



Heroes and Heroines in youth sport work for inclusion

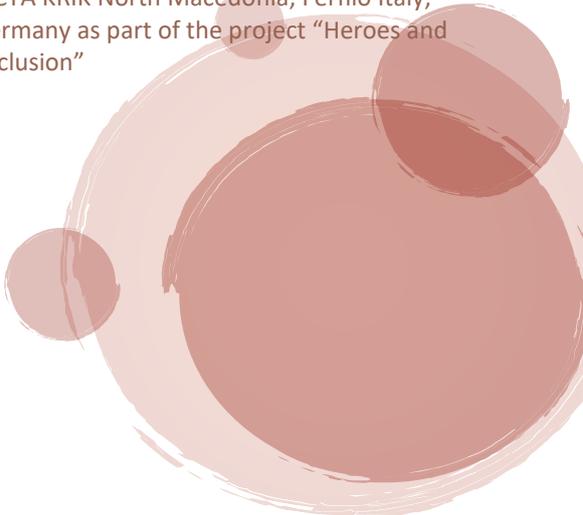
Project Nr: 2018-2-IT03-KA205-013953

Erasmus+ KA 2 Strategic Partnership - Innovation

GENERAL REPORT WITH CONCLUSIONS AND RECOMMENDATION ON STUDY ON SITUATION AND ACTIVITIES OR PROGRAMES FOR INCLUSION OF IMIGRANTS



Made by Center for Youth Activism CYA KRIK North Macedonia, Ferfilò Italy, Realization Croatia and Outreach Germany as part of the project "Heroes and Heroines of Youth Sport Work for Inclusion"



INFO FOR THE PROJECT ACTIVITIES

This project is aimed to target the immigrants, asylum seekers and refugees and the wider community and to improve the quality of life through youth sport activities.

With this project's activities we want the community, youth, youth workers, educators, organizations to be more aware of the immigrants, asylum seekers and refugees and their situation and to enable them to better include the newcomers in their activities. Through the project activities we want to increase all (mainstream and marginalized) youngsters' competences for inclusion and intercultural acceptance of immigrants, asylum seekers and refugees, making more inclusive and sport-friendly activities through the intellectual outputs of this project.

Promoting quality youth work and building the capacities of the youth workers is the other priority. With this project, we are supporting the youth workers in developing and sharing effective methods in reaching out to marginalized young people and including them in everyday life and everyday activities, through enhancing the international dimension of youth (sport) work activities and enhancing the capacity of youth workers and organizations in their support of every young person.

INTELLECTUAL OUTPUTS:

O1 "Study on situation and activities/programs for inclusion of immigrants" will follow the research about the situation of asylum seekers, refugees and immigrants in our countries and existing activities/programs for their inclusion and integration.

O2 "Toolkit: youth workers and inclusion of immigrants" is innovative resource for youth workers to educate, support and mentor both, mainstream youngsters and young immigrants, for inclusion in their community.

O3 "Curriculum: Using sport methods in youth work for inclusion" will enhance the existing youth work training models and curricula with sport methodology and games adapted for the inclusion youth work.

MULTIPLIER EVENTS: National / International conference and workshop "Heroes and heroines of youth sport work for inclusion" in each country. These multiplier events will be conferences inviting youth workers, youth organizations and key stakeholders in the respective country to present them with the project outcomes and engage them in the discussion of the perspectives of youth sport work for inclusion, integration and intercultural acceptance of asylum seekers, refugees and immigrants in their community.

LEARNING TEACHING-TRAINING ACTIVITY: Will support the participating youth workers in developing their competences as youth trainers / educators / providers of non-formal education in delivering trainings for other staff of the youth centres and youth organisations, youth workers, youth leaders and youngsters peer educators on youth sport work for inclusion of immigrants. During the LTTA, youth trainers will have a chance to practice and get feedback on their style and approach as educators. They will be trained to deliver activities in accordance with the intellectual outputs of this project, mainly the Toolkit and the Curriculum.

INFO FOR THE PROJECT PARTNERS

A.S.D. FERFILO ITALY-COORDINATOR

Ferfilò is a not for profit youth association, operating in the local community of Cento, Emilia Romagna county, Italy. Founded by 4 young friends, since 2009 it has been creating and managing activities connected to education, active citizenship and European Mobility. The name comes from a local expression meaning “to speak to each other, to story tell”. Ferfilò has been designing, organizing and managing educational and cultural activities with the aim of creating empowering experiences for a personal and community growth, both at local and European level, fostering the expression of youth creativity and values regarding youth volunteering.

Ferfilò's mission is: “To create new educational points of reference, innovative opportunities to meet and discuss for a common learning and growth through non formal education”. Non formal education (NFE) and experiential learning for youth is the main tool of Ferfilò for dealing with young generations.

In order to reach its mission, Ferfilò has defined 4 objectives:

- 1) To create educational innovation in formal and non formal contexts
- 2) To promote the value of active citizenship starting from young generations
- 3) To create opportunities for volunteering activities and training activities for youth and youth organizations in Italy and abroad through Erasmus+ Key Actions, volunteering work camps and Community service
- 4) To experiment and invest on community innovation, opening to creative contaminations of individuals and groups' creativity for an open access for incubation of ideas.

Ferfilo FB page: <https://www.facebook.com/associazioneferfilo/>

Ferfilo web page: <https://www.ferfilo.com>

CENTER FOR YOUTH ACTIVISM CYA KRIK - NORTH MACEDONIA

Centre for youth activism KRIK is non-governmental, non-profit organization established by young people, led by young people and it works for and with young people. CYA KRIK is established on 11th of November 2012, in Skopje, North Macedonia.

