



ANNUAL REPORT 2019



RELOCATE REDEFINE
REBUILD



President's Intro

FAIRE was created in 2018 because I saw a need.

No-one asks to be a refugee, no-one wants to leave behind their home, friends, family, career and stability. But for the 25,9 million refugees in the world¹, this is the reality. It was my reality in 2014.

Today my entrepreneurial career is flourishing, and I am able to invest in my future as well as that of my family. I knew that there were others with the drive, the knowledge, the vision and the belief that they have something to offer to France. They have an idea for an innovative business that has the potential to be a value-add for the country – economically and socially. And yet the system can work against them; many businesses don't see the light of day as refugees and migrants are often unable to access the proper networks and funding. In creating this fund, I wanted to deal head on with those issues. FAIRE's goal is to facilitate access to these key elements in order for them to successfully launch their business.

2019 was FAIRE's first full year of activity. In addition to our donation program, we launched our 0% interest loan program, and began to look at ways to develop our advocacy work.

Our donation program was streamlined to focus on early incubation programs that help refugees and migrant develop their business. We made over 200 000€ of donations to organizations in France that work with refugee and migrant entrepreneurs, from idea development to soft launch. You can learn more about the organizations we supported on pages 4 to 7.

In order to help entrepreneurs and their businesses proceed to hard launch, we created the lending program. Amounts of up to 30 000€ are available to projects that show great potential and that are led by innovative and driven entrepreneurs that been forced to flee their home country. Our first loan was granted to a talented Syrian entrepreneur who saw an opportunity in the metals recycling market. You can read more about Ghaees and his project on page 9.

2019 also saw FAIRE's team grow as we looked to work on our second key activity in addition to financing via donations or loans – that of advocacy.

We invested in a global survey of refugee entrepreneur incubator programs and the entrepreneurs that participate in order to have a better understand of what works, may be duplicated in other countries, and what entrepreneurs are missing.

We developed our website to ensure that refugee voices are heard via the profile pieces and articles we publish.

FAIRE is a young, dynamic Fund with a big vision. 2019 was just the beginning, but we're off to a running start.

Nick Nopporn Suppipat
President

¹ www.unhcr.org/figures-at-a-glance.html

Who are we?

FAIRE is an endowment fund created in 2018 by Nick Nopporn Suppipat, a successful entrepreneur and political refugee. Forced to flee his homeland of Thailand in 2014 when the military junta came to power.

Nick sees himself as both a refugee and an entrepreneur. He believes that countless refugees like him have what it takes to create successful businesses and therefore contribute to France's economic development.

By launching FAIRE, he wanted to create an organisation that could support refugees and migrants who simply had to leave everything and start from scratch. As such the fund is a way of showing his gratitude and giving back to France.

Our work

FAIRE is committed to supporting refugee entrepreneurship on a daily basis, specifically with two areas of focus:

- Supporting refugee entrepreneurs and/or other non-profit organisations working with them to help develop their business ideas
- Contributing to public debate around refugees and migrants, their role, their contributions and the issue of their economic and social inclusion

Our vision

We firmly believe refugees represent a pool of untapped talent and that their capacity for innovation can be a real opportunity and source of momentum for France and the wider economy. FAIRE is committed to bringing ideas to life and supporting refugees with their entrepreneurial goals.

Donation programme

The donation programme for non-profit organisations was the very first programme developed by FAIRE. Through this initiative, we donate to partner organisations that work on refugee entrepreneurship, in particular through business incubation and acceleration programmes.

In 2019, FAIRE supported 4 structures: makesense, PLACE, SINGA and Techfugees, all of which share our belief that refugees represent an opportunity for our economy and for France as a whole. With them, we share values of inclusion, integrity, innovation and the desire to make an impact.

Techfugees



Techfugees came about in London under the leadership of founder Mike Butcher who, greatly touched by the death of young Alan Kurdi, launched an appeal in 2015 on social media. Very quickly, he was able to involve the tech community in his objective: mobilising others to help with the inclusion of refugees.

Techfugees, which now operates in ten countries, allows for social entrepreneurs, tech experts, students, journalists and investors work together in order to create communities that can bring about relevant solutions and tools.

