

Competences, education and practice of Intercultural Workers in the Czech Republic

PhD. Thesis



FACULTY OF ARTS
Charles University

Jan Matěj Bejček, MA.

Charles University, Faculty of Arts
Dept. of Social Work

E-mail: jan.matej.bejcek@gmail.com

bejcek@inbaze.cz

Who I am?

Education:

BA. (Adult Education), BA. (Social Work), MA. (Special Education), PhD. (Social Work) - ongoing

Experience:

- ❑ 12 yrs. of practice in Social Work and Social Services
- ❑ Last 8 yrs. focused on topics of Migration and Integration, within NGO's: *InBáze, Caritas Czech Republic and Consortium of Migrants Assisting Organizations*
- ❑ University Lecturer and Teacher since 2017 (*Academy of Social Pedagogy and Theology, Prague College of Psychological studies, Charles University - Faculty of Arts*).

My topics:

Methods of Social Work, Counselling as a tool in Social Work, Crisis Intervention, Intercultural Work, Migration and Integration.

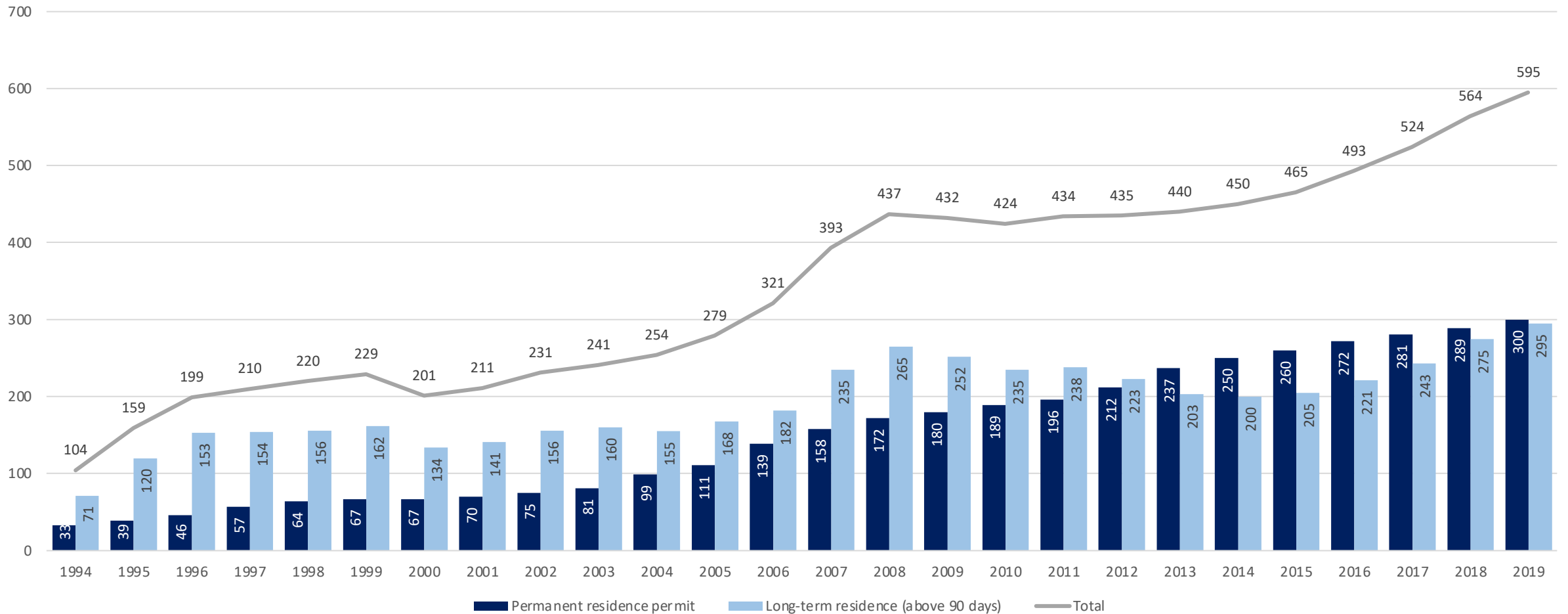
Presentation structure



Background

Figure no. 1 Immigration to the Czech Republic between 1994 – 2019

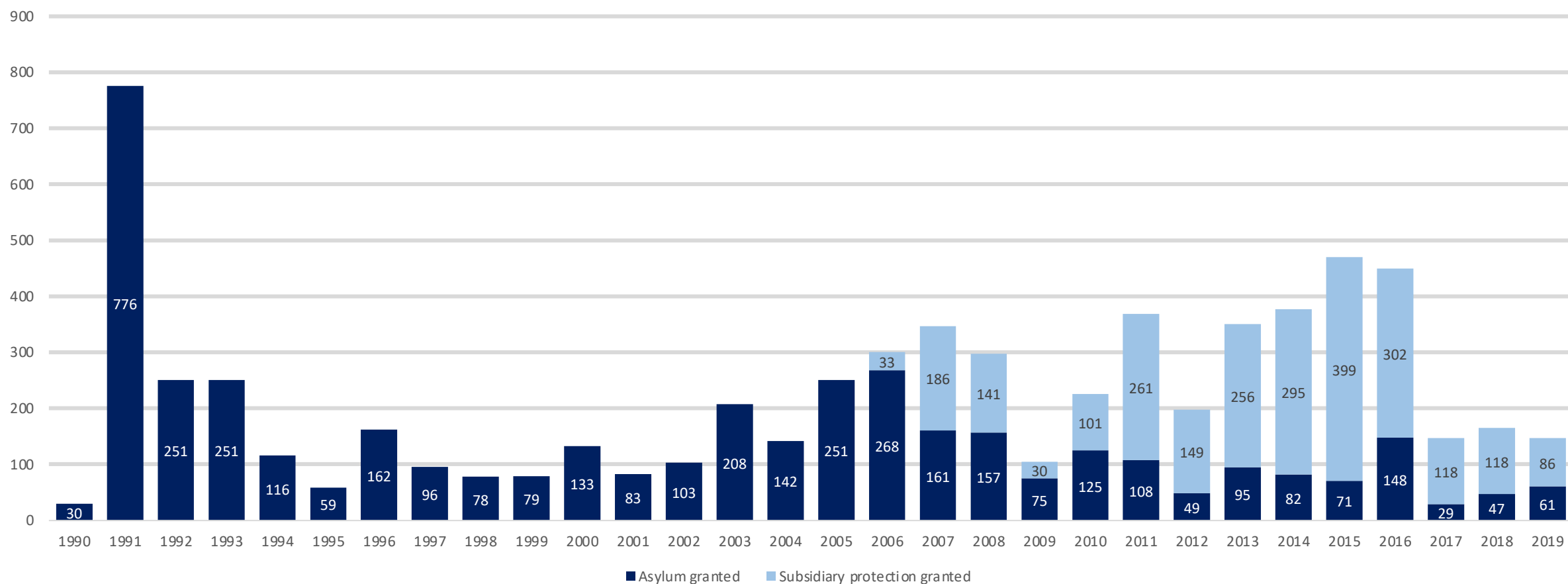
(EU citizens and Third-country Nationals)