KRIK strives to encourage greater youth participation, youth activism, encourage young people to be more included in the policy making process on local and national level. Krik works on achieving social inclusion and integration of young people with fewer opportunities.

With the activities delivered Krik offer space for social and personal development of young people through different educational activities on local and international level.

Krik is operating daily activities in the youth centre Krikni. The activities in the centre are mostly trainings for young people, workshops, events and social gatherings. The activities are planned monthly according the need of the organizations and the young people.

KRIK FB page: <https://www.facebook.com/CYA.KRIK/>

KRIK web page: <http://krik.org.mk/>

ASSOCIATION FOR IMPROVEMENT OF MODERN LIVING SKILLS REALIZATION - CROATIA

Association for improvement of modern living skills “Realization” aims at and works on:

- encouraging personal development;
- strengthening youth initiatives;
- promotion of non-formal education and lifelong learning of all layers of society;
- promotion of European awareness and European citizenship based on interculturality, democracy, knowledge and dialogue.

Even though Realization is registered in Zagreb, besides the local work in Zagreb, they also work a lot in Metkovic and other rural and smaller urban communities of south Croatia (where the youth unemployment is higher than in Zagreb) as per the strategic plan of the association and special focus on youth work for youth employability and entrepreneurship. Realization is, for several years, implementing workshops for unemployed, with accent on writing CV and motivational letter, how to develop ideas and start enterprise, how to develop creativity and other entrepreneurial skills, how to tackle laws and regulations when starting an enterprise, etc. Realization had implemented workshops and activities for promotion of social entrepreneurship, as a partner on international projects, and also as organiser of workshops on local level, promoting local and international examples of social enterprises and providing mentorship and international networking to interested groups.

Realization was a partner and also applicant and organiser of projects on European level, with partners from EU, Western Balkan countries and countries from Caucasus region. Association “Realization” is a member of an informal European network on social volunteering as tool for inclusion.

Realization FB page: <https://www.facebook.com/AssociationRealization/>

Realization web page: <http://www.udruga-ostvarenje.hr/en/>

OUTREACH HANNOVER EV - GERMANY

Outreach Hannover is non-governmental, not-for-profit association of persons from different countries, different nationalities, both male and female, who have found a common goal that they formed the association around. Its main priorities are promotion of human rights and civil participation, civil activism, youth education and youth work, and promotion of environmental awareness and alternative energy. Outreach Hannover is an association that is focused on promoting youth work and empowering youth workers in the fields of intercultural dialogue and promotion of the culture of acceptance (among mainstream and marginalised youth, with focus on refugees and migrants), social inclusion, and active youth participation through non-formal education and social entrepreneurship. Through Erasmus+ programme, Outreach Hannover has organized several youth mobility projects oriented towards youth work, with main objectives in Intercultural learning and dialogue youth work in local communities, promotion of youth work and activism through social media, youth social entrepreneurship with mainstream and marginalised groups, with special accent on inclusion of refugees and migrants, etc.

Founders and active members of Outreach Hannover have had various and extensive experiences of their own in their countries of origin, as well as Europe wide, as youth workers and firstly participants/volunteers, later taking part in numerous projects as trainers/experts in areas such as: youth work and non-formal education, social entrepreneurship and inclusion, volunteering, intercultural dialogue, inter-religious dialogue EU foundations and values, active citizenship and communication skills, non-violent communication.

Outreach FB page: /

Outreach web page: <http://outreach-hannover.de/>

INFO FOR THE STUDY ON SITUATION AND ACTIVITIES OR PROGRAMS FOR INCLUSION OF IMMIGRANTS

This study was implemented in the period of February till July 2019 in Italy, North Macedonia, Germany and Croatia. The study was implemented by the project partners. The methodology used for the study was consisted of 2 anonymous questionnaire for 2 specific target groups:

-NGOs/institutions operating on local level

The questionnaire for NGOs/institutions is with the focus on the situation of the immigrants, provided activities/programs for immigrants and

-youth workers

The focus of the questionnaire for youth workers is on the needed competences when working with immigrants in the field of youth SPORT work for inclusion.

The questionnaires were made in Google forms and were shared by the project partners to the final target group. The project partners organized different activities in order to reach the target group and gather the needed data. The data were collected and summarized in 4 National Reports (one for each country).

This study follows deep research about the situation with inclusion of migrants, refugees and asylum seekers in Italy, North Macedonia, Croatia and Germany. This research consists good practices, law regulative in different countries, methodology for working with different groups, administrative aspect and security check outs. The youth organizations and youth workers will use this manuals as a resource tool.

The study is made to help and support the following project activities and to improve the current situation of the immigrants, to shape the youth workers with needed competences, skills and activities when working with immigrants and for inclusion of theirs through youth sport work. The study will be useful for organizations which want to provide activities for the target group or to improve the quality of the youth work provided. The general overview of the youth work for inclusion of immigrants on National level will help the organizations and the institutions to establish their needs for assuring quality youth work systems in the future.

Number of questionnaires collected by country		
Country	Questionnaires for youth workers	Questionnaires for NGOs/institutions
Italy	45	30
North Macedonia	51	40
Croatia	44	33
Germany	40	30
Total	180	133

CONCLUSIONS AND RECCOMENDATIONS

With this survey, we had the opportunity to research the possibilities that the institutions and NGOs are providing for immigrants, asylum seekers and refugees

From the results, we can conclude that Germany has the highest number of the target group which are included in the regular activities in the organizations with a percentage of 68% of the organizations which answered the questions. Next in the line with similar number is Italy with 67% of the organizations that have included the target group in their regular activities. Croatia has a number of 53% of the organizations which have include the target group in the activities while Macedonia has the smallest percentage of 14% of the organizations which included the target group in the activities.

