

## SOCIO-EDUCATIONAL SUPPORT OPPORTUNITIES FOR YOUNG JOB EMIGRANTS IN THE CONTEXT OF ANOTHER CULTURAL ENVIRONMENT

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**Abstract.** One of the main reasons of emigration of young people is a lack of opportunities to realize their own potential, to state themselves as full valued individuals. In this aspect, problems of emigration appear in the areas of social work and socio-educational support. Problems of social or socio-educational support are discussed and presented not enough, concerning young job immigrants in theoretical and practical levels, as well. In the most cases the respondents have mentioned friendly and positive relationships with people of the same nationality and with people of different nationalities as well: together organized leisure activities, celebrations, holidays. Research data analysis shows that mostly job centres help immigrants to deal with job search and with consultations as well. On the other hand, it is obvious that young job immigrants are coming to other country to their relatives or friends who have emigrated earlier and have organized their living conditions quite well. Generalizing the research results the activities of a social worker or social pedagogue that are needed for young job emigrants during integration process in changed socio-cultural environment could be defined: it is support during adaptation period, support in the process of job search, legal, educational and health support, as well as organization of cultural activities for immigrants.

**Key words:** *emigration, young people, socio-educational support*

**Introduction.** Young job emigrants in post-communist countries have appeared in the period of transformations that all post-soviet states faced. The character of transformations in the post-communist area of the region allowed the governing political elite of the country that hindered to create the welfare state to remain unchanged. The states of the Baltic region are exceptional in the aspect that being forced to radically reform economy they have probably most consistently implemented neoliberal economy reforms where centralized planned economy was being replaced by free market economy thus striving to escape the post-soviet area and become more attractive for international capital as soon as possible (Praninskienė, 2012). The period of transformations is often considered as a dynamic process that quickly impacts living conditions in the society, diminishes the feeling of social stability. It was setting off people against each other, deepened social exclusion in the society. It was often thought that social welfare in the country would come together with gained freedom automatically and democracy would solve all the questions by itself, and when it did not happen the feeling of disappointment with democracy emerged. It induced the wave of emigration of people living in post-communist space (Kuodis, 2008).

One of the main reasons of youth emigration is the aspiration to realize their potential, in the society. The opportunities of professional development, self-realization, career in certain foreign countries are wider as far as meeting of self-realization needs as one of the basic human needs and conditions of harmonious personality development is concerned. Thus the problems of emigration appear in the field of the problems of social work and this has not been sufficiently

analysed both in theoretical and practical levels. The problems of psychosocial character (experienced stress, search for a job, planning a career) are related to a complex phenomenon – secondary adaptation (if adaptation/disadaptation in the home country is treated as primary adaptation) to the society of the majority where a young person faces a dilemma: whether there is a wish to get integrated (take the cultural norms and values of the majority and retain one's ethnic identity) or assimilated (refuse one's ethnic identity and get adapted to the majority).

According to the data of the Department of Statistics 87 thousand of inhabitants moved from Lithuania in 2011. The predominant form of economic migration and a big number of people going to work abroad open new way for discussions, especially since young people of employable age emigrate. Vainauskaitė (2011) emphasizes the threats caused by emigration: the statistical office of the European Union “Eurostat” prognosticates that at the beginning of 2060 in Lithuania there will live 2 547,7 thousand people (Lietuvos laisvosios rinkos institutas, 2006).

International migration influences person's motivation for activity, impacts foreign and national social and economic structures. In the countries, to which young people immigrate, in spite of ambiguous evaluation of the phenomenon of migration and the reinforcement of immigration policy it is attempted to support migrants through humanitarian institutions that in fact support international migration (Douglas, 1993). Developing modern theories of society integration it is increasingly attempted to overstep “objective” interpretations: if earlier bigger attention was paid to economic, political, residential integration, then recently in the discourse of integration the formation of cultural exclusions, symbolic resources, “cultural hierarchy” and interrelations between individuals and various groups are taken into account (Scott, 2000). The author states that minority groups have lower education and less experience in the labour market, therefore, they find themselves in periphery. In this case social relationships that enhance the opportunities of status, income, professional achievements for individuals are important. Consequently, alongside with individual's objective characteristics to assure certain social status social relationships in different levels are important: social community integration (school, religious communities, groups, etc.), personal integration (consolidation at work, leisure) and formal residential integration (territorial distribution), (Douglas, 1993; Scott, 2000).

Successful expression of adaptation and integration of various groups of inhabitants is wholesome social participation of groups. Polysemic concept of social participation is related to ethnically indivisible civil and political participation, involvement into political and cultural life of society, representation in various government levels. Wide and flexible concept of adaptation and integration indicates a situation that makes integration processes permanent and irreversible (Kasatkina & Leoncikas, 2003). More or less active participation in social life that can gain different forms and character is one of the essential factors of social integration.

