Commitment to social justice and equality.
- Better understand the mechanisms of welcoming and integration.
- Meet new people and make themselves useful to society.
- Having friends that were participating in the project and the organisation.
- To learn more about the newcomer context of the city.

The following quotes were from the student mentors themselves, which highlight some of the themes presented above:



I created friendships that also existed outside of the spectrum of the project.
(Student mentors/ Second Tree, Greece)



Becoming a mentor in RaCIP has not only enriched my life but has also helped me appreciate the strength and resilience of newcomers in a whole new light.
(Student mentor/ SYNTHESIS, Cyprus)



I have met people who I believe will be with me for a long time in my life.
(Student mentor/ Glocal Factory, Italy)

Student mentors who participated in the RaCIP training and in the evaluation expressed a ‘high’ level of satisfaction, 100% (15). A similar evaluation was made about the RaCIP Project, with levels of ‘high satisfaction’ around 74%. All student mentors (100%) considered the RaCIP project as relevant and useful.

In terms of impacts, most of the student mentors pointed out that during their participation in the RaCIP project they have acquired a better understanding about the topic of refugees and the principles of Private Sponsorship Schemes (PSS) applied in the context of migrant’s integration.



People don't talk about refugees in the city, even though there are a lot of them.
With the project I had a chance to meet them.
(Student mentors/ Second Tree, Greece)

Another aspect worth mentioning regarding the impacts of the RaCIP project is that many of the participants reported that their experience contributed to change some of their ideas and behaviours, proving that RaCIP was indeed a life changing initiative.



In RaCIP, mentorship isn't just about teaching; it's about learning from each other.
My mentee has taught me as much as I've taught them.
(Student mentor/ SYNTHESIS, Cyprus)

Migrant integration is a process that raises some challenges, which also happened in the activities of the RaCIP project. The mentor students reported personal challenges, such as time management between RaCIP activities and other personal obligations.



I wish I could have been able to have more time and participate more actively in the activities but unfortunately, between studying and work, I couldn't.
(Student mentor/ Glocal Factory, Italy)

Other challenges to participation included the emotional struggle when witnessing the difficulties that the migrants faced, language barriers, and generational and cultural differences. There were also situations reported in which the mentoring had to be ceased to protect the well-being of the mentors, especially female mentors.

To conclude, the overall evaluation of the RaCIP activities by the mentor students was mostly positive and corresponded to some of their initial expectations, even taking considering all the challenges mentioned and some cases in which the mentoring had to be ceased. There are also cases in which there is an expectation to extend the activities beyond the duration of the project due to the positive feedback received.

4.4 Mentors

This section of the present report describes, in detail, the category of mentors, that participated in the RaCIP activities during 2022 and 2023. At the end of the activities, each partner organisation collected feedback from the different categories of participants, being that each partner organisation could choose the most appropriate method to collect the data, according to their respective context/situation and the resources available.

From all partners organisations of the RaCIP project, only four partner organisations had mentors: Refugees Welcome (Italy), JRS (Portugal), Réfugiés Bienvenue (France) and Consorzio Veneto Insieme Italy). The partners listed the involvement of 44 mentors.

From 44, 25 mentors participated in the final evaluation, and only 13 had previously collaborated with the respective partner organisation (12 in Portugal and one in France). Nevertheless, a significant number of these mentors had already some experience volunteering with refugees before their participation in the RaCIP activities (15 out of 26).

Ages of the mentors from the four partner organisations represented in this section ranged between 19 and 72 years old, with 52% between 30-44 and 36% with 50 or more years old. Most of them were woman (73%), did not have any migrant background (68%) and have an advanced level of qualifications, which refers to 15 or more years of school (77%).

The list of activities that were realized by the partner organisations (in which the mentors had an active role) included: recruitment of mentees to participated on the project's activities, assistance in re-employment actions, visits to cultural spaces, creative activities, sports events, training activities, support in the process of home searching and bureaucratic support.

Among the motivations to become a mentor, the participants referred:

- The desire to serve as reference/ guide to migrants present in the territory, given the lack of guidance services for this population within the territory.
- Assisting individuals facing challenges, whether at work or during the process of integration.
- Discover a new culture.
- Learn about migration and integration.

The mentors participating in the project stated that:



I have learned about different approaches to hospitality outside of Italy, as each country has chosen its own response to this phenomenon. This has increased our awareness of what we can incorporate into our own methods of hospitality, as we have seen the positive impacts of projects implemented by other countries and organisations.

(Mentor/ Consorzio Veneto Insieme, Italy)



The project is helping a lot of people who are in difficulty and who do not have the opportunity to react but who want to integrate.

(Mentor/ Consorzio Veneto Insieme, Italy)

Most of the mentors who participated in the RaCIP training expressed a ‘high’ level of satisfaction. A significant 84% reported high satisfaction with their involvement in the project. Furthermore, 88% found the activities to be relevant, while a significant 92% considered the project useful.

In terms of impacts, most of the mentors pointed out that during their participation in the RaCIP project they have acquired a better understanding about the topic of refugees and the principles of Private Sponsorship Schemes (PSS) applied in the context of migrant’s integration.

Mentors have indicated the significant benefits of the relational aspect in the mentoring experience, particularly highlighting the importance of the reciprocal relationship with open communication.



G. is a cultured, funny person and his life is certainly not as easy as mine. I believe our friendship is solid and will continue forward.

(Mentor/ Refugees Welcome, Italy)



At first, I was afraid that my sexual orientation might disturb A. I was wrong, when he met my partner, he immediately formed a great relationship and was never intrusive. We are now true friends. He is a very sweet person.

(Mentor/ Refugees Welcome, Italy)

Another aspect worth mentioning regarding the impacts of the RaCIP project is that many of the participants reported that the experience contributed to changes in their ideas and behaviours (18 out of 25).



I'm grateful for the opportunity to help those whose lives are suddenly turned upside down, without them having any responsibility in the process. Being able to bring some joy and optimism.
(Mentor/ JRS Portugal, Portugal)

In terms of the challenges faced, the mentors that answered the final evaluation mentioned the following issues: the availability of time to give all the support necessary to the mentees, some mismatch of expectations regarding the activities between mentors and mentees, problems related to bureaucratic procedures due to lack of preparation in the part of public authorities (which made it difficult for mentors to be helpful to their mentees in aspects which were not entirely in their power) and a dissatisfaction, on the part of the mentees, with some of the conditions of the hosting country.

To conclude, the overall evaluation of the RaCIP by the mentors involved was positive, including both the training and the activities developed by the partner organisations. As expected, there were some challenges involved but, overall, the experience in the project was in great part aligned with the mentor's expectations.

4.5 Supporting families

This section of the present report describes, in detail, the category of supporting families, that participated in the RaCIP activities during 2022 and 2023. At the end of the activities, each partner organisation collected feedback from the different categories of participants, being that each partner organisation could choose the most appropriate method to collect the data, according to their respective context/situation and the resources available.

From all partners organisations of the RaCIP project, only SYNTHESIS (Cyprus) and Second Tree (Greece) had supporting families among the participants in their activities. Most of the supporting families have participated in the final evaluation carried out by the respective partner organisation (18 participants from a total of 20).

The 18 supporting families' representatives that participated in the final evaluation, eight had previously collaborated with the respective partner organization, 11 had previous volunteering experience, of which six had previously volunteered with migrants, specifically. Ages of the supporting family representatives from the partner organizations represented in this section ranged between 23 and 57 years old, with 55% between 19-29. Most of them were woman (10 out of 20), did not have any migrant background and have an advanced level of qualifications, which refers 15 or more years of school (55).

The list of activities that were realized by the partner organisations (in which the supporting families participated) included: sport days, picnics, educational activities, leisure activities, cultural visits, other social gatherings and support to access services.