FAIRE was won over by Techfugee's commitment, their ability to mobilise others around the world and their strong potential for innovation. We also appreciated the agility of this particular organisation, which had the capacity to evolve to better meet their objectives, as well as develop new projects.



Among their many activities, Techfugees is developing the #TF4Women programme on female refugee inclusion. In 2019, Techfugees was able to support a second cohort as part of one of its flagship projects, #TF4Women, which is dedicated to female refugees and helping them find or regain employment within France's digital sector.

This 6-month programme helped participants discover careers in development, digital marketing and project management, all in a digital setting. They were able to benefit from

weekly training and mentoring sessions, and even take part in a number of events to meet stakeholders from the sector and build up their networks.

Place Network



Created in late 2016, PLACE, whose activities are based in Paris, London and Berlin, aims to change the image of migrants, transforming the 'migrant crisis' into a genuine opportunity for the host country in terms of growth and innovation. Created by the London innovation studio Wow!Labs, PLACE designs and creates initiatives through the prism of innovation and interculturality.

One of the great strengths of PLACE is believing newcomers represent sources of valuable innovation for Europe and can be part of the social, economic and cultural development of the host nation. As such, they help stakeholders from across civil society, as well as the public and private sectors, work together proactively to unleash refugees' talent.

PLACE's efforts revolve around developing talent among new arrivals, in particular by helping them develop their entrepreneurial dreams, directing them towards job offers, project incubators by helping them get back into education.

FAIRE and PLACE are both on this same quest for innovation and we've been particularly impressed with PLACE's work on empowering refugees, who go on to manage their future programmes. Here, Their methodology allows for staff to take a step back, supporting and empowering refugees to take control of their own path to inclusion.

FOCUS ON The Catalysts programme

Catalysts are newcomers to a country, with incredibly high potential, who have chosen to develop their projects and leadership skills thanks to PLACE.

Benefiting from a large network, PLACE has proven itself in finding talent! Catalysts are identified then selected based on their ability to lead, influence and take action within France. Many have come to PLACE with countless ideas for projects or startups, all seeking somewhere they can test and grow their ideas and develop their networks.

Recently, PLACE decided to further support Catalysts by creating the Catalyst Academy, a programme designed for migrants to accelerate their positioning within France. The academy was founded to provide migrants and refugees with the necessary skills to evolve and meet the needs of rapidly changing economies.



SINGA is a grassroots movement aimed at creating links between refugees and host societies.

At SINGA, their guiding principle is simple: every individual has potential, talent, which can be uncovered. Migrants and refugees bring cultural enrichment to a society, provided they're integrated and valued. SINGA therefore creates the tools allowing everyone – newcomers and existing members of a society alike – to work together for change.

SINGA France's efforts are based around 3 key areas. The first is known as 'CALM' – Comme à la Maison, meaning 'just like home' – a programme that connects refugees and locals to identify shared housing opportunities. The second focusses on social bonds in order to create links between locals and refugees, through events, parties and cultural activities.

The third and final area focusses on entrepreneurship. Through innovation labs, incubators and accelerators in 8 different cities, SINGA supports refugee and migrant entrepreneurs every year. It is this particular area that we've chosen to fund, convinced by the relevance of the association's incubation and acceleration programmes, both guided by a search for impact, one of the key values that FAIRE applies to our work every day.

FOCUS ON

Awarding the FAIRE prize at the 'Investors Panel'



Last June, Kristina Vayda, FAIRE's Executive Director, was invited by SINGA Lyon to take part in their Investors Panel. The event, organised by SINGA Lyon, was an opportunity for entrepreneurs from three cohorts to put their pitches into practice, receive feedback and discover potential funding avenues for their projects.

On this occasion, FAIRE awarded the 'Inspiration-Innovation' prize worth €1,500 to Bonney for their FAV Protector project, a concept involving a personalised arteriovenous fistula protector designed for patients on haemodialysis.



The international makesense community brings together engaged citizens, passionate social entrepreneurs and ambitious organisations to work collectively and contribute to a more inclusive, more sustainable and more resilient world.

makesense nurtures and supports everyone's commitment by helping citizens take practical steps when faced with issues that concern them, accelerating the development of projects with social and environmental impacts and strengthening the inclusiveness and stability of organisations and businesses alike.

The charity also trains and supports entrepreneurs through several stages of developing their social and environmental projects.