Not all NGOs have programs for inclusion of immigrants, asylum seekers or refugees in their regular annual program. When it comes to their regular annual program, the youth organizations which are working with young people with typical development are not including immigrants, asylum seekers or refugees on regular bases in their activities. The priority is to raise the awareness of all the population in Italy, North Macedonia, Germany and Croatia that the immigrants, asylum seekers and refugees need to have equal access to everything as the others.

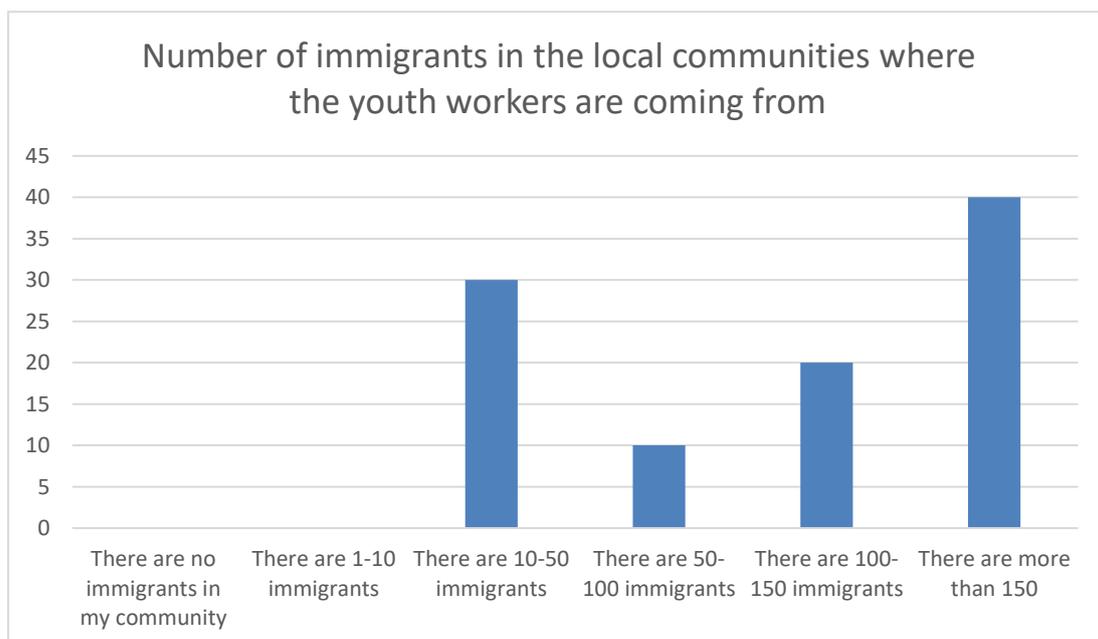
Number of immigrants per country

Number of immigrants per country (by the understanding and knowledge of the representatives of the organizations which answered the questionnaire) is different in each of the countries. From the answers, conclusion can be made that the biggest percentage of the immigrants, asylum seekers and refugees can be found in Germany-

more than 150 people in each of the local community where the youth organizations are active, then Italy - there are from 100 to 150 immigrants in their community, Croatia - that there are from 1 to 50 immigrants in their community and North Macedonia where the biggest percentage of the representatives of the youth organizations considered that there are no immigrants, asylum seekers or refugees in their local community.

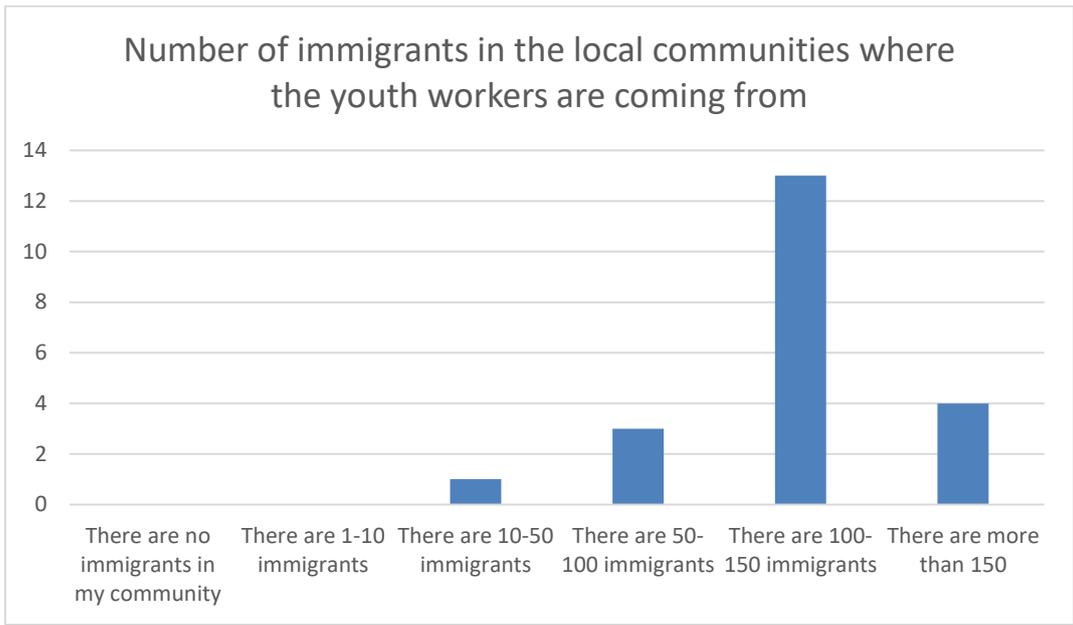
GERMANY

40% (11 organizations) think that there are more than 150 immigrants, refugees and asylum seekers in their local community, 30% (8 organizations) think that there are from 10 to 50 immigrants in their community, 20% (6 organizations) think that there are from 100 to 150 immigrants in their community, 10% (3 organizations) think that there are from 50 to 100 immigrants in their community, 0% (none of the organizations) think that there are no immigrants, refugees and asylum seekers in their local community, 0% (none of the organizations) think that there are from 1 to 10 immigrants in their community.