The sense of support and security that someone can feel when they connect with the local population is immense.
(Supporting Family representative/ Second Tree, Greece)

Among the motivations to enter in the RaCIP project as a supporting family, the participants in this category referred from a curiosity about different cultures and a desire for social connections to a deep-seated gratitude and a commitment to giving back to society, ultimately contributing to the integration and support of migrants in various ways:

- To gain insight into the living conditions of refugees and migrants.
- To broaden one’s horizons and learn about different cultures and perspectives.
- To socialize with people from other countries and demystify any biases or stereotypes against migrants.
- To give back to society and help those who could benefit from it.
- To enhance one’s understanding of the challenges faced by migrants, fostering greater empathy and tolerance.
- To expand one’s social network and form new friendships with more people.
- To step out of one’s comfort zone and embrace diversity in interactions with migrants.

Moreover, certain supporting families expressed a desire to contribute to society, driven by a sense of gratitude for the opportunities and support they have received in their own lives. Others wanted to enhance their understanding of the challenges faced by migrants, fostering greater empathy and tolerance. Some families wanted to expand their social network and form new friendships with more people. Finally, they wanted to step out of their comfort zones and embrace diversity through their interactions with migrants.



Being part of RaCIP as a mentoring family has been a heart-warming journey. Our connection with our mentees goes beyond cultural differences; it's about building a family away from home.
(Supporting family representative/ SYNTHESIS, Cyprus)

Most of the supporting family representatives that participated in the RaCIP training and answered the final questionnaire expressed a ‘high’ level of satisfaction, with very few rating the satisfaction level as ‘medium’ and no ‘low’ satisfaction responses.

A similar evaluation was made about the RaCIP Project, with the levels of satisfaction ranging from medium to high, being that ‘high satisfaction’ was the option that was selected most times. Once again, not a single family reported ‘low’ satisfaction with the project. A noteworthy 78% reported high satisfaction with the support received during the project. Furthermore, all supporting families, 100% (18), found the activities to be relevant and useful.

In relation to the impacts of the project's activities, only one of the organisations collected data relative to this topic. All families revealed that during their participation in the RaCIP project they have acquired a better understanding about the topic of refugees and the principles of Private Sponsorship Schemes (PSS) applied in the context of migrant's integration, as well as the development of a critical attitude towards some ideas regarding this same topic.



The training helped me understand the realities that refugees face in the city.
(Supporting Family representative/ Second Tree, Greece)

In the course of their involvement in the project's activities, supporting families encountered various challenges. Among the challenges found throughout their participation in the project's activities, the supporting families mentioned aspects such as: the establishment of boundaries and expectations management, the emotional cost it takes to witness the many difficulties that the migrants face in their everyday life, the balancing between the responsibilities in the project and other obligations in the other spheres of life and adaptation to the changes that happen in the mentees life's. These challenges underscore the multifaceted nature of participation in the project, requiring skilled management of emotional, practical, and interpersonal aspects.



Mentoring through RaCIP has allowed us to share in the triumphs and challenges of our mentees' integration journey. It's a journey we're grateful to be a part of.
(Supporting family representative/ SYNTHESIS, Cyprus)

To conclude, the overall evaluation of the RaCIP activities by the supporting families' representatives was very positive and corresponded to some of their initial expectations, which is made explicit in the meaningful quotes presented above.

4.6 Stakeholders

The project's evaluation process incorporated the gathering of information and perceptions from another distinct target group— the stakeholders. A primary project objective is to engage new organisations in community-based integration initiatives. Thus, our focus was on characterizing this involvement. Stakeholders were invited to reflect on their experiences with the RACIP project. In the earlier evaluation report of the pilot actions, the participation of 252 organisations in the diverse local projects comprising the European RaCIP project was identified. Out of these, 57 were directly engaged in the evaluation process.

Out of the 57 stakeholders, the vast majority (81%) took part in the project evaluation through different means: interviews; conversations; discussions; structured questionnaires.

This group of organisations exhibits diversity in its profile, with approximately half being associations (15) and NGOs (14). Additionally, it comprises 6 charities/religious institutions or social enterprises, 4 schools, 2 universities, 4 municipalities, and others of various types (e.g., companies, local or community groups, government departments, etc.). The size of the organisations is evenly distributed between those with more than 50 employees (47%) and smaller entities.

The project successfully engaged a substantial proportion (22 cases - 39%) of new stakeholders who were partners for the first time, with the majority (16 cases) participating in only a part of the project. While the majority had prior experience working with refugee populations (82%), in both Portugal and Greece, half of the stakeholders were participating for the first time in activities related to these populations.

In examining the 46 organisations that participated in the project evaluation, we will initially explore into the motivations driving their involvement in the project and the specific activities they undertook. Subsequently, we will explore the assessment provided by organisation representatives regarding the project and its impact across various levels.

Stakeholders participated driven by the desire to share and exchange information and experiences related to integration processes for vulnerable populations. Their aim was to enhance the effectiveness of their organisations' interventions, moving towards a less isolated and more targeted approach. Equally important is a common desire to help migrant families as best as possible, actively participating in intervention anchored in objectives and values centred on social justice, equality, and humanism. The mentoring process is seen as a process in which both parties' benefit, i.e., there are gains for both the immigrants and the organisations themselves.

In addition, motivations related to recruiting talent (on the part of companies) and the possibilities of investigating the results and impacts of mentoring programmes (in the case of universities) were also mentioned.

The primary activities undertaken by the various organisations revolved around providing support for refugees and asylum seekers. This support encompassed the complete mentoring process, which involved identifying mentees, facilitating information sharing, and engaging in discussions on migration issues. The objective was to address the diverse needs of refugees, ranging from immediate survival concerns such as housing and employment to language skills and integration into the local community.

In terms of training, in addition to language courses, stakeholders provided training on how to write a CV, how to subscribe to job centre platform and how to respond to job offers (Italy and Cyprus). In addition to creating shared platforms with job opportunities, physical and virtual job search spaces were created, and legal advice and information was given to the mentees (Cyprus and France). It's important to note that much of this support was given on a personalised basis and, in some countries, the closer mentor-mentee relationship made it possible to accompany the mentees' families to help them with the integration process, as well as taking part in community events (Portugal and Cyprus).



Activities created social links between refugees and French people.
(Stakeholder representative/Réfugiés Bienvenue, France)

Some of the activities have been implemented for the first time: the creation of consultancy and job-search support services in a defined physical space (a job-search support desk for migrants); legal advice and information for mentees, given by academic institutions; personalisation of the support provided; extending support to the mentee's family.

The activities developed by the stakeholders have had a variety of impacts on the target populations. The language courses and mentoring programmes have facilitated social integration. Integration into the local community was facilitated by the mentors' support in different areas of life.

Regarding the training offered in the RaCIP project, over half of the organisations participating in the project (58%) engaged in the training sessions: all in Italy, approximately half in Portugal and Cyprus, and none in France. Only 4 out of the 33 organisations indicated average satisfaction with the training, meaning the vast majority expressed high satisfaction. All participants in the training found the activities to be relevant and beneficial.

Concerning the RaCIP project, organisations, in general, demonstrated high overall satisfaction with the project's activities (89%). In terms of the support provided by the project, satisfaction remains high, albeit slightly reduced, with 76% expressing that they are very satisfied, while the remaining organisations indicated moderate satisfaction. All organisations found the project to be relevant (56%) and useful (100%).

The overwhelming majority of organisations reported positive impacts from their participation in the project across multiple levels: approximately 87% noted positive impacts on their understanding of refugees, private sponsorship, and refugee integration. Moreover, 67% reported that the project had influenced changes in their policies, values, and administration.



