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SOCIAL AND PEDAGOGICAL FUNDAMENTALS OF SOCIAL SPHERE WORKERS' TRAINING TO WORK WITH MIGRANTS IN SWEDEN

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The article reveals social and pedagogical fundamentals of social sphere workers' training for work with migrants in Sweden. The author has investigated the migration processes which take place in Sweden and which have become one of the features of the wealthy state development and formation of training the caseworkers. They are the specialists of the new generation, who are able to work with different ethnic groups and communities in terms of multiculturalism. The author has characterized and analyzed the main factors which influence the development and constant improvement of educational system for training social sphere specialists. It has been defined, that social and innovative educational policy of the Swedish state, the development of volunteer movement, functioning of organizations and associations of professional orientation have a significant role in the affirmation of the institute of social sphere workers. In the context of positive experience of implementation of social work system organization and social sphere workers' training to work with migrants in Ukraine the author has proposed to pay attention at the adoption of corresponding legislative acts, which support and encourage migrants' integration, prevent and obstruct their discrimination. It is also important to take into consideration the training of specialists, who work with this category of population; development of the integration policy and efficient system of social insurance, realization concerning the state and social projects of migrants' support; creation of the branching network of the state and non-state centers, which encourage realization of integration policy.

Key words: social sphere worker, professional training, professional association, migrant, integration policy, social assurance, volunteering, charity.

Introduction

Population's migration and connected with it social changes, which are caused with the strengthening of ethnic diversity, become more noticeable factors of change of traditional models of the state's social policy and the state's social education formation due to the economic, political and cultural globalization.

Ukraine is involved into the top five countries with the greatest quantity of migrants and has a great part of migrants in the population's structure. Besides, due to the latest political events the percent of inner migration in the country increases.



That provokes and sharpens a number of social problems, which require an immediate solution. Comparatively inconsiderable experience of our country in the sphere of social assistance organization to migrants, the absence of corresponding qualifications and the proper professional training for working with this category of population as well as the increasing interconnection and interdependence between states of the world, internationalization of economics, culture and science, and enhancement of global problems. Their solution is impossible within national limits. It causes urgent necessity to study outstanding world experience in different spheres of social life as well as in the education of social sphere workers abroad, particularly in Sweden. Because it is the country, which is known in the world as «the state of general well-being» with a high level of social assurance and guarantees for population and migrants.

The aim of the research is to define and analyze the main social and pedagogical fundamentals of social sphere workers' training to work with migrants in Sweden.

Theoretical fundamentals and methods of research. Theory and methodology of social work with migrants is represented in the works of M. Havroniuk, V. Olefir, Ya. Kondratiev, M. Marchenko, B. Proshchaiev, Yu. Rymarenko, Ya. Tyshchenko, S. Trofimov. The western countries experience (the USA and Canada) in organization of social sphere workers' training for working with migrants has been partly analyzed in the work of Ukrainian researcher O. Olchovich. However, the mentioned investigations do not cover all the issues, which are connected with the fundamentals of social sphere workers' training.

Swedish experience in theory of social work and organization of the higher social education is represented in the great number of works by foreign researchers, such as: S.-A. Berglund, C. Demstader, A. Gerdman, G. Sandström, H. Soydan, S. Sunesson, W.F. Frick, U. Holm and others. Theoretical aspects of social work with migrants, its directions and content in Sweden are revealed in the researches of such foreign scientists as B Vinnerljung, G. Kristinsdottir, T. Lindstein, K. Sundell, S. Hessle and others. The problems of social agencies functioning according to the work with migrants are represented in the works of G. Andersson, E. Bergmark, S. Korpi, T. Lundström, V. Östberg and other foreign scientists.

While investigating social and pedagogical fundamentals of social sphere workers' training in Sweden we have taken into consideration the peculiarities of social work professionalization, the development of social and migration policy, the system of social assurance; the influence of the activity of public, professional, charity and research organizations, associations, trade unions, creation and implementation of the state and public social programs of migrants' support. We have studied the factors and main tendencies of development of social sphere workers' training system.

While analyzing government reports, scientific publications of Swedish scientists, we have made a conclusion that the main social and pedagogical factors, which encourage social sphere workers' training for working with migrants in Sweden, are Sweden's innovative educational policy, Sweden's social policy; the activity of associations and organizations formigrants; the development of the volunteer sector; the system of migrants' social defense and assurance.



