



NEW YOUTH NEW HOMELAND PROJECT

2021-2022



GUIDEBOOK FOR YOUNG REFUGEE LEADERS



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Guide Book for young refugee

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PROJECT INFORMATION

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GUIDE BOOK FOR YOUNG REFUGEES

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1- Project summary

One of the most current and crucial problems of Turkey and Europe is the integration of young refugees who have been forced to flee his or her country because of persecution, war, or violence. Turkey hosts the largest number of refugees in the world and its response to refugees has been generous and positive. Also, Turkish legislation (Law on Foreigners and International Protection and Temporary Protection Regulation) provides refugees and asylum-seekers with a range of rights, including access to education, health care, and social services, upon registration with the authorities.

According to UNHCR figures Refugees and asylum-seekers

in Turkey including almost 3.6 million Syrian nationals and close to 330,000 registered refugees and asylum-seekers of other nationalities. Over 98% of Syrian refugees live across Turkey in 81 provinces. It is indicated in UNHCR's situation report that the total number of refugees in Turkey hits almost 4 Million, close to 1.4 million of them are under 15 years old, and over 800,000 are aged between 15 and 24. Almost 1 Million refugees are Youth and facing many challenges in this new environment. The integration process of young refugees needs to be supported with life skills such as strategic thinking, goal setting, problem-solving, leadership, entrepreneurship, and effective communication and networking. The new generation of young refugees entering Turkey must be competent at being part of a team and consequently knowing an effective team culture and taking initiative in an efficient relationship. The main objective of this project is to create voluntary based, collective organizations where the young refugees have the opportunity to take in part of learning, training, teaching activities, creating an e-learning platform, e-guidebook, and research that will serve as a tool to ease their integration process into the new community. These collective organizations at each partner not only stay in close contact to support each other but also spread the word about this project to other organizations in their countries. This Project's curriculum tackles some of the most important life skills.

This project aims to target young refugees

to involve them in a program focusing on building leadership, entrepreneurship, and career development skills. Our learning, teaching, and training activities will create leaders and entrepreneurs of young refugees by promoting them with leadership and career skills. 42 young refugees will develop new skills that ease their integration process and help them to become a valuable asset in the job market. They become an example for other young refugees and inspire them to show their full potential. Also, our intellectual outputs will contribute them to overcome integration issues in a new country, then allow them to focus to improve their skills which makes them self-confident individuals in the job market too. In general, the call for application will be made public at each partner and young refugees will be invited to apply online by filling out the application form and attaching their statement of purposes. The selected young refugees will be asked to commit to this project for 2 years. Throughout the project cycle, young refugees will gain increased awareness about leadership, entrepreneurship, and career development skills, and develop those skills further to reconcile their personal aspirations with the demands of society.

Three Training Activities targeting different life skills

in accordance with the themes of them will be organized. Namely: the first training will focus on leadership skills, while the second one will be on the entrepreneurship skills, and the last training activity will focus on career development skills. The training will be based upon the experiential learning methods that maximize the communication between peers from different backgrounds and develops their life skills. Besides, all these training activities will result in different intellectual outputs. Before we started to write the proposal, the partners were consulted as to their needs and priorities. These priorities were researched and need analysis was conducted to find out which problem was really pressing. After that, we worked on the schedule and framework of the training activities in accordance with the expertise of the partners involved. Throughout the project term, we are planning to collect feedback and use various assessment tools/methods to evaluate the development of the participants' life skills.

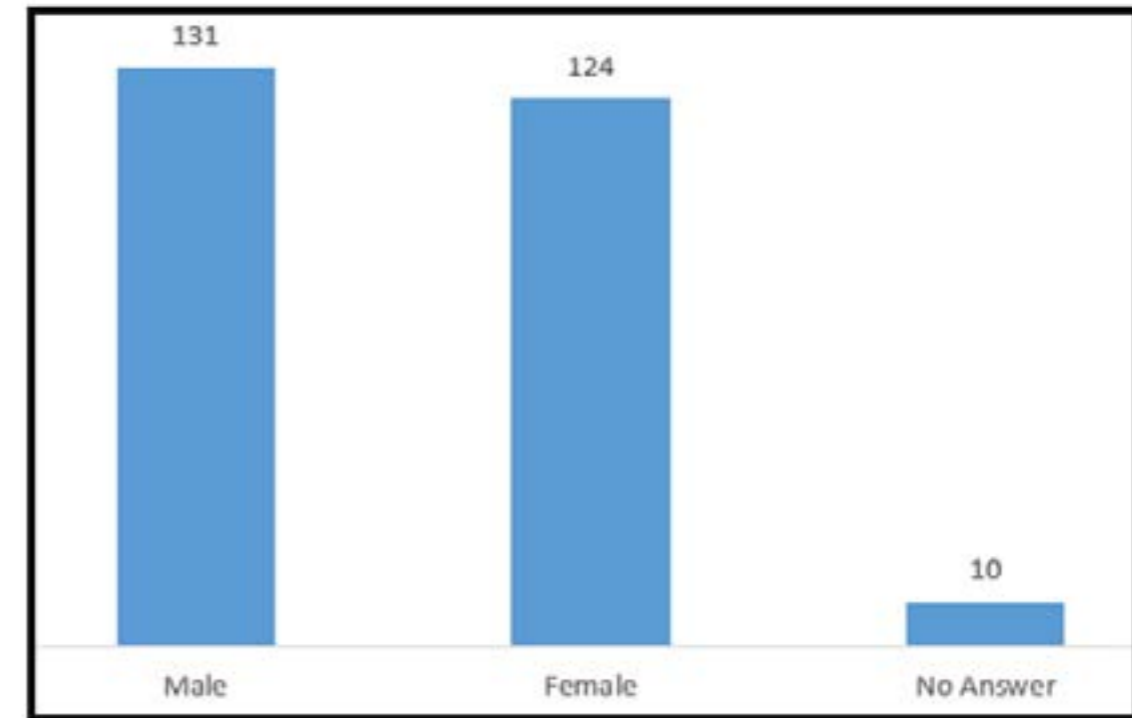
The project also aims to yield 3 intellectual outputs:

Academic Research, Guidebook for Young Refugee leaders, and an E-Learning Platform. It is aimed to provide extensive information on experiential learning methods to make the most of the mentoring relationship between mentors and young refugees, as well as young refugees with each other. The creation of an E-Learning Platform for the young refugees will ensure continuous support and communication among them and will be a venue for future the young refugees to benefit from. The long-term goal is not only to sustain mentor groups at partner institutions by recruiting and training new young refugees but also to assist other institutions in our respective countries to form similar mentor groups. We believe that this project would generate more competent young refugees who could be more effective and efficient in their future professional lives in a world, which gets more interdependent every day.

