



"Cesta k sociálnej integrácii"

ALMA-DC 2. nadnárodné stretnutie

2. nadnárodné stretnutie v rámci **multilaterálneho projektu ALMA-DC (podprogram PCV Grundtvig)** sa uskutočnilo v Ostrave, Česká republika, v termíne od 15. do 18. júna 2011. Boli zastúpené všetky partnerské krajiny a všetky úlohy a činnosti boli realizované v súlade s programom. Partneri analyzovali súčasný stav implementácie projektu a stanovili nové ciele pre nadchádzajúce mesiace pred 3. nadnárodným stretnutím.



www.alma-dc.eu

SUMÁR Z GRÉCKEJ NÁRODNEJ SPRÁVY SPRACOVANEJ SPOLOČNOSŤOU EPICENTRE S.A.

Prieskum bol uskutočnený na ostrove Syros, ktorý patrí k súostrovu Kyklady v Egejskom mori v Grécku, a to v období od 1. februára do 25. apríla 2011 spoločnosťou EPICENTRE S.A. Podľa výsledkov prieskumu, ktorého sa zúčastnilo 30 miestnych a regionálnych firiem a 50 žien z Albánska žijúcich v Grécku, existuje veľký nesúlad medzi vzdelávacími potrebami, ktoré majú firmy voči personálu,

a skutočnými kompetenciami imigrantov.

Vzdelávanie vo firmách

Veľmi malé percento podnikov - 17%- svojim zamestnancom ponúka oficiálne vzdelávanie, zatiaľ čo významných 83% uvádza, že na vzdelávanie, ktoré ponúkajú, nadväzuje výučba v praxi; noví a neskúsení zamestnanci, ktorí do spoločnosti prichádzajú, pracujú na určitú dobu pod dozorom skúsenejších a až potom im je daná plná zodpovednosť v rámci daného sektoru. Tento proces je bežnou

praxou u sekundárnych pozícií v podnikoch a hoteloch.

Podniky, ktoré ponúkajú školenia svojmu personálu, sa zúčastňujú na národných vzdelávacích aktivitách, ktoré organizujú miestne odborné školiace inštitúcie. Vzdelávacie programy trvajú od 20 do 50 hodín a sú financované z národných či regionálnych fondov. Účastníci školení navštevujú tieto semináre mimo pracovnej doby a najčastejšie počas víkendov. Účastníci vzdelávania za svoju účasť dostávajú zaplatené, pokiaľ absolvujú najmenej 90% z celkového

počtu hodín, po úspešnom zvládnutí záverečných skúšok obdržia certifikát o absolvovaní seminára..

Hlavným dôvodom pre umožnenie vzdelávania zamestnancov je predovšetkým využitie možností, ktoré ponúka miestny a regionálny trh práce, teda financovanie či spolufinancovanie vzdelávacích seminárov. Rovnako významným dôvodom je rozvíjanie a rozširovanie kompetencií zamestnancov. Reakcie na politiku firmy, ktorá spočíva v pomoci zamestnancov zlepšovať svoje pracovné profily, je ďalšou príčinou pre rozhodnutie firiem vzdelávať svojich zamestnancov. Avšak základným dôvodom, ktorý bol zistený počas rozhovorov so zástupcami firiem, je súčasný tlak dopytu na trhu práce, ktorý je ďaleko intenzívnejší ako v minulosti. Firmy si uvedomujú, že nesmú zaostávať za rapidnými zmenami, obzvlášť v sektore výroby (nové vybavenie) a v službách (nové politiky a postupy).

Metodológia používaná pri vzdelávacích aktivitách obsahuje najčastejšie prednášky, používanie počítača či kombinácie rôznych metód (prierezová metodológia), všetko podporené pracovnou praxou, ktorá je považovaná za najdôležitejšiu časť školenia. On-line metodológia sa pri vzdelávaní nepoužíva.

