

# CONCEPT FOR THE PROMOTION OF SOCIAL INNOVATIONS FOR THE INTEGRATION OF NON-EU NATIONALS

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Pilot Area: Town of Bor (CZ0327 560758), Tachov administrative unit (CZ0327)



## 1. Title of the Pilot Action Project

<b>Centre for the Coordination of Integrational Activities in the Tachov district</b>
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## 2. Main characteristics

The pilot territory is the West Bohemian town of Bor and its surroundings, which is part of the Tachov administrative unit (SO ORP Tachov). This area is part of the historic *Sudetenland* (border territory) region, which used to be primarily inhabited by a German speaking population that was *transferred* out of Czechoslovakia after July 1945. By the end of the 1950s, only approximately 160,000 of the original 3,150,000 (1930) German speaking inhabitants were left in Sudetenland. Others were replaced by Czechs from the country's interior, but also by Slovaks, Greeks and other ethnicities, while large areas remained depopulated. Massive migration flows caused many social problems that still persist until the present, including the destruction of social structures resulting in the widespread uprooting of the area.

The Tachov district is the largest administrative unit of the Pilsen Region in terms of its area, and it has a population of 36,537 inhabitants (2018). With a population density of 38.3 per km<sup>2</sup>, it is the fourth least densely populated unit (out of 15) in the Pilsen Region. The number of its inhabitants has been growing since 2015. While the rate of natural increase is low (23 people in 2018), population growth (200 in 2018) is being caused by migration – in 2018, 862 people migrated to the district (while 662 migrated out). However, these numbers include inland migration and do not represent the number of arriving foreigners.

The unemployment rate of 3.52 % is the fifth highest in the Pilsen Region. Four of the five largest industrial enterprises (all of them the automotive industry) in the Tachov District are located in the surroundings of the town of Bor. A significant portion of employees in these factories are foreign workers, but numbers are not available. The rapid development of industrial zones is causing a massive influx of foreign workers, but insufficient infrastructure and lack of integrational activities is turning it into a burden for municipalities.

Challenges can be found on several levels, for example:

- Employers are not motivated to support the integration of their employees.
- Foreigners have a low awareness of opportunities leading to integration.
- Foreigners tend to live in separation from the receiving society.

However, the successful integration of non-EU nationals brings many significant opportunities, as they can become a new impetus in the formerly

depopulated area and foster the development of public and social life. They also offer the opportunity to fulfil the economic potential of the area and contribute to its economic, social and cultural development.

The purpose of the establishment of the Centre is to promote and motivate integration (of both foreigners and the receiving society) and to mediate activities leading to the integration of non-EU nationals.

Communication between employers, municipalities and non-EU nationals concerning the topic of integration is insufficient. While municipalities lack the capacity and tools for the support of integration, employers do not feel social responsibility for the negative side-effects of their economic growth and are not motivated to support their employees in such an area. Non-EU nationals have limited opportunities to gain information regarding life *outside the factory* and why/how to become an integral part of the local society. The first step to dealing with such an issue is to mediate communication between these three parts and to promote the long-term positive effect of successful integration for each of them. This step will be followed by the mediation of activities that can lead to successful integration. The range of such activities is wide, and ranges from individual assistance, advisory in legal and social issues, language and integration courses, to the organisation of leisure activities leading to the discovery of the local culture and convergence with the receiving society.

The target group of non-EU nationals consists mostly of foreign workers in industrial enterprises. Most of these workers come from Ukraine, Serbia, Moldova and recently also from the Philippines. There are also expectations that these nationalities will soon come to include Mongolians, Indians and possibly Syrians. Socially, the target group is made up of individuals ranging from low-skilled workers on short-term stays to qualified and well-educated employees who are considering settling down permanently in the district. Target group members are in a productive age, mostly from 20 to 45. The majority of them are single men, but the presence of women is also significant. Young families or single mothers are also present in the group. Even though the number of families or single mothers is relatively small, they deserve attention as a vulnerable group. Secondary target groups are Vietnamese entrepreneurs. The presence of Vietnamese shopkeepers has become typical for Czech towns and villages during the last decades and, even though they provide an important service, they continue to live in parallel with the majority society.