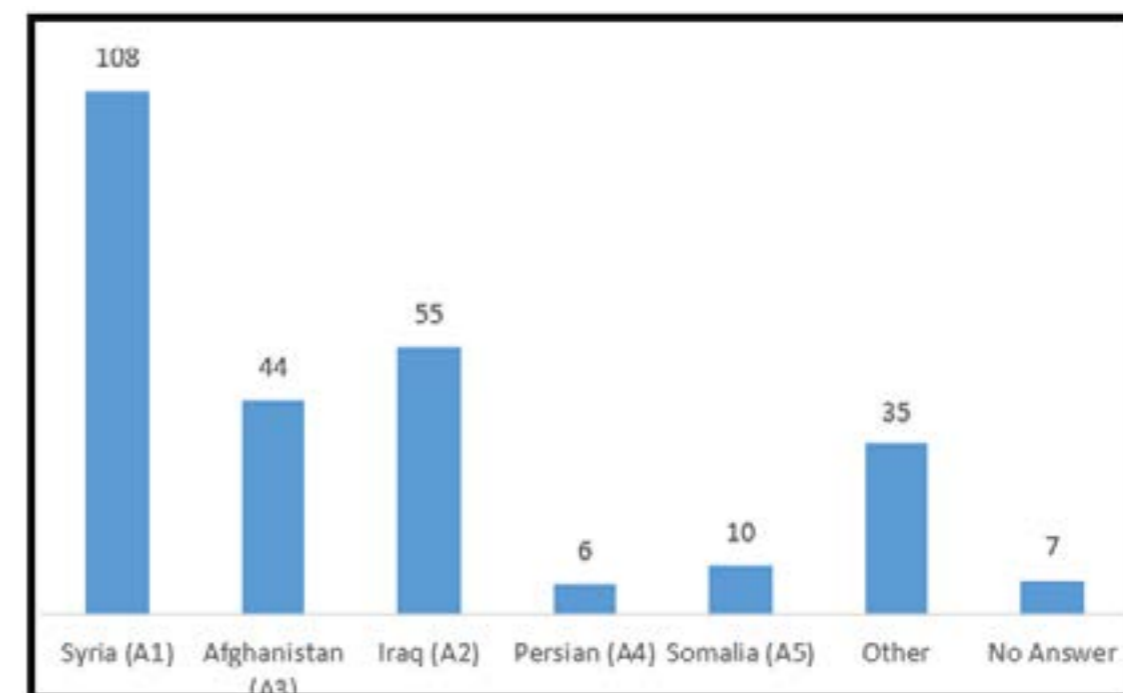


2- Survey details

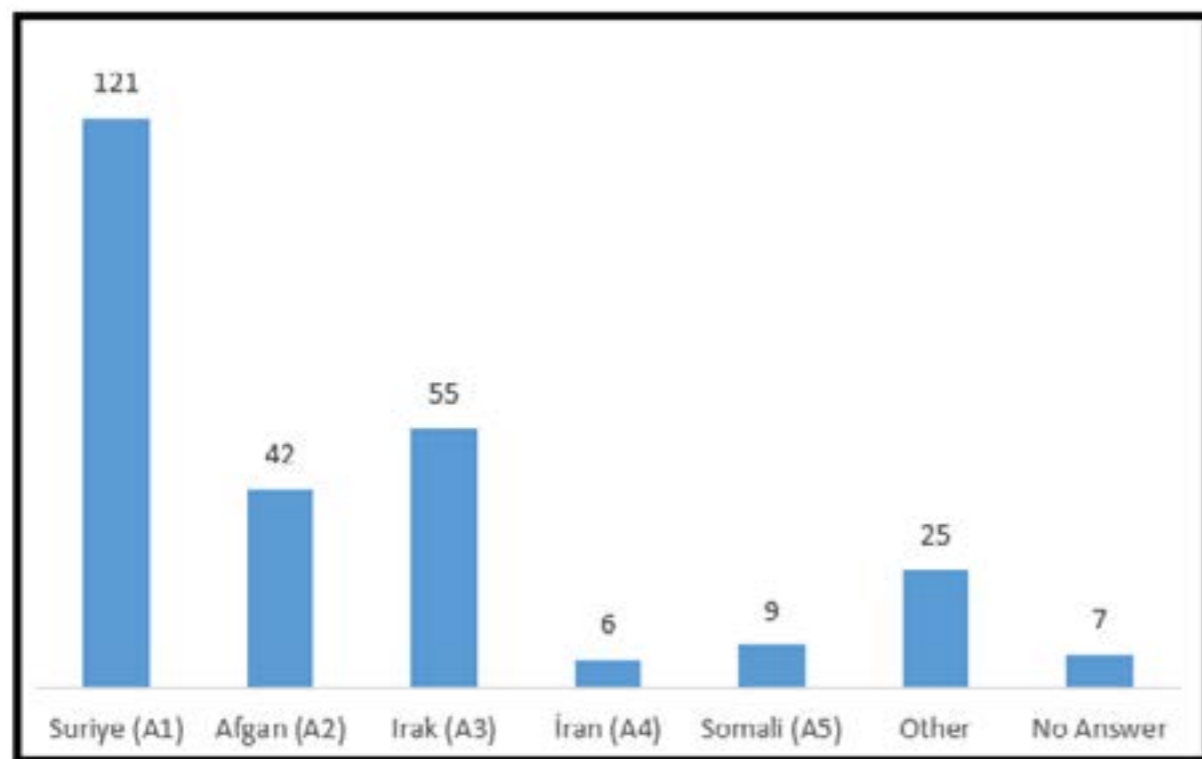
a. Gender



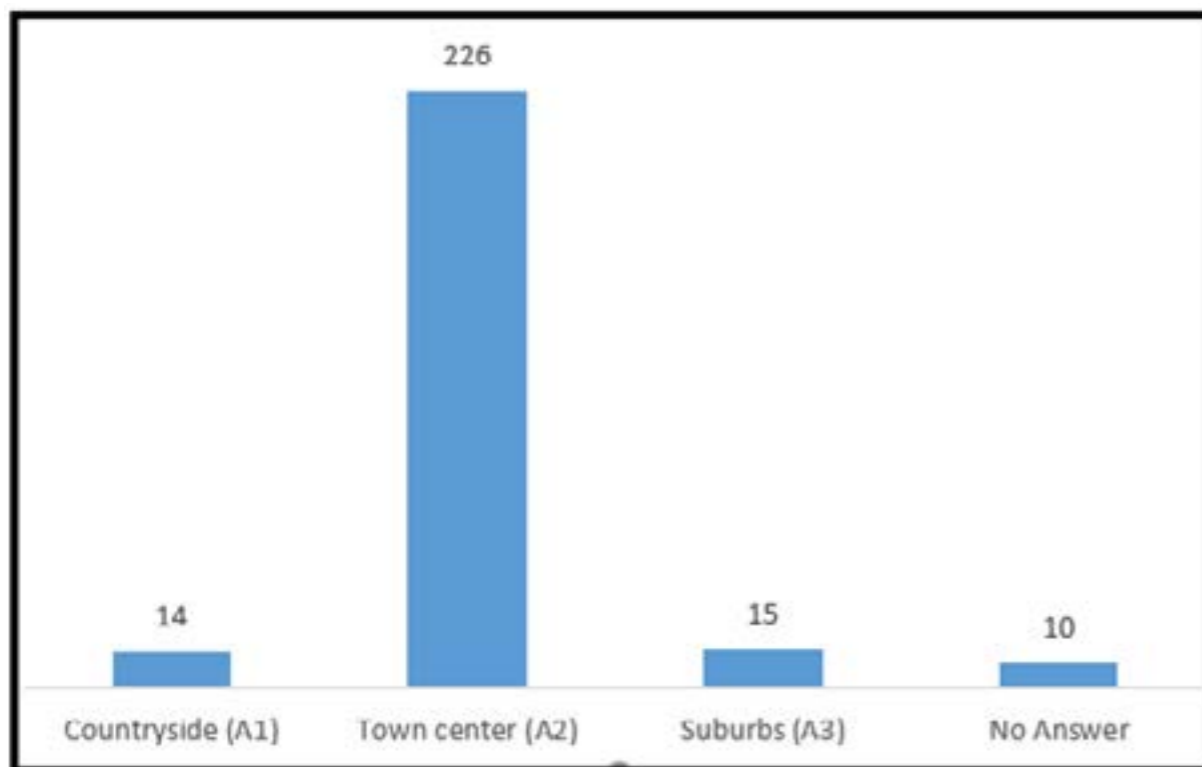
b. Your country of residence before coming to the host country



