



Lifelong Learning Programme

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PROJECT TANDEM NOW

In many European countries migrant youths or young people from ethnic minorities do not have any role models in future-oriented fields throughout their job careers, neither within their families nor in their social contexts. If at all, they tend to take up traditional jobs and training, as they and their families do not consider other options for various reasons.

Therefore it is considered crucial to offer youngsters mentors from their own ethnic communities who accompany them on their way to a successful VET (Vocational Education and Training) and career. In the partner countries of the TANDEM NOW project, this problem manifests itself differently:

The study “Life and employment situation of migrant young people with minor presence at the labour market in the Tyrol”, led by Prof. Dr. Gudrun Biffl and Andreas Steinmayer (Donau-Universität krems) and Natalia Wächter (Austrian Institute for Research on Young People) shows that these young people need a specific career orientation and assistance when starting a job or an apprenticeship.

In Italy, 43,8 % of young migrants abandon their school education (in comparison, this applies to only 16,4 % of young home country nationals). In Germany, young adults with a migratory background are often discriminated in several aspects. Due to the social background of their parents many of them have a lower school education level as the home country nationals of the same age. As a consequence, they often do not follow up on further education and rarely have a higher professional qualification, much less a university degree.

However, if young migrants have achieved qualifications, they can significantly improve their position at the employment market compared to those without education. Sometimes they can be even more successful than young home country nationals.

Mentors are meant to support these youngsters as a role model in the education and training phase which is vital for their future career. In order to be able to recruit a sufficient number of mentors from the respective cultural

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community, appropriate trainings as well as supporting materials have shown to be absolutely necessary.

TANDEM NOW is based on the experience and the results/products of the initial project TANDEM and will contribute to the training of mentors with best practice examples. The products will be adapted to the needs of the young migrants and to their respective regional contexts. In addition to the development of social competences, the project will take into consideration the respective situation of the employment market for each of the youngsters.

In the course of the piloting process the adapted materials will be implemented in the training of the mentors and in the mentoring activities offered to the youngsters. Thus, the materials will also be evaluated and extended to further languages by the consortium.

Mentoring works as a strategy for helping people, particularly disadvantaged groups, such as unemployed, young people and/or immigrants to improve their professional opportunities and succeed in life. It is an instrument to provide those persons with the confidence, the resources, and the skills needed to live up to their potentials.

“Blended Mentoring” is a mix of on-site (face-to-face) and on-line activities designed to allow for adopting mentoring as an ordinary practice in career counselling and development services.

Progress in the use of technology (such as cyber-counselling) and the introduction of new methodologies like mentoring could enhance the contributions of career counsellors to the individual development of applicants. Further it gives access to a broader range of customers. TANDEM NOW will promote technological developments regarding mentoring and the use of ICT to improve the career opportunities of specific groups of the population. From an overall perspective, the project will contribute to meet the Lisbon Strategy through promoting innovation of career guidance services on a cost-effective basis, better levels of employability and an increased adaptability of workers.

EXCHANGE HOUSE

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SECTION ONE

Introduction

This report will provide an introduction to the Traveller community. It will outline their ethnic background, history, geographic locations, language, employment, religion, family roles, health issues, and educational attainment. The challenges faced by the community and their experiences of racism and discrimination will be discussed.

The report will then identify the needs of the mentors and mentees in relation to the mentoring programme for the European Project; TANDEM NOW. The services available to the community will be highlighted and the gap in service provision in relation to the need for this programme will be outlined.

Overall the report aims to provide ‘the big picture’ of both the mentors and mentees needs from the Traveller community from their involvement in the project.

The Traveller Community

The Equal Status Act (Government of Ireland, 2002) defined the Traveller Community as follows:

‘Traveller community means the community of people who are commonly called Travellers and who are identified (both by themselves and others) as people with a shared history, culture and traditions, including historically, a nomadic way of life on the island of Ireland’.

Ethnicity and History:

The Traveller community are an ethnic minority group. They are indigenous to Ireland. The Traveller community have been recorded in Irish history for centuries. In historical accounts as far back as 12th century we find references to a nomadic people who travelled within Ireland.

Geographic Location and Population:

According to Traveller organisations there are 40,000 Travellers living in Ireland today. The Traveller community represent less than 1% of the sedentary population. There are an estimated 15,000 Irish Travellers living in Britain. Irish Travellers are also living in various other countries within the European Union, Nordic countries, Australia and the United States of America.

Language:

Travellers have their own language which is known as Gammon, Shelta, or Cant and they also speak English.

Employment:

The most common form of vocation in the Traveller community is self employment in the areas of buying, selling, and trading. Today more and more Travellers are entering the mainstream workplace.

Religion:

Religion plays a central role in the Traveller community. Exchange House as the largest service provider in Ireland for the community would identify over 99% of the group as Roman Catholic. The other 1% is Church of Ireland or ‘other’.

Family Roles:

The family and the extended family are an essential part of life to the Traveller community. The extended family is important in the lives of the individual and the community. People tend to live within extended family groups. This family group could contain grandparents, parents, siblings their partners and sometimes other members of their extended family. Strong family bonds and a sense of responsibility one has to one’s family are important to the Traveller community. The concept of it taking a village to raise a child is a reflection of the practice of the Traveller community. Travellers organise themselves in families and identify themselves in relation to their family and their family name.

Health

The issue of ill health is an on going concern faced by the Traveller community. Research entitled; “Our Geels: All Ireland Traveller Health Survey (2010)” highlights this concern by providing a comparative analysis of health matters with those of the settled community in Ireland.

Traveller men on average die 15 years younger than settled men and Traveller women on average die 11 years younger than settled women in Ireland.

- Statistics continue to show health inequality
- Travellers are twice as likely as the general population to have diabetes and related conditions (2009).
- Traveller suicide rates for men are over six times the national average.
- Infant mortality is 14.1% in the Traveller population, and 3.9% in the general population.
- Fatal respiratory disease rates are 7.5 times higher in the Traveller population than the general population.
- Heart disease and stroke rates are 4 times higher in the Traveller population than in the general population. (*All Ireland Traveller Health Study 2010*)

Educational Attainment: (Our Geels, 2010)

Traveller organisations have for many years expressed concerns regarding Traveller education in terms of equality of outcomes, data collection, and lack of interculturalism in the curriculum. The 1995 Task Force Report on the Travelling Community made 167 recommendations in the field of Traveller education - more than half of the total number of recommendations in the report (Report of the Task Force on the Travelling Community, 1995). This reflected the massive need for change in the provisions that existed.

Traveller educational status has been recorded repeatedly as considerably lower than that of their general peers, to an extent unmatched by any other community in Irish society. Advocates argue that it is difficult for Travellers to see the positive outcomes in staying on in mainstream education as many Travellers experience discrimination in trying to obtain employment (Danaher et al., 2009).