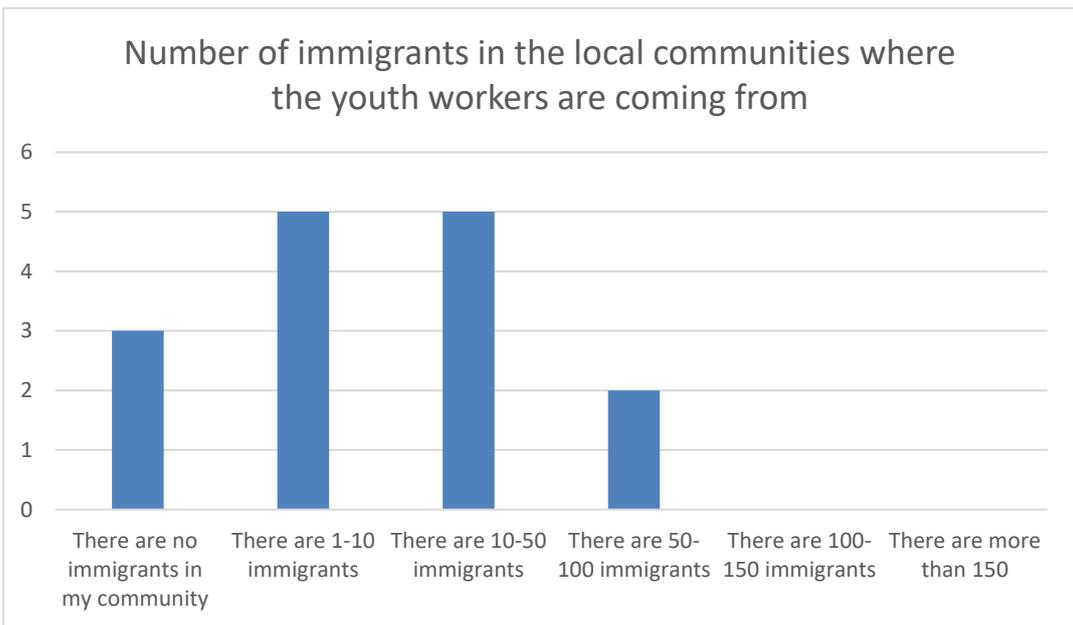
ITALY

62% (13 organizations) think that there are from 100 to 150 immigrants in their community, 19% (4 organizations) think that there are more than 150 immigrants, refugees and asylum seekers in their local community, 14% (3 organizations) think that there are from 50 to 100 immigrants in their community, 5% (1 organization) think that there are from 10 to 50 immigrants in their community, while none of the organizations think that there are from 1 to 10 immigrants in their community or that there are no immigrants, refugees and asylum seekers in their local community.



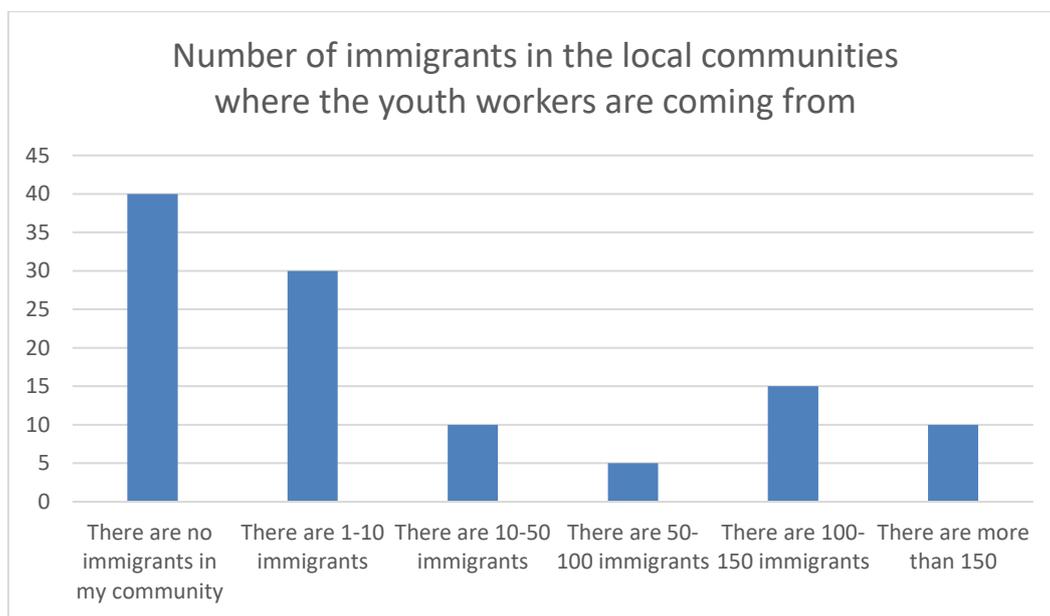
CROATIA

33% (5 organizations) think that there are from 1 to 10 immigrants in their community, also 33% (5 organizations) think that there are from 10 to 50 immigrants in their community, 20% (3 organizations) think that there are no immigrants, refugees and asylum seekers in their local community, 13% (2 organizations) think that there are from 50 to 100 immigrants in their community, while none of the organizations think that there are from 100 to 150 immigrants in their community or that there are more than 150 immigrants, refugees and asylum seekers in their local community.