Generally, the main goal is to make use of the challenges that the municipality is encountering as a consequence of the rapid increase of foreign workers and to integrate foreign workers into the receiving society. Specifically, this entails:

- Establishing communication between the municipality and employers and gradually including providers of healthcare services, police and providers of accommodation into this communication. The aim is to include:
  - At least 50% of employers with a significant number of employees from non-EU countries
  - The local health centre and other providers of healthcare
  - The Police of the Czech Republic, including the Foreign Police
- Approaching non-EU nationals and raising their awareness about opportunities regarding integration.
- Providing qualified consultancy services to non-EU nationals concerning legal and social problems. Additionally, consulting on issues such as gaining permanent residency or running one's own business can be provided
- Providing services leading to successful integration: orientation courses, Czech language courses, etc.
- Regularly organising lectures focusing on the life and institutions of the Czech Republic.
- Organising or mediating access to leisure activities that will lead to the convergence of foreigners and original inhabitants.

### **3. Pilot Methodology**

The innovativeness of the pilot activity lies in the fact that the intended set of organised activities is usually not provided in rural areas. Another aspect of its innovativeness lies in the overall attitude of taking a pro-active approach towards target groups through employers and the inclusion of a wide spectrum of stakeholders, some of whom are active at the moment only on the level of the region's capital city, Pilsen. Contrary to the typical approach of providing services during fixed office hours in one place, the Centre will approach non-EU nationals through cooperation with employers and aims to persuade employers to support integrational activities, leading to a win-win situation.

The Centre also aims to create a network of stakeholders participating in the activities organised by the Centre. The key actors are the municipality and employers who lack mutual communication; other actors are health-service providers, educational institutions, national institutions and regional

development institutions. As the public NGO sector is significantly underrepresented in rural areas, the Centre aims to promote this sector, attract NGOs from different regions and support them in developing their activities, while non-EU nationals will be supported while participating in such activities as volunteers. By including a wide spectrum of stakeholders, a complex set of services leading to successful integration can be provided; however, such a network demands efficient coordination by a central actor, and this coordination will be provided by the Centre.

Another innovative aspect lies in the permanent evaluation of services provided by stakeholders and the provision of feedback and analysis leading to the improvement of services and the tailoring of services to rural areas.

The Centre will aim to test a wide range of recommendations, which will serve public bodies, civil society and migrants on a different scale:

- Build a database of contact details of translators and interpreters
- Draw a map of organizations dealing with the topic of intercultural dialogue
- Support the development of voluntary organizations among migrants
- Support initiatives of NGOs that carry out consulting and inclusion activities for emigrants
- Draft information and instruction materials in collaboration with relevant services (service types, emergency phones, police precincts, reporting procedures and forms).
- Arrange meetings of children and young people with national and ethnic minorities as part of voluntary services.
- Involve immigrants in voluntary organizations.
- Inspire entrepreneurs to organize intercultural events (such as cultural, theatrical, linguistic, integrative or other festivals).
- Promote the idea of immigrant integration with the help of various cultural organizations.
- Run regular adaptation courses and meetings concerning such topics as the legalization of residence, safety, health care, communication, national culture or regional customs.
- Support the participation of emigrants in cultural life and sporting events through the preparation of multilingual information materials.
- Establish cooperation and build partnerships with academic and business circles.
- Create a system and develop solutions to support non-native speaker students in their development of linguistic competences and talents.

- Establish a database with online library resources (raising knowledge and competences) that can consist of a class scenario, training materials, research etc.
- Support and finance the organization of courses, workshops, debates and other forms of intercultural education.
- Support and finance new educational materials that can improve social and intercultural competences among immigrants.
- Promote various forms of intercultural education as a part of sporting and integration events organized for children and young people.
- Strengthen the intercultural competences of parents and promote integration activities.
- Write, distribute and publish on-line guides for foreign nationals in their native languages to raise awareness about the local laws, rights and obligations associated with running a business.
- Support the recognition of migrants' education certificates brought from abroad.
- Offer various forms of support for immigrant entrepreneurship: establish networks, incubate companies and cooperatives established by immigrants as a form of entry into the labor market.