There is a transgenerational issue, well established in the economics of education literature (Heckman, 1974; Harmon and Walker 1995). When parents have poor literacy, they then are not able to read or interpret the child’s educational material or such literature as health instructions for taking medication (Our Geels, 2010).

Our Geels (2010) states that school policy must meet the challenges of attendance at school and assessment of children’s skills and abilities with allocation to the appropriate class situation. In the past separate or even segregated teaching of Traveller children occurred and assumptions about intellectual capability were coloured by the child’s membership of the Traveller community.

According to the Census (2011) seven out of ten Travellers (69%) were educated to Primary level at most, including 507 persons aged between 15 and 19. The number of Irish Travellers who completed third level in 2011 was 115 or one per cent. This compares with 30.7 per cent of the general population excluding Irish Travellers.

SECTION TWO

Challenges faced by the Traveller Community

The Traveller community remains one of the most socially excluded and disadvantaged groups in Irish society. Travellers fare poorly on every indicator used to measure disadvantage: unemployment, poverty, social exclusion, health status, infant mortality, life expectancy, literacy, education and training levels, access to decision making and political representation, gender equality, access to credit, accommodation and living conditions (ESRI Report). Unemployment and low levels of educational attainment severely impact on the social mobility of Travellers in Ireland (Compass, 2011).

According to the Compass report (2010) “poor standards in accommodation and health are other major issues affecting the Traveller community. Twenty eight per cent of Traveller families are without official places to live, and are currently on roadsides or in non official halting sites.” “Many have to ensure living in intolerable conditions with approximately one third having to live without access to the basic facilities of sanitation, water and electricity” (Irish Traveller Movement, 2010, p.5).

Travellers face a very high level of discrimination and racism in Irish society. This creates additional barriers for Travellers in accessing services. Research has shown that while there is high interest in entering the labour market in the Traveller Community, many Travellers have had to hide their Traveller identity to access employment. Research shows 73% of people would not accept a Traveller as a friend, and 44% would not accept a Traveller as part of their community (Citizen Traveller Report, 1999).

A national social survey commissioned by the ESRI from 2007 found that 40% of respondents would be unwilling to employ a Traveller and 1 in ten people in Ireland would both deny citizenship and ‘deport or debar’ Irish Travellers from Ireland (MacGréil 2010). The discrimination, racism, and social exclusion faced by Travellers impacts on their educational attainment, access to services, employment opportunities, and their mental and physical health.

SECTION THREE

Mentors and Mentees and their Needs

It is suggested that the mentors and mentees will face a number of issues when participating in the mentoring programme for TANDEM NOW and these will create a range of needs.

Mentors:

The mentors being in full time employment will face the issue of time restraint. The number of meetings and the time they can allocate to the programme may depend on the flexibility from their employer allowing them to attend meetings and the mentor training or they may be forced to take time from the annual leave.

They may have financial costs incurred if they have to travel to and from the mentor training and the mentoring meetings with their mentee. Additional financial costs may be paying for meals, tea/coffee, phone costs while attending mentoring sessions or contacting their mentee.

Therefore it is suggested that a financial reimbursement could be provided to the mentors for any costs involved for their participation in the programme.

Mentees:

There may also be financial costs involved for the mentees for the same reasons as outlined for the mentors; travel, food, and phone calls.

Literacy, due to low educational attainment, may be an issue when mentees are communicating with their mentor, designing their curriculum vitae or filling in job application forms. The mentees using computers, computer programmes, and social networking internet sites for mentoring sessions may be difficult due to literacy issues and access to computers and the internet.

Mentees accessing services such as job agencies or career counselling services may become a barrier if they face discrimination while trying to access these services.

Therefore it is suggested that mentees are provided with financial reimbursement for costs involved in the programme. Exchange House will provide support from tutors for any literacy issues that may become apparent to those individuals that need it. Computers and access to the internet will also be provided from the organisation so that mentees can communicate with their mentor and use the facilities to design their curriculum vitae and fill in job applications when needed.

SECTION FOUR

Services Available for the Traveller Community

The following are the national services available for the Traveller community in Ireland. There are also services available at a local level in different towns around the country. These services provide support, advice, information, and advocacy for Traveller people.

Exchange House National Travellers Service

Exchange House National Travellers Service was established in 1980 at the petition of the Eastern Health Board with the aim of providing family support to the Traveller community in the greater Dublin area. Since then the organisation has developed and is now an organisation of Travellers and settled people working together to provide front line family support services, addiction services, youth work, educational services, community development and research & policy to Traveller men and women, Traveller families, and Traveller young people and children, many of whom are in crisis.

Web: <http://www.exchangehouse.ie>

National Traveller Suicide Awareness Project

National Traveller Suicide Awareness Project (NTSAP) employs a community development approach to address the issue of Traveller suicide which is over six times higher for Traveller men compared to the general population. The project acts as a resource to Traveller organisations and suicide related services raising awareness on the issue of suicide. It does this by promoting the development of initiatives which support suicide prevention, intervention and post-vention in a coordinated way. This is done so with the goal of reducing the rate of attempted and completed suicide in the Traveller community. NTSAP works within the Family Support Service, and is supported by the Youth Service and Education Service where even more support to Travellers in distress can be provided.

Web: <http://ntsap.ilikecake.ie>

Pavee Point

Pavee Point is a voluntary, or non-governmental, organisation committed to the attainment of human rights for Irish Travellers. The group is comprised of Travellers and members of the majority population working together in partnership to address the needs of Travellers as a minority group experiencing exclusion and marginalisation.

Web: <http://paveepoint.ie>

Irish Traveller Movement

The Irish Traveller Movement (ITM) is a national network of organisations and individuals working within the Traveller community.

ITM was established in 1990 and now has over seventy Traveller organisations from all parts of Ireland in its membership. The Irish Traveller Movement consists of a partnership between Travellers and settled people committed to seeking full equality for Travellers in Irish society. This partnership is reflected in all of the structures of ITM.

The Irish Traveller Movement was formed to be a national platform, through which Travellers and their organisations are enabled to:

- Highlight the issues faced by Travellers and to press for real solutions.
- Debate ideas and formulate and promote culturally appropriate initiatives.

- Provide those active at a local level with support and solidarity.
- Develop alliances at national level.
- Challenge the many forms of individual, structural and institutional racism with which Travellers have to deal.

The Irish Traveller Movement has in its membership over 70 Traveller organisations from all parts of the island of Ireland, and has established contact with Irish Traveller groups in Britain. Web: <http://itmtrav.ie>

National Traveller MABS

National Traveller MABS (NTMABS), is a separate MABS company which advocates for the financial inclusion of Travellers and other marginalised groups. It has been successfully providing a valuable support service to Travellers, Traveller organisations and MABS both at local and national levels since 2005. To find out more about National Traveller MABS, visit their website at www.ntmabs.org or phone them.