I acquired both theoretical and experimental knowledge to better support migrants/ refugees that I am working with.
(Stakeholder representative /Municipality of Ioannina, Greece)



I have gained knowledge and experience applicable to my work; being supported by experts made me more confident in the quality of the services I provide to my mentees.
(Stakeholder representative /Municipality of Ioannina, Greece)

The most significant positive impacts stemmed from the network of contacts and relationships forged during interactions among organisations with similar goals. These connections, established throughout the project, enhance ideas and plans for future collaboration. Networking among various stakeholders (both formal and informal) proved highly advantageous for participant integration, contributing to the development of leadership and interpersonal skills.



Together, we broke down barriers and created opportunities for migrants to flourish.

(Stakeholder representative / SYNTHESIS, Cyprus)



We all have the same goal: better integration of exiled people. We need to combine our strengths and areas of expertise to achieve this goal. This kind of project helps us to do so.

(Stakeholder representative / Réfugiés Bienvenue, France)

Participating in RaCIP exposed stakeholders to a wealth of diverse perspectives, traditions, and experiences. The diversity enriched their personal and professional lives by offering new insights, ideas, and approaches to various challenges. The organisations indicated that they developed a deeper connection to their local communities and a greater sense of responsibility towards them.



One important aspect of the project is that it made me "see" the problems from the migrant point of view.

(Stakeholder representative /Municipality of Ioannina, Greece)

To some extent, engagement in the project has helped alleviate certain challenges that social organisations encounter in their daily operations, such as implementing ideas for refugee integration, managing the dynamic shifts in migratory flows and their impact on the evolving needs of each group, and addressing time constraints in coordinating multiple actions, to name a few.

The stakeholders' network, especially the link between the public and private sectors, managed to streamline some solutions, mobilising resources from some participants. Nevertheless, difficulties emerged during the project, including challenges in mobilizing key stakeholders such as community leaders, government agencies, or relevant organisations. Communication hurdles between organisations, insufficient foreign language skills for effective communication with mentees, participant disengagement, and limited enthusiasm for the project's objectives were also observed.

Despite the challenges, participation in the RaCIP project seems to have stood out above all for been valuable in introducing alternative forms of support, particularly sponsorship, which is seen as a significant contribution compared to existing public services. Also, that the project has had a positive impact on the support and counselling provided to professionals working with migrants, refugees, and asylum seekers.



We usually work mainly with services offered by the public, very often inadequate and insufficient, so it was a great contribution to know this type of sponsorship.
(Stakeholder representative / CVI, Italy)



Individual counselling for people working with migrants/ refugees/ asylum seekers should be continued at a permanent basis; mentoring is an evolving process and we - the professionals in that field - need to be supported constantly.
(Stakeholder representative /Municipality of Ioannina, Greece)

These statements emphasize the ongoing nature of integration and mentoring processes and underscores the importance of continuous support for professionals in the field. It implies that the project has provided valuable support for professionals involved in these processes.

4.7 Staff members

One of the project's foremost objectives was to enhance the capabilities of Civil Society Organisations (CSOs). This objective was achieved by providing training and involving staff members in the project activities, thereby exposing them to new practices and experiences.

A total of 72 staff members engaged in one or more activities within the RaCIP project, with 51 of them taking part in the final evaluation process. This evaluation was conducted by three partners through in-person meetings, three partners remotely via an online form, and one partner utilized a combination of a form during face-to-face meetings.

Before going into detail about the results of the final evaluation, the socio-demographic characteristics of the staff members involved in the project are described below. Based on the information available to the various partners and relating to 64 of the 72 staff members, the youngest was 19 years old and the oldest 62. Over 70% of the staff members are female (46 female and 18 male), 62.5% are without migration background (40 members) and 37.5% are migrants or with a migrant background (8 and 16 members respectively).

Of the total 72 staff members who participated in the project, little more than half (56%, corresponding to 40 cases) participated in the entity project; the remainder (45%, corresponding to 32 cases) participated in part of the same. As for the activities carried out by the staff members as part of the RaCIP project, they are described as multiple and varied, involving various areas of intervention (health, legal, social, work, training). Among the main activities, the following have been indicated: facilitation and mediation with public institutions; profiling and referral of beneficiaries to partner associations; training activities; profiling and matches for hosting families and mentoring; setting up and monitoring housing and cohabitations supporting broader life projects; organisation of events and activities, with attention to the well-being of the broader local community and beneficiaries.

Satisfaction with RaCIP training and the RaCIP project

Based on data collected during the final evaluation, 33 staff members of RaCIP project had participated in and completed training activity. Approximately 88% of these (29 cases) reported medium (8) or high (21) level of satisfaction with the training. Approximately 82% (27) of staff members reported that the training activities they participated in were medium or high relevant and the same percentage reported these activities were medium or high in usefulness.

With respect to the training activities carried out, one of the staff members of the Municipality of Ioannina, Greece, i.e., one of the RaCIP's partners with the greatest participation in the training activities, emphasized the possibilities offered by the project of training for both the staff members of the partner organisations and their local interlocutors. This would result in an augmented knowledge base and a shared language among them.



The RaCIP project proved to be very beneficial due to its specific goal of training the stakeholders in sponsorship schemes.
(Staff member/Municipality of Ioannina, Greece)

Moving on to consider the broader satisfaction with participation in the project of the 51 staff members who participated in the final evaluation, around 88% (45 cases) reported a high level of satisfaction with the project, and around 12% (6) medium satisfaction. About 57% (29) reported that the project was of medium or high relevance and about 92% (47) that the project was of medium or high usefulness.

Staff members seem to converge in emphasizing, among the most relevant and useful aspects of participation in the project, the possibility offered by RaCIP to share challenges but also solutions that emerged among the different national partners involved. As reported by a member of Réfugiés Bienvenue (France):



(Among) the positive aspects identified by the staff are the opportunity to meet other organisations in different fields of operations but facing similar questions, and to discover what are their practices on the field, as well as the opportunity for our team to fund several workshops with our stakeholders that we do not have the ability to do during our normal course of operations.
(Staff member/Réfugiés Bienvenue, France)

The possibility, reported by the staff member of Réfugiés Bienvenue, France, to reinforce the exchange and work with stakeholders and other interlocutors within the project seems to be shared by other organisations, who see in this a possibility for long-term sustainability of RaCIP

actions. In this regard, a staff member of JRS, Portugal also emphasizes among the most positive aspects of the participation in RaCIP project:



The impact on society, involving other partners in the integration work, creating a community, creating local responses that will also benefit future refugees.
(Staff member/ JRS, Portugal)

The overall impact of the project

Moving on to consider the broader impact of the RaCIP project on the knowledge of the 51 staff members who participated in the final evaluation, approximately 65% (33 cases) reported that the project contributed to increasing their knowledge about refugees, approximately 82% (42) reported increasing their knowledge about private sponsorship, and approximately 84% (43) that the project contributed to increasing their knowledge about refugees' integration. Approximately 51% (27) of staff members reported that the RaCIP project contributed to some changes in their working practices.