Celkom 196 zamestnancov, predovšetkým najväčších firiem, ktorí sa prieskumu zúčastnili, navštevovali vzdelávacie semináre. Podiel

mužov je skoro dvojnásobný ako podiel žien. **Medzi účastníkmi vzdelávacích akcií nebol ani jeden imigrant, a to z dôvodu veľmi nízkej úrovne znalosti gréckeho jazyka na to, aby mohli kurz navštevovať.**

NÁBOR ŽIEN- MIGRANTIEK

22% firiem uvádza, že by ženy migrantky zamestnali, zatiaľ čo alarmujúcich 78% podnikov sa k tejto otázke vyjadrilo jasne negatívne. Prvá skupina firiem odpovedá, že migrantky majúce požadované kompetencie môžu byť v skupine ich potenciálnych zamestnancov, zatiaľ čo druhá skupina firiem uvádza, že o tejto možnosti neuvažuje z toho dôvodu, že imigrantom chýba veľa kompetencií a investovanie času i peňazí do ich vzdelávania by bolo pre firmu kontraproduktívne. Zároveň ale dodávajú, že pokiaľ by migranti požadované kompetencie mali, firma by nemala dôvod ich odmietť.

ZRUČNOSTI/KOMPETENCIE

a. Jazykové kompetencie

Oslovené migrantky uvádzajú, že dostatočne nerozumejú gréckemu jazyku, čo predstavuje mnoho prekážok pri hľadaní zamestnania. Schopnosť rozumieť a rozprávať po grécky je na veľmi nízkej úrovni, na úrovni „prežitia“. Migrantky nie sú schopné si prečítať noviny, a tak nemajú prístup k informáciám, ktoré poskytujú

miestne komunity a nemôžu sa teda zúčastniť vzdelávacích seminárov. Situácia je ale iná u migrantiek, ktoré žijú v Grécku už dlhšiu dobu; tie sú schopné komunikovať a rozumieť mnohým zložitejším obsahom, ale s písaním problému stále majú. V pracovnom prostredí komunikujú na nízkej úrovni gréckeho jazyka, zatiaľ čo kedykoľvek sú svojimi príbuznými či kolegami z krajiny svojho pôvodu, hovoria rodným jazykom.

b. Vzdelávanie v jazykových zručnostiach

Iba 21% oslovených imigrantov sa zúčastnilo vzdelávania zameraného na grécky jazyk, zatiaľ čo významné percento (49%) sa nijakého školenia nezúčastnilo z dôvodu chýbajúcich dokumentov z Imigračného úradu (nelegálny vstup) a ďalších 30% kvôli neschopnosti čítať oznámenia o realizovaných akciách v miestnych novinách (jazyková bariéra).

c. IT zručnosti

11% migrantiek počítač užíva (ovláda Word) a 39% ovláda prácu s PC, ale keďže pracujú celý deň, pre túto činnosť nemajú čas. 25% pracovať s počítačom neovláda. 12% komunikuje so svojimi rodinnými príslušníkmi v zahraničí (Skype, prístup na internet, Facebook) a 13% sa naučilo používať počítač od svojich detí, ktoré študujú na

gréckej škole (Word, prístup na internet). Čo sa týka ďalších technologických pokrokov, pre komunikáciu sú používané mobilné telefóny, ale žiadne iné zariadenia. Na otázku, či boli niekedy preškolení v ICT zariadeniach, všetci uviedli, že nie. Prejavili však ochot

tu sa takto zameraného vzdelávania zúčastniť, pokiaľ by na to mali nárok .

d. Odborné vzdelávanie

Pri hľadaní príležitostí odborného vzdelávania a jeho financovania sa migrantky častejšie obracajú na svojich priateľov (30%) a me-

nej potom na úrady práce (23%). Oslovujú taktiež vzdelávacie organizácie (31%) a charity (13%), ale vôbec nevyhľadávajú rady konzultantov či vládnych oddelení, teda zdroje, ktoré by im mohli poskytnúť spoľahlivé informácie a rady ohľadom procedúry účasti vo vzdelávaní. Malé percento

ALMA-DC: SUMÁR Z ČESKEJ NÁRODNEJ SPRÁVY SPRACOVANEJ SPOLOČNOSŤOU ATHENA

The survey was conducted in Osrava, Czech Republic. Within the period from 1st February until 31st March we handed out the questionnaires to SMEs and to Roma women. We received back 50 questionnaires from Roma women and 30 questionnaires from representatives of SMEs. The data analysis was based on the feedback indicators which reflected the incompatibility of demand and supply in the labour market. The most interesting and important conclusions found out in Czech Republic:

Employment of Roma women is very low.