Web: <http://www.ntmabs.org>

National Traveller Women's Forum

The National Traveller Women's Forum (NTWF) is the national network of Traveller women and Traveller women's organisations from throughout Ireland.

The NTWF recognises the particular oppression of Traveller women in Irish society and are working to address this issue through the provision of opportunities to Traveller women to meet, share experiences, ideas and develop collective strategies and skills to work towards the enhancement of their position in society.

Web: <http://www.ntwf.net/index.php>

Gap in Service Provision

There are a number of services available for Travellers in Ireland. These are vitally important to the community as the issues outlined in the above sections; Identification of the Target Group and Challenges Faced by the Traveller Community highlight the on going difficulties faced by Traveller people.

A gap in service provision is identifiable in the area of education. Travellers can avail of after school support throughout Traveller specific youth work programmes provided by Exchange House and other organisations. There are also education programmes specifically for adult members of the community which are funded by FÁS, Education and Training Boards, and the Department of Social Protection which are all Government organisations. These programmes are based in organisations such as Exchange House, Pavee Point, the Irish Traveller Movement, or in local organisations. However there is currently no mentoring programme or similar system in place for those who wish to progress into their chosen career path. As research shows there is a low educational attainment and a low number in employment. Therefore Traveller people are at a disadvantage when considering, planning, or accessing third level education. They do not have someone in their family who they can ask for advice from or get help with writing curriculum vitae's or applications forms. This highlights the need for a mentoring programme which will provide them with the support, guidance and role models to enable them to access third level education and future carers which they desire.

SECTION FIVE

Conclusion

This report has outlined the needs analysis for conducting the mentoring programme as part of the project; TANDEM NOW. The target group; Travellers who are an ethnic minority group of nomadic people living in Ireland have been identified. Their ethnic background, history, geographic locations, language, employment, religion, family roles, health issues, and educational attainment have been discussed. The challenges faced by the community and their experiences of racism and discrimination have been outlined.

The mentors and the mentees and their needs for the programme have been identified and the services available and the gaps in service provision have been discussed. It is hoped that this needs analysis has provided justification for the mentoring programme. There is currently no other system in place which will provide Travellers with the opportunity to engage in a process that can support, guide, and provide experience which facilitates them to access third level education and their future career paths with role models from their own community. The outcomes which we expect from the training and mentoring sessions will have a positive impact on the Traveller community and provide them with the experience and support which they deserve.

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- Introduction
- Identification of Target Group: Roma & Refugees

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SECTION ONE

Introduction

The purpose of this report introduction to the Roma and migration groups living in Samsun. That report will mention about their language, ethnic background, history, geographic locations, employment, religion, environmental and family factors, health issues, and educational level. We tried to show their status in local with substantial data. The results of this report will use during all project process.

Demographics of Turkey

As of 2007, the population of Turkey stood at 70.5 million with a growth rate of 1.04% per annum. The Turkish population is relatively young with 25.5% falling within the 0-15 age bracket. There are more than 1 million people of non-Turkish descent, about 1 million of whom are foreign residents.

Migration

During the decade 1915 to 1925, the country experienced large population transfers--a substantial movement outward of minority groups and an influx of refugees and immigrants. The first major population shift began in 1915, when the Ottoman government, for a variety of complex and in some instances contradictory reasons, decided to deport an estimated 2 million Armenians from their historical homeland in eastern Anatolia. The movement of Greeks out of Turkey, which began during the 1912-13 Balkan Wars, climaxed in the 1920s with an internationally sanctioned exchange of population between Turkey and the Balkan states, primarily in accordance with the 1923 Treaty of Lausanne, Turkey accepted approximately 500,000 Muslims, who were forced to leave their homes in the Balkans, in exchange for nearly 2 million Greeks, who were forced to leave Anatolia. By special arrangement, Greeks living in Istanbul and Turks living in the Greek part of Thrace were exempted from the compulsory exchanges.

After 1925 Turkey continued to accept Muslims speaking Turkic languages as immigrants and did not discourage the emigration of members of non-Turkic minorities. More than 90 percent of all immigrants arrived from the Balkan countries. Between 1935 and 1940, for example, approximately 124,000 Bulgarians and Romanians of Turkish origin immigrated to Turkey, and between 1954 and 1956 about 35,000 Muslim Slavs immigrated from Yugoslavia. In the fifty-five-year period ending in 1980, Turkey admitted approximately 1.3 million immigrants; 36 percent came from Bulgaria, 30 percent from Greece, 22.1 percent from Yugoslavia, and 8.9 percent from Romania. These Balkan immigrants, as well as smaller numbers of Turkic immigrants from Cyprus and the Soviet Union, were granted full citizenship upon their arrival in Turkey. The immigrants were settled primarily in the Marmara and Aegean regions (78 percent) and in central Anatolia (11.7 percent).

The most recent immigration influx was that of Bulgarian Turks and Bosnian Muslims. In 1989 an estimated 320,000 Bulgarian Turks fled to Turkey to escape a campaign of forced assimilation. Following the collapse of Bulgaria's communist government that same year, the number of Bulgarian Turks seeking refuge in Turkey declined to under 1,000 per month. In fact, the number of Bulgarian Turks who voluntarily repatriated--125,000--exceeded new arrivals. By March 1994, a total of 245,000 Bulgarian Turks had been granted Turkish citizenship. However, Turkey no longer regards Bulgarian Turks as refugees. Beginning in 1994, new entrants to Turkey have been detained and deported. As of December 31, 1994, an estimated 20,000 Bosnians were living in Turkey, mostly in the Istanbul area. About 2,600 were living in camps; the rest were dispersed in private residences.

In 1994 the government claimed that as many as 2 million Iranians were living in Turkey, a figure that most international organizations consider to be grossly exaggerated. Turkey is one of the few countries that Iranians may enter without first obtaining a visa; authorities believe that the relative ease of travel from Iran to Turkey encourages many Iranians to visit Turkey as tourists, or to use Turkey as a way station to obtain visas for the countries of Europe and North America.

Consequently, as many as 2 million Iranians actually may transit Turkey--including multiple reentries for many individuals--in a given year. Specialized agencies of the European Union and the United Nations that deal with issues of migrants and refugees believe a more realistic figure of the number of Iranians who live in Turkey, and do not have a residence in Iran or elsewhere, is closer to 50,000.

Disadvantaged groups are in Turkey; Caucasians, Arabs, Laz, Kurds, Greeks, Armenians, Assyrians and Roma. The most intense group in Samsun are Romas.