Some staff members emphasized the change in ideas about refugees' integration by stating:



Being a part of this programme has shown me that true integration is a two-way street. I learnt as much from the migrants I work with as they do from me, and together, we create a stronger and more inclusive community.
(Staff member/SYNTHESIS, Cyprus)

Among the elements that contributed to strengthening the knowledge and practice of the staff members, the heterogeneity of the planned activities and the possibilities for sharing experiences, along with self-reflection on one's own work, are mentioned first and foremost. In the words of staff members of Réfugiés Bienvenue, France:



The visits we organized, particularly to Cyprus, were highly instructive in terms of (getting to know) the challenges faced by our counterparts.
(Staff member/Réfugiés Bienvenue, France)



The organisation of workshops bringing together our member staff was a good opportunity to formalize some of our work processes.
(Staff member/Réfugiés Bienvenue, France)

In some cases, this awareness has led to reviewing practices with attention to listening to the needs of both newcomers and locals:



(We) learn(t) more about the local population and how they can be involved in integrational activities.
(Staff member/Second Tree, Greece)

The activities carried out by staff members were not without challenges, as described below:



The most challenging aspect is definitely the complexity of the reporting and the financial accounting that comes with a European project like RACIP. Also, the necessity to adapt our vocabulary to that of our partner organisations to ensure we can all understand each other.
(Staff member/Réfugiés Bienvenue, France)



Challenges identified by the personnel have to do with the language barrier due to the fact that not all the Mol's Working Group members speak the English language to be able to attend in all Consortium meetings. Furthermore, the lack of funding to such - or equivalent - projects targeting specifically stakeholders/decision-makers could be a disadvantage, if such a service would not be incorporated into the Mol's Municipality Authority social agenda.
(Staff member/Municipality of Ioannina, Greece)



One of the most significant challenges was addressing the diverse needs and backgrounds of the migrants we supported. Each individual arrives with a unique set of experiences, skills, and barriers, making it essential to tailor our approach to meet their specific requirements. Striking the right balance between personalized support and a standardized training programme was a complex endeavour. Another significant challenge was addressing the psychological and emotional aspects of migration. Many migrants face trauma, homesickness or cultural shock as they navigate the complexities of adapting to a new society. Providing the necessary emotional support and counselling was rather challenging, as we were not always equipped to address these issues comprehensively. Creating a safe space for

migrants to share their feelings was crucial but was equally emotionally taxing for us, as staff members.
(Staff member/SYNTHESIS, Cyprus)



(We found) difficulties around organizing events, taking into account the distance of the camps from the city centres and transportation.
(Staff member/Municipality of Ioannina, Greece)

Some of these can be described as contingent and linked to the implementation of a good part of the project in the pandemic's context. Others include some of the specific technical skills required when participating in an international project. Others are linked to the financial sustainability of the actions in the long-term as well as those deriving from the intervention with complex populations and contexts.

5. Overall results

5.1 Results

Previous sections analysed demonstrated that RaCIP project effectively involved individuals, community groups, or organisations in supporting forced migrants resettle and integrate into their new communities in Europe. The activities carried out supplemented government-sponsored refugee resettlement efforts and provided new ways and opportunities for forced migrants to find a stable and welcoming environment. A more personalized and community-driven support was provided to refugee resettlement, with many evidence of contributions for migrants' self-sufficiency. All key aspects of Private Sponsorship programmes were implemented and reinforced, as community engagement, financial support, mentorship, advocacy and social integration through housing assistance, health support, and legal assistance, among many other initiatives, especially the ones connected to wellbeing and connection to community. The projects developed locally articulated features from several private sponsorship models typified at the beginning of this report, as humanitarian corridors, ad-hoc schemes, community-based or grassroots initiatives, reflecting the impossibility of a one size fits all model, and the advantages of flexible and dynamic approaches. There is no RaCIP specific model, but, instead, a set of key aspects and recommendations, described at the end of this section, that can be useful for dissemination and practice.

Table 17. Expected and final outcomes

Expected outcomes	Final outcomes
14 new "hosting families"	23 hosting families
50 new "families' mentors"	23 supporting families
50 university students' mentors	29 student mentors
10 workplace mentors	44 general mentors
80 stakeholders	252 stakeholders
14 refugees to be hosted	23 migrants hosted
50 migrant families to supported by families	23 supported migrants
50 young refugees supported by university mentors	29 migrants supported by university mentors
65 refugees involved in internships and supported by workplace mentors	44 migrants supported by mentors

Table 18 summarise anticipated and actual outcomes across various categories. In what respect to hosting families, the results surpassed initial expectations, signifying a favourable outcome marked by increased involvement of hosting families. Conversely, the final tally of supporting families fell short of projections, indicating potential hurdles in enlisting the envisaged number of family mentors. Similarly, the outcome for student mentors was lower than anticipated, underscoring a deficit in recruiting the targeted number of university student mentors.

Contrastingly, the outcome for mentors, concerning workplace and other domains, significantly exceeded projections, pointing to a positive response in mentor recruitment. Stakeholders demonstrated an even more substantial discrepancy, with the final figure (252) far surpassing the anticipated number (80), indicative of a widespread and heightened interest from stakeholders.

In terms of migrant outcomes, the final figure for hosted migrants exceeded the initial goal, showcasing a positive outcome by accommodating more migrants than initially foreseen (14 to 23). Yet, the final tally for migrant families to be supported by European families fell short of expectations. The outcome for migrants supported by university mentors was also less than anticipated. Furthermore, the outcome for migrants supported by mentors fell short of expectations, pointing to challenges in meeting the targeted number for refugees involved in workplace mentorship programmes.

Overall, the analysis indicates variations between expected and final outcomes, with some categories surpassing expectations and others falling short. This information can guide future planning and adjustments to improve the effectiveness of the project.

The main goal of “Fostering the integration of persons in need of protection through private sponsorship schemes (PSS)” was, however, achieved, with the involvement of 2277 individuals, the development of 738 activities, and the enlargement and strengthening of 8 local networks for the integration of forced migrants with the participation of 252 organisations.

Table 18. Main objectives and outcomes evidence

Objectives	Outcomes
<p>a) To boost the capacities of Civil Society Organisations (CSOs) and local communities and promoting the active involvement of refugees in their integration process.</p>	<ul style="list-style-type: none"> • 77 staff members involved in activities that included training and exchange of best practices • 33 staff members of RaCIP project had participated in and completed some training activity. Approximately 88% of these reported medium or high level of satisfaction with the training, and 82% considered training medium or high relevant and medium or high in usefulness. • 88% of the staff members involved in the evaluation of the project reported a high level of satisfaction. About 57% reported that the project was of medium or high relevance and about 92% that the project was of medium or high usefulness. • 65% of staff members reported that the project contributed to increasing their knowledge about refugees, approximately 82% (42) reported increasing their knowledge about private sponsorship, and approximately 84% (43) that the project contributed to increasing their knowledge about refugees' integration. Approximately 51% (27) of staff members reported that the RaCIP project contributed to some changes in their working practices.
<p>b) To enhance the capacity building for organisations operating Private Sponsorship (PS) schemes or otherwise engaged in community-based support to refugees' integration, namely involving hosting families; supporting families; enterprises' mentors and university students.</p>	<ul style="list-style-type: none"> • 2277 individuals involved in 738 activities • 23 hosting families • 23 supporting families • 29 student mentors • 44 general mentors • 252 stakeholders • 23 migrants hosted; 23 supported migrants; 29 migrants supported by university mentors; 44 migrants supported by mentors • High level of satisfaction among participants: migrants 83%; hosting families 93%; student mentors 74%; mentors 84%; supporting families 78%; stakeholders 89% • Project considered by participants as highly relevant: migrants 81%; hosting families 50%; student mentors 100%; mentors 88%; supporting families 100%; stakeholders 56% • Project considered by participants as useful: migrants 96%; hosting families 58%; student mentors 100%; mentors 92%; supporting families 100%; stakeholders 100%
<p>c) To feature, to establish and to develop practices of pilot schemes aimed at scaling up existing PS and strengthening community-based efforts by experimenting PS initiatives, namely involving co-living and workplace mentoring to support refugees in all aspects of daily life.</p>	<ul style="list-style-type: none"> • 2277 individuals involved in 738 activities • 23 hosting families • 23 supporting families • 29 student mentors • 44 general mentors • 252 stakeholders • 23 migrants hosted; 23 supported migrants; 29 migrants supported by university mentors; 44 migrants supported by mentors
<p>d) To obtain more efficient PS schemes in the Member States involved and to shift part of the costs of refugee integration from public to private sector.</p>	<ul style="list-style-type: none"> • 77 staff members involved in activities that included training and exchange of best practices • 252 Stakeholders involved in local projects.
<p>f) To enlarge the local networks of CSOs involved in the PS pilot schemes at the national level.</p>	<ul style="list-style-type: none"> • 252 Stakeholders involved in local projects. • High level of satisfaction among stakeholders (89%) • Project considered by stakeholders as highly relevant (56%) • Project considered by stakeholders as useful (100%)

Relevance and response to needs

According to the partners involved in the project, the project responded both to partners' needs and the overall integration field needs, through a strategic and multifaceted approach, offering

various tools and resources that partners had long aspired to utilize but were previously unable to implement, in this way enhancing the overall efficiency of integration efforts. Resources were efficiently used to address longstanding and unaddressed needs of participants. The project not only provided virtual and physical spaces for the development of services and activities but also extended expertise, financial support, and access to an international network with adaptable best practices.