Reference: Ministry of Interior of the Czech Republic; Czech Statistical Office

Figure no. 2 Immigration to the Czech Republic between 1990 – 2019

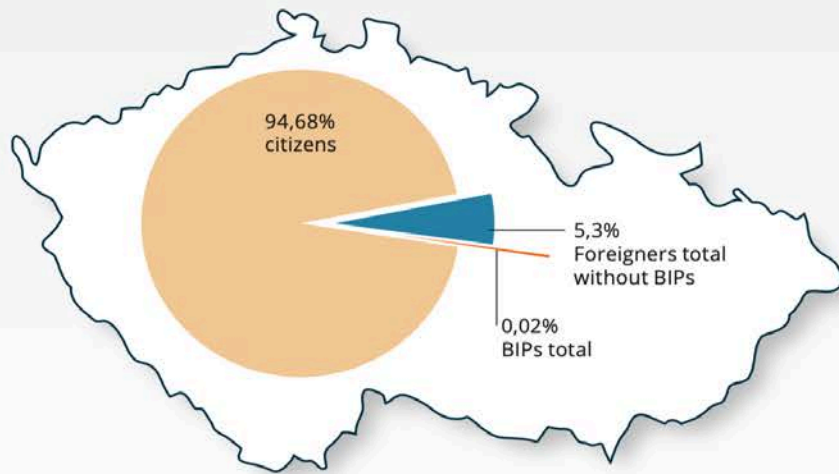
(Beneficiaries of International protection - BIPS)



Reference: Ministry of Interior of the Czech Republic; Czech Statistical Office; People in Need