The jobs which will be offered in the future are mostly in production (30%) or administration (25%). Administration jobs are unlikely to be offered to our target groups as tertiary education is required and for the TGs this is not common at all. There is a possibility, though, to be employed in the production sector as there are no high educational requirements.

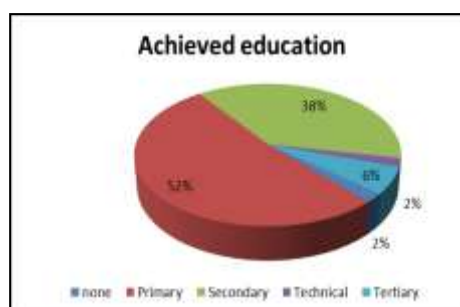
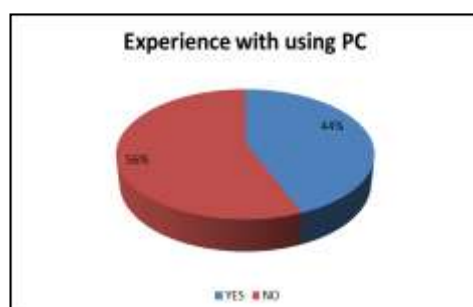
Based on the answers of the TG it seems that there is not significant interest in training, education or any form of development.

Even though the minority is fluent in the national language of the country, integration into the society seems to be not feasible as the women from the TG don't even know if there are some places for integration in their surroundings and they don't attend public events nor participate in any clubs very often (80% of women).

· *The difference between the opinions of enterprises and the TG is visible in evaluating the importance of the particular required competences and skills. While enterprises evaluate the most of them as very important, the TG considers the most competences to be just important.*

· *Both enterprises and the TG think that the major barriers to enter the labour market are the educational achievements and qualifications*

Even though 60% of the companies organise the trainings, the participation of the target group is minor; only 60% are willing to employ them because the rest agreed on the major obstacle of the TG – missing qualification. This fact is also confirmed by the educational background or the women's lack of or limited experience with ICT devices..



ALMA-DC: EXTRACT FROM THE ROMANIAN NATIONAL REPORT by 'GIE'

The survey was performed by the Group for European Integration (GIE) in the Argeş County (Romania). During February-March 2011 GIE has applied 53 questionnaires to enterprises of which it received back 30 questionnaires filled in and 78 questionnaires to Roma women and got back 50 filled in. The most important and representatives findings of the survey are:

About the number (percentage) of Roma women employed in their company, either all enterprises indicated "zero", or they have preferred not to respond.

Regarding the number of Roma women participating in training activities only few enterprises answered (and the answer was no Roma women attend training), while the majority of them preferred not to respond.

Almost 2/3 of the employees participating in training activities are women (69,7%).

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Regarding the barriers in employing Roma women the distribution of the answers is:

Lack of Educational achievements/ qualifications - 100%

Lack of Language skills - 50%

Lack of IT skills -36%

Lack of Intercultural skills - 36%

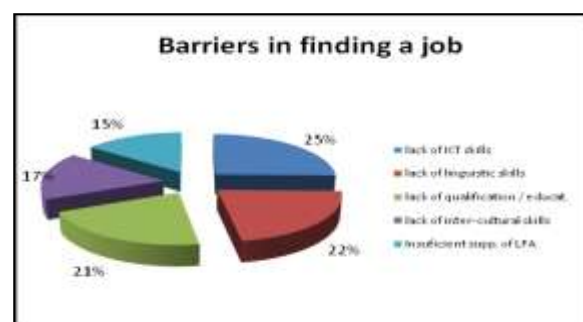
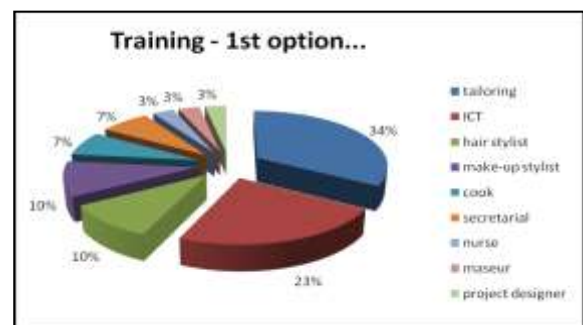
These results show that for the employers, the educational achievements and the professional qualification is the most important factor.

Approx. 80% of the enterprises answered they would agree to employ Roma women but only 20% really did it! This result puts a question mark upon the honesty of the answers and speaks about a still existing mentality vis-a-vis of "working with Roma".

A high majority of interviewed Roma women has primary and secondary education (27% +38%), while only 14% of the respondents have tertiary studies.

Two-thirds of the interviewees are unemployed (66%). Those who have currently a job work in the car-producing industry, village city halls, kindergartens or NGOs (NGOs and private companies are first place on top).

Another proof of the fact that there is a need of consultancy and training for Roma women in order to integrate them is given by the 72% of women that did not apply for a job in Romania and 86% of women who do not know about the general regulations of applying for a job.



ALMA-DC: EXTRACT FROM THE SPANISH NATIONAL REPORT by 'INVESLAN'

In the framework of ALMA-DC project, between January and April 2011, we implemented a survey to detect the needs of both companies and Latin American migrant women regarding to labour market. The survey evaluated different topics, all of them related to the employability as follows: companies' forecast about new jobs, relevant skills and competences for labour market, migrant women training needs and their opportunities in the labour market.

Here you can find the most relevant conclusions obtained in Spain.

In the next year, companies expect to create more jobs in production area. These jobs will not require high – medium qualified workers and the lack of professional experience, even if recommendable, will not be a barrier to cover these new jobs.

Companies usually organise training activities for their employees, but migrant women on the whole only represent the 5% of the total.

Regarding the recruitment of migrant women there is not any difference between recruiting migrant women and recruiting national women. They have the same opportunities to find a job if they have the experience and fulfil the job requirements.

However, companies know that there are some barriers that hinder the labour integration of this group such as the lack of qualifications and socio-cultural skills.

Currently, the unemployed rate of migrant women is lower than the same data for Spain, and even they work in more qualified jobs but they never worked in a job according to their qualifications.

In general the migrant women have a high level of qualification in ICT based devices. They use these types of devices for working and for personal purpose and besides the per-

sonal computer they use other basic devices of ICT technologies such as mobile devices: smartphones, iPhones, etc.

For both companies and migrant women the most relevant skills for their integration in the labour market are working in group, problem solving, professional experience, certifications, ICT and language skills. Gender, age and personality are not relevant in this area.

Although the participating women have applied for a job in Spain, the 20% of the women don't know the rules that regulate it. So, they usually go to employment agencies to apply for a job.