<p><b>Strengths:</b></p> <ul style="list-style-type: none"> <li>• Diverse composition of stakeholders covering different areas of the integration process</li> <li>• Strong support from the local municipality</li> <li>• History of successful cooperation with key stakeholders from previous projects</li> </ul>	<p><b>Weaknesses:</b></p> <ul style="list-style-type: none"> <li>• Limited resources</li> <li>• Necessity of personal inventiveness and high involvement of the Centre's coordinator</li> <li>• Importance of a personal approach in communication with employers / absence of leverage</li> </ul>
<p><b>Opportunities:</b></p> <ul style="list-style-type: none"> <li>• Positive impact on social life in the area</li> <li>• Provision of a qualified workforce to local enterprises via an increase in workers' qualifications</li> <li>• Exploitation of the area's potential</li> </ul>	<p><b>Threats:</b></p> <ul style="list-style-type: none"> <li>• Rejection on the part of employers</li> <li>• Passivity of the receiving society</li> <li>• Rejection by the target group</li> </ul>

#### 4. Stakeholder Involvement

As one of the key principles of the pilot action is to interconnect stakeholders with the target group and mediate services that they can offer to the target area, emphasis is put on stakeholders' involvement. Some important stakeholders orient their activities only on Pilsen, the capital of the region, and do not have the capacity to promote their activities on its periphery, while actors from the periphery (mostly municipalities) do not have the capacity to seek out the various types of services offered by different institutions and how to utilise these services to support the integration of non-EU nationals. Another key principle is intense and regular communication with non-EU nationals themselves and offering only those services that will have a positive impact on their integration. This will be achieved by a direct approach to them via informal structures and the regular collection of feedback from the target group.

#	Institution name in original language	Institution's English name	Category*	Main field of activities of the institution
1	město Bor	Town of Bor	Local public authority	Municipality
2	Národní pedagogický institut – Krajské pracoviště Plzeň	National Pedagogical Institute – Pilsen regional branch	Research institution / educational body	Educational, advisory and research activities concerning elementary, higher and technical education
3	Centrum lidských zdrojů Plzeňského kraje	Centre of Human Resources of the Pilsen Region	Other: Business support organisation	Providing human resources to enterprises
4	Střední škola Bor	Secondary School Bor	Educational body	Technical education
5	Správa uprchlických zařízení MV ČR	Refugee Facilities Administration of the Ministry of the Interior	National public authority	Provision of accommodation and other services to asylum seekers and detained foreigners. Grantor of the State Integration Program and realizer of Centers for Support of Integration of Foreigners.

6	Regionální rozvojová agentura Plzeňského kraje	Regional Development Agency of the Pilsen Region	Other	Advisory services for municipalities and support of economic development of the region
7	INFO KARIÉRA - Informačně vzdělávací středisko Plzeňského kraje	Career Info – Information and Education Centre of the Pilsen Region	Educational body	Career and employment consultancy
8	Poliklinika Bor	Health Centre Bor	Other	Health service

*The Centre of Human Resources* is willing to provide know-how regarding support for the development of migrants' careers and the recognition of education obtained abroad.

*The National Pedagogical Institute* is willing to provide training to the Centre's employees regarding educational affairs. The NPI has difficulties accessing parents who are not aware of the rights and duties concerning the education of their children, while the Centre will have access to these parents and can forward key information provided by NPI and mediate communication leading to the integration of children into the school system.

*The Refugee Facilities Administration of the Ministry of the Interior* will provide methodological support, an integrational course, and materials in different languages concerning the integration of non-EU nationals and their common problems. The RFA is also willing to share its know-how and experience in running the Centers for Support of Integration of Foreigners.

*The Town of Bor* provides material support for the Centre (office).