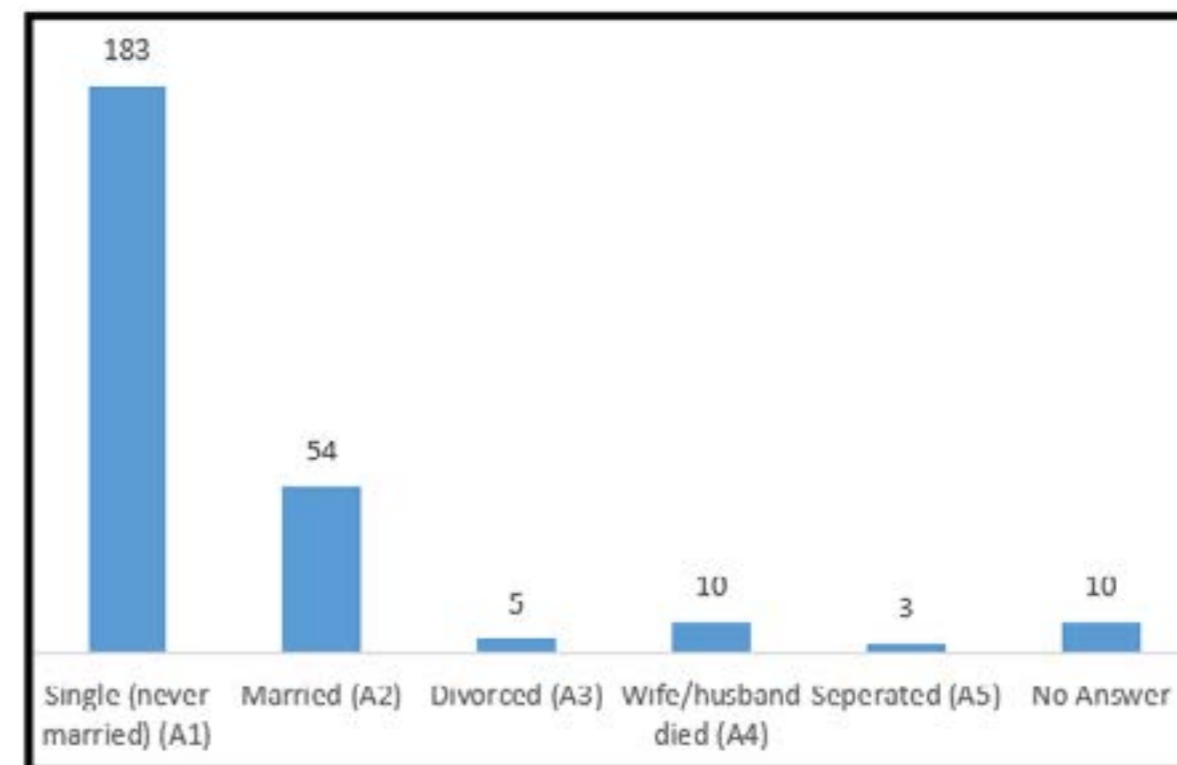
c. Your Nationality



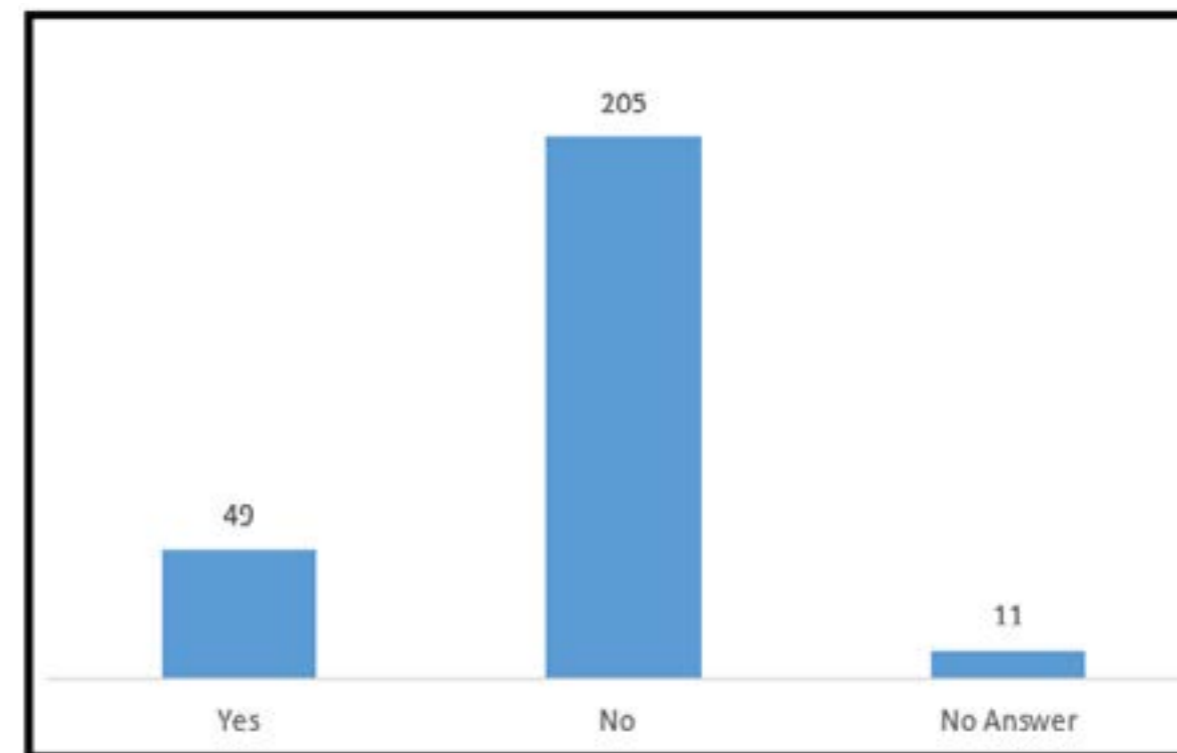
d. Do you live in city center or in suburbs?



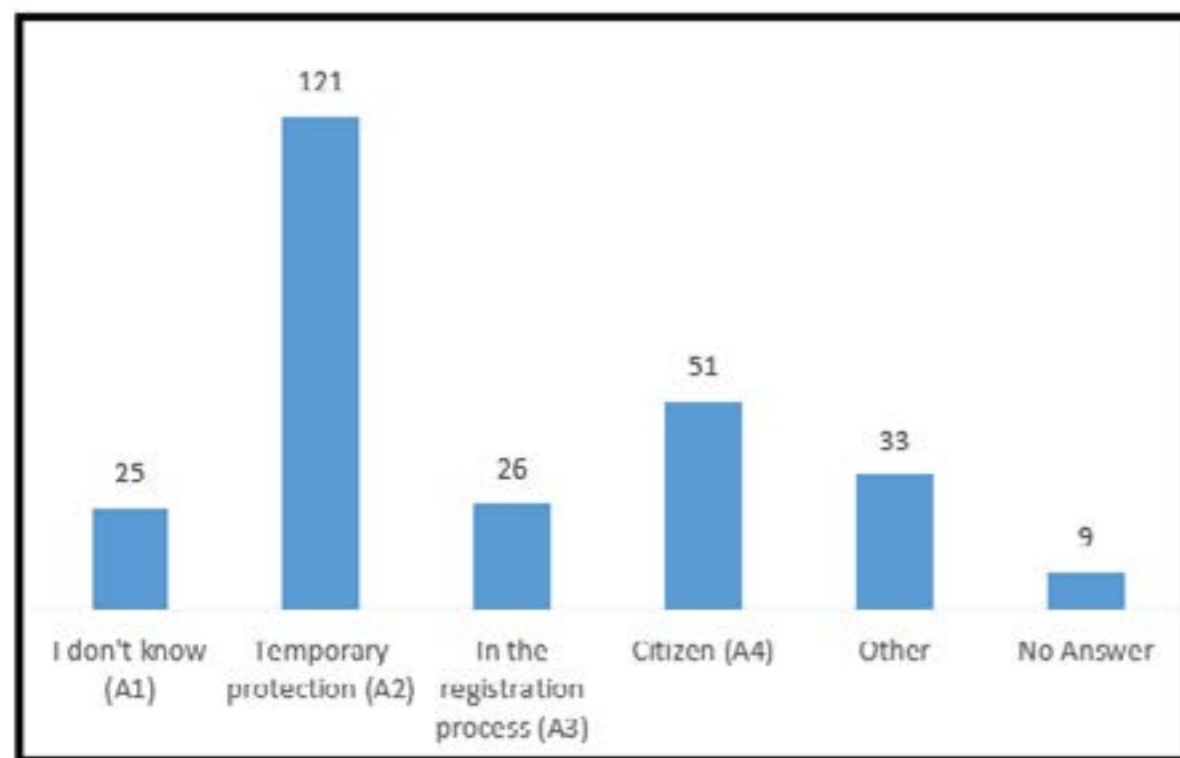
e. Your marital status



f. Do you have a children?



g. What is your status in the host country?



3- Organizations that Support Refugees and Immigrants in Belgium

With the flow of refugees, several organizations have been formed in Belgium to spread all the necessary information and to help the refugees in the best possible way. Here is a list of some organizations taking place in Belgium:

1. FEDASIL: Federal Agency for the Reception of refugees

Fedasil is responsible for the reception of applicants for international protection and other target groups and guarantees the quality and conformity within the different reception structures. Fedasil also coordinates the organization of voluntary returns to countries of origin. Fedasil wants also to make an important contribution to the definition, correct perception, social acceptance and implementation of a fair migration policy. To do this, Fedasil wants to comply with Belgium's international commitments, such as the conventions and treaties on human rights and the European guidelines on reception and international protection.