Generally, RaCIP activities were aligned with partners' needs and objectives. Activities were strategically planned, efficiently managed, and continually adapted based on feedback.

The impact on partners was substantial, ranging from the expansion of community connections to collaboration with private actors, including social cooperatives, enterprises, and training institutions in the local territories. Partners found an opportunity to structure and expand their activities. The activities undertaken by RaCIP were instrumental also in strengthening of the connections with local population and in integrating the local population into activities with newcomers.

Furthermore, the project positively influenced the personnel involved in RaCIP activities by providing them with training and practical experience. This added value enhanced the partners' efforts to facilitate projects supporting the social integration of migrants, refugees, and asylum seekers in the local area.

The project's demonstrated to produce significant outcomes, including housing stability, improved employment rates, language proficiency, and social connections, providing a foundation for ongoing support to continue the vital work in migrant integration.

Effectiveness and impacts

The RaCIP project effectively accomplished its intended goals through a multifaceted and qualitative approach, as evidenced by the statements from various partners. The project's flexibility, and continuous adaptation to evolving needs ensured that each participant group experienced tailored support, contributing to the overall success of the RaCIP project in promoting social integration and well-being. The RaCIP project has generated several positive impacts across various groups, fostering integration and support in diverse ways.

Migrants

Migrant participants gained essential knowledge in areas such as the labour system, bureaucracy, administration, and practical skills. They received multifaceted support, including assistance in work, bureaucratic matters, and housing, contributing to a more stable living situation. This support significantly contributed to their economic and social inclusion in the local system.

The project's focus on the linguistic barrier, support for mothers with children, and autonomy in housing issues aimed at ensuring sustainable progress. The project allowed migrants to have a deeper understanding of the local cultures, contributing to a smoother integration process.

The protected work and support to work environments created minimized barriers to employment, fostering successful integration.

Material support was provided. Resources were allocated to aid migrants in achieving autonomy, particularly in transportation and mobility. Shopping cards were provided to vulnerable migrant participants, such as single mothers, to manage initial expenses independently. Everyday living expenses (food, baby products, pharmacy) and transportation needs (bus cards) could be covered.

Migrants actively participated in the project, engaging in cultural exchange, which enhanced their sense of belonging and integration. RaCIP facilitated the creation of a strong social network for migrants, providing support in different areas such as work, bureaucracy, housing, and training. Migrants reported regaining trust in others and forming positive opinions about strangers' willingness to help and care.

Mentors, hosting and supporting families

Mentors, student mentors and supporting families played a crucial role, acquiring valuable cross-cultural communication and mentoring skills. They developed a deeper understanding of migration issues and empathy towards migrants. They experienced cultural exchange and openness to new possibilities. Both mentors and supporting families found a sense of activism and social utility in their roles, contributing positively to their communities. Also, they felt more supported by organisations in their role. The mentoring relationships often evolved into long-lasting friendships, creating a supportive community.

RaCIP activities enabled supporting families to gain insights into migrant experiences, contributing positively to their integration at different levels. Supporting families gained valuable

skills through project opportunities and played a significant role in their mentees' integration into the local community.

Stakeholders

Stakeholders, comprising municipalities, NGOs, businesses, universities, schools, and community organisations, enhanced valuable skills in intercultural communication, conflict resolution, and community-building through their active involvement. They strategically aligned their objectives with RaCIP activities, fostering social cohesion, enriching community diversity, and actively engaging migrants in daily affairs. Stakeholders demonstrated a commitment to providing equal opportunities for all, regardless of cultural or ethnic background. The project became a catalyst for achieving overarching social and economic goals. Stakeholders, thus exposed to diverse perspectives, traditions, and experiences, reported an enrichment of both their personal and professional lives. Their active participation in sponsorship and mentoring further instilled a profound sense of humanitarian empowerment among the stakeholders. Participation in RaCIP expanded stakeholders' networks, connecting them with individuals and organisations from diverse backgrounds.

Staff

Staff members elevated their skills by actively participating in training activities, overseeing project operations, and fulfilling administrative objectives. They found gratification and excitement in realizing that their contributions were recognized and valued. The project enhanced staff members' comprehension of cultural differences and the integration challenges faced by migrants. The collaborative efforts and network development during RaCIP significantly contributed to their professional growth and career advancement.

The RaCIP project demonstrated success across diverse participant groups, achieving its intended goals in promoting private sponsorship schemes and community-based support for the integration of asylum seekers and refugees. The extent of these achievements varied based on active participation, engagement levels, and individual circumstances, showcasing the project's adaptability and effectiveness. Targets for involvement were generally met, involving all profiles of participants. Other major indicators of accomplishment are listed below.

Wellbeing and quality of life

Tangible improvements in the well-being and access to rights of migrants were observed, with stable housing solutions, employment findings, network consolidation and enhanced self-confidence. Activities allowed newcomers to engage with the local community, fostering language skills, cultural exchange, and mutual understanding. The RaCIP intervention facilitated multiple positive outcomes, including friendships formed between newcomers and locals. Mutually supportive relationships formed during the project are considered a significant achievement by the majority of the partners and expected to endure beyond the project's expiration. Migrants experienced improved social and economic integration through active participation in RaCIP activities.

Increased involvement of stakeholders

The project witnessed, in its several locations, heightened participation from new and diverse partners in pilot schemes, projects, and activities supporting migrants, namely private partners. Synergies emerged, reinforcing goals related to private sponsorship schemes and community-based support. A robust private sponsor network, including social cooperatives, hosting centres, training institutions, and companies, was established and strengthened.

Improved qualification

The intervention allowed practical learning in the field and engagement with CSOs and volunteers. Resources facilitated a better understanding of private sponsorship programmes. The project supported training needs, offering opportunities such as certified First Aid training that were previously unaffordable. Staff members underwent training, enhancing their overall ability to meet migrants' needs. The training in private sponsorship relationships added value at

both personal and professional levels for participants, aligning with the objectives of involved institutions.

Mentorship

RaCIP intervention allowed planning and coordinating a mentoring experience without constant resource worries. Diverse types of mentorships were trained, implemented, and experimented. Mentorship proved offering a unique approach to welcoming vulnerable refugee families. Supporting families and student mentors gained deeper understanding, inclusivity, and valuable skills.

In summary, the partner organisations efficiently directed resources to address specific needs, promote autonomy, and enhance overall support for migrants and refugees. The allocation of resources was strategic, ensuring a holistic approach to the challenges faced by the participants in diverse contexts. The RaCIP project has had far-reaching and positive impacts on individuals, communities, and organisations involved, fostering integration, understanding, and support. The emphasis on cultural exchange, community building, and empowerment has contributed to lasting and meaningful outcomes for participants.