The success of young job emigrants in foreign countries depends on their ability to perceive and plan their career opportunities. The main reason that induces many young people to emigrate is the search for better job and living conditions. Social constructivism perspective (Šiliauskas, 2005) analyses career as a social process that comprises person's social interactions, his/her own behaviour conditioned by the image of *Self*, self-esteem, the model of value attitudes and life priorities. It means that the realization of the attitude towards career depends on personality peculiarities reflecting individual's subjective personal interpretation of career as a phenomenon (Šiliauskas, 2005; Stanišauskienė, 2004; Perminas, Goštautas, & Endriulaitienė, 2004; Vaičiulienė, 2004; Eriksonas, 2004). Job value attitudes are inseparable from person's worldview, moral development and other value aspects (Stanišauskienė, 2004).

Many young job emigrants who have emigrated from their country face various problems, ineffective solution of which can provoke stressful situations for emigrants. Severe and long-term emotional tension negatively influences nervous system. Because of emotional tension nervousness, fatigue, inability to concentrate appear – these are primary symptoms of stress (Miniauskienė & Urnikienė, 2006).

Another important factor in experiencing a stressful situation is work organization and character of job performance. Manual work, mechanized and automatized production create different stressors, and job emigrants usually have these kinds of jobs. The employee depends on working time. Because of incorrect work regime and overtime various problems arise, e.g., usual problems of employees working in shifts are sleep disorders and difficulties in family life.

The factors that are important from psychological point of view – psychological autonomy and the ability to freely move at work. Autonomy is the opportunity to freely take decisions and regulate the pace of work, which because of lack of time is realized insufficiently. Work organization influences the relationships between employees at work. The opportunity to discuss, feedback, precisely defined responsibility ensure good employees' interrelations and reduce psychological tension. A frequent cause of stress at work is the problems of work distribution that can occur because of an unclear situation at work or ambiguous perspectives (Gražulevičienė, 2002).

**Problem question of the research:** What sociocultural problems experienced by young job emigrants can be solved organizing socio-educational/social support?

**Research object:** Opportunities of socio-educational support for young job emigrants in the context of new sociocultural experience.

**Research aim:** To identify the opportunities of socio-educational support for young job emigrants in the context of new sociocultural experience.

**Research objectives:**

1. To reveal theoretical opportunities of socio-educational support for young job emigrants in the context of new sociocultural experience.
2. To describe social cultural experiences of young job emigrants in another cultural environment.
3. To identify socio-educational needs of young job emigrants.

**Research sample** consists of 178 respondents from Latvia (46 young persons), Poland (60 young persons) and Lithuania (72 young persons) working in foreign countries (16 in France; 75 in Ireland; 87 in the United Kingdom) 23-27 years of age (98 females and 80 males).

**Research methods:** analysis of scientific literature; qualitative research, the data collected during which with the help of open questions have been processed applying the method of content analysis.

**Research data analysis**

The sample of the research has been established applying the methods of target and convenience non-probability sampling. Convenience sampling foresees that the most easily available persons directly related to the object of investigation are selected for the research. The samples formed by such way of sampling do not ensure the representativity of the results, but it is not the feature of qualitative research either. Another way of sampling used in the research is target sampling. Target sampling is the sampling when a researcher selects elements to the total sample according to the aims of the research. Thus only young job emigrants who have gained the experience of living in another sociocultural environment have been purposefully selected for the research. Conducting target sampling the researcher selects only those individuals, situations or documents that can give the researcher meaningful information about the object of investigation. The data have been collected by the internet or filling in questionnaires directly communicating with the respondents. Direct communication with young emigrants took place during the visits to these countries (when the researchers participated in Erasmus exchange programmes, conducted project activities, participated in international events). The employees of the institutions where the visits took place helped to organize the meeting with young emigrants.

Following the ethics of the research the initials of the respondents have been changed. Processing the empirical data the questionnaires were given codes that allowed identifying the responses of the respondents.

**Theoretical-methodological substantiation of the research.** In the research decision theory (Hansson, 2005) has been referred to, it emphasizes the determinants of individual's inner resolution: personal opportunities, motives, expectations and stimuli (Kasnauskienė, 2006), and social network (Scott, 2000) theory that defines migration as well-organized combinations of social relationships when close unbreakable relationships with close people remain.

The qualitative research approach has been chosen with regard to the phenomenon under investigation striving for holistic perception of an individual in a certain situation (emigration), to present interpretative, holistic explanation arising from the situational analysis. The method of content analysis is qualitative analysis of the content of social information. In the most general sense it is the technique that allows making reliable conclusions having objectively and systemically analysed the peculiarities of the text (information obtained by questionnaire survey). The essence of this method is to distinguish certain notional units in the text, calculate the frequency of their use, investigate the relations between various elements of the text. Processing the obtained research data particular empirical indicators have been formulated, i.e. general indicators that were categorized. The measurement unit – the frequency of mentioning the indicator – has also been identified.