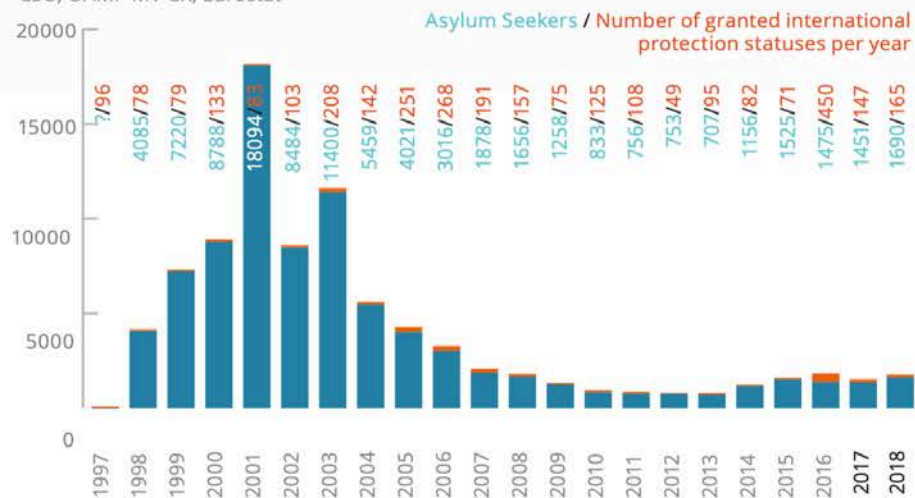
INTERNATIONAL PROTECTION

OAMP MV ČR, ČSÚ - 31. 12. 2018



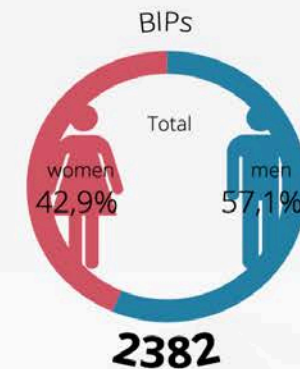
DEVELOPMENT OF NUMBER OF ASYLUM SEEKERS AND BIPS IN CZECHIA

ČSÚ, OAMP MV ČR, Eurostat



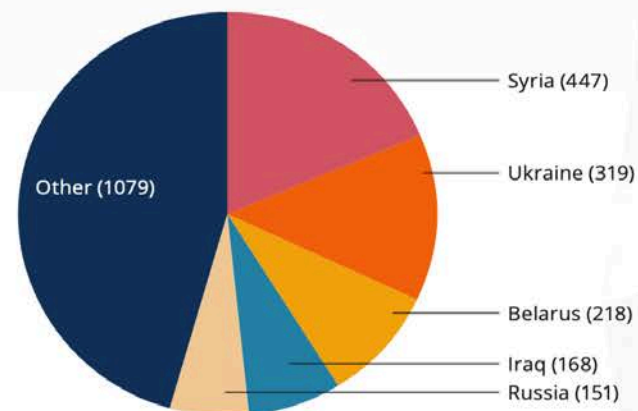
BIPS IN CZECHIA IN 2018

OAMP MV ČR - 31. 12. 2018



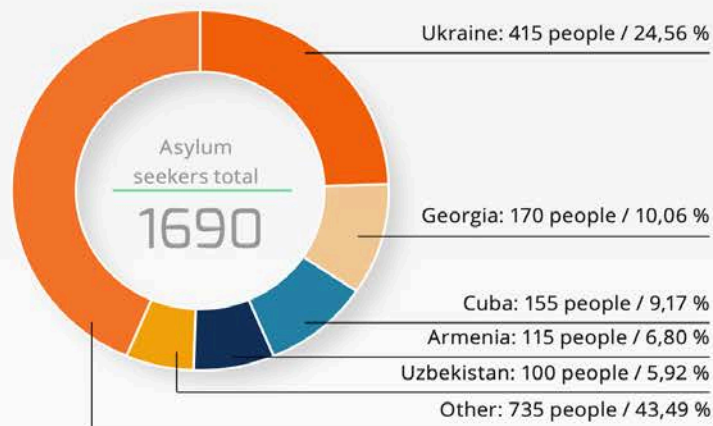
MOST FREQUENT CITIZENSHIP OF BIPS

OAMP MV ČR - 31. 12. 2018



WHO WERE THE ASYLUM SEEKERS IN CZECHIA IN 2018?

Eurostat



- 0 - 13 y.o.: 230 people / 13,6%
- 14 - 17 y.o.: 40 people / 2,4%
- 18 - 34 y.o.: 765 people / 45,3%
- 35 - 64 y.o.: 640 people / 37,9%
- more than 65 y.o.: 15 people / 0,8%



WHAT IS THE DIFFERENCE BETWEEN REFUGEE STATUS AND SUBSIDIARY PROTECTION?

ASYLUM

is granted to a foreigner persecuted for exercising political rights and freedoms, or a legitimate fear of being persecuted because of race, gender, religion, nationality, belonging to a social group or for holding political opinions in the state of which he/ she is a citizen.

Asylum can also be granted to relatives of an asylee (asylum for family reunification) or for humanitarian reasons.

Asylum is granted for an indefinite period. Asylees have access to the labour market, health care system, welfare system, schooling, etc. under the same conditions as citizens.

SUBSIDIARY PROTECTION (SP)

is granted to a foreign who does not meet the criteria for asylum, however there exists a legitimate concern that if the applicant is returned to the country of origin, he/she would face a genuine risk of serious harm (death penalty, torture, inhuman or degrading treatment or punishment, serious threat to life or human dignity), and he/she is unable or unwilling, due to such risk, to accept the protection of the country of origin.

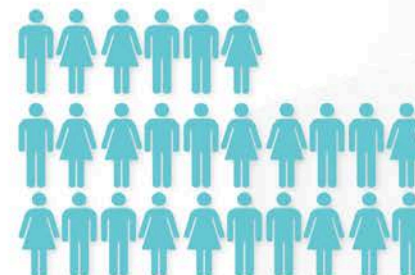
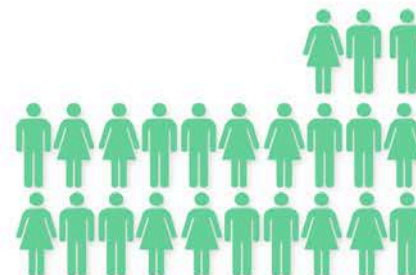
SP is granted for a limited period (1-2 years) and must be renewed – the reasons for protection are always re-examined. Beneficiaries of SP have access to the labour market, health care system, welfare system, schooling, etc. under the same conditions as citizens.

