

Isitatimende Esisemthethweni sase-Hamburg Sokunakekelwa Kwezempilo Okusekelwe Kubuliminingi



Isendlalelo

Ukwahlukahluka ngokolimi sekuyisona sicibunjalo esigqame kakhulu ezinhlelweni zokunakekelwa kwezempilo emhlabeni wonke jikelele ezinsukwini zanamuhla. Kuya ngokuya kukhula ukunakekelwa kwezempilo okuhlinzekwa ngabezinsizakalo zezempilo kulezo ziguli ezingakhulumi ulimi olufanayo nabahlinzeki bazo bosizo lwezempilo nokunakekelwa. Ezizindeni zokunakekelwa kwezempilo emhlabeni wonke, lapho ukuhlonzwa kwezifo, ukuhlolwa kobungozi, ubambiswano phakathi kwesiguli nomelaphi, imvume ehlinzekwa emuva kokuthola lonke ulwazi olufanelekile kanye nokubambelela ekwelashweni kuncike kakhulu ekuxhumaneni ngomlomo, izithiyo nezingqinamba zolimi ziyinselele enkulukazi kwezokwelapha, ekusetshenzisweni kwenkambiso enhle kanye nasekuqhutshweni komsebenzi ezinhlanganweni.

Lesi sitatimende esisemthethweni sibona ukuxhumana okusekelwe kubuliminingi njengengxenywe engumongo nomgogodla wosizo lwezempilo nokunakekelwa okuhlinzekwa ngobungoti, esikhundleni sokubona lokhu njengento ehlinzekwa ngaphansi kwezimo ezithile nje kuphela, ezikhethekile. Ukuxhumana kuwumqondomsuka obanzi futhi kumele kufakwe ngokujulile ngaphakathi kumasikompilo okwamukela nokubhekelela ngokuphelele izidingo zeziguli; zonke izilimi (kubandakanya nolimi lwezimpawu zezandla) kanye nokwahlukahluka kolimi ngokwezimo zokuxhumana ezahlu-kahlukeno kumele kuhlonishwe futhi kubhekelelwe. Izindlela zamanje zokuxazulula izingqinamba zolimi zisalokhu zenzeka ngendlela enhlakanhlaka nengahlelekile, azikutholi ukuxhaswa ngezimali okwanele futhi zivamise ukuncika kwi-zixazululo eziciciyelayo ezinjengokutolikelwa yilungu lomndeneni, noma ukutolikelwa yisisebenzi esikwaziyo ukukhuluma izilimi ezihlukahlukene kodwa esingaqeqeshiwe ngokusemthethweni, noma ukusetshenziswa kwamathuluzi okuhumusha ohlobo lwedijithali angenazo izivikelo zokwelapha ezinqinisekisiwe.

Ubufakazi obuhlanganisiwe kulesi sitatimende esisemthethweni bubonisa ukuthi izingqinamba zolimi zihlobene nokungafinyeleli kahle osizweni lwezempilo nokunakekelwa, izinga eliphansi lokubambelela ekwelashweni, amaphutha ekuxhumaneni, ukungagculiseki kahle kweziguli, ukuhlonzwa kwezifo ngendlela ephaphalazayo, izigameko ezimbi ebezin-gagwemeka, kanye nemiphumela yokwelashwa emibi. Lobubungozi bugqame kakhulu ikakhulukazi maqondana nosizo lwezempilo oluphathelele nezifo zengqondo, lapho ukuxhu-mana uqobo kuyithuluzi elingumongo lokuhlonza nokwelapha izifo.