The method of content analysis is used when it is necessary to convert any systemic reduction of the flow of the text (or other symbolic forms) to a standard sum total of statistically processable symbols that reflects the presence, intensiveness or number of certain characteristics important for social sciences.

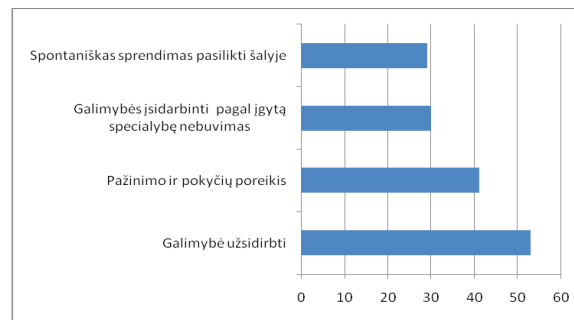
The respondents' answers have been distributed into semantic-logical categories reflecting the content of their experiences, ideas, perception of the phenomenon under investigation. In order to purify the meanings of the distinguished categories in the analysis of the research data only the most distinct statements directly reflecting the category have been presented.

Referring to the analysis of scientific literature (Hansson, 2005; Adomėnas, 2006; Kasnauskienė, 2006; Scott, 2000; Martinaitis & Žvalionytė, 2007; Butkus & Matuzevičiūtė, 2009) the research instrument (questionnaire of written survey) has been prepared that consists of four thematic categories allowing to reveal:

1. Preconditions of the emigration of young job emigrants.
2. Relationships of young job emigrants with another sociocultural environment.
3. Social problems and need for support for young job emigrants in a new sociocultural environment.
4. Opportunities of rendering socio-educational support for young job emigrants in another sociocultural environment.

#### ***Preconditions of the emigration of young job emigrants***

It is becoming clear that the motive of leaving the home country that is most often indicated is the opportunity to earn money (see Figure 1). It shows that motivated, able and willing to work young people who could not realize their expectations in their home country because of various reasons emigrate. As the main reason of emigration the respondents indicate “lacked money”; “it was necessary to help my mother”; “it was necessary to earn money for my family”; “for salary”; “I wanted to earn”; “I wanted to earn for my studies.



**Figure 1.** Reasons of leaving the country (frequencies of statements)

Another weighty enough group of motives is the wish to know and experience changes in life. It is indicated that “I wanted to wander in the world”; “to live in another country for a while”; “to change boring environment”. The fact that only 30 statements indicate the motive of emigration related to not finding a job according to the gained speciality in the home country shows that people who have education more easily and quickly find a job in their country as well and only a small part of already trained specialists go abroad. Twenty-nine cases of spontaneous resolution to stay in a foreign country have been distinguished. The respondents take spontaneous decisions having visited friends (“...to visit friends but stayed to work”); it can be related to the absence of big commitments, labour relations in the home country, on the other hand, it can be indirectly related to the group of motives of the need for knowledge and changes. Analysing the empirical material one more motive of emigration has been identified – the wish to be independent from parents (“I wanted to be independent from parents”). Since there was only one statement of this kind, it has not been distinguished into a separate category, however, it seemed to be significant, because it can be related to the factor of personality opportunities emphasized in the decision theory, which in this case is transferred to the context of independence (personal opportunities to live independently).

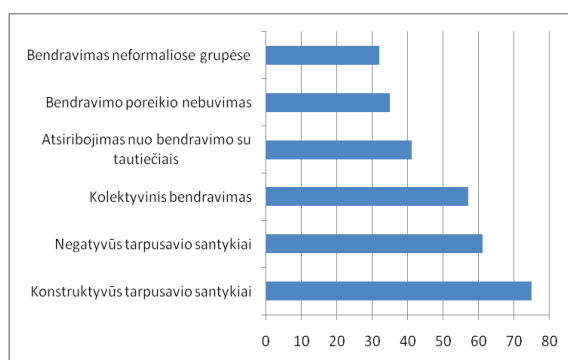
The respondents’ attitudes towards coming back to the home country have been analysed. The biggest number of statements reflects the respondents’ longing for their home country. Although the majority of the respondents have been living abroad for three and more years the issue of civil identity remains important (“I miss Latvia very much”, “I miss Lithuania”, “I often think that I would like to come back”). In spite of the fact that many respondents maintain close relations with their family and friends who stayed in the home country the communication through distance in virtual space is not enough. The distinguished category *Differences of subsistence opportunities* is significant evaluating the respondents’ ideas about their coming back to their home country. It is obvious that the differences of subsistence and self-realization directly influence young emigrants’ life quality and it is compared not on behalf of their home countries “In England it is possible to earn Lithuanian monthly salary per week”, “I could not support my family in Poland”, “In Latvia there are small salaries for unqualified workers”, “...there are more perspectives, I can afford much more for myself”; “There is a distinct difference between the level of subsistence, people’s culture, social services”.