5.2 Strengths and challenges of the project central activities

During the final transnational meeting of the project, a comprehensive discussion took place utilizing the "word café" approach to thoroughly explore the strengths and weaknesses of the primary activities conducted within the RaCIP project: the training and the pilot schemes. Engaging in this project debriefing were leaders of partner organizations, staff, volunteers, and refugees representing all participating countries and territories. The gathered information was subsequently analysed and summarised (table 19). The training strengths evidence a robust and impactful framework for training activities within the project, emphasizing holistic support, adaptability, and the empowerment of volunteers and refugees alike. Training challenges highlight the need for a comprehensive approach that incorporates various strategies, methodologies, and content adjustments to enhance the effectiveness and engagement of training activities within the project.

Table 19. Strengths and challenges of the central activities

Training activities		Pilot Schemes	
Strengths	Challenges	Strengths	Challenges
<ul style="list-style-type: none"> • Sharing regional experiences • Storytelling and sharing experiences • Skills and knowledge building • People - centred approach • Volunteer filtering and suitability assessment • Better support for refugees • Replicable model establishment • Managing volunteers' expectations • Benefitting the entire organization • Tailored content for different target groups • Utilizing Mentors' Abilities and Skills • Ongoing training • Involving migrants as specialists in training • Support for mentors/volunteers • Flexibility in training approach • Providing formal training proof • Building community and agents of change • Promoting change through trained volunteers 	<ul style="list-style-type: none"> • Lack of participatory methodologies in the online training • Exclusively online training of trainers • Lack of interest from mentors • Difficulties in continuous interest and ongoing training • Time gap between training and activities • Lack of engagement • Attention to different experience levels • Resistance to empathy and non-judgmental approaches • Information overload • Lack of real-life experiences and case studies. • Irregular implementation of training • Lack of gender, faith and trauma approaches 	<ul style="list-style-type: none"> • Creating strong partner networks and civil society involvement • Flexibility and adaptation to reality • Creation of diverse hosting • Empowerment of the various involved in integration • Role of case workers as mentors of mentors • Individualized care and mutual learning • Empowerment of staff members and gathering good practices • Mapping of potential partners per city • Activities chosen by beneficiaries and building awareness • Contribution to migrants' well-being and community integration • Coaching in supporting life projects and mentoring for advocacy • Tailoring activities to real needs • Growing empathy and affection • Receiving training and budgetary support • Empowering local networks and formalizing processes • Involvement of different professionals and peer-to-peer support 	<ul style="list-style-type: none"> • Mentors/volunteers assuming superior knowledge • Bureaucratic issues • Mental health issues • Housing and accommodations issues • Transportation and mobility issues • Relocation of migrants • Lack of commitment post-recruitment • Lack of support for single parents • Difficulties in prioritization • Social Isolation • High expectations and misinformation • Managing expectations of mentors • Clarity in goal achievement steps • Communication challenges • Shortage of professional human resources • Drawing boundaries • Language, cultural, and religious barriers • Distance between policy and reality • Gender issues • Political and bureaucratic changes • Emotional fatigue • Scheduling challenges around work

The pilot schemes strengths focus in a comprehensive approach within the training activities, emphasizing inclusivity, responsiveness, empowerment, and the cultivation of supportive

communities. The challenges indicate the multifaceted nature of obstacles faced within the project's pilot schemes. Below, the key highlights connect to each of these activities are outlined.

Training activities strengths

- Sharing regional experiences - offered diverse perspectives, fostered cultural understanding, and facilitated best practice sharing across regions.
- Storytelling and sharing experiences - made learning relatable, engaging, and memorable, enabling emotional connections and learning from real-life examples.
- Skills and knowledge building - equipped volunteers with practical tools and information, enhancing their ability to effectively support refugees.
- People - centred approach - focused on individual needs, creating an empathetic and responsive environment for volunteers and refugees.
- Volunteer filtering and suitability assessment - ensured volunteers aligned with project goals, enhancing effectiveness and reducing conflicts.
- Better support for refugees - provided a robust system addressing refugee needs, promoting well-being and integration.
- Replicable model establishment - allowed scaling in different locations, maximizing impact beyond the initial project scope.
- Managing volunteers' expectations - ensured alignment, commitment, and satisfaction, reducing turnover and enhancing performance.
- Benefitting the entire organization - positively impacted the organization's culture, values, and reputation by demonstrating social responsibility.
- Tailored content for different target groups - customized materials for specific audiences, making training more relevant and impactful.
- Utilizing Mentors' Abilities and Skills - leveraged mentors' expertise for multidimensional training, enriching the learning experience and engaging mentors.
- Ongoing training - kept volunteers updated and engaged, ensuring continuous improvement and adaptation.
- Involving migrants as specialists in training - enriched training with first-hand experiences and expertise, fostering inclusivity and empowerment.
- Support for mentors/volunteers - offered guidance and resources, ensuring volunteers felt valued and motivated to contribute effectively.
- Flexibility in training approach - adapted to individual learning styles, increasing effectiveness and inclusivity.
- Providing formal training proof - validated volunteers' efforts, strengthened career prospects, and built an empowered network.

- Building community and agents of change - fostered a sense of belonging, empowering volunteers as catalysts for positive change.
- Promoting change through trained volunteers - created a ripple effect, extending project impact beyond its initial scope through trained advocates for change.

Training activities challenges

- Lack of participatory methodologies in the online training - difficulty in fostering interactive online sessions, impacting engagement and learning effectiveness.
- Exclusively online training of trainers - need to supplement online training with in-person sessions for a more comprehensive learning experience.
- Lack of interest from mentors - reluctance among mentors to participate in training sessions, affecting the transfer of knowledge and support.
- Difficulties in continuous interest and ongoing training - problems in sustaining interest and providing ongoing training to keep participants informed on pertinent issues.
- Time gap between training and activities - long intervals between training sessions and practical application leading to waning interest.
- Lack of engagement - difficulty in keeping participants engaged throughout the training sessions.
- Attention to different experience levels - struggle to address varying levels of experience among participants.
- Resistance to empathy and non-judgmental approaches - difficulty in instilling empathy and maintaining a non-judgmental environment in training sessions.
- Information overload - participants feeling overwhelmed by the amount of information presented during training.
- Lack of real-life experiences and case studies - insufficiency of real-life examples and case studies impacting the practical application of learning.
- Irregular implementation of training - some organisations not consistently applying the training received.
- Lack of gender, faith and trauma approaches - insufficient focus on structured gender approaches and local themes in training; absence of a faith-based approach impacting engagement or resonance with certain communities

Pilot schemes activities strengths

- Creating strong partner networks and civil society involvement - establishing robust partnerships enhances integration capacity by leveraging collective expertise and resources.
- Flexibility and adaptation to reality - ability to adapt activities in real-time allows for responsiveness to evolving situations, ensuring relevance and effectiveness.
- Creation of diverse hosting communities - fostering diversity within hosting communities promotes inclusivity and breaks stereotypes, creating richer environments for integration.
- Empowerment of the various involved in integration - empowering volunteers, mentors, refugees, and local communities based on aspirations and desires enhances participation and community engagement.
- Role of case workers as mentors of mentors - utilizing case workers as mentors of mentors ensures consistent support and guidance, enhancing mentor effectiveness.
- Individualized care and mutual learning - focusing on individual care and mutual learning fosters a supportive environment, promoting personal growth and knowledge exchange.
- Empowerment of staff members and gathering good practices - empowering staff and learning from good practices enhances technical expertise and informs continuous improvement.
- Mapping of potential partners per city - mapping possible partners per city facilitates targeted collaborations, optimizing resource utilization and community engagement.
- Activities chosen by beneficiaries and building awareness - involving beneficiaries in activity selection and building awareness enhances relevance and ownership, promoting community involvement.
- Contribution to migrants' well-being and community integration - activities contributing to well-being and offering new perspectives foster community integration and promote migrant welfare.
- Coaching in supporting life projects and mentoring for advocacy - coaching and mentoring activities support personal and advocacy growth, empowering individuals and amplifying their voices.
- Tailoring activities to real needs - customizing activities to individual needs ensures relevance and effectiveness, promoting meaningful impact.
- Growing empathy and affection - cultivating empathy and affection enhances interpersonal connections, fostering understanding and community cohesion.
- Receiving training and budgetary support - providing training and budgetary support ensures skill development and sustains activities, optimizing impact and longevity.