Roma

Geographic Location and Population:

While the general perception is that the Roma in Turkey live mainly in Eastern Thrace near the Bulgarian and Greek borders, in fact they live all across the country and, in terms of absolute numbers, are not concentrated in any particular region. Various groups are included under the general heading of Roma/Gypsy, such as 'Roma' who live predominantly in Eastern Thrace, 'Teber/Abdal' who live across Anatolia and 'Poşa' who live in north-east Anatolia, Çankırı, Kastamonu and Sinop. While there are various Roma languages such as 'Romani' (an Indo-European language spoken by the Roma) and 'Abdilti' (an Altaic language spoken by the Teber), the mother tongue for the majority of Roma has become Turkish. A recent study shows that there are around 2 million Roma in Turkey. According to one researcher, who has identified 70 Roma neighbourhoods in Istanbul alone, the real number may be as high as 5 million, as most Roma live in overcrowded households and many do not have identity cards. The vast majority of Roma are Muslim (nearly half Sunni and half Alevi), while there are a small number of Rum Orthodox Roma, as well as a small but increasing number of Protestants who have converted from Islam in the last decade.

Ethnicity and History:

Novels, no official figure on the number of Roma living in Turkey. Different sources are figures ranging from 500 thousand to 2 million. However, according to estimates, 20 thousand Roma are still nomadic life continues. It is estimated that approximately 100 thousand Roma population record. Almost all the provinces of Turkey, the vast majority of people of Roma origin who live in Istanbul, Edirne, Istanbul, Bursa and Sakarya living. Roma living in Turkey, Dom, Lom and Roma ethnicity is. Gypsy in different regions, in Karachi, Elekçi, Mirtip, Abdal and most widely used of which is called by different names like Dom Gypsies'. Currently, there are groups that define themselves as Gypsies rather than Roman.

Language:

Romani, spoken in all countries where the Gypsies, but it varies a lot from region to region. Many Gypsies began to speak the language of the country they live to forget. This language belongs to the Indo-European language family and Gypsies originated in India because they are closely related to Indian languages.

The greatest feature of Gypsies, where the circle is common languages Turkish, Serbian and Albanian, is intensively affected.

Especially in terms of the existence of Yugoslavia, during the reign of the Serbian- Croatian experienced quite a big impact. This effect is seen in part in syntax.

Education

The case of Roma children

Roma children are also disadvantaged in their access to education in Turkey. Aydın Elbasan, a Roma dance teacher and head of the Istanbul Association for Development of Roma Culture, states that the main reasons for this are accessibility (since there are not enough schools in Roma neighbourhoods) and financial reasons, but also lack of role models for Roma children and lack of trust of their parents in the benefits of education. Roma attitudes to female education can result in girls not being sent to schools in favour of boys. Erdinç Çekiç, President of the Edirne Association for Research and Development of Roma Culture, Assistance and Solidarity, states that 95 per cent of Roma kids in Edirne go to school but many boys drop out in order to work and contribute to the family budget. He adds that each year 15–20 early marriages are held in the Roma community from Edirne, which means the end of education for both sides.

In Istanbul the situation is similar. A Roma activist states that all Roma from Sulukule, a historical Roma neighbourhood, send their children to schools but stop after the third grade as many cannot afford the expense and need their children to work and contribute to the family's income. Aydın Elbasan met a 7-year-old girl who was good at school but did not attend classes on Fridays as she had to beg in front of mosques during the 'Friday prayers'. Another Roma activist states that the general approach towards Roma and the prejudices they encounter at school also affect their studying. A school teacher states that the special care and involvement with parents necessary for many Roma kids is often neglected by teachers and school managers, contributing to dropouts. Luckily, some school principals and teachers pay special attention to Roma kids, as in Edirne where one principal visits families to convince them to send their children to school.

Employment:

Traditional gypsy profession in general forging, blacksmith, coppersmith, tinsmith, basketry, elekçilik, gold trustee, seislik, healing, divination, bear oynatıcılığı, acrobats, musicians, çengilik, peddler, shipbuilding, carving, mining, healing, and begging in the form of priesthood possible to sort.

Today, however, some gypsy professions disappeared under the changing conditions is observed. For instance, tinsmith, coppersmith, healing began to disappear as the branches to keep up with the times. However, in the spirit of wandering gypsy biraşlardan profession, that is. Again, blacksmith, tinsmith, coppersmith spirit of nomadism has served for many years as the professions. Nowadays, especially they are working in these work area; peddler and fortunetelling

SECTION TWO

Propose solutions for problems faced by children of Roma origin are just a few:

The problem of absenteeism and lack of parental involvement

Absences cause of the problem, in general running of Roma children at a young age. Roma families doesn't send their children to school. Senders to only send their literacy learning. This is mainly based on two reasons: first, economic failure, the second one despair for the future of families. Families with children get an education and profession, respected individuals do not believe they can be.

The problem of socialization of children

Spend a large portion of their time on the streets or children of Roma origin. As a result, most of the children have difficulty in adapting to school, but it also increases the street environment as individuals, can-do spirit. Roma people in certain parts of the city have the property of the collective residential of Roma / Gypsy origin observed in the students congregate at certain schools. Therefore, the kids can carry their own culture, easily to school.

In this case, although they had been assigned many teachers in these schools to know the structure of the school and the students resort to various means to avoid the task. A large number of Roma living in Turkey and intertwined with each other, creating a vicious circle affected by issues of social exclusion and extreme poverty. The main problems identified unhealthy environmental conditions, and the lack of security of tenure. There is none Roma access to employment or social security in general, on a regular basis.

Among the reasons for this exclusion, low educational level, business

Lack of skills needed in the market, together with the decline of traditional occupations are prejudice and discrimination.

SECTION THREE

Will be selected are likely mentee candidates who is exposed to social exclusion. Social exclusion “pushing the edge of society, certain individuals, poverty or basic lifelong learning, as well as the lack of competence or discrimination because of deals participatory process, you could not be perceived as “.

This is them employment, income generation and education, as well as deals and events, participation in social and community networks out. They need a mentor’s experiences. Of course this mentör shoud be in same origin for sympathize with them. So will be chosen mentor candidates who are Roman origin.



SECTION FOUR

The European Roma Rights Centre (ERRC)

The European Roma Rights Centre (ERRC) is an international public interest law organisation working to combat anti-Romani racism and human rights abuse of Roma through strategic litigation, research and policy development, advocacy and human rights education.

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Web: <http://www.errc.org>

The European Roma Information Office (ERIO)

Çingeneyiz.org is the web page of people who identify themselves as Gypsy or who are identified as Gypsy. People who are descendants of peripatetic (commercial nomads) ancestors and identified as Gypsy could express themselves under the roof of Çingeneyiz.org. The main reason for being of Çingeneyiz.org team is to be voice of people who are identified as Gypsy and who face discrimination because of being identified as Gypsy regardless of language they speak or their historical motherland.

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Helsinki Citizens' Assembly

The Helsinki Citizens' Assembly Network, which laid the foundation for hCa Turkey and which is described as an international working conference, is an intersocietal cooperation and connection network working in the fields of international law, peace and human rights.