Two categories that show the respondents’ negative (or at least neutral) attitude towards their opportunities to come back to their home country have been distinguished. Out of these two categories *Not thinking about the home country* is bigger in the number of statements. It was not the aim of the present research to find out why the respondents do not think about their home country, however, it is possible to suppose that it is related to occupation (“I am not thinking, I am working and that’s it”), because of short period of living in a foreign country these people do not give much importance to their home country. The least significant category

*Unwillingness to come back to the home country* (32 statements: “I am not going to come back”, “I am not planning to come back”, “I am not coming back”, “Never”, “I am not coming back indeed”, “I don’t want even to think about it”). It is possible that the unwillingness to come back to the home country is related to unfavourable life in the home country and opportunities to create welfare in the foreign country.

### ***Young job emigrants’ relations to other sociocultural environment***

In order to answer the problem question of the research, what sociocultural problems experienced by young job emigrants can be solved organizing social/socio-educational support, it is important to know the respondents’ interrelations both with their compatriots and people of other nationalities they meet at work or everyday life. The results of the research have revealed (see Figure 2) a very wide scope of interrelations that allows to judge about the respondents’ active participation in the community.



**Figure 2.** Features of young job emigrants’ communication with their compatriots (frequencies of statements)

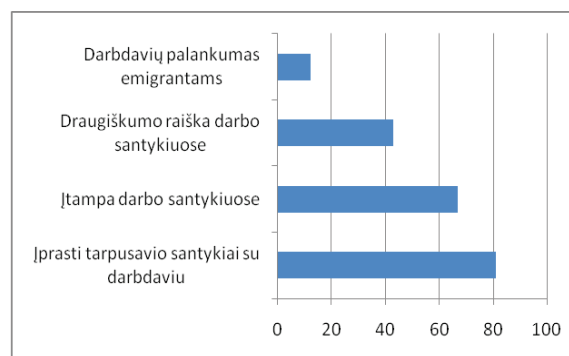
Generalizing the features of the interpersonal relationships with compatriots it is possible to divide them into positive and negative ones. Positive communication comprises such categories as *Constructive interpersonal relationships* (75 statements), *Collective communication* (57 statements), *Communication in informal groups* (32 statements) (164 statements in total). Negative meanings of interpersonal communication are reflected in the categories: *Negative interpersonal relationships* (61 statements); *Dissociation from the communication with compatriots* (41 statements), *Absence of the need for communication* (35 statements) (137 statements in total). Consequently, an insignificantly bigger number of constructive relations based on friendly interpersonal relations, close communication in formal environments (work) and informal environments (cafés, relations with neighbours, town festivals, etc.) has been identified.

The research has found out that a part of the respondents consciously dissociate from interrelations with compatriots – “I am not interested in how who lives”, or communication is emotionally neutral “we are neither friends nor we quarrel, normally, as with others”.

The level of the respondents’ integration in the community of people of other nationalities is also shown by their interpersonal relationships with people of other nationalities. It has been identified that the respondents’ interpersonal relationships with people of other nationalities (see Figure 3) are in fact forming in the same way as with their compatriots. The research has revealed a very wide scope of interpersonal relationships that allows to judge about the respondents’ active participation in the community. Interpersonal relationships among people of the same nationality are usually characterized as friendly and positive.

It has been identified that the respondents most often mention positive interpersonal relationships with people of other nationalities. The following categories have been attributed to the respondents' positive communication with people of other nationalities *Leisure time spent together*, *Festivals celebrated together* and *Friendly undetermined relationships with people of other nationalities* (109 statements in total). Evaluating the information presented by the respondents about negative interpersonal relations with people of other nationalities the following categories have been distinguished: *Neutral communication with people of other nationalities*, *Not maintaining relationships with people of other nationalities* (62 statements in total).

It is possible to presume that the Lithuanians gain more negative communication experiences while communicating with their compatriots than with people of other nationalities. On the other hand, interpersonal relationships with people of other nationalities are more varied (trips, sports activity, festivals), more uniting for common activities and at the same time they make preconditions for integration into another social cultural environment (see Figure 3).



**Figure 3.** Employers' attitudes towards people of different nationality (frequencies of statements)

The adaptation of young job emigrants in new working environment depends not only on employers' attitude towards people of other nationalities but also on their relationships with co-workers who have also emigrated from other countries of Eastern Europe or Asia. The junction of different cultural experiences creates certain models of behaviour that favourably or unfavourably influence human psychosocial welfare.