In 2019, makesense developed a new programme called COMBO alongside Elan Interculturel. The programme is made up of 3 distinct phases, the first of which consisted of a bootcamp back in March 2019 for 40 people to learn what it means to be an entrepreneur. At the end of the event, 20 project leaders were selected for 3 months of training and workshops.

The final phase saw 9 entrepreneurs be offered the opportunity to further develop their project via an incubator programme that offered bespoke personal and professional support.

FAIRE chose to invest in makesense because we feel their constant search for improvement is a key success factor for any programme or start-up. Furthermore, we firmly believe the way in which their project is structured – by phase – makes it possible to remove potential obstacles to entrepreneurship. We also noted the incubated projects boasted a significant participation rate among women; a trend we hope to see continue.

Direct support programme for entrepreneur refugees

In 2019, and with enormous pride, FAIRE developed a second programme, the direct support programme for entrepreneur refugees. Indeed, we wanted to go further in our work, supporting entrepreneurs at key moments in the development of their businesses.

FAIRE had already identified that access to funding and loans was a problem for refugee entrepreneurs. As such, FAIRE's new programme is based, in part, on interest-free loans of between €5,000 and €30,000.

This support was designed for entrepreneurs who have faced forced migration, and who want to launch a business. Business must at minimum have a goal to be a SME operating at a national or international level. While we are open to all sector activities, we focus on projects that have advanced to a soft-launch phase or at least have solid research proving market potential.

However, far from simply acting as a financial backer, we aim to provide full support, including mentoring and access to our networks. Though the programme may still be in its early stages, our goal is for it to become our flagship initiative.

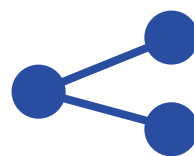
The programme includes:



Direct financial support



Advice and mentoring



Networking

We also work in tandem with our partners to raise awareness of our programme among refugee entrepreneurs. We have identified the steps and qualifications necessary in order to be eligible for our loans.

Firstly, entrepreneurs are invited to tell us about their projects by filling in a detailed form. If their project falls within the scope of FAIRE's mandate, and we feel it has potential, we invite them to take part in a selection jury made up of our board of directors and other experts as needed. If the candidate is approved, final due diligence is performed before the loan agreement is drafted and signed.

Regular follow-up sessions will take place to offer the best possible support. In 2019, FAIRE was able to organise its very first selection jury in September.

FOCUS ON

Ghaees Alshorbajy, the first entrepreneur supported by FAIRE

In September 2019, Ghaees Alshorbajy was one of three candidates to take part in the very first FAIRE jury. KaouKab, his business concept, immediately won over the jury. During his market study, Ghaees and his partner Nicolas identified that SMEs were having to pay to get rid of their metallic waste. As a result, they decided to set up a quick and free collection service for this type of business waste, using a network of independent collectors.

Waste is then sold on to a large specialist group and recycled.

Ghaees became the very first entrepreneur to be supported by FAIRE. Once the agreement was signed, he was able to benefit from a loan, which unblocked BPI support. As such, there is a dual benefit to FAIRE loans given, in addition to funding a business, they can also be used for a considerable amount of leverage!



Changing the narrative

One of FAIRE’s major areas of focus is communication and advocacy work. We firmly believe in the potential of people facing forced migration. This stems not only from our convictions but also reflects the background of our CEO and founder.

For us, the term ‘refugee’ only relates to a transitional status. It does not define a person. Every refugee or migrant had a professional career, life experiences before migration. We believe that the incredible strength and resilience it takes to embark on a journey into exile, perilous and often cruel, is testament to the extreme determination of those individuals.

We’re convinced that refugees represent a real opportunity for host countries and their economies. They’re future employees, future employers, and represent a diversity that enables organisations to renew and grow.

In 2019, FAIRE recognised the importance of changing the narrative and decided to invest by creating a new position. In July the fund welcomed a communication and advocacy manager to the team. Among some of the initial projects, we’ve developed our website to highlight stakeholders and initiatives that work in favour of refugee entrepreneurship. Through interviews, we also want to highlight entrepreneurial success stories and help change the way we look at migration.

This year has also been an opportunity to consolidate our tools and develop our presence on social media.