- Empowering local networks and formalizing processes - empowering local networks and formalizing processes enhances efficiency, scalability, and sustainability of the project.
- Involvement of different professionals and peer-to-peer support - engaging diverse professionals and promoting peer-to-peer support enriches perspectives and fosters a supportive environment.

Pilot schemes activities challenges

- Mentors/volunteers assuming superior knowledge - occasional presumption of superior knowledge among mentors/volunteers impacting collaboration and receptiveness.
- Bureaucratic issues - navigating bureaucratic hurdles poses obstacles to the smooth execution of project activities.
- Mental health issues - addressing mental health concerns among participants adds complexity and requires specialized support.
- Housing and accommodations Issues - housing challenges, including pricing and discriminatory barriers, hinder autonomy and resilience among beneficiaries.
- Transportation and mobility issues - difficulties in transportation and mobility create barriers to participation and access to essential services.
- Relocation of migrants - people leaving the city disrupts continuity in engagement, impacting the sustainability of support systems.
- Lack of commitment post-recruitment - participants' lack of commitment to continued engagement post-recruitment affects the longevity of involvement.
- Lack of support for single parents - inadequate support systems for single parents impede their participation and full engagement in the project.
- Difficulties in prioritization - difficulty in setting and adhering to priorities hampers efficient progress and goal achievement.
- Social Isolation - social isolation and struggles with empowerment inhibit participant engagement and progress.
- High expectations and misinformation - high expectations and misinformation among beneficiaries pose challenges in managing expectations and delivering accurate information.
- Managing expectations of mentors - managing mentors' expectations requires effective communication and alignment with project goals.
- Clarity in goal achievement steps - lack of clarity in steps towards goal achievement hinders progress and effective planning.
- Communication challenges - communication difficulties impede effective collaboration and information dissemination.

- Shortage of professional human resources - insufficient professional resources impact the depth and quality of support provided.
- Drawing boundaries - challenges in establishing boundaries can impact professional relationships and participant support.
- Language, cultural, and religious barriers - barriers related to language, culture, and religion impede effective communication and understanding.
- Distance between policy and reality - discrepancies between policy directives and actual implementation impact project execution and outcomes.
- Gender issues - gender-related issues, especially in employment, pose obstacles to full participation and integration.
- Political and bureaucratic changes - changes in political and bureaucratic landscapes can disrupt continuity and affect project planning.
- Emotional fatigue - emotional fatigue among participants affects engagement and sustainability of efforts.
- Scheduling challenges around work - difficulty in scheduling activities around work schedules impacts participant availability and engagement.

5.3 Unforeseen effects and changes

Developing a three-year project inevitably involves contending with unforeseen challenges and embracing adaptability. When inquired about the primary unexpected dimensions of the project, some project partners did not notice any unforeseen effects or changes. However, others shed light on several noteworthy aspects.

- Shifts in focus – adoption of new approaches and actions as result of feedback and changing needs. The adjustment in strategy showcases the project's adaptability but may have implications for resource allocation and the overall project timeline.
- Autonomous relationships - relationships born during the project became unexpectedly autonomous, involving intimate and private aspects. This shift in dynamics could impact the original mentoring framework.
- Real-time needs of volunteers - Real-time needs of volunteers proved unpredictable, highlighting the uncontrollable dynamics of migrants. This realization emphasized the importance of better listening to mentors' needs and adapting training plans. Improved responsiveness to volunteers' needs and continuous adaptation of support mechanisms may be crucial for project success.

- Decline in migrant flows – an unforeseen decline in migrant flows in one project location motivated adjustments in training courses and mentors’ teams. The project's flexibility in responding to external factors required ongoing adjustments to meet evolving circumstances.
- Active involvement of local population – the active involvement of the local population was not expected, fostering lasting positive effects for the organisation. This unexpected outcome could influence the organisation's future strategies and community engagement approaches.
- Gender Dimension Challenges – some female student mentors felt vulnerable, requiring intervention to terminate certain mentoring relationships. The gender dimension's impact on mentoring relationships underscores the need for ongoing support mechanisms and potentially revised mentorship guidelines concerning gender.

5.4 Major barriers and difficulties

The major barriers and difficulties faced by the project partners can be categorized into two main groups: structural barriers, which were beyond the control of the participants, and individual barriers, which depended on the participants' willingness or agency.

Structural barriers were primarily associated with bureaucratic procedures, including the need for personal documentation not possessed by asylum seekers, delays in payments, difficulties with bank account opening, and challenges related to the informal economy, where administrative procedures and training paths were not required. These external factors sometimes hindered the success of the activities.

Individual barriers, on the other hand, included significant challenges such as language barriers, gender-based division of social roles affecting participation in proposed activities, and issues related to substance and/or alcohol addiction hindering job placement and economic independence. The project also faced difficulties in determining the level of commitment and willingness of individuals to stay engaged, with students finding the exposure to the problems faced by migrants traumatic, and migrants sometimes asking for more than could be provided.

Other common barriers included limitations in the number of people that was possible to train and support, conflicting schedules among participants, and challenges in communication, especially for participants who could only speak local languages. The level of participation posed

difficulties in organizing collective gatherings, and the constant change of newcomer populations made engaging people challenging.

However, despite these barriers, several techniques contributed to an overall successful implementation. Consistency in events and communication for the mentorship's activities played a crucial role, and the support of the organisations was deemed necessary for the success of the hosting activities. The organisation's ability to collaborate with participants, hosts and mentors, support them through doubts, and ensure that boundaries were respected emerged as critical factors. Despite these obstacles, understanding the context of both parties, including their feasibility, commitments, and limitations, was recognized as a significant enabler for project success.

In terms of activities implementation, barriers included resistance or lack of support from key stakeholders, cultural differences, language barriers, regulatory or legal restrictions, and participant disengagement. Enablers, on the other hand, were defined objectives, a clear implementation roadmap, active support from certain stakeholders, adaptability to changing circumstances, and a focus on skills development and active involvement in decision-making.

In summary, the barriers and difficulties encountered were diverse and multifaceted, ranging from bureaucratic challenges to communication issues, but the success of the project was possible and facilitated by consistent efforts, organisational support, adaptability, and clear objectives.

5.5 Sustainability

Activities are stated to continue even after the formal conclusion of the project, reflecting a commitment to building on the foundations laid during RaCIP.

Several aspects suggest a strong foundation for the sustainability of the project:

- The know-how developed during RaCIP will serve as a foundation for future mentoring activities. In most of the partner organisations, the technical teams and staff will continue to address bureaucratic issues, accompany migrants, families, and stakeholders, ensuring a continuity of support and assistance. The development and strengthening of information/support desks were highlighted as a success, indicating ongoing support mechanisms.

- Activities as the hosting programme and the mentorship programmes are expected to continue in a similar way, emphasizing stability. Mentoring programmes and family-based accommodation are mentioned as cornerstone activities of the partner organisations, indicating their importance and likely continuity.
- The training schemes and materials produced during the project will continue to be used after the conclusion of the project, contributing to sustained efforts in skill development and awareness.
- The extension of the partnerships with new stakeholders and employers, indicate a commitment to the sustainability and growth of the actions. The emphasis on relationships built during the project continuing beyond its conclusion suggests a commitment to maintaining a network of support. In some contexts, as Padova, Italy, private sector involvement was reinforced and is identified as a key player in filling gaps left by government regulations.
- Some partners stress that the private sponsorship model will be replicated across diverse activities aimed at enhancing social and economic empowerment and inclusion, especially for migrant women.