Analysing the respondents' answers about their co-workers' attitudes towards people of different nationalities who work together the following categories have been distinguished *Friendliness towards people of different nationalities who work together* (43 statements) and *Maintaining usual working relationships* (81 statements) and it can be treated as the expression of co-workers' positive attitude towards people of other nationalities. In this case good willing and friendly working environment positively impacts emigrants' psychosocial situation and can be treated as helping to get integrated into another environment. It is illustrated by the statements: "all are of different nationalities, so usually normally"; "I don't know, I don't notice the exceptions, they treat everyone equally"; "there is no exceptional attitude"; "everyone works and that's it"; "I don't know, different employers have different attitude"; "employers' attitude is normal, only when some bold newcomer comes and wants to establish his order, then the supervisor tells him"; "the attitude is good, nobody nags"; "the employer is very good, at the end of the week he allows taking various cupcakes, sausages, hams"; "my enterprise is not big, so I feel very well, no discrimination"; "the hostess even comes to talk with me, everything is alright"; "the employer gave me extra days off for Christmas because of good work"; "tolerantly enough, but all English people know that people of other nationalities are better workers than English people themselves".

Evaluating the data of the research it has been identified that competitive relationships at work (58 statements) are significant: “competition takes place”; “working foreigners don’t like each other”; “compete with each other, sneak on each other”; “... these are very tense relationships”; “sometimes discrimination is felt but it is not distinct or strongly felt”; “we get on peacefully but there are exceptions”; “I felt very strongly that I am of different nationality; sometimes suspiciously”; “black people feel completely calm, sometimes they themselves even nag”. It shows that not always adaptation in new sociocultural environment goes smoothly, that in these particular cases social support of educational character would be necessary for a person. Support would be necessary not only in a workplace but also developing social communication skills that would help to constructively communicate with surrounding people.

Hierarchic interpersonal relationships (43 statements) indicate the problems in the management of enterprises where young job emigrants work. These results can be indirectly related to the problems of labour relations, work efficiency, work quality, also the presumptions of personal experience of stress and conflicts, which significantly influences worker’s psychosocial health.

It has been identified that not all respondents communicate with co-workers (33 statements), however, it is conditioned by work specifics. On the one hand, limited contacts with co-workers help young job emigrants avoid unacceptable experiences of interpersonal relationships, but on the other hand, it weakens their social integration into new sociocultural environment.

In order to understand what can provoke negative attitude of people of different nationality towards young job emigrants the respondents were asked to describe situations, behaviour how different nationality can be identified. Most often the respondents indicated the skills of communication in a foreign language (119 statements): “language”; “incorrect language”, “accent”. It shows that the respondents who participated in the research go to other countries insufficiently evaluating the level of knowing a foreign language and therefore they can experience difficulties in adapting and integrating into another sociocultural environment.

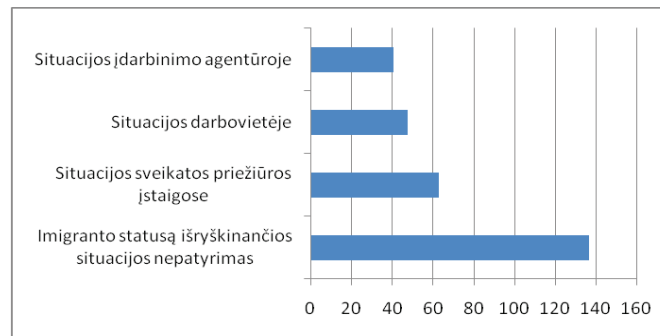
Another distinguished category is *Avoiding relationships with local inhabitants or reticence of people of different nationalities* (86 statements) comprises the statements that reflect emigrants’ character features: “very constrained”; “they don’t speak with the others, and there they speak with each other”; “communicate only with their compatriots”; “the Poles make friends only with the Poles”. However, these statements can be explained by the analysis of the aforementioned data reflecting young job emigrants’ problems because of the language barrier: they cannot communicate with people of different nationality because they do not know the language.

It has been identified that negative attitude of people of different nationalities towards young job emigrants can be provoked by the style of clothing (34 statements): the following statements have been mentioned: “clothes”; “sometimes so sparkling”; “distinguish by clothes”; “wear bright makeup”; “make loud cries”.

The part of the respondents has mentioned that emigrants do not differ from other surrounding people (54 statements): “they do not differ in any way because there are many not local people around”; “... otherwise they do not differ”; “no differences after they have lived for 3-4 years”; “I haven’t noticed that they distinguish”; “like everyone”; “everything is alright with them”. The aforementioned statements could be distinguished into the notional category of “Assimilation/acculturation”. Nevertheless it should be mentioned that the respondents emphasized young job emigrants’ differences rather than similarities and it allows presuming that national cultural identity is noticeable and it differs even in a relatively small area of the European Union.