Contact info: <https://www.fedasil.be/nl/contact-0>

2. Flemish Refugee Council (Vluchtelingenwerk Vlaanderen)

Flemish Refugee Council is a non-Governmental refugee Organization with their expertise on asylum & migration, they put pressure on policies, get people moving and campaign. They give asylum seekers a first welcome, answer legal questions and provide extensive training.

Here are some of the points they work for:

- Lobbying: they apply pressure to policy through active lobbying.
- Movement works: they engage people around people on the run.
- Campaigns: they campaign and provide media-generated actions
- Giving information: they are giving basic information about the asylum procedure.
- Education: they work for equal educational opportunities for refugees

Contact info: info@vluchtelingenwerk.be / Tel.: 02 225 44 00

3. Caritas International

Caritas supports refugees and defends the right of migrants to material, social and legal assistance, whether in Belgium or in their country of origin. Caritas takes action against injustice and dysfunction witnessed by its staff and participates in the debate to improve policies on poverty reduction and on reception, asylum and migration. Based on its expertise, it addresses both politicians and the general public.

Contact info: <https://www.caritasinternational.be/nl/contact/>

4. Public social welfare center (OCMW)

Anyone residing legally in Belgium is entitled to social assistance. This social assistance aims to guarantee a minimum income to the entire population. Certain conditions must be met in order to receive social assistance. Therefore, before granting social assistance, the PCSW always analyses the applicant's means of subsistence. Depending on the personal or family situation of the person, the CPAS examines what help is most appropriate and then offers him or her the appropriate means to meet that need.

Contact info: https://www.belgium.be/nl/familie/sociale_steun/ocmw

5. A hart for refugees (EHVV)

Mothers, fathers, children, students, working and retired people, residents of Ghent, new members of the Ghent community - some as a choice, others out of need. A Heart for Refugees non-profit organization is a community of volunteers of all ages and backgrounds united around a common goal - to do something positive for asylum seekers and for each other. With an open heart and warm hugs, they want to facilitate everyone's new start with various services: material assistance provided through The Olive Tree, meetings and activities, a buddy system, targeted working groups.

Contact info: info@eenhartvoorvluchtelingen.be / 09 328 41 24

6. Federal migration center (MYRIA)

Myria is an analyser of migration, defends the rights of immigrants and fights human trafficking and smuggling. It defends public policies based on knowledge of the facts and respect for human rights. Myria is an independent public institution. Myria is following case laws and the legislation closely and is an active observer of the practices of the Belgian administrations towards immigrants. It also goes on site to observe the administrative detention centers.

Contact info: <https://www.myria.be/nl/contact>



4- Organizations that Support Refugees and Immigrants in Greece

Considering the magnitude of the migrant waves arriving in Greece in the last couple of years, many organizations currently operate in Greece that provides relief and help during this tremendous humanitarian need. So, here are some of the organizations operating in Greece and supporting migrants in many aspects of their daily lives.

1. United Nations High Commissioner for Refugees (UNHCR)

One of the largest international organizations dealing with refugee crises worldwide could not be missing from this list. Its essential work covers protecting, shelter, healthcare, and emergency relief, assisting in resettlement and repatriation. At the same time, it acts as an advocate on behalf of refugees for changes in national and multilateral policies.

Contact Info: help.unhcr.org/greece/contact-us/

2. Greek Council for Refugees (GCR)

A non-Governmental refugee Organization in Greece that expands the essential help provided by UNHCR even further. GCR has its team of interpreters that act as intercultural mediators, provide pro bono legal services to refugees and asylum seekers, and offer social services like psychosocial support. At the same time, it promotes their integration in their host countries by providing activities, courses, workshops, and guidance in finding a job.

Contact Info: pyxidaesp@gcr.gr / (+30)210-3814710

3. Echo100Plus

An Austrian charity that is also registered in Greece as a Greek non-for-profit company since 2019. They both operate inside refugee camps where they provide material assistance and support to refugees. However, they have also established their Echo Hubs, which are safe spaces for refugees to learn languages, attend to computer courses for their professional development, workshops, and find recreational opportunities like sports teams, crafts, and others.

Contact Info: www.echo100plus.com/en/contact

4. Danish Refugee Council (DRC)

DRC is a refugee organization in Greece operating since 2015, providing a humanitarian response, in the beginning, at the notorious Moria transit site on the island of Lesbos, which now has expanded to mainland Greece in Athens Thessaloniki and Larissa. DRC works with the Greek authorities to develop a sustainable refugee reception and integration system by providing site management services, food, water and sanitation, protection, legal, and non-formal education. Also, they act as cultural mediators and provide integration courses that include language and soft skills training.

Contact Info: drc@drc.ngo

5. The HOME Project

It provides a home for unaccompanied children whose lives were affected by war and persecution, empowering them to grow into active citizens. The HOME project currently has 14 homes and has fostered more than 570 lone children who are otherwise exposed to child abuse, organ trafficking, sexual exploitation and other dangers. At the HOME project, the children receive holistic development services that include physical, mental health, educational, social, pedagogical and legal support. At the same time, the children have the opportunity to find work in one of the many shelters that they operate.

Contact Info: info@homeproject.org / +30 216-809-9152

6. ANKAA Project

ANKAA Project, a Luxembourgish and Greek non-profit organisation created in 2017, stands for equitable pathways towards education and employment. Our approach is holistic and ranges from the delivery of educational programs to skills development in order to opening the path to the employment market. Our social business model advocates for sustainable products created under fair and ethical working conditions. As social and environmental challenges are interconnected, we include a positive approach towards the environment and the principles of circular economy in all our programs and activities.

Contact Info: www.ankaaproject.org / +30 695 119 2126

7. METADRASI

METAdrasi was founded with the mission of facilitating the reception and integration of refugees and migrants in Greece. Believing that migration leads to development, METAdrasi is determined to uphold and protect the fundamental human rights of all those displaced and persecuted. The name METAdrasi is a synthesis of the Greek words “meta” and “drasi, meaning “then + action” and encapsulates our purpose and philosophy.” Guided by the principles of consistency, efficiency, transparency, and the flexibility to adjust to emerging needs, METAdrasi is active in the following key areas: the provision of quality interpretation, the protection of unaccompanied and separated children, the protection and support of other vulnerable groups and the education and integration of refugees and migrants through educational programs.

Contact Info: [INFO\[AT\]METADRASI.ORG](mailto:INFO[AT]METADRASI.ORG) / (+30) 214 100 8700

5- Organizations that Support Refugees and Immigrants in Turkey

1. REFUGEE SUPPORT ASSOCIATION (MUDEM)

The Refugee Support Association was established to carry out activities at home and abroad to address the problems of asylum seekers, refugees, migrants, victims of human trafficking, international protection seekers and stateless persons in the social field. The objectives of MUDEM, which is an impartial and non-profit association, are to support the elimination of their basic vital needs, especially the basic problems of refugees, to assist them in their access to social rights by providing legal consultancy, to distribute aid for the urgent needs of refugees and asylum seekers, and to other civil servants working in the field.

Website: <http://mudem.org>

2. REFUGEES AND ASYLUM SEEKERS AID AND SOLIDARITY ASSOCIATION (REFUGEES ASSOCIATION)

Refugees and asylum seekers assistance and solidarity association was established to seek solutions to the problems of people who left their country and need international protection. It provides support to refugees in need with its staff of different nationalities. The institution, which is abbreviated as the refugees association, carries out its activities without any discrimination based on reasons such as language, religion, race, gender, age, disability, political opinion.

It works in cooperation with private sector organizations, non-governmental organizations and public institutions in order to support the elimination of all their vital needs, especially the basic problems of refugees, and to ensure their rapid integration with society.

Website: <https://multeciler.org.tr/>

3. REFUGEE SOLIDARITY ASSOCIATION (MULTECI-DER)

Association For Solidarity With Refugees (MULTECI-DER) was established to protect and defend the rights of orphans, refugees or asylum seekers who have taken refuge in our country; A one-day meeting on the “refugee problem and the Izmir example” was held with the participation of a representative of the Office of the Commissioner (UNHCR) from Ankara and representatives of some public institutions. At the end of this one-day work, a coordination committee composed of representatives of some participating non-governmental organizations provided various humanitarian aid, especially two meals a day, to the asylum seekers in Izmir until November 2007.