While some activities are expected to continue, financial constraints are acknowledged, indicating a need for ongoing financial support for material complements.

In summary, the sustainability of the project is supported by ongoing initiatives, partnerships, and a strategic approach to continue and expand the positive impacts achieved during RaCIP.

5.6 Gender dimension in the RaCIP project

In the RaCIP project, the consideration of the gender dimension was central, specifically in addressing the distinct challenges encountered by women. Several instances exemplify how gender was addressed into the project's approach.

Partners adopted varied strategies to tackle gender-related issues across different locations. Most partners reported no specific gender-related problems and emphasized gender inclusivity in all activities. Gender was acknowledged as significant, with the major part of participants (excluding migrants) being women, including staff, mentors, and stakeholder representatives. Migrants received support regardless of their gender.

However, in certain cases, there was a deliberate focus on women. In one location, the gendered nature of recent migration, especially for asylum-seeking women and mothers, was recognized. Organisations actively accommodated and assessed the continuous needs of these women. Participants were given the opportunity to express preferences regarding living arrangements and mentorship matching. In other location, addressing gender meant particularly focusing on single mothers, recognizing the unique challenges they face in securing and sustaining suitable employment. Identified challenges included the absence of a support network for foreign single mothers, the high cost of nursing services, and the mismatch of service hours with mothers' job schedules. Mentors played a pivotal role in providing the necessary support network. In other instances, ad hoc activities for women were organized to ensure broader protection.

Gender relations and fostering an environment of mutual respect were also central themes. Partners described taking proactive approaches to address participants' comfort around gender. In mentoring actions, mentors were predominantly women, and mentees were men, creating some challenges that could be further addressed in future initiatives. As stressed before in the unforeseen effects section, the gender dimension was also considered a challenge – some female student mentors felt vulnerable, requiring intervention to terminate certain mentoring relationships. The gender dimension's impact on mentoring relationships underscores the need for ongoing support mechanisms and potentially revised mentorship guidelines.

In summary, the RaCIP project showcased a comprehensive approach to address the gender dimension. It acknowledged the challenges faced by women, especially single mothers, and implemented specific measures in education, mentorship, and activities to ensure inclusivity and support for participants with diverse gender-related needs. The project's multifaceted strategy, encompassing a focus on single mothers, network and child support, challenges with nursing services, intentional gender composition in education initiatives, and proactive approaches to gender comfort, demonstrated a nuanced and thorough effort to tackle gender-related issues.

6. Summary and Closing Remarks

6.1 Key ideas and learned lessons

The information gathered within the evaluation process enables us to draw the define the general key ideas regarding the private sponsorship and community integration experiences developed in the scope of the RaCIP project:

Civil and private sector involvement significance - recognition of the importance of civil and private sector involvement in migrant integration, especially with evolving public policies.

Training and network expansion strategies - implementation of strategies as staff training and collaboration with local entities, to enhance private sponsorship role. Strengthening the territorial network to provide comprehensive support and expose participants to diverse opportunities. Collaborative problem-solving and contribution from all partners to achieve expected outcomes.

Community building - creation of community networks in different cities, fostering awareness and support for refugees. Highlighting the power of collaboration among different organisations and institutions toward a common goal. Group activities and events facilitated the creation of a support network, strengthening social bonds and providing a platform for collective sharing and problem-solving.

Reflective processes and innovation - reflection on training processes, innovation in event, and identification of material support needs. Understanding the positive impact of offering a variety of activities and assessing participation.

International network establishment - implementation of an international network through RaCIP, fostering collaboration with entities in the same field.

Need for European Inclusion Network - recognition of the necessity to maintain and implement a European network focusing on inclusion and protection of migrants and disseminating new integration models.

Importance of consistency in activities – regular activities acted as a backbone for the project, allowing true relationships to form and providing unique experiences for participants.

Building trust and skill enhancement in mentoring is central - building trust and rapport between mentors and migrant mentees was fundamental, with an emphasis on understanding and addressing migrants' stories, experiences, and aspirations. Mentoring programmes should focus on skill enhancement, identifying underutilized talents, and fostering cross-cultural understanding.

A few lessons learned about the process and considerations for improvement were highlighted, by partners, through the evaluation of the RaCIP project:

Cultural sensitivity – cultural sensitivity and empathy is crucial in community integration and for effective mentoring, fostering better communication aligned with migrants' cultural context.

Regular communication – consistent and open communication between mentors and migrants, staff and organisation, staff and migrants, and all parts involved, is vital for addressing challenges promptly and building trust.

Community engagement – beyond one-on-one mentoring, involving migrants in community events enhances their sense of belonging and contributes to social integration.

Legal Support – providing guidance and support in navigating legal and bureaucratic systems is critical for migrants' economic and social integration.

Tailored support – tailoring mentoring support to individual needs is essential, considering migrants' diverse backgrounds, skills, experiences, and goals.

6.2 Recommendations

This evaluation report illustrates the importance of Private Sponsorship and Community integration to revitalize and support integration initiatives. This section encapsulates key recommendations derived from the direct experiences of the partners involved in Project RaCIP, coupled with reflective insights from the evaluation process. These insights offer valuable guidance for future endeavours and initiatives in migrant integration.

Invest in training and awareness - redirect training, information, and awareness efforts toward public and private personnel interacting with migrants, covering legal, social, and cultural perspectives. Offer comprehensive training and ongoing support to private sponsors/mentors, covering cultural sensitivity, legal responsibilities, and emotional/social

support for migrants. Training and awareness initiatives enhance understanding and support for migrants.

Networking opportunities - emphasize the significance of both formal and informal opportunities for entities involved in migrant integration to meet. Facilitate discussions on best practices and vulnerable situations to enhance the effectiveness of mentors and staff. Foster collaboration among local authorities, NGOs, community organisations, and migrants for holistic and sustainable integration efforts.

Promote social engagement - encourage activities fostering social engagement and interaction between migrants and the local community to build relationships and combat social isolation. Support the establishment of community centres serving as integration hubs and points of reference for migrants, promoting community and social cohesion.

Create guidelines and orientation programmes - listen to those directly accompanying migrants and create clear guidelines. Ensure private sponsorship programmes have well-defined guidelines and requirements for both sponsors/ mentors and migrants to avoid misunderstandings. Provide orientation programmes for migrants covering essential information about the host country, culture, legal requirements, and support services before starting the mentoring relationship.

Language learning approaches - emphasize informal language learning through conversations, games, and group activities alongside formal language structure and grammar.

Open volunteer opportunities - create volunteer opportunities for both migrants and locals in various community projects, events, and initiatives to enhance integration.

Clear expectations - set clear expectations for both parties involved to ensure constant engagement and trust. Define well-defined roles and expectations for both migrants and locals participating in integration activities to maintain engagement and trust.

Continuous assessment - regularly assess evolving needs and situations of migrants and the local community, adapting integration activities accordingly. Conduct a thorough needs analysis and understand the context of each party involved for successful activities and participation. Maintain a bank of activities and research to provide useful resources for participants and implement a continuous process for evolving needs.

Mentoring as key - recognize mentoring, a universal concept applicable to various projects and contexts, as key to helping migrants/refugees succeed in their hosting environment, as crucial for achieving psychosocial development, providing personal support and enabling social development, as support for actively manage change and transition and as providing multidimensional support involving public and private actors aligned in the goal of successful social integration.

Fight policy-based barriers - address policy-based barriers as obstructive elements for programmes leaders, participants, and refugees.

Advocate - pay close attention to media representation of migrants and refugees, advocating for more holistic narratives and giving a voice to those with forced migration experiences. Advocate for equal rights for asylum seekers, including access to housing, work, education, and holistic support from the state.

Professional team support - ensure that funding schemes include support for professional teams in organisations to provide consistent and high-quality assistance.

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