Social policy of Sweden. Sweden is known in the whole world as a «state of general well-being». The famous sociologist T. Marshal stated, that «The Swedish state of the general well-being is a government conception, in which the state plays an important key role in the defence and promotion of social and economic well-being for its citizens. It is founded on the principles of equal opportunities, fair division of wealth and civil responsibility for those, who can not provide their living by themselves» [9].

While assuring the citizens' safety from certain social risks, as well as from unemployment, illness or physical disability, the systems of social assurance are aimed at increasing the labour efficiency, enlargement of opportunities of employment and support of stable economic growth. Thorough investigations have shown that migration, as a rule, increases employment in the countries and communities, which accept migrants. Due to the high level of migration, low level of birth rate and the high level of mortality, Sweden eventually becomes a multicultural country, where about 27% of Swedish population are of immigrant descent [7]. According to the conducted research *Migrant Integration Policy Index* in 2015 Sweden is recognized as a country with the highest rates of migrants' integration. Migrants in Sweden have an access to the highest education standards, the guarantee of law observance according to the antidiscrimination and fair access towards citizenship obtainment [10].

In comparison with integration measures, which were used by other Western European countries, integration policy in Sweden has four main peculiarities, which are characterized with voluntary participation of all members; decentralized system of organizations, which work with migrants; fulfilment of social work with migrants at the municipality level; clearly oriented program of employment. Integration policy of Sweden is based upon transsectoral foundation. The Ministry of Labour (Regeringskansliet) in collaboration with a number of institutions monitors the efficiency of the integration policy for the newcomers [2]. The Ministry is responsible for the newcomers' introduction, Swedish citizenship, antidiscrimination and fight against racism, encouragement of democracy and human rights observation as well as the development of urban areas. They are characterized with the social isolation through local municipalities, which coordinate the migrants' activity at the individual level.

In the investigations, conducted by K. Kallas and K. Kaldur, it has been investigated that Swedish integration policy is carried out on the basis of political method «mainstreaming», the essence of which lies in the integrity of problems and needs of certain target groups (for instance, migrants, national minorities) with all the spheres of the state policy. In such a way they assure contingency with those, who are integrated in the process of problems solution of the target group as well as of the society in the whole [1, p. 7].

Taking into account the specific character of methods, which are used for realization of integration policy, an efficient network of Swedes involvement into the charity process in the context of assistance to migrants and refugees has been worked out. The complete list of organizations and civil initiatives, which support migrants and refugees, may be found on the website of the Migration service (Migrationsverket). In particular, such projects as «The free room for migrants' children» (Kostnadsfria rumsinvandrarbarn), «Friendly Sweden» (Kompis Sverige), «Research studio» (Studiefrämjandet), «Invitation to lunch» (Invitations departementet) are very important projects of migrants' integration into the Swedish society on the voluntary basis [5].



Specialists, who work with migrants in the state institutions, especially social sphere workers, Swedish citizens, volunteer and charity organizations, non-state institutions, which encourage the realization of the integration policy positions, are involved into the realization of the state integration policy. Non-state institutions function in Sweden apart from the state sector. They encourage the realization of the integration policy positions. One of such institutions is the Swedish trade unions organization of migration (Akademikerförbundet), which adjusts the issues of employment, labour conditions and wage rate of the foreign citizens, who do not have any documents.

An interesting experience of integration policy realization is the creation of the Institute of migrants - a non-state organization, which functions as a National scientific research and documentation centre for immigrants and refugees in Sweden (Immigrantinstitutet). In 1996 it worked out a web portal that is reference book for people, who have a desire to move to Sweden. More than 1000 associations of migrants in Sweden, non-state organizations have been created involving the Institute of migrants. The most influential among them are the National federation of migrants in Sweden (Immigranternas Riksförbund) and Swedish migrants and refugees centre (Rådgivningsbyrå för asylsökande och flyktingar), which deal with the solution of issues connected with obtaining a permit for dwelling, search of work and accommodation, defence of migrants' rights as well as legal and psychological assistance to people, who have found themselves in difficult life situations due to the transit to Sweden. It should be mentioned that the network of the state and non-state sectors of migrants assistance must be staffed with the specialists of different specialities, especially with social sphere workers, who will be able to provide assistance competently at all levels of migrant's involvement into Swedish society.