By coming together again on 17 November 2007, a collective evaluation of the works carried out from June until that day was made, the necessity of expanding the aid works to a much more organized work size in the next period was emphasized, and people from different sections of different views came together to be sensitive to refugee rights, They established the Association for Solidarity with Refugees on January 31, 2008.

Website: <http://www.multeci.org.tr/>

4. TURKISH RED CRESCENT MIGRATION AND REFUGEE SERVICES

Within the scope of migration services, the Turkish Red Crescent carries out humanitarian aid activities for all foreigners registered within the borders of our country, regardless of language, religion or race. Turkish Red Crescent Directorate of Migration and Refugee Services; It works in cooperation and coordination with institutions and organizations serving in the field of migration, such as the Ministry of Interior, General Directorate of Migration Management, AFAD, the Ministry of Family and Social Policies, the International Federation of Red Cross and Red Crescent Societies (IFRC) and United Nations agencies. In this context, it is responsible for providing emergency aid, integration and integration services for all foreigners registered in our country and living in need of assistance, providing in-kind and cash assistance, and developing and implementing projects and programs.

Red Crescent Card (smart cards distributed for in-kind and monetary aid), child protection/child-friendly areas (psychosocial support and skill-building activities for the 4-18 age group), community centers (vocational and language courses for adults and children outside the camps) Turkish Red Crescent Directorate of Migration and Refugee Services, services provided in reception and sheltering and removal centers, as well as harmonization activities, psychosocial support, protection, referral and advocacy activities, etc.) carried out within.

Website: <https://www.kizilay.org.tr/neler-yapiyon/goc-ve-multeci-hizmetleri>

5.SOLIDARITY ASSOCIATION WITH ASYLUM SEEKERS AND MIGRANTS (SGDD)

Asylum Seekers and Migrants Solidarity Association (SGDD) is an independent, impartial and non-profit association to help refugees and asylum seekers living in Turkey. SGDD, which has been providing social and legal support for refugees and asylum seekers in their access to rights and services since the day it was founded, providing psycho-social support and organizing various courses and activities in order to adapt them to social life, is today Turkey with more than 60 offices in more than 40 provinces. is also operating. ASAM provides services to all asylum seeker and refugee groups regardless of language, religion, gender, race, sexual orientation and political views. SGDD, which opened its first overseas representation in Athens in 2016, aims to help refugees and asylum seekers living outside Turkey with its 20 years of experience. Social workers, field workers, psychologists, health trainers, translators, lawyers, compliance specialists, disability specialists, language and skills trainers, volunteers, mobile field teams working within ASAM; In cooperation with local authorities, the United Nations and other non-governmental organizations, it aims to facilitate refugees and asylum seekers' access to rights and services and to ensure that they meet their basic needs.

6- Introduction

From the beginning of humanity to the present day, communities and people move from the geography they are into another geography in order to get better living conditions. This relocation situation sometimes takes place willingly in order to access better living conditions, while sometimes it is necessarily the result of wars, disasters and various pressures. We have always encountered voluntary and compulsory migrations throughout the world. In particular, one of the most important migration problems that we face in today's modern world is Syrian refugees. due to the civil war that broke out in their country in 2011, millions of Syrians were forced to move out of their hometown to continue their lives. Also, in today's Turkey, there were numerous people who live here as a refugee. The fact that Turkey has more than 4 million refugees has prompted it to make various changes to its social cohesion policies and the need to speed up the process.

Especially with the arrival of Syrian citizens in Turkey, the word integration is being raised more and more and various studies are being carried out in the name of social cohesion. Ensuring social harmony will contribute to the development of the harmony of the refugee population with the local population while minimizing the economic, social, cultural and political differences that will occur in the country. It is observed that especially young people face various difficulties in the field of integration. The fact that young people are exposed to psychological violence more than women, children and the elderly due to their age is undeniable. Especially as a result of the psychological traumas experienced by many refugee young people, it has been seen that they have decoupled their connection with society. Accelerating the integration of young people and reintroducing young people into society will have a positive impact on education, health, communication and the economy.

Therefore 'young refugee leaders' integration of social and cultural activities, in school and outside school to benefit from the educational opportunities, non-governmental and volunteer activities, adaptation, and ensuring the integration on sports activities on so on. 'Young Refugee Leaders' are an important element between the two communities for young people to each other and to strengthen together.

As far as Greece is concerned, there were many waves of immigration over the years but there will be referred only the recent ones. In the decade 2006-2015 based on data of the Ministry of Interior, entered our country over 5 million people (of whom almost 50% in the last year) while in the same period 175 thousand were deported, most of whom were of Albanian nationality. The distribution of inputs varies considerably on two sub-periods. In the first (2006-11), the coming from another European country (mainly Albania) constitute almost 50% of the inputs and the largest part of them are economic migrants. In the second period (2012-15), nationals were mainly of three countries; Syria, Iraq, and Afghanistan where the majority of them are people who have left these countries having a justified reason for persecution, the war. In this wave, it has to be added the illegal enters that comes mostly from Pakistan and Iran, a number that reaches 2 million people.

All of these years, there have been many attempts to integrate the refugees into Greek society, successful and not. Greece has a strong network that provides refugees and migrant children and their families with safe psychosocial support, structured play and learning, prevention and treatment of gender-based violence, legal aid, information office, case management support, referral to health care, and more. At these centers, child protection staff can identify and refer those children who are most at risk to specialized services, including mental health care and counseling. Non-Governmental Organizations, as well as Public Organizations, have provided educational, health, and economical support to the majority of the legal refugees with the purpose to help them integrate into society and eliminate the cultural differences between those nationalities.



7- Concepts Related to the Subject

In this section, we will consider the meanings of the concepts that we constantly encounter related to our topic. Knowing the meaning of concepts provides us with an advantage in many ways. In this section, we will find out what meanings the words migrant, refugee, asylum-seeker and temporary protection are used in the international literature.

Migrant: a person who moves from one place to another, especially in order to find work or better living conditions.

Refugee: is a person who, owing to a well-founded fear of being persecuted for reasons of race, religion, nationality, membership in a particular social group or political opinion, is outside the country of his nationality and is unable or, owing to such a fear, is unwilling to avail himself of the protection of that country

Asylum-seeker: An individual who officially asks for protection from persecution from a state of which he is not a citizen is an asylum-seeker.

Temporary Protection: Temporary protection is an exceptional measure to provide immediate and temporary protection to displaced persons from non-EU countries and those unable to return to their country of origin.

Immigration: Immigration refers to the permanent settlement of natural persons in a country other than their country of origin.

Unaccompanied minors: Children that do not have a parent, a guardian, or another adult who by the law is responsible for these individuals. Unaccompanied minors have special laws protecting them, different from the adults' foreigners with priority in shelters and benefits.

Schengen Agreement: It is called the Intergovernmental Agreement, signed in 1985, for the installation of free zone traffic without control at the internal borders, between the countries that had signed it. For the maintenance of internal security were taken a series of measures were, such as the creation of a single external border of the Member States, where entrance checks were carried out at the site Schengen.

Return: This can be done for immigration from the host country (whether it is a transit country or a destination) to the country of origin, as is the case of refugees, asylum seekers, and highly qualified citizens. There are subcategories of returns, which either describe how the return of the individual is implemented e.g. voluntary, involuntary, and spontaneous return.

Integration: It is the process by which immigrants are accepted into society, as individuals, and as a group, and which varies from country to country. The responsibility for integration lies with many actors: the migrants themselves, the immigrant host government, institutions, and communities.

Discrimination: The failure of equal treatment of persons, where no logic no difference can be identified between those who benefit and those who do not benefit. “Discrimination is prohibited concerning race, gender, language or religion or any kind of discrimination such as race, color, sex, language, religion, politics or other views, national or social origin, property, or other regimes (Art. 2, Universal Declaration of Human Rights, 1948)”.

8- Socio-Cultural Differences Between Refugee Original Country and Belgium

Belgian migration history has several waves of migration. After World War II, Belgium experienced several waves of migration. This was mostly work related, migrants came to Belgium for work. Like most countries in Western Europe, Belgium is a migration country. Even in the 21st century, follow-on migration, marriage and labour migration within the EU remain the main migration motives. As legislation on family reunification tightens, the number of applications has declined since 2011. In 2015 there is then again a peak in asylum applications. In addition, emigration from Belgium is also rising. For some, Belgium is a temporary residence to come and work, for others it is a transit country: a short stopover on their way to their final destination. For the time being, more people are immigrating to Belgium than emigrating. With the arrival of many migrants, many different cultures also came to Belgium. There were big cultural differences which were not easy to get over.