NORTH MACEDONIA

40% (8 organizations) think that there are no immigrants, refugees and asylum seekers in their local community, 30% (6 organizations) think that there are from 1 to 10 immigrants in their community, 15% (3 organizations) think that there are from 100 to 150 immigrants in their community, 10% (2 organizations) think that there are from 10 to 50 immigrants in their community, 10% (2 organizations) think that there are more than 150 immigrants, refugees and asylum seekers in their local community while the other 5% (1 organization) think that there are from 50 to 100 immigrants in their community.



EXISTENCE OF INTEGRATION/INCLUSION PROGRAMS FOR IMMIGRANTS, ASYLUM SEEKERS OR REFUGEES BY DIFFERENT STAKEHOLDERS IN THE LOCAL COMMUNITY

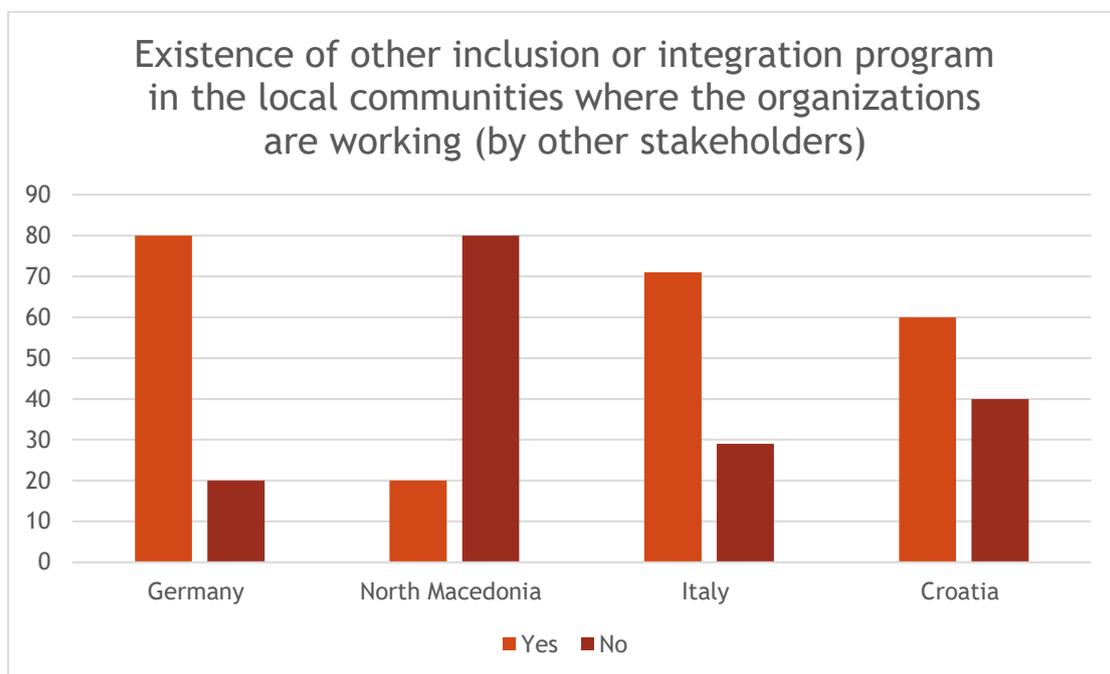
One of the biggest difference between the data collected from the countries is the existence of inclusion or integration programs in the local communities where the NGOs are active provided by other stakeholders.

In Germany, 80% of the representatives of the organizations answered that there are different integration programs in their local communities, while only 20% answered that there are not any integration programs in their communities.

In Italy about existence of inclusive programs 71% are aware of organizations in their local community that implement programs for inclusion of immigrants, refugees and asylum seeker, while the 29% that they do not know any kind of this organizations.

In Croatia the situation in similar where 60% are aware of organizations in their local community that implement programs, while the other 40% do not know any kind of this organizations.

In North Macedonia the situation is different. 80% of the representative of the organizations answered that there are not any inclusion/integration programs in their communities while 20% answered that there are programs provided by other stakeholders.



EXISTENCE OF SPECIFIC INTEGRATION/INCLUSION PROGRAM FOR IMMIGRANTS, ASYLUM SEEKERS OR REFUGEES BY THE NGOS WHICH PARTICIPATE IN THE SURVEY

In Italy, 84 % of the organizations have implemented a specific program for the target group while the other 16 % of the organizations have not implemented specific programs for inclusions of immigrants, refugees and asylum seekers.

In Croatia the situation is that 71 % of the organizations have implemented a specific inclusive programs for the target group while the other 29 % of the organizations have not implemented specific programs for inclusions of immigrants, refugees and asylum seekers.

In Germany, 53,5% of the representatives of the organizations answered that their organizations have provided different integration programs as part of their annual program while the other 46,5% answered that they have not provided integration programs for immigrants, asylum seekers or refugees.

In North Macedonia the situation is different. 95% of the representative of the organizations answered that they have not provided inclusion/integration programs as part of their regular annual program while 5 % answered that they have provided integration program for the target group.