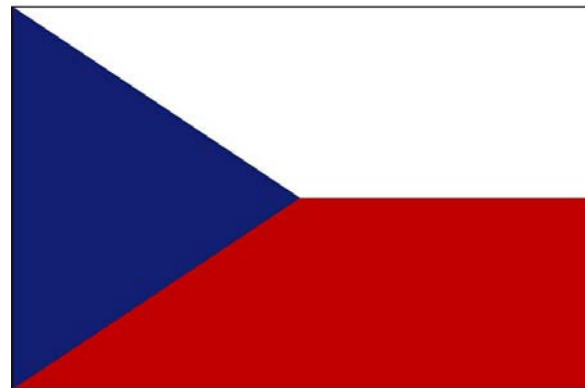
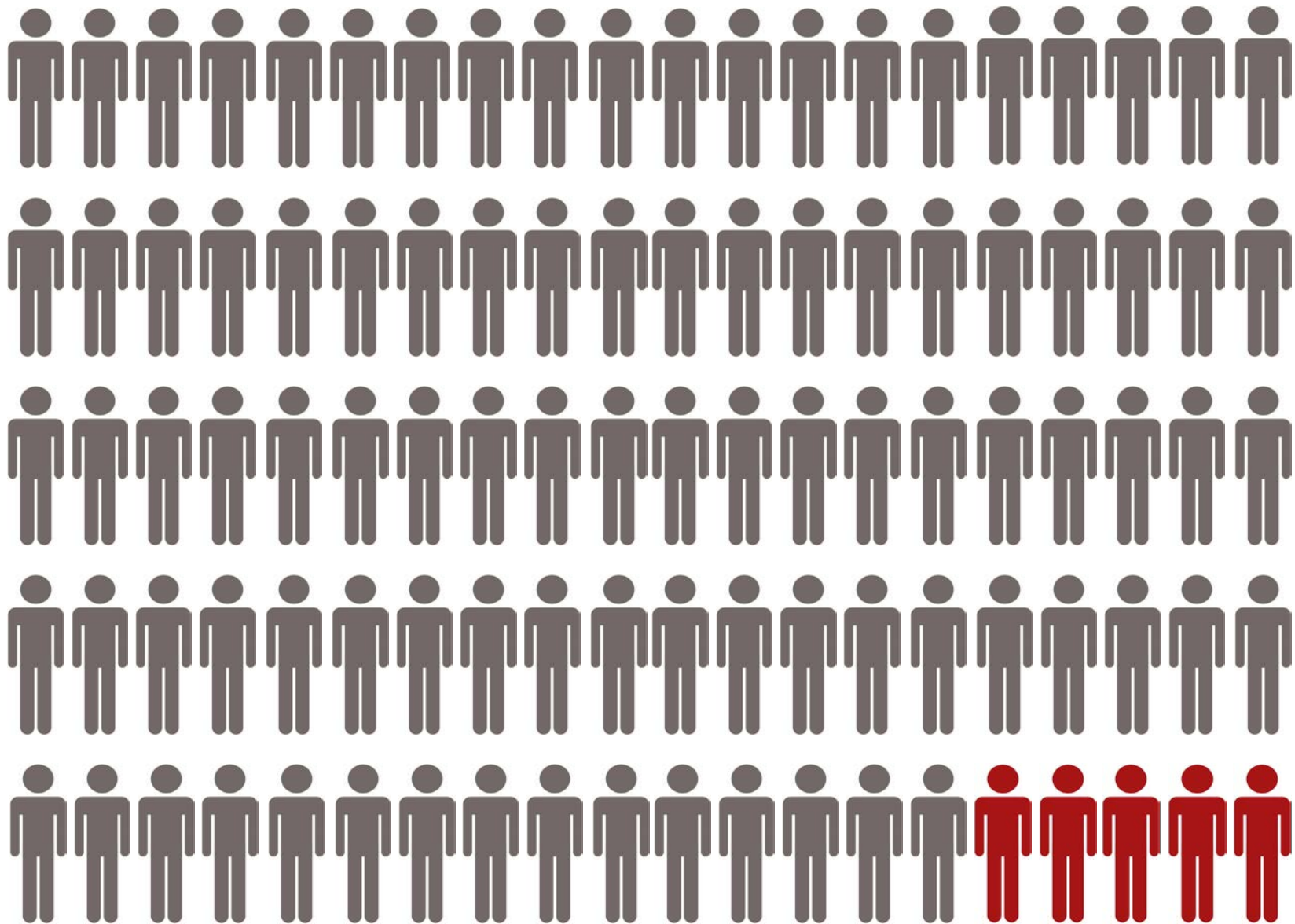
NUMBER OF BIPS ACCORDING TO A TYPE OF INTERNATIONAL PROTECTION IN 2018