An important actor of Swedish social and integration policy is a network of volunteer organizations. A high level of decentralization of the social assurance and education system gives a boost to the development of social initiatives on the voluntary foundation and is a basis for construction and improvement of the country's existing democratic order. The main body, which is responsible for the development of voluntary infrastructure, is the Ministry of health care and social assurance.

The main achievement of the Government, the Ministry of Health Care and Social Affairs and voluntary organizations is a developed map of voluntary centres of different direction. According to the positions of the Ministry's report «the voluntary centre (*volontärcentrum*) is the main office and its main aim is the coordination of functioning of the volunteers and organizations, which need a voluntary assistance». The map of voluntary centres includes «resource centres», «day centres», «meeting places» for different vulnerable categories, particularly migrants [12, p. 11-18]. In 2002 the Voluntary agency (Volontärbyrå) (www.volontarbyran.org) has been founded in terms of the pilot project. Nowadays it functions as an intermediary between voluntaries, organizations and unfortunate population categories, who need assistance. The search of certain task for volunteer or organization is free of charge. The agency activity is performed through the website and the search system finds the corresponding task among 777 organizations and 2559 missions registered on the website. Nowadays the Internet platform of the Voluntary agency is an integral part of the Swedish voluntary infrastructure and a binding member of the state and non-state sectors in the context of volunteer system development and free service for people, who need assistance [14].



Apart from intermediary functions the Voluntary agency carries out training for the volunteers and centres coordinators. The curricula for the staff workers of voluntary organizations and for those, who have a desire to create their own non-commercial structure, have been worked out together with municipalities.

All the voluntary organizations, which function in Sweden, have their own organizational structure and the system of volunteers' education and coordination. The centre «Mission» is the most influential centre of volunteers' training. It suggests 8 levels of educational training, which is based on the solution of practical tasks of different population categories during the year. The aim of such training is the willingness of volunteers to assist different problem population categories, particularly migrants.

The organizations, which provide services to migrants, are active system users. A lot of non-state organizations, which assist people in search of accommodation, refugees and migrants of different levels, are registered in Sweden. Such organizations as «The Red Cross», Swedish Representative Body «Caritas», Church of Sweden, Swedish Network of Asylum and Refugee Support Groups (FARR), Central Swedish Employers Organization (Sveriges Arbetares centralorganisation (SAC), «Voluntary Mission» (Sociala Missionen) and others are among the most influential organizations. The volunteers of the organizations take care of the issues connected with the submission of legal status, accommodation, education at all levels, job, leisure. They also take active actions according to the liquidation of discrimination by migrants' ethnicity and gender [8].

All state and non-state organizations which aimed at the realization of integration policy have qualified staff, particularly social sphere workers, who provide direct contact with a migrant. That's why there is an immediate necessity of training of highly qualified social sphere workers, who are able to work with this population category. An important aspect, which encourages the development of the higher educational system of social sphere workers for collaborating with a migrant, is a complex system of social defence and assurance of this population category.

According to the report of the State Migration Department (Migrationsverket), migrants' social defence is supposed to be one of the powerful instruments to reduce poverty and inequality. It encourages social integration and equality. While assuring citizens' safety from certain social dangers (such as unemployment, illness, and disability) the systems of social assurance are aimed at the labour efficiency increase, employment opportunities expansion and stable economic growth support.

Swedish system of social defence has a network of organizations aimed at the social policy realization. The general system of Swedish social defence consists of such directions as social assurance and medical insurance; temporary disability insurance; industrial accidents and professional illnesses insurance; disability assistance; retirement pension and survivors' pension; unemployment insurance; financial assistance for research; family assistance and parents' insurance.

In Sweden the system of social assurance is mostly based on the principle of national insurance, which covers all migrants' categories. Social insurance is under the jurisdiction of the Health Care and Social Affairs Ministry (Socialdepartementet) [13]. The system of social assurance for migrants consists of two components. The first component includes the advantages based on the place of residence (support of maternity and childhood (guaranteed minimum level)), various types of social aids (child aid,



accommodation aid, disability aid, illness or survivors' aid), consulting and rehabilitation service. The second component contains advantages based on job (different kinds of social allowances (due to the pregnancy or illness, for parents, retirement and children pensions, sick certificates, assistance due to unemployment), fringe benefits (for parents), rehabilitation and consultation services).