In the Western culture, with primarily a G-structure, individuals have more personal freedoms and responsibilities. In cultures with primarily an F structure, such as African and East Asian cultures, individuals are members of a group and share responsibilities with other members (Hoffman, 2009; Nunez et al., 2010; Pinto, 2007). Loyalty to members of one’s own group is crucial and collective interests take precedence over individual interests. A collectivist’s values and beliefs are consistent and equal with the group to which he belongs. (Claes & Gerritsen, 2007; Neuliep, 2009). By extension, Tjin A Djie & Zwaan (2013) and Hofstede (1991) make a distinction between I-centered systems where the individual is central and we-centered systems where the collective is central. The distinction between “us” and “them” is strong in collectivist cultures. For example, in collectivist societies it is customary to treat friends and family better than others (Claes & Gerritsen, 2007). According to Hofstede (1991), individualism increases as people become wealthier. Belgium, for example, is more likely to be an individualistic country.

9- Socio-Cultural Differences Between Refugee Original Country and Turkey

Turkey has a heterogeneous social structure. Different ethnic identities (Turkish, Kurdish, Arab) and sects (Alevi, Sunni, Protestant, Catholic, Orthodox) have lived in harmony with each other for many years in the settlement areas and have kept the conflicts that may lead to possible tensions to a minimum. However, although the Syrian Civil War is not felt equally in every social identity in Turkey, it has caused serious unrest, especially among Arab Alevis and Christian citizens. The main reason for this concern is that sectarian rhetoric towards the Syrian civil war is effective. For this reason, the emphasis on the unity of the people comes to the fore.

The increased visibility of refugees in all areas has caused serious concerns in society and led to various reactions. Although there is a similarity of identity with the Turkish society, the fact that there are serious differences between the local customs and traditions of refugees has led to an increase in reactions to refugees and sometimes to the decoupling of refugees. The need for especially Young Leaders is growing in order to minimize the problems and exclusion that arise. Strengthening and developing the capacities of young refugee leaders, ensuring social and cultural integration is very important for solving the problems and controversies that will arise.

10- Socio-Cultural Differences Between Refugee Original Country and Greece

Greece is among the most homogeneous nations, with 95 percent of its population sharing an ethnic identity, as well as a strong Greek Orthodox religious tradition. Any other religion not explicitly defined by law (e.g. unlike Islam and Judaism, which are explicitly recognized) may acquire a status that allows the religion's adherents to worship freely, and to have constitutional recognition. Additionally, there are some regions where minorities have been dominated such as the Muslim minority who come from the 1923 population exchange and they are Greek citizens living in Thrace. Under the Greek administration, the Muslim minority (35% Pomaces and 15% Roma) has adopted a moderate, non-political form of Islam. The coexistence of these people is described by harmony without ever having created problems between them. There is mutual respect for all the traditions and customs, strong friendships, and marriages besides the religious differences.

Besides this example of good coexistence, the acceptance and the integration of many other nationalities and religions happened years and years now from the Greek side. Although, problems have been created during the second wave of refugees in the last years. The first refugees arrived from Syria, Afghanistan, and Iraq were helped to go in the rest of Europe or to be established in Greece with feelings of empathy and a good intention of helping from the country.

Nevertheless, the increased visibility of illegal refugees in the next years caused serious problems in society and led to national division as well as to changing policies from the government. The bad economic situation of the country and the government policies helped to strengthen the discord between Greeks and refugees. There is no matter of cultural differences anymore.

About the social structures, traditionally, Greece was a male-dominated society in which public life was reserved mostly for men. The status of women has advanced greatly during the 20th century and now they are represented prominently in business sectors and at all levels of government. The last decade has been also characterized as a matriarch society and this is a big difference between the coming refugees and the Greek social structure. The majority of refugees cannot accept that structure easily but actions are being taken to better understand Greek society. Yet, there are many efforts from young leaders, public and non-governmental institutions to promote equality and educate the refugees free in order to make easier the process of integration in the communities.

11- Integration With Social Activities

A successful adaptation process is the establishment of friendships in everyday life, togetherness in the workplace, neighborhood in the same place, marriage between different groups and so on. Also, it's crucial to make sure the participant of refugees in social activities that were followed by host country citizens from different aspects of life. These improvements are seen as a decisive criterion in achieving social adaptation. However, in order to ensure social integration, communication channels should be especially open. Open communication channels will allow two different communities to meet in a common denominator. Meeting in a common denominator is of key importance in ensuring social integration.

Social integration provides great opportunities for the 2 communities to know how to live together on common activities and daily life. It has great importance in the city where the young refugee leaders are located, especially their families, schools, neighborhoods, and even their own families.

Roadmap for Integration on Social Perspective for Turkey

- > The acquisition of basic skills in education is a basis for further education, as well as a gateway to employment and social inclusion.
- > Employment is the most important part of the integration process. Finding a job that will provide adequate housing and living conditions and access to economic inclusion is very important to be part of the economic and social life of the host country.
- > Entrepreneurship is also an important channel for strengthening the contribution of third-country citizens to the economy and society as a whole. Verification of their skills and facilitation in the recognition of competencies is an accurate step towards the full use of their skills by individuals.

Roadmap for Integration on Social Perspective for Greece

- > *Integration Courses:* Conduction of Integration Courses within Integration Learning Centres set-up across Greece consisting of modules on Greek language learning, cultural orientation, job readiness, and life skills.
- > *Accommodation support:* Supporting beneficiaries towards independent accommodation in apartments rented in their name in order to come closer with the community and start their life properly.
- > *Employability support:* Provision of individual employability and job readiness support, including job counseling, access to job-related certifications, and networking with private employers. Having a job means that can develop their life around this factor.
- > Participation in local events. In this way, it will be easier to meet local people and families in order to make friends and reduce the discrimination concerning social differences.
- > Participation in sports events by a network of cultural activities taking place every year in Greece. The aim is to promote the integration of migrants and refugees into Greek society and to increase the exposure of the Greek population to a variety of different cultural identities.
- > Events such as storytelling has to be organized in public spaces. Using live narration, which pre-exists in all human cultures as a means of educating, entertaining, and preserving memory, the event serves as an opportunity for all guests to listen to live storytelling by refugees, through the mediation of interpreters. Live storytelling is an experience that overturns stereotypes and prejudices concerning the “other” and engages narrators and listeners into meaningful interactions.

Roadmap for Integration on Social Perspective for Belgium

- > *Language proficiency:* Mastering the Dutch language is one of the most important steps in the integration process. If the language is not mastered, social integration is impossible.

> *Labor market:* Having a job will further help refugees master the language and will facilitate the integration process. Data show that a healthy labor market in the country of arrival is a determining factor for successful and sustainable integration of refugees; for this reason, policies and investments aimed at creating quality jobs and economic growth should remain a priority. Having a job is important to refugees, as several interviews show. Most see work as a bridge to owning a home, car, and other items they cannot afford right now. A job means a springboard to a better future for the whole family.

> *Education:* the asylum seekers and refugees entering Belgium, one in four is a child, and half are between 18 and 34 years old; whereas the number of refugee and asylum seeker children is increasing, and whereas policies on education and training are essential for the proper management of the reception and integration of refugees into the labor market.

> The government assumes that only one in three of the newcomers will need the support of a pathway counsellor. The three phases of the possible pathway (Language Acquisition, Social Orientation and Career Orientation). Everyone who enters a pathway completes a language course, each at its own level. The social orientation and the career orientation, however, are only given to the least educated (and in this case the most vulnerable) newcomers.



12- Integration With Cultural Activities

Culture can be a fundamental tool for the integration of refugees into society in many aspects. These improvements are seen as a decisive criterion in achieving cultural adaptation. Cultural integration provides unique opportunities for refugees and citizens to continue their cultural identity while they also have the same point that they can share and experience together. In cultural integration, there is not cultural assimilation, but the basis for living in harmony with different cultures.