OAMP MV ČR - 31. 12. 2018

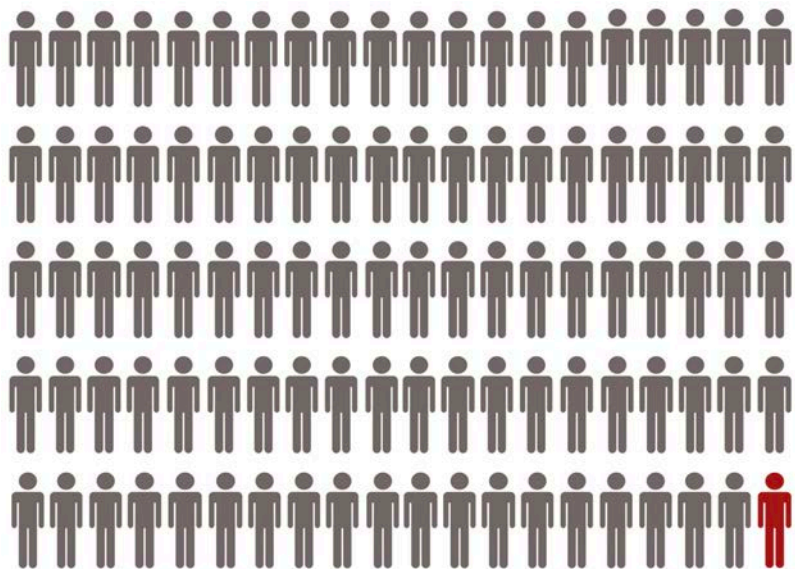
1152
people

1230
people

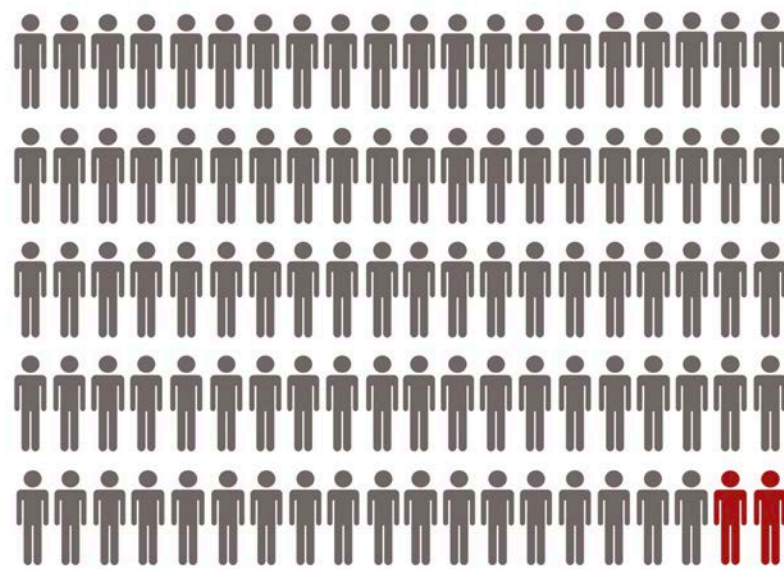




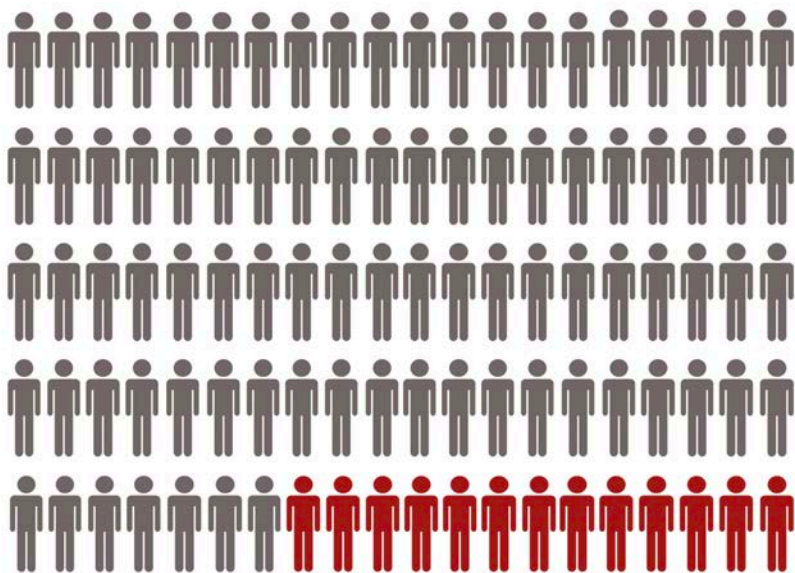
5,51 %



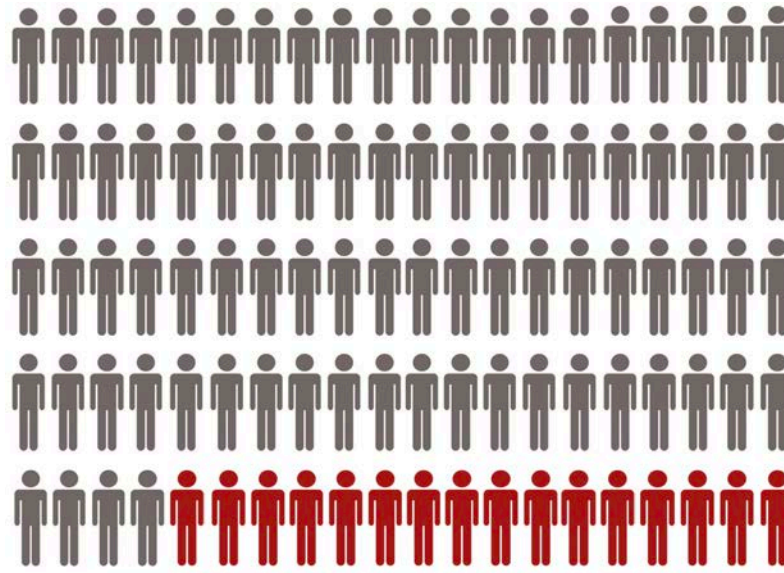
1,04 %



2,39 %



13,07 %



16,06 %

Table 1: TOP 15 nationalities in Czech Republic (10/2019)

#	Nationality	Temporarily	Permanent	Total
1	Ukraine	56 422	86 538	142 960
2	Slovaks (EU)	67 951	52 613	120 564
3	Vietnam	9 479	52 323	61 802
4	Russian Federation	15 302	22 080	37 382
5	Poland (EU)	10 808	10 903	21 711
6	Germany (EU)	16 869	4 541	21 410
7	Bulgaria (EU)	11 278	5 664	16 942
8	Romania (EU)	12 309	4 195	16 504
9	Mongolia	4 544	5 191	9 735
10	United Kingdom	5 538	2 612	8 150
11	China	3 024	4 531	7 555
12	Hungary (EU)	6 467	1 071	7 538
13	USA	3 957	3 509	7 466
14	Belarus	3 884	3 042	6 926
15	Moldova	2 078	3 799	5 877
16	Kazakhstan	3 335	2 480	5 815
17	Italy (EU)	3 730	1 867	5 597
18	Serbia	3 420	2 024	5 444