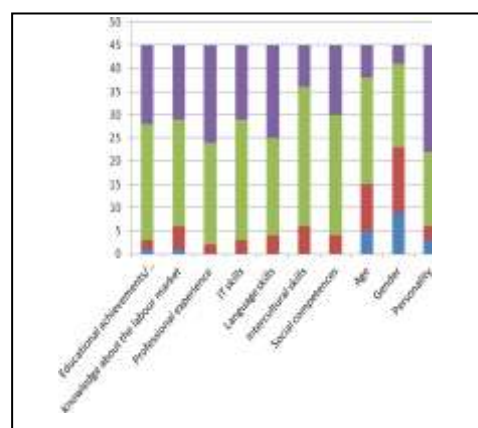
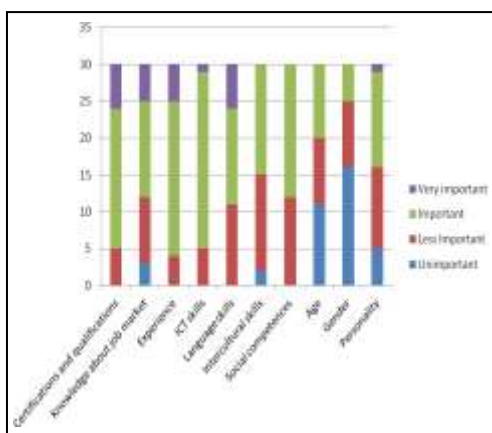
Both employers and migrant women agreed that the barriers that could hinder the employability of these women are the following (among others):

lack of educational qualifications,

lack of language skills,

lack of IT skills,

lack of intercultural skills



ALMA-DC: EXTRACT FROM THE SLOVAKIAN NATIONAL REPORT by 'CEDA'

The questionnaire survey was realised by CEDA, Nitra, Slovakia. Within the period March-April 2011 we received 30 questionnaires from SMEs' and 15 questionnaires from Gypsy women.

The most important facts from the questionnaire survey are:

Unemployment rate of Gypsy women is very high.

Gypsy women are also disproportionately employed in low-qualify jobs in the informal sector.

Most of the SK companies are willing to employ Gypsy women but some of them had negative approach related to employment of Gypsy women and highlighted that Roma employees are unreliable workers without work ethics, discipline and motivation.

Majority of respondents-Gypsy women in Slovakia face difficulties in the labour market.

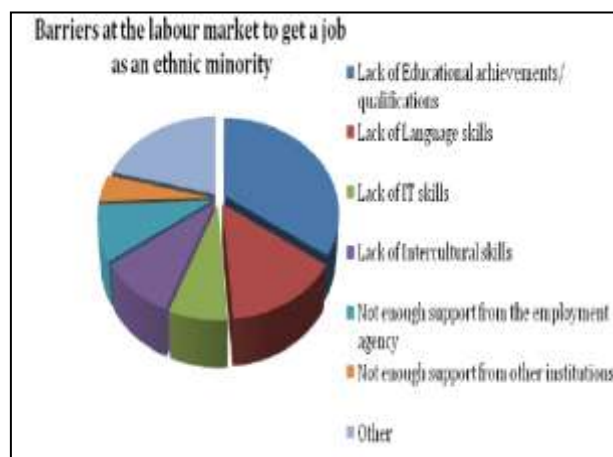
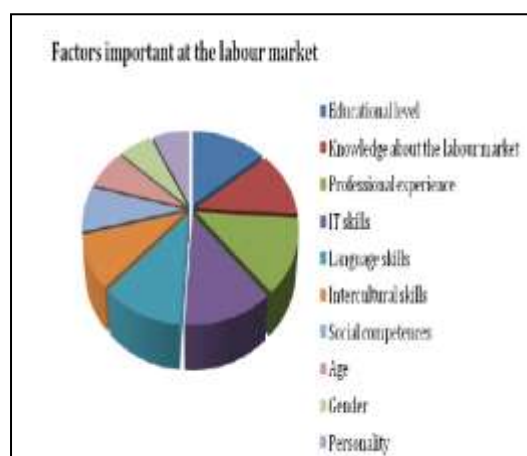
The biggest barriers which Gypsy women have to deal with are low education and qualification level, low skill level, ethnic discrimination.

Many Gypsy women may not connect their employment difficulties to their lack of formal knowledge and

skills.

Despite being aware of their low skill levels, many Gypsy women apparently do not appreciate the importance of education and training to improve their employment prospects.

The participants indicated as the most important factors at the labour market educational level, professional experience, IT skills, and knowledge about the labour market and language skills. However several respondents also indicated gender and age as very important.