Lesi sitatimende esisemthethweni sincoma ukuba ukuxhu-mana okusekelwe phezu kobuliminingi kwezempilo kuqondiswe yimigomo elandelayo: ukuphepha kwezokwelapha (izindlela zokweseka ukuxhumana kumele zibeke eqhulwini ukuphepha kweziguli, ubuqotho ekuhlonzweni kwezifo kanye nezinganhle lokwelapha); ukufinyelela ngendlela elinganayo (iziguli akufanele zithole ukunakekelwa okusezingeni eliphansi ngenxa yokungezwani kahle ngokolimi); ukusebenza ngobungoti nobuyoninco (ukwesekwa ngokolimi kumele kube yingxenywe yezinhloko zosizo nokunakekelwa kwezempilo kwansuku zonke esikhundleni sokuba kuthathwe njengento eyenziwa ngaphansi kwezimo ezithile nje kuphela, ezikhethekile); ukubhekelela ngendlela efanele amasiko kanye nolimi (izindlela zokuxhumana kumele zibhekelele izincinane ngokwesiko, amamodeli achazayo, ukuboniswa nokuvezwa kwemizwa yangaphakathi kanye nokuqonda nokukwazi ukusebenzisa ulwazi nezinsizakalo zosizo lwezempilo nokwelashwa); ubumfihlo nokusebenza ngobuqotho (izinkambiso zokuxhumana kumele zihlale zinobumfihlo, ukuzimela, imvume ehlinzekwa emuva kokuthola ulwazi olufanelekile kanye nemingcele emsebenzini wobungoti); kanye nokusebenza ngokulinganise (proportionality) (iqhingasulokuxhumana eliqokiwe kumele lihambelane kahle nobunkimbinkimbi bokwelapha kanye nezinga lobungozi lesigameko sokubonana kwesiguli nomhlinzeki wosizo lwezempilo nokunakekelwa).

Ngokuvamile, kwezempilo kunamaqhingasulokuxhumana amahlanu okubhekana nezingqinamba zolimi: okungukuxhumana ngqophakathi kwabahlinzeki bosizo lwezempilo neziguli okwenziwe ngendlela eqondene ngqo nalaba, ukusetshenziswa kwamathuluzi obuchwepheshe, ukusetshenziswa kwezinsizakusebenza zokuxhumana okusekelwe kubuliminingi, ongoti bomsebenzi abakhuluma izilimi eziningi, kanye notolika abangogoti abaqeqeshwe ngokusemthethweni noma abaneziqu zalokhu, ngokunjalo futhi notolika abawaziyo umsebenzi kodwa abangaqeqeshiwe ngokusemthethweni. Imithelela eqondene ngqo neqhingasulokuxhumana ngalinye ichazwe lapha ngezansi.

Imisebenzi yezikhungo, yezifunda kanye nekazwelonke eqondiswe ekunakekelweni kwezempilo okusekelwe kubuliminingi incike kwindlelakubuka ecacile futhi incike kwizinsizakusebenza nezinqubomgomo. Izinhlelo zosizo nokunakekelwa kwezempilo emhlabeni wonke jikelele ziyahlukahluka ngokwezinsizakusebenza zazo. Isitatimende esisemthethweni siyakubhekelela lokhu ngokuthi sinxuse ukuba kutholakale isixazululo ohlelweni lwezempilo esizoqinisekisa amazinganhle aphakeme kakhulu aqondiswe ngqo esimweni ngasinye (isibonelo, otolika abangogoti futhi abaqeqeshwe ngokufanelekile, esikhundleni sotolika abangaqeqeshiwe ngokusemthethweni) futhi kusenjalo kuhlinzekwe ngezinye izixazululo

eziseceleni ezingcono ezingasebenziseka ngempumelelo (isibonelo, abasebenzi abaqeqeshiwe abakwaziyo ukukhuluma izilimi ezimbili abangasebenza njengotolika) lapho izinsizakusebenza zingakuvumeli ukusetshenziswa kwezindlela nezinhlobo ezimba eqolo. Isitatimende esisemthethweni sase-Hamburg siqondwa ngokomoya weSitatimende sase-Amsterdam Esiqondiswe Eku-letheni Izibhedlela Ezibhekelela Ngendlela Efanele Abantu Bokufika, esashicilelwa eminyakeni engamashumi amabili edlule futhi esalekelela ekulethweni koguquko kusuka ekusetshenzisweni kwezindlelakusebenza ezigxile kwisisa nokubhekelela abantulayo kuya ekuqinisekiseni kwezinganhle nokuthuthukiswa kwezinhlangano. Ngokwakhela phezu kwaleso sisekelo, iSitatimende sase-Hamburg siyaqhubeka nale ndlelakusebenza ngokubeka ngokucacile uhlaka olugxile kwisixazululo ngasodwana esisebenzisekayo futhi esikwaziyo ukubhekana ngqo nembangela engumsuka wenkinga. Sibalula ukufinyeleleka kolimi hhayi njengomsebenzi owenziwa ngokuzithandela nje kuphela, kodwa njengento eyingqalazinda yokuphepha kwezokwelapha edinga izibopho ezigxilile futhi ezinohlonze eziphoqelelekayo.