The Helsinki Citizens' Assembly Network was established in October, 1990, in Prague, by some one thousand representatives from non-governmental organizations who were actively working during the 1980's for an unified, demilitarized and extended Europe.

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Çingeneyiz.org

Çingeneyiz.org is the web page of people who identify themselves as Gypsy or who are identified as Gypsy. People who are descendants of peripatetic (commercial nomads) ancestors and identified as Gypsy could express themselves under the roof of Çingeneyiz.org. The main reason for being of Çingeneyiz.org team is to be voice of people who are identified as Gypsy and who face discrimination because of being identified as Gypsy regardless of language they speak or their historical motherland.

Web: <http://www.cingeneyiz.org>

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Kimse Yok Mu Association

- To build a more comfortable, serene and peaceful world while fighting poverty and attempting to eliminate social inequalities;
- To encourage our society to be more understanding and engaging with the notion of 'Humanitarian Aide';
- To protect innocent people in war-torn areas;
- And to accept and help people from all races, ages, religions, and social statuses in order to spread kindness around the world and to create and follow social support models

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SECTION FIVE

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- Introduction
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- Geographic and demographic characteristics of the target group
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SECTION ONE

Introduction

The main aim of this need analysis is to describe the current situation of migrants in Italy and in Sicily in order to identify the target group (mentors and mentees) of TANDEM NOW project and their specific situation.

This need analysis outlines the different cultural norms and values in each ethnic group in Sicily, providing a framework of what is happening in these specific communities, highlighting the challenges and problems of migrants and ethnic minorities. Analyzing the current situation we can find the needs of the mentors and mentees in relation to the Blended-Mentoring programme for TN project.

Identification of Target group

The target group of the TN project is:

10 mentors– adult people/gender balance with a migrant background who operate as a role-model due to their success and career history;

10 mentees– migrant youth(18-25 years old) from ethnic minorities who don't have role models throughout their vocational career.

In Sicily 2,8% of the population are foreign citizens. In Palermo (capital of the Sicily) migrants are the 6,8% of the population. The most numerous ethnic groups in Sicily are:

Tamil

Bangladeshi

Ghanaian

Tunisian

According to the requirements of Sicilian labor market situation the sectors where “blended-mentoring” will be tested are:

VET& Education

Social Sector & no-profit

SMEs

These sectors are in increasing in the island, and more people both Italians and migrants are working in this fields.

SECTION TWO

Geographic and demographic characteristics of the target population

Italy used to be a country of mass emigration from the late 19th century until the 1970s. As a result of the profound economic and social changes induced by postwar industrialization, including low birth rates, an aging population and thus a shrinking workforce, during the 1980s Italy became to attract rising flows of foreign migrants. Italy remains a major new country of labor migration and asylum.

According to the latest Istat demographic balance (December 31, 2012) in Italy 7,4% (4.387.721) of population are migrants.

While EU law slightly improved Italian anti-discrimination laws, equality policies remain the weakest in Europe. Government is inactive on voting rights and citizenship reform, compared to other new immigration countries.

The most numerous ethnic groups in Italy are Moroccan, Albanian, Chinese, Ukrainian, Filipino. In the last year foreign population is increases above +8,2%.

The South of Italy, in particular Sicily has become for North African migrants Europe's first port of call.

In Sicily 2,8% of the population are foreign citizens. In Palermo (capital of the Sicily) migrants are the 6,8% of the population.

The most relevant ethnic groups are:

Tamil

Bangladeshi

Ghanaian

Tunisian

Cultural norms and values of each ethnic group

Tamil

Tamil people are a Dravidian ethnic group, they are native to India, Sri Lanka and early inhabitants Maldives. In Palermo there are Sri Lanka Tamil who have fled their country since the 1980's because of civil war. They are the biggest ethnic group in the capital (5.082 people).

In Tamil people during childhood, important rituals are conducted around culturally significant milestones, such as the first feeding of solid food and the introduction of the letters of the alphabet. The coming of age ritual following a girl's first menstruation is an important marker of her entrance into the adult world, although there is no such similar rite of passage for boys.

As children grow, they are expected to develop a sense of lajjawa, a feeling that combines shyness, shame, modesty, and fear. It is cultivated early in childhood and used to teach self-control, beginning with bowel-control training, which starts at one year, then with weaning and nudity, and later with school performance.

Although mothers perform most of the child rearing, they are more responsible for their daughter's discipline and tend to be more indulgent with their sons. Fathers tend to indulge all of their children under five, at which point they take on a stricter disciplinary role, particularly with their sons whom they are responsible for controlling. Corporal punishment

is quite common, especially from older males to boys.

Bangladeshi

Bangladeshi people begun to migrate in Sicily between the decades 80's and 90's because of disorder and political violence (4.857 people).

In Bangladeshi people children are raised within the extended family and learn early that individual desires are secondary to the needs of the family group. Following orders is expected on the basis of age; an adult or older child's commands must be obeyed as a sign of respect. Child care falls primarily to household women and their daughters. Boys have more latitude for movement outside the household.

Between ages five and ten, boys undergo a circumcision (musulmani), usually during the cool months. There is no comparable ritual for girls, and the menarche is not publicly marked

Ghanaian

Ghanaian people (2.327) have migrated for economic reasons in the 80's.

In Ghanaian culture aunt and uncle have the same responsibilities of parents. As such, children are seen as serving a spiritual function by way of strengthening the link between the living and the dead. Whereas pregnancy is seen as signifying divine blessing, the child is regarded as God's precious gift, "given" through the mediative approval of ancestral spirits. Ghanaian children-culture is a culture that takes shape in shadows far away from the adult gaze, It is a culture that many parents are acutely aware of, even though they cannot access.

Tunisian

Tunisian people (1.819) have fled their country because of political violence. The traditional Tunisian family is patriarchal; education of children is delegated to the mother and grandmother. The children grow up in the domestic harem, sharing rules, rhythms, norms of the extended family.

SECTION THREE

Mentors, Mentees and their Needs

In Palermo migrants live in the center of the town, usually in degraded area in crumbling buildings, most of migrants workers are low-wage with a low qualification. They are particularly concentrated in the manufacturing, agriculture and health and care sectors included domestic services; these sectors have also been especially hit by the current crisis. Such work is characterized by complete absence of protection, exploitation and abuse, and, for migrants, a completely vulnerable dependence on employers for their situation.

Sectors where informal work prevail include agricultural labor, low-skilled construction work, domestic housekeeping and childcare work in private homes, and personal care-taking for aged or ill persons, as well as the sex work field.

The global crisis beginning in late 2007 led to a serious slowdown in world economic activity: the 42% of migrants now are unemployed but “a comparison of trends in employment levels of foreigners and natives shows an important and unexpected feature of the Italian labor market: while native employment has declined substantially since the second quarter 2008, foreign employment has continued to grow, although at a slower pace”¹.