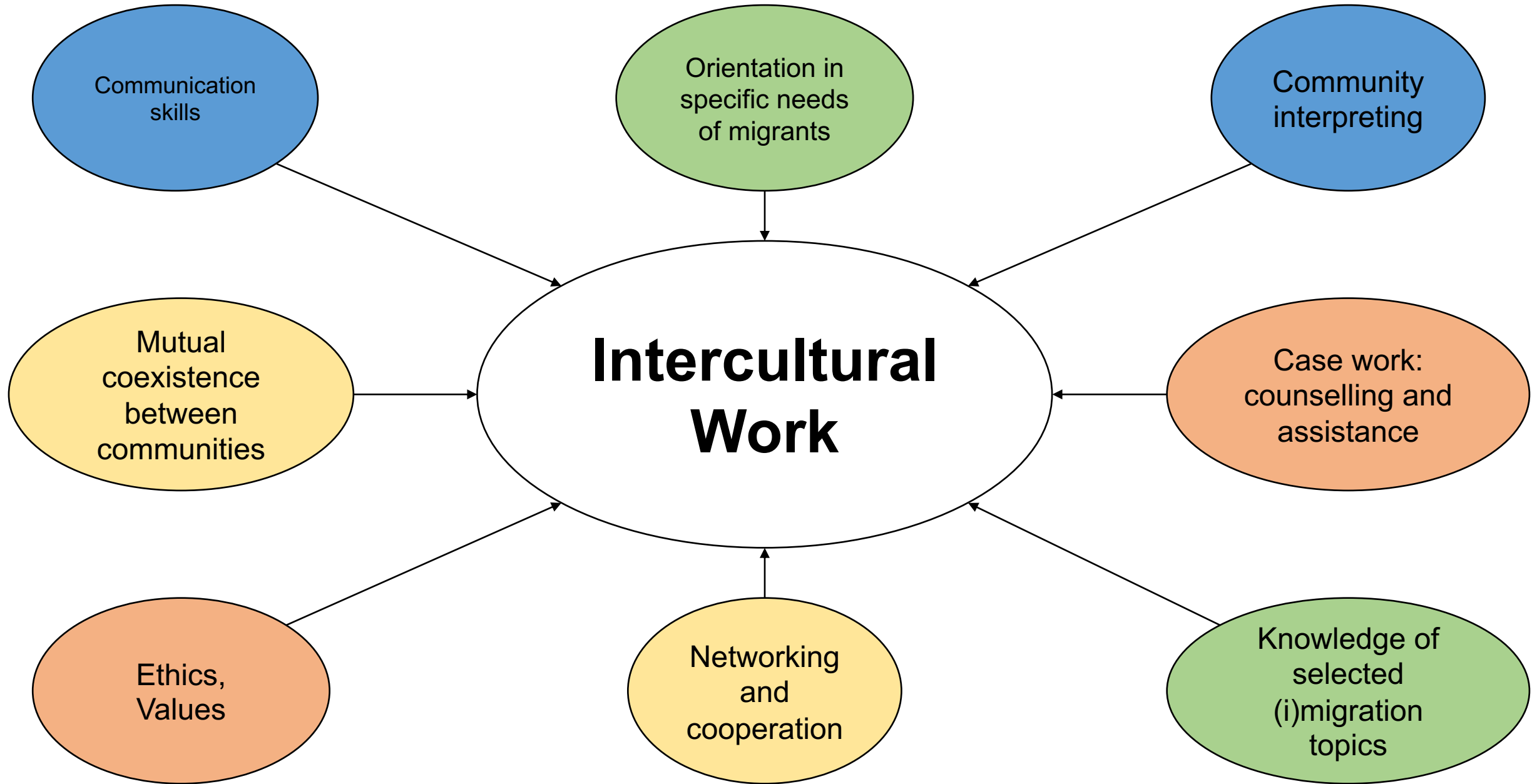
Reference: Ministry of Interior of the Czech Republic; Czech Statistical Office

Intercultural Work

Intercultural work – definition (?)

„Intercultural work is mainly based on social work, specialized in the migrant target group, mediation, intercultural communication, community interpretation and migration studies. The intercultural worker provides assistance, including interpretation in negotiations between migrants and public institutions, promotes the coexistence of the majority and migrants, helps the integration of migrants into the majority society.“

(Palaščáková et al. 2014)



Education in the field of Intercultural Work

(in Czech Republic)

- ❑ Training for IW's is not yet clearly defined, as Intercultural Work is not a regulated profession by law such as Social Worker.
- ❑ Employers (not) provide training of intercultural workers in different ways – the expected content of the training focuses mainly on specific activities which can differ (consultancy/community work/street work/community interpretation...)
- ❑ Since 2018, the profession of IW has been published in the National Qualifications Database (NQD) and the National Professions Database.
- ❑ The specific competencies (6 areas in total) of the intercultural worker are set out in the NQD.
- ❑ Those interested in performing intercultural work may (may not), if interested, take the examination in front of an "authorized person" to get the professional qualification of "Intercultural Worker"
- ❑ Since 2020, InBáze became the first organization which ensures the possibility to examine potential IW candidates
- ❑ There is not yet a wider range of comprehensive training programmes

Interkulturní pracovník (kód: 75-020-R)

Autorizující orgán: [Ministerstvo práce a sociálních věcí](#)
Skupina oborů: [Pedagogika, učitelství a sociální péče](#)
Povolání: [Interkulturní pracovník](#) ⓘ
Platnost standardu: Od 10.4.2018 do neomezeně
Kvalifikační úroveň: 6

Kvalifikační standard

Kvalifikační
standard

Hodnotící
standard

Autorizované
osoby

Uznatelnost
kompetencí

Kvalifikační standard

Název odborné způsobilosti	Úroveň
 Zprostředkování účinné komunikace při jednání mezi migranty a veřejnými institucemi a dalšími subjekty	7 ●●●●●●○
 Poskytování základního poradenství v oblasti pobytu migrantů v českém a dalším jazyce	6 ●●●●●●○
 Orientace ve specifických potřebách cílové skupiny migrantů v kontextu migrační reality ve světě a integrační politiky v ČR a EU	6 ●●●●●●○
 Podpora a usnadnění komunikace mezi majoritou a migranty jako prevence nedorozumění ve vzájemném soužití, podpora sousedského soužití a sociokulturní soudržnosti společnosti	6 ●●●●●●○
 Sít'ování a spolupráce s dalšími odborníky v oblasti integrace a participace migrantů ve společnosti	5 ●●●●●○●
 Orientace v hodnotovém kontextu interkulturní práce	6 ●●●●●●○



KE STAŽENÍ

-  [Kvalifikační standard](#) ▼
-  [Hodnotící standard](#) ▼
-  [Autorizované osoby](#) ▼

 [Záznam o průběhu a výsledku zkoušky](#)

Pro otevření a vyplnění formuláře si nainstalujte aplikaci [Software602 Form Filler](#)

DALŠÍ ODKAZY

-  [Napište nám](#)
-  [Návrh nové kvalifikace](#)

My PhD.
research

PhD. research: Main objectives

- 1) support the professional establishment of the profession of an Intercultural Worker ("IW") in the Czech Republic
- 2) create the basis for the training of Intercultural Workers (filling the *"knowledge gap"* in the given area).