*The Regional Development Agency* is using its network of formal and informal connections to support the Centre in establishing the stakeholder alliance and gaining support on the regional level

## 5. Pilot Action Work Plan

Phase	Main activities (max 5 bullet points per period)
Launch phase (until July 2020 - to be reported in the Launch Report by September 2020)	<ul style="list-style-type: none"> <li>Establishment of communication with employers               <ul style="list-style-type: none"> <li>Promotion of integration activities, communication with HR departments</li> </ul> </li> <li>Development of access to non-EU nationals via employers</li> </ul>



	<ul style="list-style-type: none"> <li>• Setting up the scheme of regular/irregular and bilateral/multilateral meetings of stakeholders.</li> <li>• Mapping problems regarding infrastructure (accommodation, transport, health service, education).</li> <li>• Setting up the scheme of courses – language (minimum of 1 per 2 weeks), general orientation (minimum of 1 per month), culture and institutions (minimum of 1 per 2 months)</li> </ul>
Main phase (until the end of 2020 - to be reported in the Interim Brief by February 2021)	<ul style="list-style-type: none"> <li>• Adaptation of the scheme regarding the course, development of the focus and frequency of lectures.</li> <li>• Continuous consultancy service to non-EU nationals (minimum of 1 per week)</li> <li>• Organisation of leisure activities (minimum of 1 per 2 months)</li> <li>• Focus on solution seeking regarding infrastructure problems</li> </ul>
Final phase (to be reported in the Pilot Final Report by September 2021)	<ul style="list-style-type: none"> <li>• Maintaining activities from the main phase</li> <li>• Evaluation</li> <li>• Seeking out sustainability</li> </ul>

Local events will be used as a continuous tool to evaluate the impact of the Arrival Regions Project and Pilot Activity on the situation of non-EU nationals and provide the opportunity for meetings with stakeholders. This meeting will be held to spark mutual discussion regarding the direction of activities, promotion of integration and intense cooperation of stakeholders in the area.

Training seminars will lead to the promotion of the positive aspects of successfully integrating non-EU nationals in rural areas. So far, municipalities, who are key-actors in the process of integration, consider their own role to be marginal and expect initiative from institutions on a governmental level or from employers. Municipalities' own activities are mostly limited to short-term solutions or satisfying only the elementary needs of migrants. The intention of the seminars is to share the needs of self-governance units (municipality, region) and employers, to discuss the role of stakeholders in the integration of non-EU nationals on the local level, and the importance of mutual cooperation. Seminars also aim to increase the capacities of stakeholders to communicate the issues of work migration to the receiving society to curb the negative perception of international migration connected to expressions of xenophobia and discrimination and also to strengthen the potential of employers and institutions to develop the human capital of foreign employees.

## 6. Resources

### a. Personnel

#	Name of the person and her/his position	Average weekly hours to be dedicated to the pilot action	Period (from month to month)
1	Halina Cvrková, Ph.D. / Coordinator	34	5/2020 – 9 / 2022
2	Mgr. Tereza Schořovská / Legal consultant	6	7/2020 – 9 / 2022

b. External services

#	Description of the external service necessary	Approx. value (€)
1	-	
2		
x		

**7. Sustainability**

The Centre aims to provide support not only to non-EU nationals, but also to the municipality and employers. While one part of the local issue can be improved with one-time measurements (improvements in access to education and healthcare), the other needs to be responded to via the continuous provision of services (language and integration courses, advisory in social and legal issues), mostly in the case of newcomers. At the present, the intentions of the Centre and Arrival Regions Project have support from the local municipality and region. In case of successful verification of the purpose of the carried-out activities (leading to an improvement of the situation of non-EU nationals, reduction of the negative side effects of the rapid development of industrial zones and the high number of foreign workers related to it), the municipality will be motivated to invest into further developing activities, co-financing the Centre in the future, or assuming the leading role in the question of the integration of non-EU nationals. The same goes for the region, which will have a clear interest in expanding the social innovations brought by the project and the Pilot Activity into another areas after demonstrating the positive impact on the district and both the local and recently-arriving inhabitants.