« You must think carefully about the path that you want to take: employee or entrepreneur. And that choice depends on the person, on their type of character, on their need for stability.

If you choose to be an entrepreneur, then I would suggest finding an organization such as makesense, that could help you put your project together. »

Taken from Haitham Karachay’s interview published on FAIRE’s website

Our goal for 2020 is to continue giving refugees a voice. We will look at what opportunities exist to collaborate on advocacy campaigns with partner organisations and other sector stakeholders.

When attending conferences, we also want to share our speaking time with refugees in order to let them express themselves in their own words, sharing their life’s journey and the expertise they’ve developed, each in their own field.

FAIRE at conferences and events

In order to consolidate our network whilst making FAIRE’s actions better known, our team took part in a variety of conferences and events. Our expertise and commitment to entrepreneurship among people experiencing forced migration affords us opportunities to speak on panels and at conferences.

Fintech Solutions for Refugees Roundtable



In November, Kristina Vayda, FAIRE’s Executive Director, was invited to join the advisory board of Village Capital’s Fintech Training. She also took part in their event in Berlin, bringing her expertise on funding solutions for refugees and, more broadly, their financial inclusion.

Indeed, inclusion is key to empowerment, as well as a necessary prerequisite in rebuilding their lives.

HEC Trent’Setters Club round table

Last October, HEC Alumni invited Kristina Vayda to a round table discussion on ‘new business models within the social and solidarity economy’.

Representatives of makesense, Ashoka, EthicRSE, FAIRE, as well as Big Bloom were able to debate ways to positively transform our society whilst responding to current issues in various fields, such as inclusion, social support, energy transition, etc.



Kristina’s presentation centered around FAIRE’s business model, as well as our decision to focus our work on the early pipeline. Our goal being to help nurture refugee entrepreneur talent and support them with their business development.

European Migration Network (EMN) Conference



Last November, EMN, the European Migration Network, organised a day of discussions on the topic of ‘attracting and retaining foreign startups in France and the EU’.

Two round tables took place in the morning, and included speeches by experts from several European countries on policy issues and measures to attract and retain foreign startups in France.

In the afternoon, Amandine Tessaro was invited to present FAIRE’s work as part of a workshop entitled ‘support structures for startups’, alongside Konexio, Cooptalis and Morning Coworking.

Ensuring sector progress with research

FAIRE believes in the benefits of working as part of a network to take advantage of the synergies that can arise between stakeholders working for greater inclusion of refugees and migrants. That's why we're part of a large ecosystem, which we work with on a daily basis.



As such, in 2019 we developed a strong working relationship with CFE – Centre for Entrepreneurs. CFE is the main British foundation supporting entrepreneurship. Their actions are based around entrepreneurship development programmes, creating communities of entrepreneurs, communication and advocacy work with an aim to inform public policy and the general public.

Another of their major goals relates to research into entrepreneurship. During discussions, FAIRE has highlighted the lack of quantitative data on entrepreneurship among refugees and their impact on the economy. And yet, this information is invaluable in guiding our work, supporting our partners and making it possible to offer the public reliable, concrete information on the economic contribution of people in situations of forced migration.

Launching a global survey

With this in mind, CFE and FAIRE decided to launch and carry out a major survey on refugee entrepreneurship.

The methodology behind this survey is based on two questionnaires: one for incubators and accelerators dedicated to refugee entrepreneurship, the other designed for entrepreneur refugees themselves.

The full survey report is expected to be released in early 2020 and we hope it will provide a detailed and useful overview of the design and implementation of refugee entrepreneurship support programmes. We hope the survey will generate recommendations for the organisations responsible for these programmes, and the support bodies that want to launch or extend any similar programmes.

FOCUS ON

The role of the private sector in the economic integration of refugees

On June 11 and 12, 2019, FAIRE took part in an event organised by the World Bank Group, the European Investment Bank, as well as the Confederation of Danish Industry, exploring the role of the private sector in the economic integration of refugees.

The purpose of the conference was to bring together stakeholders from both the public and private sectors to develop new ways of mobilising expertise, networks, finance and resources to support refugees.

Participants were also invited to take part in working sessions around 4 key topics: entrepreneurship, investment, goods and services, and employment. The goal was to come up with proposals for drafting a charter of best practice for the integration and inclusion of refugees.



FAIRE

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