ALMA – DC: EXTRACT FROM THE **ITALIAN** NATIONAL REPORT by 'STAFF CONSULT SRL'

The questionnaire survey was **realised** by STAFF CONSULT SRL, Italy. During February-April 2011 we received 30 questionnaires from SMEs' and 50 questionnaires from female migrants.

The most relevant conclusions obtained in Italy:

the companies intend to offer work positions in the near future 40% in Manufacturing, 15% in Administration, 20% in Marketing, and 25% in Management.

- 50% of the companies require work experience 1-3 years, 40% 3-5 years and 10% less than 1 year. 40% of the companies require ability to work in teams, 20% require ability in problem-solving, 20% ability in processing and the remaining 20% in communication skills.

50% of the companies interviewed have employed migrant women over the last 3-5 years, while in 95% of the cases, companies would be willing to offer work to migrants and women only by 5%.

However, companies know that there are some barriers that hinder the labour integration of this **group** **such** as the lack of **qualifications** and socio-cultural skills.

Barriers to employ migrant women identified by enterprises are by 50% related to language skills, by 40% related to lack of qualifications and skills, by 7% related to lack of computing skills and only by 3% to intercultural weaknesses.

- Professional experience is very important to 70% of them, important to 25%, and unimportant to 5%.

Computer skills are very important to 15% of them, and important to 85%.

Again:

Regarding the findings among the migrant women:

- The survey found out that 36% of the respondents have had technical study, while 20% have attended primary school, 24% have attended a school and 20% have a university degree.

- 58% of them are employed, **while** 42% have no stable jobs but they are doing some "work" not quite regular.

- Their knowledge of the Italian language is generally sufficient; in fact 47% say they "understand everything that people say", 39% of them **say** that "they understand the people but with difficulty", **and** 14% that they "understand the people but with great difficulty".

- 30% of the respondents have no **competences** in the use of PC, 60% of them have basic skills, and only 10% have intermediate skills.

ALMA-DC: EXTRACT FROM THE GERMAN NATIONAL REPORT by IBS GmbH

The survey was conducted with migrants in the south of Brandenburg, Germany, and enterprises in whole Germany.

Within the period from 1st February until 31st May 2011 IBS handed out the questionnaires to migrant women and sent an email and the link to the online-questionnaire to enterprises.

50 migrants were contacted and 26 filled in the questionnaire. 50 Manager/ Human Resource Managers were asked to participate in the survey. Seven companies filled out the questionnaire.

The conclusions are based on the **statistical** data from “IBA” and the feedback of the surveys reflects the current incompatibility of demand and supply in the labour market.

The most interesting and important conclusions found out in Germany **are as follows:**

In 2004 the unemployment rate of late repatriates with no college degree or a university degree was over 40% and with a college degree about 30%.

85% of the respondents are unemployed. 4 of them have a part-time job, attend re-training or study.

The jobs which will be offered in the future **by SMEs** are mostly in administration, trade, production as well as in health care for skilled workers and professionals.

Both the enterprises and the TG think that the major barriers for entrance to the labour market are the lack of educational achievements, qualifications and language skills.

The TG would like to attend vocational re-trainings and training courses, especially in the German language and IT skills.

About 50% did not apply for a job in Germany and they do not know about general regulations of applying for a job.

47% of the TG **do** not know anything about **the** general German labour law **or** employment contracts while 43% of them know something, but still have questions.

The participation of the late repatriates in Germany's social life is very rare.

migrantiek, ktoré sa prieskumu zúčastnili, navštívilo odborné vzdelávanie. Iba 6 z nich navštevovalo krátke 20 hodinové školenie v oblasti hotelových služieb a 7 opýtaných 300 hodinové školenie gréckeho jazyka. Školenie bolo organizované odbornými vzdelávacími organizáciami.

e. Budúce vzdelávanie

Migrantky vyjadrili svoj obrovský záujem o jazykové vzdelávanie a základy počítačových znalostí (87%), zatiaľ čo iba 13% neprejavilo žiaden konkrétny záujem. Uviedli, že by boli zamestnané, preferovali by vzdelávanie na pracovisku.