In order to understand how negative attitude towards young job emigrants of different nationalities is revealed the situations where they have experienced discriminatory relationships have been analysed (see Figure 4). The acceptance of different culture requires tolerance and respect for otherness not only from local inhabitants but also from immigrants and it is related not only to democratic traditions of the country but also to individual features of people that directly communicate.





**Figure 4.** Discriminatory situations experienced in another sociocultural environment (frequencies of statements)

It has been identified that the respondents have experienced discriminatory situations (see Figure 4), however, analysing the data of the research it is obvious that they are not usual characteristic experiences that could impact psychosocial situation of young job emigrants in any way. Analysing the data of the research it has been identified that in the most cases young job emigrants experience situations that highlight the status of an immigrant/alien (137 statements), therefore, it is possible to presume that the cases of a discriminatory situation are related to the lack of the knowledge of a foreign language, culture, customs, however, as the respondents indicate, the situation changes rather quickly: “at first I felt big discomfort because I didn’t know the language well, having learned the language this barrier has disappeared”;

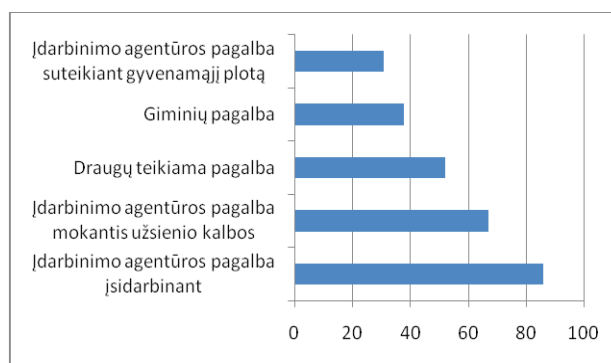
The experience of discriminatory situations in healthcare institutions is emphasized (63 statements): “I felt complete indifference but when the nurse checked the number in the computer then everything was alright and she started complaining about black people”; “maybe in the hospital, at the register desk they grimaced, when I said and gave the ID card but didn’t say anything”; “most often I felt it in the hospital: if I came because of some complaints they treated me carelessly and it seemed to me that not all treatment services were provided”; “at the doctor’s until they found out that I have health insurance”.

Discriminatory situations at work are also indicated (48 statements): “at work when I got higher position than local people”; “when I got a promotion, they talked behind my back, didn’t want to obey the orders”; “maybe I get more tasks, more complicated ones”. The respondents have also felt negative attitude in employment agencies (41 statements): “in the employment agency they were primly important”; “when I wanted to get employed I had to listen preachments about emigrants”.

The research data allow presuming about exceptional attitude towards young job emigrants who because of various reasons come to live to another country. One respondent indicated that she has experienced a discriminatory situation in a preschool education institution: “when we wanted to send our child to a nursery school, then I felt that we were not very much welcome but when they received a phone call from our work, they talked and after a week there was a place”.

#### ***Social problems and need for support for young job emigrants in new sociocultural environment***

By the research it has been identified that young job emigrants face problems (destructive interpersonal relationships with co-workers, employers, unfavourable attitude towards people of other nationalities, experienced discriminatory situations) while adapting and integrating into another sociocultural environment, therefore, it is possible to presume that the need for social or socio-educational support naturally arises for them.



**Figure 5.** Support for emigrants in another sociocultural environment (frequencies of statements)

The respondents have mentioned very different support that young emigrants receive when they come to another country (see Figure 5). Two support providers are predominant: employment agencies and emigrant's close people, the character of support rendered by them is sometimes similar (introduction with the rules and traditions of local life, support with accommodation, requirements for getting a permanent job, etc.).

The analysis of the research data shows that the respondents are better helped by employment agencies that provide not only informational services but also particular employment services: “there are agencies that help to find a job”; “help to find a job”; “found me a job”; “in the employment agency I got some information”; “in the employment agency they told me where the language courses were”; “I was given the opportunity to learn the language of this country”; “directed to the language courses”. On the other hand, it is becoming clear that young job emigrants go to a foreign country when there already are their close people, friends, who at first meet a young person in a foreign country: “friends who have already lived in England explained how everything should be done”; “I asked the Lithuanians who lived there and they told me”; “my classmate helped me”; “my friends told me everything”; my relatives helped me to adjust to new life”; “my aunt helped me, we worked in the same factory”; “no help was needed because I came to my relatives, who have already lived in England for eight years”; “my husband already knew everything, I even didn't need to ask anyone else”. One statement has been distinguished where the respondent indicates that “people themselves should actively search for a job and permission to live, and then another necessary support is received”. It means that only the minority of young job emigrants go to another country being self-confident to find a job and get settled.