There are several integration barriers for migrants: cultural, linguistic and institutional factors. Immigrant parents often face language barriers and feelings of marginalization and isolation, and as such may be less involved in their children's education and may not seek out important services, such as health care and mental health care. However in Palermo there are various migrants aid organizations and associations that provide medical, mental-health and social services to poor migrants.

Many immigrant children learn Italian more quickly than their parents. In families where children translate and facilitate communication on behalf of their parents, conflicts may emerge as power shifts from the adults to the children. Children may selectively filter the information they share with their parents, and parents may monitor their children less closely. For children born in Italy from immigrant parents is not easy to adopt Italian citizenship for many bureaucratic obstacles.

¹FerruccioPastore and C. Villosio, *Italy and Immigration in Times of Crisis. Laboratorio R. Revelli, Working Paper no. 106*, Torino, Italy, May 2011.

SECTION FOUR

Conclusion

In this context Blended-Mentoring process can have a clear and positive effect on the personal and professional development of the mentee. It involves a commitment to helping mentees develop and progress in their professional field. To do this successfully, a mentor needs to consider the mentee's whole situation, including their personal circumstances and psychosocial factors that may impinge upon their ability to achieve their objectives and progress in their vocational career helping mentees to develop their soft and professional skills.

Mentors advise on issues such as work life balance and understanding the 'culture' of a faculty or university, as well as developing confidence in mentees and building their identity as successful.

Mentor can support the mentee giving him an insight in the job and career, assisting them with practical tips on planning a successful job search strategy; offering advice and guidance with their career thinking and their transition from undergraduate to young professional, developing understanding, skills and problem-solving support; encouraging reflection and recognise and celebrate effective practice; identifying areas for development and improve self-confidence.

The mentoring relationship can be a very powerful positive experience. It enables and develops a greater sense of confidence, enhancing the professional and personal skills of both parties. To make sure the experience/relationship is a success, a number of factors need to be addressed;

mentors can help mentees:

to develop new skills (soft skills, language skills, ICT skills) and take on increased responsibility;

to develop their existing skills and talent through supported;

to identify where unhelpful attitudes are preventing them from succeeding in their roles, so that you can help them deal with this;

provide a more realistic understanding of their career expectations.

Mentors has to be informed about public services, education services, training and counseling services, he has to have a wide knowledge of the current labor market, many contacts with voluntary organizations, links to local authorities, knowledge of job prospects and perspectives and of the Italian immigration law.

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1. Introduction
2. Identification of Target Group: Adolescents from Spain Doing an Apprenticeship in Germany
 - 2.1. Labour market situation in Germany/Spain
3. Challenges faced by the target group
4. Mentors and Mentees and their Needs
5. Services Available for Adolescent from Spain
 - 5.1. Gap in Service Provision
6. Conclusions

Introduction

This report will provide an introduction to the needs of the target group of young unemployed people from Spain doing an apprenticeship in Germany. It will outline their educational background and job opportunities in Spain, special needs and the challenges they face in Germany. The report will then identify the needs of the mentors and mentees in relation to the mentoring programme for the European Project; TANDEM NOW. The services available to the target group will be highlighted and the gap in service provision in relation to the need for this programme will be outlined.

The report aims to provide an overview of both the mentors and mentees needs from the target group from their involvement in the project.

Labour market situation in Germany/Spain

The youth unemployment in Spain is at 56 per cent, in Germany at 7.6 per cent. 883,000 young people in Spain were unemployed in July 2013. The data refer to the age group of under 25. (Source: Statista (<http://de.statista.com/statistik/daten/studie/74795/umfrage/jugendarbeitslosigkeit-in-europa/17.09.2013>))

This is a dramatic situation for young people who are at the beginning of their professional career having little opportunity for a successful job career in their own country. Therefore many young people try to leave Spain in order to find an apprenticeship position in other European countries. A lot of them come to Germany as many training positions remain unfilled due to a lack of suitable applicants. There is a need for qualified workers and apprentices in Germany in sectors like tourism, health, metal and electronic industry, handicraft etc. Due to this fact, there are several initiatives in Germany to attract apprentices from southern Europe in addition to skilled workers.

Germany's Federal Minister of Education and Research Annette Schavan and her Spanish counterpart José Ignacio Wert Ortega signed a cooperation agreement in Stuttgart on 12 July 2012 that will provide the basis for closer cooperation between Germany and Spain in the area of vocational education and training (Source: BiBB. URL: <http://www.bibb.de/en/wlk62776.htm#Top> (25.09.2013)).

The Federal government will also provide a financial support for young people starting an apprenticeship in Germany. The recruitment of apprentices is part of the mobility programme "MobilPro-EU", with which the Federal Government wants to attract also professionals from other countries. The program in the start-up phase takes place nationwide, especially in Baden-Württemberg. Meanwhile there is a memorandum of understanding, in which Germany and Spain commit themselves to bring in more young people in work or training (Source: <http://www.faz.net/aktuell/beruf-chance/arbeitswelt/unbesetzte-lehrstellen-suedeuropaeische-azubis-fuer-deutschland-12189775.html>).

The described situation needs further actions. The target group needs intense and special support to successfully finalise a traineeship in Germany. Therefore BBQ gGmbH will accompany young people from Spain (18-25) doing a traineeship in Germany/Freiburg.

Challenges faced by the target group

The challenges of the target group will be multiple. First of all, they have to reach a certain German language ability in order to start the apprenticeship and to get in daily life in Germany. Therefore the target group is required to start with a German language course already in Spain. Further language courses will follow in Germany with the goal to reach a B2 level according to the European Language Framework. Furthermore, the target group will encounter an unfamiliar cultural context which will cause stress on different levels. The process of acculturation entails learning to deal with a new cultural situation and is according to Berry (1997) a stressful one. The term culture shock was first proposed from Oberg (1960). He reports that culture shock is experienced by people who suddenly transferred abroad. Barry instead speaks of an "acculturation stress".

According to Taft (1977) the challenges are as following:

- Strain due to the adaption efforts on a psychological level
 - A sense of loss and feelings of deprivation in regards to friends, family etc.
 - Being rejected by and/or rejecting members of the new culture
 - Confusion in role, role expectations, values, feelings and self-identity
 - Surprise, anxiety, indignation after becoming aware of the cultural differences
 - Feelings of impotence of not being able to deal with the new environment.
- (Vgl. Yue, Y. & Le, Q. (2012) : From «Cultural Shock» to « ABC Framework » : Development of Intercultural Contact Theory. International Journal of Innovative Interdisciplinary Research. Issue 2. S. 134.)

This leads to the next chapter which will identify the specific needs of the mentees and also of the mentors.