Isitatimende esisemthethweni sase-Hamburg sihambisana futhi neMpokophelo yesi-3 yeNhlangothi Yezizwe Eqondene Nentuthuko Esimeme – Impilo Nenhlalakahle Enhle, ikakhulukazi maqondana nokutholakala kosizo nokunakekelwa kwezempilo okusemqoka futhi okusezingeni eliphakeme, kanye neSivumelwano Senhlangano Yezizwe Esiqondene Namalungelo Abantu Abanokukhubazeka (Isimiselo sesi-9, nesama-21, kanye nesama-25).

Isitatimende esisemthethweni sase-Hamburg siqondiswe kubo bonke ababambiqhaza emkhakheni wezempilo emhlabeni jikelele ababandakanyeka ngokuqondile nokungaqondile ekunakekelweni kweziguli, ngokunjalo futhi nababambiqhaza bomkhakha wezempilo okuyibona ababumba uhlaka olubanzi lomkhakha wosizo lwezempilo nokunakekelwa, kubandakanya nalabo abasebenza kwezokuphatha, ezenqubomgomo yezempilo kanye nezocwaningo.

I. Ukuphathwa Kosizo Lwezempilo Nokunakekelwa

Abantu abasebenza emikhakheni ehlukeno yokuphathwa kwezempilo banamathuba amaningi okuthuthukisa ubuliminingi ngaphakathi ezikhungweni zabo:

- Konke okumayelana nezinsizakalo zezempilo okuhlobene nokuvikela, ukwelashwa okuphuthumayo kanye nokuhlunyelelwa kumele kubhekelele izidingo zekhasimende zobuliminingi.
- Emibhalweni eyisisekelo yeziguli, faka nezinto eziqokwa yikhasimende mayelana nolimi.
- Faka izinkomba ezifanelekile ezihlobene nobuliminingi eMibikweni Yokuqinisekiswa Kwezinganhle noma Emibikweni Yonyaka.
- Hlinzeka ngezinsizakusebenza nezimali ukuqinisekisa ukuthi amaphepha nemibhalo yangaphakathi ezikhungweni (isibonelo, amafomu emvume enikezwa ngemuva kokuthola ulwazi olufanele), izincwadi ezihlinzeka iziguli ngolwazi, amaphephamibuzo kanye namawebhusayithi) kuhunyushelwa ngobungoti kulezo zilimi ngokuvamile okuyizona ezidingeka kakhulu.

- Abasebenzi mabahlinzekwe njalo ngokuqeqeshwa maqondana nezihloko ezihlobene nobuliminingi (isibonelo, ukuxhumana okwenzeka ngaphansi kwesimo lapho isiguli sibonana nomhlinzeki wosizo lwezempilo kube kukhona nomunye umuntu wesithathu phakathi kwabo).
- Vimbela izingane zingasebenzi njengotolika ezikhungweni zezempilo.
- Hlola ukuthi abasebenzi, kubandakanya nalabo abangenzi umsebenzi wokwelapha, bayabahlinzeka yini ozakwabo ngosizo lokutolika ngaphakathi ezikhungweni. Ezimweni lapho kwenzeka lokhu, kumele labo basebenzi bahlinzekwe ngokuqeqeshelwa ukutolika, ubhekwe ngokuqhubekayo umsebenzi wabo, banikezwe izinkontileka zomsebenzi eziseceleni kanye nomholo owengeziwe oqondene nalowo msebenzi abawenzayo wokutolika.
- Lapho zikhona noma zitholakala, zihlinzeke izinsizakusebenza nezimali zokudidiyela izinsizakalo zokutolika emisebenzini yesikhungo.
- Qoka umuntu ozokwengamela umsebenzi futhi usungule ihhovisi lokweseka, ngaphakathi esikhungweni, okuzoxhonywana nalo maqondana nayo yonke imibuzo neziphakamiso ezihlobene nobuliminingi.
- Yakha futhi ushicilele imihlahlandlela yesikhungo etholakala ngezilimi ezihlukahlukene, kubandakanya nezimiselo maqondana nokusetshenziswa kanye nemikhawulo ebekelwe amathuluzi okuhumusha notolika abangebona ongoti abaqeqeshwe ngokusemthethweni.
- Faka yonke imikhakha yobuliminingi ibe yingxenywe yemihlahlandlela yesikhungo.