Roadmap for Integration on Cultural Perspective for Turkey

- > Learning the language of the target country is very important for third-country citizens to succeed in their integration processes
- > It is necessary for third-country citizens to be involved in the processes of designing and implementing integration policies in order to improve their participation and integration outcomes.
- > Integration is not only about learning languages, finding a home and getting a job. At the same time, a person must take an active role in the local, regional and national community; develop and maintain contacts with the real society through social, cultural and sporting activities and even political participation.

Roadmap for Integration on Cultural Perspective for Greece

- > Learning the main traditions of the host country and the national days in order to feel more comfortable to take part in or to have a discussion upon that with locals.
- > Learning the language, or even trying to, is an important step for acceptance and integration in society. There is a small number, mainly of elderly, that they do not speak other languages except Greek. The learning of the language would help both sides to communicate and understand each other.

- > Organizing visits to monuments and museums of the local region will help refugees to understand better the society and the civilization of the host country. Moreover, the shown interest of the refugees in the host country will make it easier for the locals to accept them and respect them. Actions like this should be organized by the responsible organization of the camp or the refugee Hellenic department.
- > Have some lessons related to the religions of the host countries. In this way, they will be avoided such conflicts by knowing the values and the costumes of the country better. The organizations have also to show them where their own places of worship are in the country in order for the refugees to feel more comfortable and accepted by society.

Roadmap for Integration on Cultural Perspective for Belgium

- > Integration is participation in society without being set apart as a community (segregation) and without compulsory thoroughgoing conformity to the socio-cultural characteristics of the majority (assimilation).
- > Integration must go hand in hand with the promotion of the structural involvement of minorities in the activities and objectives of the government. The Belgian integration policy is presented by the government and its advocates as a policy that is leaning towards a multicultural integration policy that leaves a lot of room for diversity and pluralism.
- > Learning the cultural customs of the host country is important for functioning well in society. When students go to school, they will learn this during the basic education provided at school. In addition, more cultural information can be learned in libraries and town halls.



13- Integration on Education Within and Outside the Campus

Education itself is an important integration tool. With education, it is possible for young leaders to empower themselves and create a stronger community in harmony with the host country. Education creates opportunities for young refugee leaders and creates a bridge between the refugees and the host country by introducing the ideas and culture of the host country to the young leaders. While getting educated by the host country, younger refugees who may even be born in the host country, learn the values of the host society while at home they learn their families' culture. Helping young leaders to better understand the culture they are living in also benefits the host society extremely.

The increased number of students creates a burden for the national education system. The areas where refugees are heavily populated struggle with the lack of infrastructure. The classrooms are overpopulated and cannot receive proper treatment from their teachers. Also, the lack of adequate teachers who are able to understand the language of the students creates this unintended ill-treatment. This brings the second problem the language barrier. Students who are not able to understand their instructor are held back from the opportunities that the system creates for them. The risk of them becoming "lost generation" is high. Refugee young are more vulnerable to crime, child labour, etc.

Although the problem with infrastructure does not exist in the areas where the density of the refugee population is lower, other problems are still influential. The language barrier between teacher and student still exists and is even more visible here with the inclusion of the language barrier with the peers. This situation also brings discrimination towards refugee students, especially at younger ages.

Younger leaders in the community can provide the necessary support to the younger generation and can act as a bridge between the two communities. Government-based projects are being held to trigger this integration process to be much more quick. So many teachers and academicians should be trained on;

- Education right for migrant and refugee children
- Inclusive education and preventing discrimination
- Planning of teaching/learning process for students whose mother tongues is not the host country's language
- Teaching in difficult conditions, working with traumatized children
- Democratic and participatory classroom management
- Measuring the achievements of immigrant and refugee students

Roadmap on integration within and outside the campus for Turkey

- > Removing the language barrier will open the way for higher education, employment, and eventually for integration.
- > The infrastructure of the schools must be adequate for the number of students.
- > Instructors, teachers must be aware of the students' situation and well equipped for the challenges. Integrating the refugees at a young age and the sense of inclusion is important both for the host society and refugee society.
- > Team-building activities within schools would create a better understanding between the students.

Roadmap on integration within and outside the campus for Greece

- > Education is the primary asset that has to be included on the campus concerning the activities not only for children but for the adults as well.
- > Education of immigrants in the Greek language, Greek history, and Greek culture. It aims at providing the language skills, as well as the social and intercultural competencies required for the cultural and social inclusion of the participants and their families.
- > Educated people have more opportunities. Over half of the Greek population consider migrants and refugees as more of a problem rather than an opportunity. This perception shows significant differences between age and education. Younger respondents, and those who are better educated, are more likely to see immigration as more of an opportunity, while older respondents and those with lower levels of education are more likely to see it as more of a problem.
- > Establish vocational training to develop their skills within and outside of the campus. These programs could approach diverse fields such as tailoring, culinary arts, carpentry, etc.
- > The staff of education has to be qualified in order to understand the needs and the level of the attendees in the class as well as the psychological pressure of these people. In case somebody cannot keep up with the class, lessons should be taken to improve or groups should be created for them. Some tips and lessons for psychological support are necessary. It is very important to pay attention to their education, which is the key to their position in society.
- > Outside the campus, the refugees have the right to continue their education free as it is for all the residents in Greece. Depending on their abilities and the final exams, there is an equal possibility to enter the University.

Roadmap on integration within and outside the campus for Belgium

In short term, structural additional efforts will have to be made to better realize the right to quality tailor-made education for all students & youth from refugee families.

- > By making primary education compulsory and available to all free of charge, more students will complete primary education.
- > The development of various forms of secondary education should be encouraged including general education and vocational education, these forms should be available and accessible to every student and appropriate measures should be taken such as the introduction of free education and the provision of financial assistance if necessary.
- > Using all appropriate means, make higher education accessible to all according to their abilities.
- > Information and guidance on educational and vocational choices for all students should be made available and accessible.
- > Measures should be taken to promote regular school attendance and reduce the number of students leaving school early.

14- Integration on Sports Events

In the European Commission's sports policy report titled sport's social and equality; the EU is creating solutions that can eliminate the problems of adaptation of disadvantaged groups and refugees through sport. However, it supports an order in which groups are at risk of discrimination and all groups will create a common living space. The contribution of sports to economic development and employment opportunities also has a significant impact on eliminating the problems experienced by disadvantaged groups. Based on the advantages that sport provides us with at the point of integration, many countries include sports events in their migration and social adaptation projects.

The EU makes audits and arrangements within itself to prevent all kinds of racism, discrimination and deprivation of rights that may occur in sports in the international decisions it has taken. In this context; it supports programs that contribute to the fight against xenophobia, racism in sports, homophobia and similar intolerances as well as unwanted behaviors. Published by the Ministry of Youth and Sports in Turkey, the national youth sports in the harmony of the Society of disadvantaged young people through sport, which is intended to seven titles are evaluated by taking the main policy areas.

These are, respectively is listed as follows;

- Sports Management
- Sports Culture and Sports For Everyone
- Training Elite Athletes
- Sports Law
- Disabled People and Sports
- Athlete Health
- International Sports Organizations and Olympiads

It has been observed that investments in different sports fields in Turkey have been increasing steadily in recent years. As a result of this, he has achieved various achievements in international organizations. It is also worth considering that the majority of the athletes representing the national teams in Turkey in recent years are young people. It is obvious that integration will be an important place of sports for refugees in our country. That is why the integration of young refugee leaders into sports events is essential. If young leaders successfully integrate into sports activities, this may come across as a step towards deconstructing the problems between the two communities. The success of young refugee leaders in sports will encourage other young people to participate in sports events.



Roadmap for Integration on Sports Events for Turkey

- > Supporting participation in local sports projects and activities that increase intercultural interaction
- > Participation in national sports organizations
- > Various special sports tournaments and organizations can be organized to eliminate cultural differences
- > Various sports clubs, especially local governments, can organize organizations that can bring refugee talented children and young people into sports
- > Active participation in projects and programs, especially various sports and physical activities for disadvantaged groups
- > Awareness of harmful substances
- > Promoting healthy life through sports by identifying individuals who are addicted to harmful substances

Roadmap for Integration on Sports Events for Greece

- > Organize inside and outside of the campus tournaments and activities for the refugees and the organizations' staff aiming to facilitate integration and social inclusion, through training programs for refugees and asylum seekers in Greece.
- > Have a trainer on the campus, especially for children and women, in order to improve their physical condition and encourage physical activity with the benefits it offers
- > Sports clubs and organizations visit campus in the research of talented children and adolescents, offering their free training
- > Equal treatment on the participation of refugees in sports clubs or other sports
- > Economical help and support on finding the right equipment for their sports
- > Visits in the local schools in order to organize outdoor sports activities for children
- > Awareness and learning of the first aids in order to feel free and safe doing their sport without supervision
- > Contacts and provision of places and organizations that do sports for disabled people

Roadmap for Integration on Sports Events for Belgium

Sport focuses on encounters, encounters that reduce the distance between people.