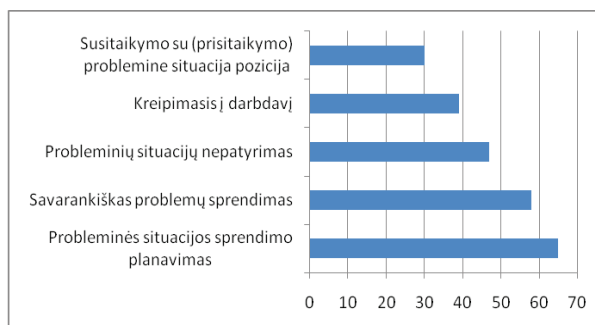
Emigrants are supported not only by people of their close environment, employers, but also by the public sector, the activity of which is regulated by respective social support laws of a particular country.

The respondents indicate personal healthcare services: “medical services are free if you have an insurance number”; “the supervisor said that I need to go for health insurance”; “they told me at once when to start arranging health insurance”. The second group of services rendered by state institutions is social services for those who have children: “big families can get social allowances”; “if there is a young family with little children then they help, give allowance”. The respondents state that another country compensates living expenses: “accommodation is paid”. It also should be noted that young job emigrants have an opportunity to send their children to preschool educational institutions: “they helped to find a nursery school for my child”, get leasing services: “if you work, have insurance, then it is possible to buy by instalments”. In fact these are services that ensure person's social security, let them feel socially secure in another country. However, it is also can be considered as usual functioning

of social security of the country when support is foreseen not only for young job emigrants but also for all tax payers living in the country. On the other hand, it reveals that the immigrants are not discriminated against because their nationality, work relationships or social status.

***Opportunities of rendering socio-educational support for young job emigrants in another sociocultural environment***

The analysis of the research data allows presuming that young job emigrants are helped to solve the problems of adaptation and integration they face by people in the surroundings and state institutions. It has been revealed that immigrants themselves in new sociocultural environment are active, striving to solve the issues relevant to them (see Figure 6).



**Figure 6.** Ways of solving the problems young job emigrants face (frequencies of statements)

Evaluating young job emigrants' behaviour strategies to solve the problems at work they face 5 categories have been distinguished (see Figure 6). The respondents indicated that they would often strategize the solution of a problem situation by looking for compromise, the causes of conflict, that they would aim for constructive communication with surrounding people (65 statements): "it is possible to look for compromise"; "I would talk to co-workers"; "it depends on the situation"; "to look for the causes and if it is possible to change something"; "at work all the problems are solved on the spot"; "we solve interpersonal problems ourselves at work"; "I would look for help among my co-workers, so that they helped me to defend"; "changing the job at last"; "I would change the job". It shows the maturity of the respondents' social skills, adequate assessment of situations and their abilities. Some of the respondents would solve arisen problems themselves (58 statements): "I would not surrender and would fight for myself and the truth"; "I would try to solve the problem by myself"; "I would try to settle the things myself"; "it happened for me to fight for myself"; "such things are not tolerated at work"; "I would fight and defend myself"; "I would try to solve the matter myself"; "I would try not to communicate with people this way".

In the category *Addressing the employer* the tendency to transfer the problems for others to solve becomes distinct: "I would simply inform the employer about the situation and the problem would soon be solved"; "then maybe I would tell the supervisor"; "I would address the employer"; "I would tell the authorities". It shows a certain tendency of dissociation from conflict situations, passiveness in searching for the ways of solving a problem that are relevant to the immigrant himself/herself.

Certain passiveness of young emigrants in solving problems at work has become distinct.

The position of reconciliation with the problem situation (conformance) is reflected by the respondents' statements: "in fact I decided to reconcile with the situation"; "...try to react calmly to everything"; "I wouldn't tell anyone". Such a position can be conditioned by many factors: psychological (mistrust in oneself, reticence, fear to lose the job), economic (lose the source of income, fear not to pay necessary tax for accommodation anymore), social (lack of communication skills, incomplete adaptation in new social environment, language barriers). It is obvious that such people would need professional support in solving problems in new sociocultural environment.

It is possible to presume that so far young job emigrants are not rendered specialized support in their native language in order to facilitate adaptation and integration processes in another sociocultural environment. However, as the research data show, young job emigrants would like such support (see Figure 7).



**Figure 7.** Possible activity of a social worker/pedagogue helping young job emigrants in another sociocultural environment (frequencies of statements)

The results of the research show that support in the adaptation in new sociocultural environment is the most relevant to young job emigrants (64 statements). According to the respondents, consultations “could help the Lithuanians to get adjusted to the environment”, “explain the peculiarities of the foreigners”; “help to understand <.....> the established rules of the country”; “what the customs are”; “would help to find their specialists, support”. It means that new sociocultural environment for young job emigrants is a stressful experience, to cope with which it would be easier if respective support in their native language was organized.

The second category according to the frequency of statements is *Support with employment issues* (58 statements). The respondents would like social workers/pedagogues help them communicate with employers in solving work issues, work as consultants in employment agencies, introduce with the main labour laws, consult on job opportunities, changing a job. The content of the statements reveals that young job emigrants lack information and consultations from the representatives of local institutions, on the other hand, they may feel insecure getting information in the foreign language.