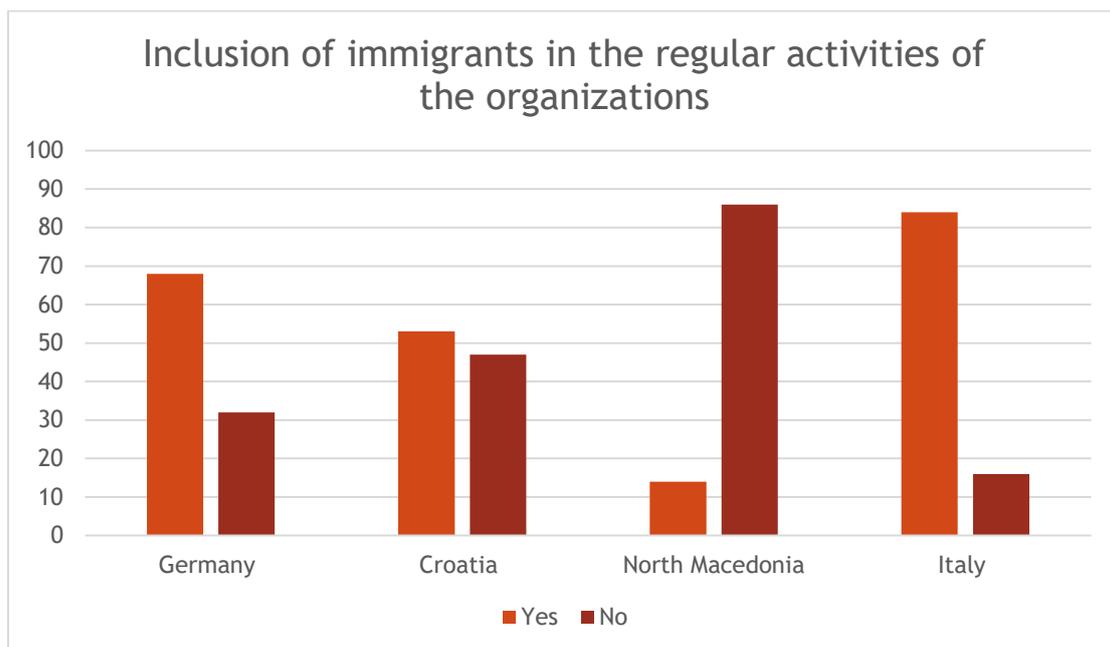
INCLUSION OF IMMIGRANTS, ASYLUM SEEKERS OR REFUGEES IN THE REGULAR ACTIVITIES WHICH THE ORGANIZATIONS ARE PROVIDING

The inclusion of immigrants, asylum seekers or refugees in the regular activities of the organizations is the highest in Italy with 84 %, while the only 16 % of the organizations have not implemented specific programs for inclusions of immigrants, refugees and asylum seekers.

Germany is second with 68% of the representatives of the organizations answered that they have included the target group in the regular activities of their annual program while the other 32% answered that they have not included immigrants, asylum seekers or refugees in their regular activities.

In Croatia, 53 % of the organizations has implemented a specific program for the target group while the other 47 % of the organizations have not implemented specific programs for inclusions of immigrants, refugees and asylum seekers.

In North Macedonia the situation is different. 86% of the representative of the organizations answered that they have not included the target group in their regular activities from their annual program while 14 % answered that they have included the target group in the regular activities by the organizations.



ATTITUDES OF THE YOUTH WORKERS TOWARDS WORKING WITH THE TARGET GROUP

In this part few statements were elaborated in order to understand which are the attitudes of the youth workers towards working with the target group and the programs which are or should be existing in the local communities.

STATEMENT: THERE SHOULD BE INTRODUCED MORE SPORT ACTIVITIES WHERE IMMIGRANTS, ASYLUM SEEKERS AND REFUGEES CAN TAKE PART

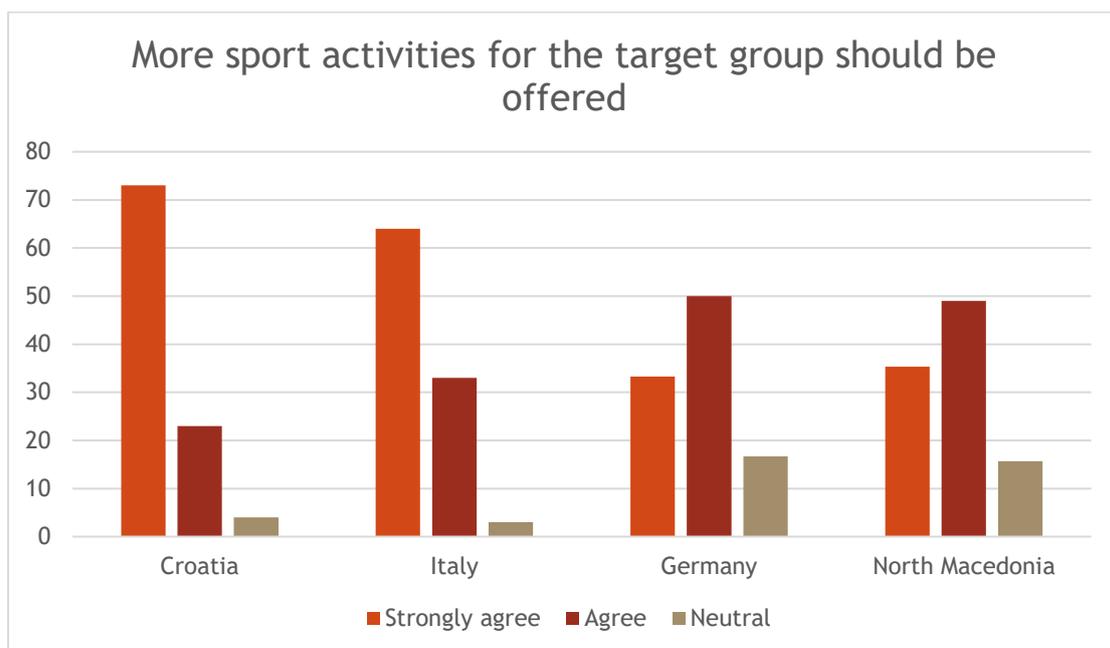
Croatia: On this statement 73% (32 people) responded that they strongly agree with the statement, 23% (10 people) agree with the statement, 5% (2 people) are neutral

while none of the youth workers are disagreeing or strongly disagreeing with the statement.