- > To lower the barriers, don't demand that someone can speak the languages perfectly: he or she can just practice the language in sports.
- > Employees with different origins will be a point of contact, so consciously they can choose employees with different origins.
- > Sports clubs should partner with organizations that work with people from a diverse background (OCMW, OKAN, NT2 teachers, local Agency for Integration). They will help to make a bridge for everyone.



15- Integration Through Civil Society Works and Volunteerism

Non-governmental organizations, which usually carry out work on a voluntary basis, mainly carry out their work to find solutions to society's problems. The influence and power of non-governmental organizations are spreading more and more widely every day. The growth of civil society influence makes civil society the third sector. The civil society sector, which carries out studies in various fields, ensures its continuity, especially with the positive impact it creates. Both in our country and in other parts of the world, civil society works manage to make an impact in the environment in which they are located. The areas of study to which the civil society sector is oriented can be considered as problems of the geography in which they exist. For example, an increase in the number of non-governmental organizations working in the field of migration has been observed in our country in recent years. Non-governmental organizations support public institutions and organizations at different points in terms of meeting various needs of refugees, protecting their rights and, moreover, ensuring their integration through their work.

These studies cover many areas and the social adaptation of refugees is very important in terms of their adaptation to the geography in which they are located. However, non-governmental organizations not only carry out work aimed at refugees but also carry out civil society work in which refugees will be involved. Although financial resources and information resources have an important place in non-governmental organizations, the need for human resources is quite high. That is why the need for young people in civil society to work is quite high. The participation of young refugee leaders and young refugees in civil society work and their volunteering experience both help them achieve social integration and play an important role in meeting the human resources needed in civil society work. For these reasons, the integration of young refugee leaders into civil society work and volunteerism is very important.

Roadmap on Integration through Civil Societies Works and Volunteerism for Turkey

- > Participation in events organized by non-governmental organizations should be shown
- > Support should be given to the dissemination of events around itself
- > To make a social impact by participating in volunteering activities
- > If there is any event he wants to organize, he should take responsibility
- > Participate voluntarily or professionally in the management or executive bodies of non-governmental organizations

Roadmap on Integration through Civil Societies Works and Volunteerism for Greece

- > Creation of Youth Centres as a safer space in the heart of the community accessible by all vulnerable young people regardless of race, ethnicity, cultural background, or religious affiliation. For a center like this is necessary to employ some refugees as youth workers and translators because they know better the position and the feelings of the participants. The space should provide a place where young people can feel safe, take respite, seek emotional and material support and connect with those services offering legal counsel and psychological care. A youth empowerment training program there within this space could enable and inspire young people to generate visions for their futures, create innovative personal development plans, have the confidence and resources to action them, and be volunteers in other programs.
- > Workshops or laboratories of library concepts can be set up in squares, schools, parks, refugee reception centers, or hostels. It would be a bright and particularly friendly space that houses a lending library of around 3,500 Greek and bilingual books. Creative groups could offer recreational, educational and collective activities, specially designed for children. A Library like this gives refugee children the opportunity to visit the wonderful world of books and take part in educational games that will teach them their rights and how to assert them. It also gives their parents the opportunity to work and help in special activities that encourage reading to their children and with their children.

- > Associations that teach arts and crafts must have volunteers and workers from refugees' camps and so on. The associations' members together with professionals will deliver art lessons on a weekly basis for selling them. The courses must be free of charge and offered to women from different nationalities including Greeks.
- > Cooking activities. Greek chefs and refugee cooks come together to serve their favourite dishes and fixed menus in selected restaurants in different areas. The visitors will have the opportunity to taste Greek, Syrian, Afghan, Iraqi, Iranian, Congolese, and Moroccan gastronomy in specific restaurants that either belong to refugee cooks or are opening their kitchens to refugee cooks living in Greece. This action will conclude refugees in voluntarism and connections for work.
- > Workshop that focuses on the promotion and development of women refugees' skills towards autonomy and inclusion in the Greek Society. The workshop not only will have arts but also, it will be about a women empowering time and space where they design, train and support each other in their creations. Those woman will offer a process of integration of those women in the civil societies and will learn about their rights and the equality in the host countries.

Roadmap on Integration through Civil Societies Works and Volunteerism for Belgium

In Belgium, there are a lot of non-profit organizations that stand up for refugees. They help the refugees in different areas: school, work, social contacts, etc. They also give them legal information on asylum and migration with volunteers, they help them on their way in their new society.

- > There are many projects in Belgium for and by young people on the run. They are an inspiration for the young new generation of refugees.
- > The volunteerism organizations need to make themselves known to the young refugees in different areas.
- > Every legal person in Belgium has the right to create a non-profit organization.
- > Whenever a common project is defined, the first step is to draw up the statutes of the non-profit organization. They are the basic principles of the organization of the non-profit organization.
- > Scouts: Scouting takes place in free time and contributes - through a specific method - to the relaxation and education of young people. Playful and with a big heart for adventure, a scout or guide group gives boys and girls a place where they can grow and develop together. An age branch offers boys and girls space to develop into sporty, creative and socially engaged people. A place where they get opportunities to form their own vision and attitude to life, learn to stand up for this and take account of others. If young refugees participate in such organizations, they will feel involved at all levels with the host country and the local population.

16- Integration with Digital Transformation

As a result of the technological developments, we are experiencing today, it has been observed that social needs have changed almost everywhere in the world. Responding to these changing needs more effectively and efficiently is only possible with the integration of individuals and institutions into the digital transformation. The 3 basic elements for digital transformation are considered as people, processes and technology. Although digital transformation does not come across as one of the priority problems addressed in migration, digital transformation is one of the important stages for integration. Because refugees will have the opportunity to communicate more effectively with the local community by mastering the technology of their geography. While digital transformation is not among the priorities for the vast majority of refugees in Turkey, this is especially important for the younger generation, who are closely related to technology. In order for young people to feel more comfortable socially and economically, integration with digital transformation should be supported. The participation of young refugee leaders is very important in ensuring integration with digital transformation. It will be ensured that digital transformation is supported and popularized in their own environment, and accordingly, new employment and education opportunities will become widespread among refugees.

Roadmap of integration with digital transformation for Turkey

- > In order to make more use of the technological tools they use in their work and school lives or social lives, they need to gain competence in digital tools
- > The European Union Digital Competency guide, which is an international framework for digital competencies, should be examined and information about digital competencies should be obtained
- > As a result of the development of technology and the pandemic, they should turn to online pieces of training that come across everywhere and develop themselves in these areas
- > He should invest in himself in the field of entrepreneurship

Roadmap of integration with digital transformation for Greece

- > Tools should be created in order to help refugees to get in touch with working and education opportunities through digital transformation
- > Digital applications online or from a free installation that help them to learn in a modern and interesting way whenever it's possible for them
- > Provide lessons for explaining in their language the European Union Digital Competency guide
- > Show them the digital way to finish the bureaucracy of paying bills, insurances, documentation, etc.

Roadmap of integration with digital transformation for Belgium

Refugees must follow an integration program in Belgium. This program provides a basic offer of social orientation and language classes in the region where they live. In the basic course, refugees receive a course on living in Belgium (working, living, education, your rights and obligations), guidance in looking for work or training and information about sports, culture and leisure. Digital and technological skills are also taught during these integration courses. The digital changes are provided in school as a basic education. When young refugees go to school full time they will learn the latest digital skills and technology at school.

- > To fully participate in society, everyone must be on board with the quickly changing technology skills.
- > Flanders supports refugees in the field of entrepreneurship by setting up actions that inform, support and guide refugees towards entrepreneurship in Flanders. This can be found in every province of Flanders.
- > At city schools and universities, all students are provided with digital resources. They may also use these resources at home if they do not own one at home. For example, a laptop or tablet. Because of the pandemic and its consequences, the government has introduced such a system. Refugees can also use this system.

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