Mentors and Mentees and their Needs

Upon the described challenges of an adaption phase the mentees need to learn culture specific skills, to acquire coping and stress strategies and find a new social identity and therefore need a broad support. Beyond that, they need support in the administrative issue which need to be done when being a newcomer in a new country. E.G. applying for health insurance and government support, registration at the citizen center, finding an accommodation, language course and work placement and/or apprenticeship, opening a bank account etc.. The mentees need to get access to computers and social networking internet sites for planned mentoring sessions.

The mentors being in full time employment will face the issue of time restraint. The number of meetings and the time they can allocate to the programme may depend on the flexibility from their employer allowing them to attend meetings and the mentor training or they may be need to invest free time forced to take time from the annual leave. Furthermore the mentors need to be well prepared for the mentorship and for the specific situation the mentees are facing. This situation requires target group (mentor) specific training.

Services Available for Adolescent from Spain

The following services are available in Germany. There are also services at a local level in different towns around the country. These services provide support, advice, information, and advocacy for adolescence from Spain doing starting an apprenticeship in Germany.

Federal Office for Migration and Refugees

It is an official website from the government which provides information about important issues for daily life in Germany.

Web:http://www.bamf.de/EN/Willkommen/willkommen-node.html;jsessionid=13EE-25746FA666AC3D4733B00EC8B7B5.1_cid368

Dual Vocational Training or Qualified Employment as a Skilled Worker in Germany

The Federal Ministry for Labour and Social Affairs (Bundesministerium für Arbeit und Soziales, BMAS) and the Federal Employment Agency (Bundesagentur für Arbeit, BA) offer the following: The Job of my Life facilitates placement into vocational training or employment in Germany for European citizens.

Web: <http://www.thejobofmylife.de/en/support-programme/for-trainees.html>

Facilitating the Vocational Mobility of Young People Interested in Doing an Apprenticeship and Qualified Jobless Young People from Europe. (Mobi-Pro-EU)

Web: <http://www.foerderdatenbank.de/Foerder-DB/Navigation/Foerderrecherche/suche.html?get=4aa561e46fff16fb87d819d09c769842;views;document&doc=11828>

Agentur für Arbeit Freiburg (Job Agency)

Lehener Str. 77, 79106 Freiburg

Tel: 0800 4 5555 00

Fax: 0761 / 2710499

Registration Office Freiburg

Basler Straße 20, 79100 Freiburg, Phone: 761/ 201-4807

Web: <http://www.freiburg.de/pb/,Lde/205252.html>

Counselling Service for Migrants

<http://www.migrationsberatung-freiburg.de/>

Spanish Culture and Sports Club

Real Freiburg e.V.

Herr Secundino Blanco

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Asociación Goiztiri

Migration Phenomenon in Spain

Due to its location on the Iberian Peninsula, Spain has always been a land of abundant human migrations. But it was especially in the early twenty-first century, when immigration has been more abundant, heterogeneous, and external (other countries). In 2010, 14% of the population was of foreign origin, of which 8.9% were born outside the European Union and 5.1%, in another EU State Member.

According to the Spanish government, 5,598,691 foreign residents were living in Spain in January 2010. Of these, more than a million and half were from Latin America (especially Ecuador, Colombia, Bolivia, Argentina and Brazil). About 75,000 people were Moroccans, while the number of immigrants from the EU amounted to more than 2,000,000 people (especially from Romania, UK, Germany, Italy and Bulgaria). From China it is estimated that immigrated until 2010, 145,425 people (14,531 of them in 2010). Immigrants from sub-Saharan countries of Africa account for 4.08% of total foreign residents in the country.

In 2010 the immigrant population barely grew in Spain. Until 2007 the non-native population in Spain grew at an extraordinary rate of about 550,000 immigrants a year, but the crisis has slowed this progress (400,000 in 2008 to 100,000 in 2009) until 2010, with almost “zero growth”.

Because of the strong immigration that Spain has received from the 1990, there have been relatively large bilingual communities. The most foreign languages spoken in Spain are: Arabic (in 2006 there were 618,332 people registered in Spain of Moroccan, Algerian, Egyptian, Syrian, Lebanese, Jordanian, Tunisian and Iraqi), Romanian (407,159 registered in 2006), English (spoken mainly in the provinces of Malaga and Alicante from the UK citizens), German (spoken mainly in the Balearic and Canary Islands), Berber languages (spoken by 563,012 Moroccans living in Spain), Quechua, (spoken by Peruvians, Ecuadorians and Bolivians), Guarani (spoken mainly by Paraguayans), Portuguese, (spoken by Portuguese immigrants and Brazilian, the census in Spain of these two nationalities account for 153,076 in 2006), Wu language (spoken by most Chinese immigrants in Spain), Bulgarian (there are 101,617 Bulgarians registered in Spain), French and the sub-Saharan African languages among which are widely spoken by the Fula, Wolof, Mandinka and Soninke.

Situation in Basque Country

In Basque Country, the foreign population in 2010 amounted to 179,582 persons, which representing 8.2% of the population. The largest group is people from Latin America, 46.9% of the total. 29.2% of people are from Colombia, Ecuador, Peru, Bolivia and Paraguay. The 8%, are from Venezuela and Dominican Republic. People from Argentina, Chile and Uruguay are the 4.5% of immigrants in Basque Country.

The second largest group is people from countries of the European Union, which represents 22.3%. Of these, almost half come from countries in the Western Area and the other half from Romania and the Eastern Area.

The third largest group is the African population, 21.7% of all of them, 15% come from the Maghreb area.

Status of immigrants in Basque country

Living Conditions

The aim is to provide a glimpse of the lifestyle of the immigrant population in Basque Country. In 2010 through the Survey of the foreign immigrant population residing in the region, it is found that there are a total of 78,392 homes where there are people with foreign origin. In 5,716 of these homes, the persons concerned have obtained Spanish citizenship. Elsewhere, there is at least one person in the home that holds foreign nationality.

Immigrants, especially those from other countries than the EU, perceive less welfare compared to the Spanish population, particularly related to housing issues.

Due to the vulnerability of certain groups of immigrants, social assistance, public and private, are a key resource for their livelihood. If we consider the distribution of public aid related to the place of origin, the beneficiaries are people from other European States not members of the EU, regardless of the type of aid. When immigrants are asked about their lives self-perception, 60% of these population, find themselves in general terms “favored”. Of those who are considered disadvantaged, 29.5% choose the option more moderate, called in the survey as “somewhat disadvantaged.”

About the revenue, between the immigrant populations in the Basque Country, 3.1% receive public assistance. They are people from countries outside the EU who receive the highest percentage of state aid.

Employment opportunities

About 20% of foreigners living in Basque Country are taking Spanish citizenship. Around 99.6% are registered in the community and 82.2% of people have a residence permit (115,838) and working. In December 2011 the data collected on Social Security affiliation by the Spanish Government, shows that are 52,625 immigrant members in the Basque Autonomous Community. They are in the following groups of professionals: general, autonomous, agricultural and domestic workers.