Legal support is also relevant to young job emigrants (46 statements): “I think they would help with filling in various documents”; “provide legal support”; “would help in courts”. The respondents need less support in the fields of education (“establish some Lithuanian schools”; “nursery school groups for children”); cultural activity (“would gather the Lithuanians who live here into the community”); healthcare (“...with health insurance”; “where to address in case of illnesses”).

The results of the research show that at first people care for essential issues of their welfare – work, legal support, successful adaptation in another sociocultural environment. When these issues are solved, the need for education, cultural activity appears. Some respondents have indicated that they do not need any support.

Generalizing the results of the research it is possible to presume that young job emigrants in new sociocultural environment receive support both from institutions and their close environment. However, it is evident that a person who comes to work to another country searches for support himself/herself. Because of his/her initiative, activeness and skilfulness the processes of social adaptation can go smoothly or they may cause problems that can strengthen negative factors of adaptation.

### Conclusions. Discussions.

1. In scientific literature it is indicated that stress experienced in new sociocultural environment is related to the search for a job, adaptation in a new workplace, intercultural differences and coping with a language barrier – these are the problems that young job emigrants face when they start living in new environment, the need for socio-educational support arises.

2. The following social cultural experiences of young job emigrants in another cultural environment have been revealed:

- Experiences associated with work relationships that reveal the features of both positive and negative interpersonal relationships with compatriots and people of other nationalities. The Lithuanians gain more negative communication experiences communicating with their compatriots rather than with people of other nationalities. On the other hand, interpersonal relationships with people of other nationalities are more varied (trips, sports activity, festivals), more uniting for common activities and at the same time they make preconditions for integration into another social cultural environment.

- The expression of competitive relationships has also been identified, which shows that not always adaptation in new sociocultural environment goes smoothly, that in these particular cases social support of educational character would be necessary for a person. Support would be necessary not only in a workplace but also developing social communication skills that would help to constructively communicate with surrounding people.

- The respondents who participated in the research go to other countries insufficiently evaluating the level of knowing a foreign language and therefore they can experience difficulties in adapting and integrating into another sociocultural environment.

- It has been identified that the respondents have experienced discriminatory situations, however, regarding the data of the research it is obvious that they are not usual characteristic experiences that could impact psychosocial situation of young job emigrants in any way. The experience of discriminatory situations in healthcare institutions is the most emphasized.

3. The respondents have mentioned different support that young emigrants receive when they come to another country. Two support providers are predominant: employment agencies and emigrant's close people, the character of support rendered by them is sometimes similar (introduction with the rules and traditions of local life, support with accommodation, requirements for getting a permanent job, etc.).

- The results of the research show that at first people care for essential issues of their welfare – work, legal support, successful adaptation in another sociocultural environment. When these issues are solved, the need for education, cultural activity appears.

- Generalizing the results of the research it is possible to distinguish the activities of a social worker/pedagogue that would be necessary for young job emigrants integrating in another sociocultural environment: support with the adaptation in new sociocultural environment; support in the field of employment with the issues of work, legal support; support with the issues of education; organization of cultural activity, support in receiving healthcare services.

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## SOCIO-EDUCATIONAL SUPPORT OPPORTUNITIES FOR YOUNG JOB EMIGRANTS IN THE CONTEXT OF ANOTHER CULTURAL ENVIRONMENT

### *Summary*

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One of the main reasons of emigration of young people is a lack of opportunities to realize their own potential, to state themselves as full valued individuals. In this aspect, problems of emigration appear in the areas of social work and socio-educational support. Problems of social or socio-educational support are discussed and presented not enough, concerning young job immigrants in theoretical and practical levels, as well. After the analysis of theoretical issues it was set that stress experienced during the process of job search, adaptation processes in a new job place, intercultural differences and coping with foreign language barriers – these are problems associated with difficulties that are common for young job immigrants in different socio-cultural environment.

Analyzing the presumptions of emigration of young people it was set that main reasons of emigration is the opportunity to earn for living expenses, need to learn more about other countries and experience new life challenges. In the most cases the respondents have mentioned friendly and positive relationships with people of the same nationality and with people of different nationalities as well: together organized leisure activities, celebrations, holidays. Research data analysis shows that mostly job centres help immigrants to deal with job search and with consultations as well. On the other hand, it is obvious that young job immigrants are coming to other country to their relatives or friends who have emigrated earlier and have organized their living conditions quite well. Generalizing the research results the activities of a social worker or social pedagogue that are needed for young job emigrants during integration process in changed socio-cultural environment could be defined: it is support during adaptation period, support in the process of job search, legal, educational and health support, as well as organization of cultural activities for immigrants.