II. Abasebenzi/Ongoti Bezempilo

Bonke abasebenzi abasebenza ezikhungweni zezempilo, kungakhathalekile ukuthi benza muphi umsebenzi nokuthi baqeqeshelwe ini, banamathuba amaningi okuthuthukisa ukuxhumana okusekelwe phezu kobuliminingi ezikhungweni zabo:

- Ngokuthi basebenzise ukuxhumana ngqo okuguquliwe futhi kwaqondaniswa kahle nabantu lapho bekhuluma neziguli ezingasebenzisi ulimi olufana nolwabo, ngokwenza lokhu:
 - ngokukhuluma ngokunensa;
 - ngokusebenzisa imisho emifushane;
 - ngokunciphisa amagama ajule kakhulu nalukhuni;
 - ngokuthi ithi isaqala nje ingxoxo bakuzwakalise ukuthi balithokozela ngokweqiniso ngisho nelincane nje ikhono lesiguli lokusebenzisa ulimi okuxhunywana ngalo; futhi
 - ngokuqinisekisa ukuthi iziguli ziyaluqonda ulwazi olusemqoka ngokuzicela ukuthi ziphinde lokho ezikuzwile nezikuqondayo, esikhundleni sokuthembela kuphela ezimpendulweni ezivumayo/ezithi yebo.
- Ngisho nalapho iziguli zikwazi ukulukhuluma kahle ulimi olusha kuzona zivumelekile ukuqoka ukuletha utolika uma zinokukhathazeka ngokuthi kungenzeka zingaluqondi kahle ulwazi oluthile olubalulekile.
- Ukuze kuncishiswe amathuba okudideka okungabangelwa ukusebenzisa utolika wangaphandle ongeyena ongoti oqeqeshiwe, ongoti bezempilo kumele baqale ngokuxoxisana nesiguli mayelana nokuthi ngeke yini zifezeke izinjongo zalokho esikuzele lapho uma kukhulunywa naso ngqo esikhundleni sokusebenzisa utolika.