Due to the international economic crisis, unemployment rates have risen most notably in Spain. The Basque Country has been in the beginning of 2012 the largest growth in unemployment in the country, but historically has been a region where unemployment was significantly lower than the national average.

Within the total of 155,867 unemployed Basques, 80,369 women and 75,498 men, more than 21,500 are immigrants, of which nearly half of them, were working in the services sector.

The emergency in finding employment (not only their livelihoods but to retain the authorizations in the case of holders of temporary licenses) obstructs, or impedes, monitoring of training courses to improve employability. The legal reforms throughout this year of employment law, workers can have as main affected those who are in more vulnerable positions, including foreign workers.

Present labor market situation in Spain

In articles about the employment possibilities it is said that veterinarians , mathematicians and lawyers are professional groups that have a higher employment rate.

More than one million people who lost their jobs in the crisis were more than three years searching unsuccessfully for a job. The statistical sources that analyze labor market movements have lately become an inexhaustible torrent of bad news, but good looks, can provide useful information . If you have a friend or family member these days is deciding where to direct their future careers , it is recommend to continue reading because this article will give you some information relevant to respecto.El National Institute of Statistics has released what it calls a subsample of the survey (LFS), which amounts to a detailed analysis of some of the most important underlying trends in the labor market, but which are not part of the traditional structure of the survey.

For example, provides detailed information on activity rates, employment and unemployment by profesionales. Información collective which provides information such as which are the groups that had a higher unemployment rate at the end of 2012.

According to the statistic data , the degrees related to architecture and construction are those that had a higher unemployment rate at the end of last year (24.9%) , followed by activities related to agriculture, livestock and fishing (23.78%) .

Few expectations also offer related disciplines Arts (22.39%) or journalism and communication (20.83 %). To get an accurate composition of place , there are about 90,000 architects and graduates in other disciplines related to construction in Spain who are actively seeking employment , 50,000 professionals from agriculture, livestock and fisheries in the same situation , almost 62,000 32,500 graduates in Arts and and journalists .

Unemployment among computer is also high, at 19.57%, but offer different shades, as it is one of the groups that has one of the highest employment rates (73 %). The EPA says that in the world of animal medicine. Nine out of ten veterinarians who want to work can do so , a rate that is well above the mathematicians (75 %), lawyers (73 %), doctors and biologists (73 %) or computer (73 %), which are the seq.

Find a niche activity that offers prospects has become a major issue , particularly for younger suffering an unemployment rate of 57%, according to the latest data from INE.

The stagnation of the labor market is unprecedented. The subsample of the EPA provides a data especially demoledor.Más a million people who lost their jobs during the crisis , namely 1.0473 million, accumulated over three years without finding a job , as which is the most extreme version of the long-term unemployed.

The data is particularly serious because the speed at which this figure is increasing has accelerated. In 2011 they were in that situation 704 900 people , which means that in just 12 months this figure has increased by almost 50 %.

Training opportunities for immigrant population

The training or educational level of people who have immigrated to Basque Country, both European countries, including non-members.

Data collected in 2010: Illiterate: 62, Primary: 20,304, Secondary: 5,159 (2,692 men, 2467 women), Professional Training: 1,475 (Men 782 and Women 693), Upper middle: 2,074 (Men 915, women 1,159), Superior: 2,448 (Men 1,156, 1,292 women). Total: 43.7401 people.

We note that the numbers of men and women are well matched. The most notable differences are found in the Higher Secondary Education or Higher, where women are more than men.

In terms of training opportunities for adult immigrants, and in cases in which there is complete secondary education may enroll in the courses offered by the EPA (Adult Education) and/or opt to get the title that offers the CBAD (Center for Distance Education). In the first appeal in fact, offer further courses of Castilian which are the gateway in order to pursue the formation of secondary education for adults

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Verein Multikulturell

Current situation / development

The Austrian society is aging as most of the others in Europe. As a result the care and nursing sector is among the fastest growing occupations. It is with a predicted increase of about 40.1 jobs (growing of employment from 2010 until 2016) the top of the leading sectors in Austria.

Regarding our target groups (mentors and mentees with migrant background) another factor comes into play and becomes important:

Migrants nowadays tend to stay in Austria even after their retirement opposed to the situation years ago, as they tended to return to their home countries after several years of work or their retirement.

That means that in contrary to the past decades there are more and more elderly migrants living in Austria.

So far, those elder people are cared in their families. This is resulting from their cultural background, which means to respect and care for their family members.

Due to changing family structures (more women at work, smaller families, smaller homes, ...) also for migrant families it becomes increasingly difficult to cover all the necessary tasks in order to look after care-dependent relatives.

In future, these families will be dependent on the assistance of qualified institutions:

- Local institutions providing nursing and general assistance at home (in Tyrol provided by the Gesundheits- und Sozialsprengel)
- Organisations providing care and attention around the clock
- Retirement homes
- Care homes

In order to be able to provide care and attention with respect to their special cultural background and by this help those elder people to feel comfortable, it is necessary that carers and nurses have the same background and speak the same language.

There are carers and nurses of different backgrounds working in Austria – but we are lacking carers and nurses of Turkish origin – especially outside hospitals.

TANDEM NOW response

Therefore we will focus on mentors from these fields who are able to give young migrants an in-depth look. We will empower the potential mentors in training sessions and provide them with all the necessary information regarding mentoring, nursing and caring sector, relevant institutions for training and further education.

In the next step we will address young people with migrant background and inform them about the future perspectives in this professional field (ambulance services, social and health services, caring, nursing, home care, domestic help).

With the assistance of the mentors they will get valuable inside in the daily routines, the educational path and opportunities for advancement.

Description of the target groups (mentors and mentees) in Austria and their specific contexts

Mentors:

- People with migrant background
- Successful in their job
- Prepared to share with young people their experiences regarding education and professional training
- Especially coming from the major migrant groups (Turkey, Bosnia, Serbia, Croatia)
- Female mentors are very important

Requirements:

- Information pool including
- Information about future-oriented vocational fields
- Information on respective learning and training paths
- Legal regulations
- Link list containing
- Counselling organisations
- Placement centres
- Institutions in charge for recognitions / nostrifications

Mentees:

- Young people with migrant background (especially from Turkey, Bosnia, Serbia, Croatia)
- Age 17 to 25
- In the phase of career orientation
- Searching for alternative opportunities (careers)
- Interested in running through a mentoring process

Specifics of these migrant groups:

For mentors as well as mentees the process of the TANDEM NOW blended mentoring has to be clear – also with the scope allowing their own – individual – adjustments. They have to prepare and sign an individual agreement, in the sense of putting down their individual process envisaged.

Contact Details



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