PhD. research: Sub-objectives

I. Identification IW's composition in the Czech Republic

(how many workers/workers are active in this profession; in which organizations; what their job description is; what is the form/type of employment relationship (DPP, DPČ, PS); what their position is called, what are the conditions of the employer for the performance of their work; how they are continuously educated; what is the current IP qualification; what are the language dispositions of IP).

II. Opinions of experts regarding the content components of intercultural work

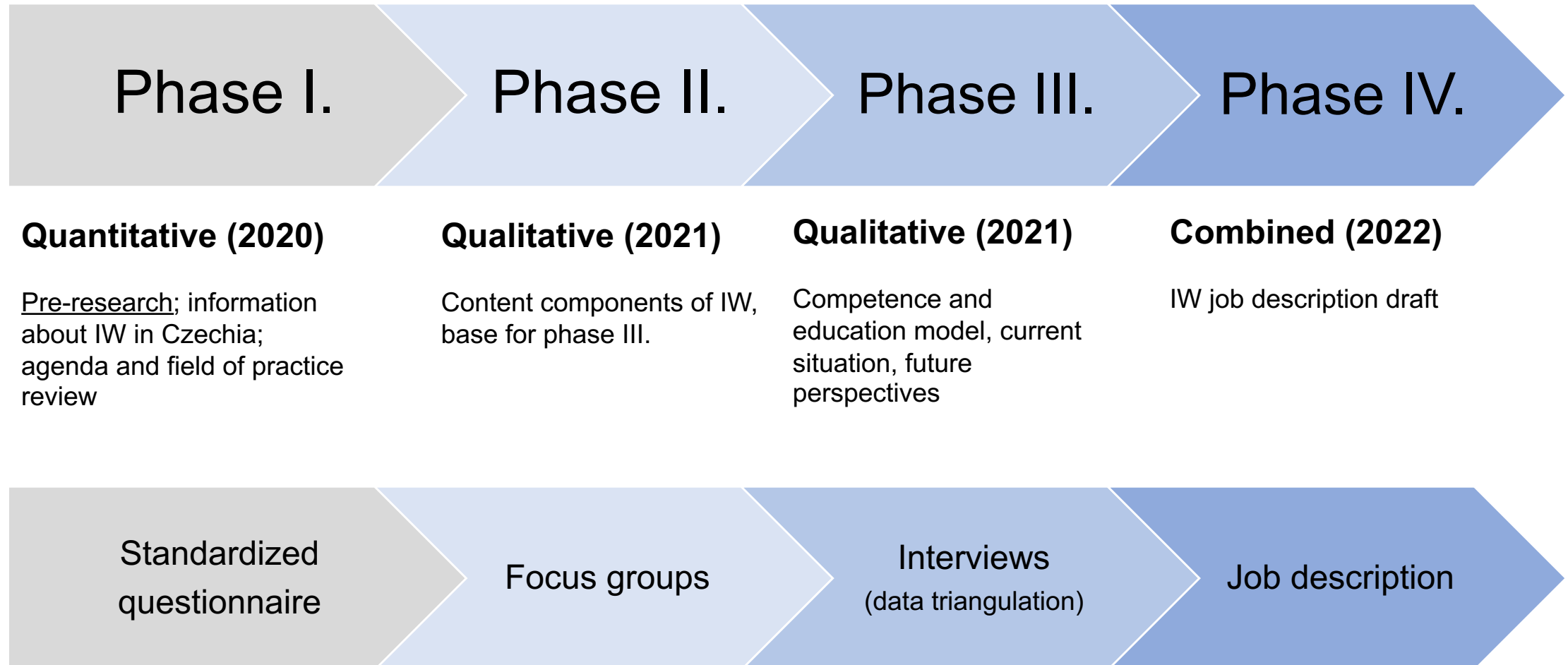
(what is / should be the content of IW; what are / should be the competences of IW's; who determines these competencies, E.g. project, employer, etc.; what kind of education IW's should have; what should be its content; what are the specifics of IW in compare to "normal" social work).