Sweden has aimed most of measurements and responsibility according to the organization of its integration policy at the local level. Local government plays an important role in this process. Municipalities have a network of organizations, which assist different population groups, and a great staff of social sphere workers, who solve the problems while working directly with the client [13].

290 municipalities work in Sweden. Each of them has a high level of autonomy and the right to lead its activity on the basis of its own political values in terms of the active legislation. The main municipalities' aim is the delivery of target services to the problem population categories, particularly to migrants [3].

In accordance with the research conducted in terms of the project «Transfer of Innovation», international network «Power Us» about 27000 social sphere workers work in Sweden. 15,4% of the social sphere specialists are involved into the fulfilment of social work and social service delivery to migrants [11]. Work with migrants is one of the main directions of social sphere services. At the same time social work with unemployed, children, elderly people may include migrants and refugees, and the present of social work considerably increases.

According to the integration policy for migrants, municipalities are responsible for the composition of integration plan for newcomers on the basis of the agreement with the State employment agency. Integration plan includes the evaluation of the knowledge of Swedish and the level of migrant's education, the determination of the main needs of the person, who applied for help. It also includes organization of courses of Swedish and qualification courses in accordance with Swedish employees' standards; provision of accommodation and a minimum amount of money of social assistance. Immigrants, who have completed integration plan with municipality and the State employment agency, are obliged to take an active part in integration plan realization in order to receive complete social allowances. Non-compliance with conditions of integration plan may lead to the cutbacks of funding for service delivery by the institution and accommodation privileges [4].

An important fact in creating the system of social sphere workers is the realization of the innovative educational policy of Swedish state. According to the report «Global innovative index of 2015», Sweden takes up the third position of the ranking of the country-reinventor in the world relinquishing only to Switzerland and Great Britain. The secret of success in the innovative Sweden is the investments into the education and science, which create conditions for appropriate development of the specialists' capacity in all spheres of social activity.

According to the new course of the European educational policy, which was declared with the Sorbonne and Bologna declarations (including Scandinavian countries) in 1996 the Council of Europe has presented a report of the Committee of social policy affairs. The key issues were the training of social sphere workers taking into account their changing role in the society and the confirmation of the role and status of social sphere work [13]. The Committee stated that social sphere work had to develop in unity with



social sciences and social policy in order to be recognized by educational and academic systems of different countries. The International association of schools and social sphere work plays an important role in the social work sphere alongside with the activity of the Committee of social policy affairs. This association is also responsible for the problems of education of social sphere workers. The International federation of social sphere workers is aimed at the development of practical social work as well as at the successful combination of the outstanding innovative experience, traditions and theoretical fundamentals of the professional activity.

An important contribution to the development of education of social sphere workers in Scandinavian countries has been made by the Nordic Association of Schools of Social Work (NASSW) (Nordiska Social högskole kommitteen (NSHK)), International Council on Social Welfare (ICSW), which unites the most famous schools of social sphere work (Lund, Guttenberg, Stockholm and so on), Swedish Association For Social Work Research (FORSA), Trade union of the social sphere workers and graduates (Akademiker för bundet SSR), as well as sphere organizations and associations, which unite troubled population groups, who need assistance [6].

Innovative processes, which take place in the Higher education of Sweden, produce intense cooperation of the universities with local, regional, state and international social institutions in order to create common projects and social sphere work departments. It is worth emphasizing that in such a way a gap between university and outer university education is removed.

Conclusions

In such a way, the research has investigated that migration processes which take place in Sweden have become one of the peculiarities of the general well-being state foundation and the formation of the social sphere workers of the new generation, who are able to work with different ethnic groups and communities. That is why, in the formation of the migrants' policy and programs of social sphere services it is better to take into consideration the needs and problems of migrants. It supports and encourages integration and prevents discrimination, maintains the training of specialists, who work with this population category, develops integration policy and effective system of social assurance; realizes state and social projects of the migrants' support, creates a network of centres of the state and non-state character, which encourage the integration policy realization.

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