Italy: On this statement 64% (29 people) responded that they strongly agree with the statement, 33% (15 people) agree with the statement, 2% (1 person) is neutral while none of the youth workers are disagreeing or strongly disagreeing with the statement.

Germany: On this statement 50% (15 people) responded that they agree with the statement 33,3% (10 people) strongly agree with the statement, 16,7% (5 people) are neutral while none of the youth workers are disagreeing or strongly disagreeing with the statement.

North Macedonia: On this statement 49% (25 people) responded that they agree with the statement 35,3% (18 people) strongly agree with the statement, 15,7% (7 people) are neutral while none of the youth workers are disagreeing or strongly disagreeing with the statement.



HAVE YOU EVER WORKED AS YOUTH WORKER WITH IMMIGRANTS, ASYLUM SEEKERS AND REFUGEES AND USED SPORT AS AN ACTIVITY?

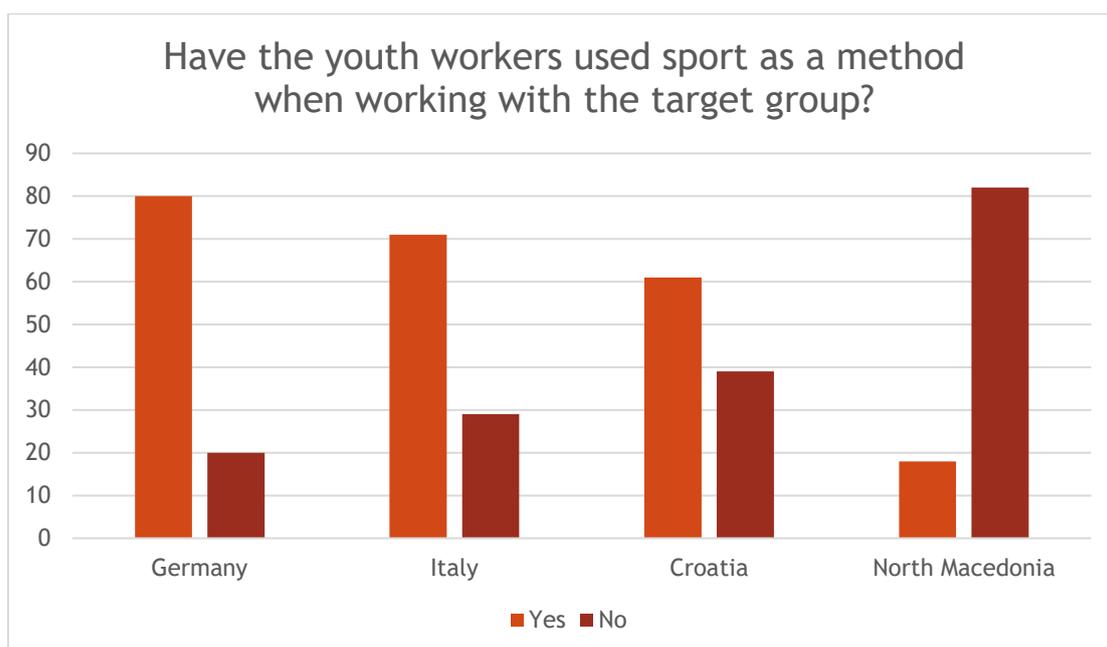
Germany: 80% (24 people) responded that they have used sport as an activity when working with immigrants in the past, while 20% (6 people) of the youth workers responded that they have not used sport as an activity with immigrants before.

Italy: 71% (17 people) responded that they have used sport as an activity when working with immigrants in the past, while 29% (7 people) of the youth workers responded that they have not used sport as an activity with immigrants before.

Croatia: 61% (17 people) responded that they have used sport as an activity when working with immigrants in the past, while 39% (11 people) of the youth workers responded that they have not used sport as an activity with immigrants before.

North Macedonia: 82% (41 people) of the youth workers responded that they have not used sport as an activity with immigrants before, while 18% (9 people) responded that they have used sport as an activity when working with immigrants in the past.

From the data provided it can be concluded that additional training is needed for the youth workers in order to provide the activities for the target group.



EXISTENCE OF TRAINED STAFF IN THE ORGANIZATIONS THAT CAN WORK WITH IMMIGRANTS, REFUGEES AND ASYLUM SEEKERS

Germany: 64% (18 organizations) have trained staff that can work with immigrants, refugees and asylum seekers in their organizations while the other 36% (10

organizations) answered that they do not have trained staff in their organization that can work with immigrants, refugees and asylum seekers.

Italy: 67% of the organization does not have any trained staff that can work with immigrants, refugees and asylum seekers in their organizations while 33% of the organizations answered that they have trained staff in their organization that can work with immigrants, refugees and asylum seekers.