III. Identification and description of competencies that IW have according to current practice

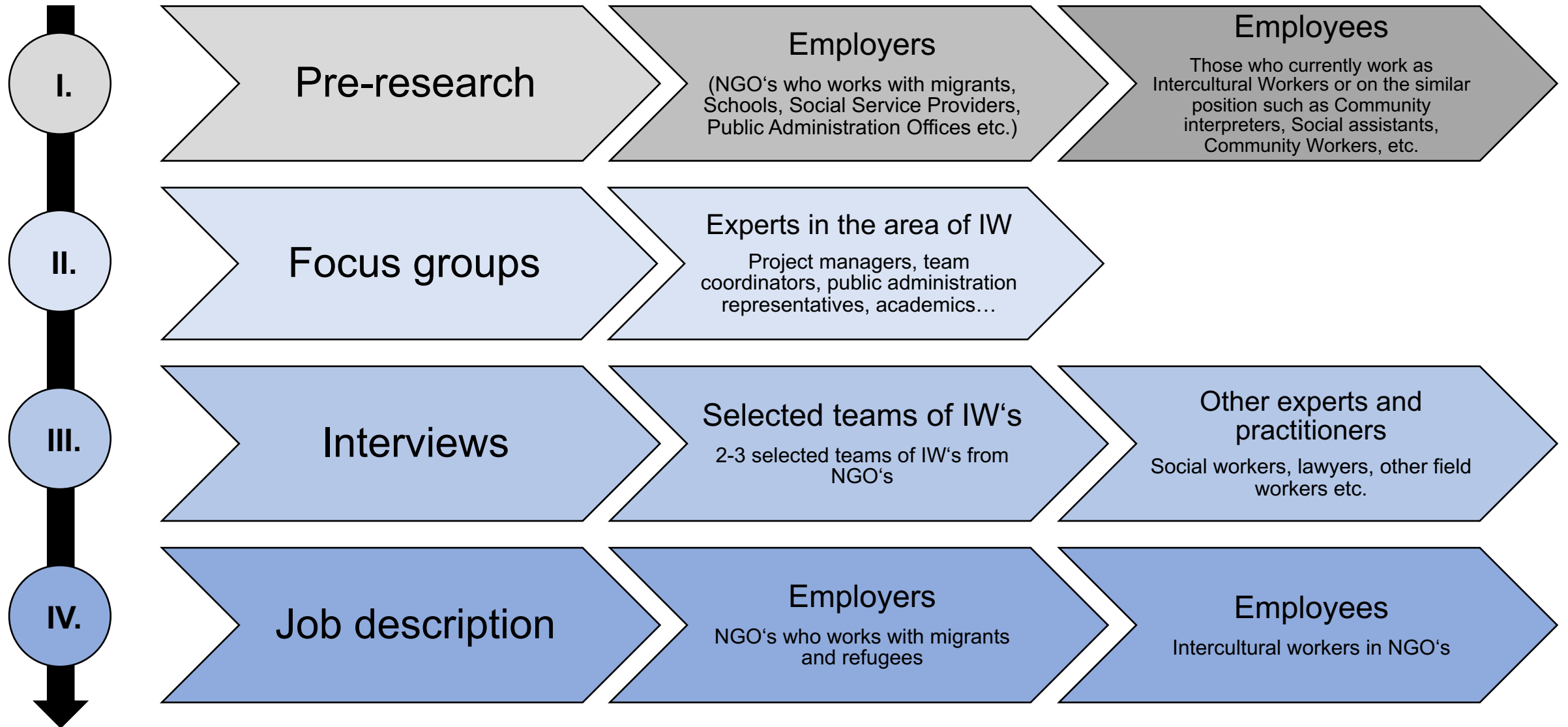
(creating a draft competency model to update the professional/qualification standard of the Intercultural Worker, creating a draft training standard for IP).

IV. Obtaining the documents for the compilation of a general IW's job description (focused on NGO's)

Research phases



Data sources



Research questions

(what we don't know at the moment?)

- ☐ What is the number of IW's in the Czech Republic, where they are employed and which migrant communities they mainly work with (in terms of language disposition)?
- ☐ What qualification of IW's is demanded by their employers to perform their work?
- ☐ How do Czech experts think about IW?
- ☐ What are the core competencies of an IW in practice – comparison to competencies of social workers and other professionals working within the same organization/team?
- ☐ What skills and competencies should an intercultural worker have in order to carry out his or her work, and are there any differences in those competencies based on professional orientation?
- ☐ What problem/risk situations do IW's encounter in their work and how do they deal with them?
- ☐ In what situations does the intercultural worker cooperate with other experts in the organization and how does this cooperation look like?
- ☐ How is the education of intercultural workers taking place, in what areas are they being educated?
- ☐ What should be the content of standardized (basic) training for intercultural workers?
- ☐ In what areas do IW's find employment mostly?

Where am I currently?



Phase I.

Phase II.

Phase III.

Phase IV.

Quantitative (2020)

Pre-research; information about IW in Czechia; agenda and field of practice review

Qualitative (2021)

Content components of IW, base for phase III.

Qualitative (2021)

Competence and education model, current situation, future perspectives

Combined (2022)

IW job description draft

List of references

- BEJČEK, Jan Matěj, 2019. *Migrace a integrace v České republice* In *Interkulturní práce s dětmi a žáky s odlišným mateřským jazykem v mateřských a základních školách*. Prague: InBáze, z. s.
- DOHNALOVÁ, Eva. 2020. *Development of Intercultural Work in the Czech Republic – Premises and Challenges in Establishing an Intercultural Worker profession, Allied to Social Work that Promotes the Use of Skills that Migrants Have*. Czech and Slovak Social Work / Sociální práce / Sociálna Práca, Vol. 20(1), p. 61–77
- Czech Statistical Office, 2020: *Cizinci: Počet cizinců* [online]. Available from: <https://www.czso.cz/csu/cizinci/cizinci-pocet-cizincu>
- MICR, 2020. *Cizinci s povoleným pobytem: Informativní přehledy cizinců se zaevidovaným přechodným či trvalým pobytem na území České republiky* [online]. Available from: <https://www.mvcr.cz/clanek/cizinci-s-povolenym-pobytem.aspx>
- MICR, 2020. *Mezinárodní ochrana: Statistické zprávy o žadatelích o mezinárodní ochranu a azylantech* [online]. Available from: <https://www.mvcr.cz/clanek/mezinarodni-ochrana-253352.aspx>
- PALAŠČÁKOVÁ Dita (eds.) et al. 2014. *Formování profese interkulturní pracovník/pracovnice: zahraniční zkušenosti, praxe a vzdělávání v ČR*. Prague : InBáze, o.s. 2014, 313 s. ISBN 978-80-905759-0-5

Thank you for your attention



FACULTY OF ARTS
Charles University

Jan Matěj Bejček, MA.

Charles University, Faculty of Arts
Dept. of Social Work

E-mail: jan.matej.bejcek@gmail.com

bejcek@inbaze.cz