Croatia: 80% of the organization does not have any trained staff that can work with immigrants, refugees and asylum seekers in their organizations while 20% of the organizations answered that they have trained staff in their organization that can work with immigrants, refugees and asylum seekers.

North Macedonia: 95% (22 organizations) does not have any trained staff that can work with immigrants, refugees and asylum seekers in their organizations while 5% (1 organization) answered that they have trained staff in their organization that can work with immigrants, refugees and asylum seekers.

The data provided are confirming the finding from the previous statement that additional training for the youth workers is needed in order to work with the target group.



MAIN FINDINGS

1. When it comes to what are the policies the institutions are providing for assisting people with visual impairment, most of the institutions respond that they do not have any policies for assistance when it comes to immigrants, asylum seekers or refugees.
2. When it comes to any specific programs that the institutions/organizations are providing for immigrants, asylum seekers or refugees most of them responded that they are not offering any specific programs.
3. When it comes to inclusion of immigrants, asylum seekers or refugees in the regular annual activities of the organizations, most of them responded that they are not including the target group in the activities because the approach is really difficult and no one approach them until now.
4. The organizations or institutions which are offering some of the services for immigrants, asylum seekers or refugees are usually offering translation on different languages and some of them have trained staff to work with the target group.
5. Most of the representatives of the institutions or organizations consider that there is a need in their local communities for specific programs for integration and inclusion of immigrants.
6. The number of immigrants which the representatives that answered the questionnaires think that are present in the local community varies from 10 to 50 or even less than 10 in most of the communities.
7. Most of the youth workers which answer the questionnaires' are acquainted with the immigrants, asylum seekers or refugees which gives starting point for further work on the competencies needed. They also responded that they have positive approach towards the target group and are willing to work with them.
8. The youth workers see the government and the institutions as responsible for providing educational activities and job opening to the target group.
9. Most of the youth workers (88% of them) have never worked with the target group. The reason why, they appointed that is the difficulties to approach to the target group and find them in the communities.

As conclusion we can understand that there is a significant and urgent need for the improvement of the policies of the institutions in terms of providing services and integrative programs to the target group.

According to the questions answered, the youth workers are proposing what are the methods which should be used in order to include the immigrants in the local communities and additionally what are the competencies they need to have or learn in order to work with the target group.

Methods and activities which should be used with immigrants in the local communities

Formal and non-formal education	Teambuilding activities	Case by case analysis on their needs
Integrative programs for the target group	Language lessons in German language	Programs about the democracy principals in Germany and Europe
Programs on the topic: How the public system works in Germany	Programs on the topic: Who should I address to if my human rights are violated?	Free legal support
Group work and sport activities	Psychological support to be offered	Role play, theatre, intercultural activities
Inclusive programs in elementary and secondary schools	Adapt the regular methods of the non-formal education to the language and the cultural background of the target group	Inclusion in the activities with their peers - no matter of the activity and the topic
Offer the learning activities already present in the local community	Personal positive attitude of the youth worker and acceptance towards immigrants	More activities in the youth centres for immigrants
Leisure activities	Youth work methods with special attention to the approach towards the target group	Knowledge of the cultural background of the target group
Outdoor activities	Activities for self-reflection, self-esteem, awareness	Sensitivity on their situation
Supporting the newcomers from the moment they enter the country until they are able to function on their own	More inclusive activities (ex. Sport, creative workshops, music, theatre..)	Programs for skills and competences, CV, interviews for the newcomers in order for them to find a job and be more autonomous
Campaigns for raising the awareness of the people in the local community		

In order to include immigrants, asylum seekers and refugees in the activities of the youth organization where the youth workers are working and in the activities they are delivering on regular base the youth workers need to

Be train how to work with the target group
Train the youth workers on different cultures, diversity and ethnic groups
Create appropriate program where the immigrants can be included, find the best ways to communicate and promote the activities to the target group
The youth workers need to have positive attitude towards the target group
Recruit youth workers that are interested to work and have the needed competencies for working with immigrants, asylum seekers and refugees
In the stage when the immigrants are already included in the activities, include them in the process of planning and evaluation the activities
Mechanism for overcoming language and cultural barriers
Collaborate with NGOs and international organizations that work on social inclusion of immigrants, refugees and asylum seekers to be included and apply to be participants at youth educational camps
Constant improvement of the programs based on the needs of the target group
Be a human
Support system from the state
Have information about the target group, their background, the situation they are facing

The youth worker need to have the capacities in order to work with the target group
Networking with other organizations which are working with the target group and sharing experiences
To have the support from the local community
Personal values and skills
Coordination with the territories, collaboration with local communities, structuring of minimum service delivery objectives.

NGOs should be encouraged by organizations which are working with the target group and has the experience in order to generate these kind of projects, by:

- Making them aware that there is a need for such initiatives, that this is also an important target group and that involving in this kind of activities is not as challenging as they perceive;
- Helping their staff to be more aware of the needs of the immigrants, asylum seekers and refugees they know how to respond to them;
- Training their staff to work with this target group;
- Training their staff to be more comfortable and open for working with the target group;
- Providing good practice models or examples of methods, activities or projects which are suitable for the target group;
- Facilitating the connection between NGOs and the target group;
- Providing them with mentoring/support from specialists in the field;
- Helping them in breaking the mental barriers that exists by training or even by having their staff experience the realities of being visually impaired.

The relation between the target group, the associations, governmental institutions, other youth NGOs and the local authorities should be strengthened and cross sectorial collaboration is more than needed in order to work on this topic.

There is a need for more awareness raising campaigns or even “ambassadors” promoting the cause of the target group.