- Uma ukukhuluma ngqo nesiguli ngolimi lokuxhumana kungenakwenzeka, zama ukuthola ukuthi alukho yini olunye ulimi lwesithathu enilwaziyo futhi enilukhuluma kahle nobabili eningalusebenzisa.
- Gwema ukwethwesa ozakwenu abakhuluma izilimi eziningi umsebenzi wokutolika omningi ngokweqile. Ozakwenu abathile kungenzeka ukuthi balekelele ekutolikeni lezo zilimi okungekho esinye isisebenzi esizikhulumayo. Ngakho-ke kumele kwakhiwe amaqhingasu asekelwe phezu kwesimo sethimba labasebenzi noma asekelwe phezu kwesimo sesikhungo ukuze kugwenywe ukuthwalisa ozakwenu labo umsebenzi omningi ngaphezu kwamandla abo.
- Abasebenzi abasezikhundleni eziphansi esikhungweni (isibonelo, abasebenzi abenza umsebenzi wokuhlanza isikhungo, abalekeleli, noma onogada) kungenzeka babe nawo amakhono okukhuluma izilimi eziningi angaba wusizo ekuxhumaneni phakathi kwabasebenzi bezokwelapha. Ezikhathini eziningi, laba bantu abakutholi ukuqeqeshwa ngokusemthethweni noma ukwesekwa ngendlela efanele noma umholo oqondene nomsebenzi wokutolika abawenzayo. Izikhungo kumele ziqinisekise ukuthi labo basebenzi bathola ukuqeqeshwa okwanele, uqashelwe ngendlela efanele umsebenzi wabo futhi bathole nomholo owengeziwe ngomsebenzi wabo wokutolika.
- Lapho kusetshenziswa amathuluzi okuhumusha, qinisekisa ukuthi awadalulwa amagama abantu noma ulwazi lwabo siqu.
- Lapho kusetshenzwa notolika abangaqeqeshiwe ngokusemthethweni, bachazele imithetho eqondene nomsebenzi wokutolika abazowenza kanye nendima okulindeleke ukuba bayidlale ngaphambi kokubonana kwesiguli nomhlinzeki wosizo lwezempilo nokunakekelwa, futhi ulawule ingxoxo njengoba kudingekile futhi ubabonge ngosizo lwabo uma sebeqedile ukusebenza.
- Noma nini lapho kusetshenzwa notolika ongungoti, abangamazi abasebenzi bezempilo noma abangakaze basebenze naye ngaphambilini, ngaphambi kokubonana kukangoti wezempilo nesiguli, bamba ingxoxo emfushane notolika ukuze umchazele izinjongo zomhlangano futhi umcacisele ngalokho okulindelekile kanye nezinqubo ezizolandelwa.
- Bazise abaphathi mayelana nobunzima bokuxhumana futhi ugqugquzele ukuthi kutholakale izixazululo zezingqinamba ezikhona esikhungweni ukuze kuncishiswe umthwalo ophezu kwabasebenzi.
- Sebenzisa amathuba okuqeqeshwa kobungoti ukuthuthukisa amakhono ekusebenzeni notolika. Uma engekho amathuba okuqeqeshwa anjalo atholakalayo, bikela abaphathi besikhungo mayelana nalesi sidingo.

III. Abenzi Bezinqubomgomo Zezempilo

- Ababambiqhaza abangaphakathi ezinhlanganweni zezempilo, abaphathi bezempilo kanye nezikhungo zezepolitiki emazingeni esifunda, esifundazwe kanye nakuzwelonke banamathuba amaningi abangawasebenzisa ukuthuthukisa ubuliminingi kwezempilo:
- Inqubomgomo yezempilo kumele isungule uhlaka lwezinsizakalo zobuliminingi kwezempilo ngokusebenzisa imithethonqubo efanelekile yomthetho kanye neyoku-phathwa nokulawulwa kwenhlangano.
 - Inqubomgomo yezempilo kumele ihlinzeke ngezimali ezanele zokuxhasa izinsizakalo zokutolika ngobungoti

- okusekelwe phezu kwesidingo esikhona ngaphakathi ezindaweni okuhlinzekwa kuzona usizo nokunakekelwa kwezempilo.
- Inqubomgomo yezempilo kumele ihlinzeke ngezikhungo zezempilo ezinezinsizakusebenza ezidingekayo ezizokwenza ukuthi zikwazi ukuhlinzeka ngezinsizakalo zezempilo ezisekelwe phezu kobuliminingi.
 - Inqubomgomo yezempilo kumele isekele amathuba emfundo yamahhala kulabo bantu abafuna ukuthola iziqu zokuba ngotolika abangongoti.

IV. Abasebenzisi Bezempilo Nabasekeli

- Imiphakathi yabantu bokufika, izinhlangano zeziguli kanye nezinhlangano soziso lwezempilo oluhlinzekwa ngobungoti banamathuba amaningi okuhlomisa ngolwazi namakhono iziguli ezihlangabezana nobunzima bokuxhumana nabahlinzezi bosizo lwezempilo nokunakekelwa:
- Ababambiqhaza kanye nezinhlangano kumele bakhuthaze izikhungo zezempilo ukuba zigxile kakhulu kubuliminingi.
 - Hlinzeka abasebenzisi bosizo lwezempilo ngolwazi lokuthi ukuhlinzekwa ngosizo lwezempilo nokunakekelwa kuyilungelo labo njengabantu futhi ukuxhumana ngempumelelo kungumsebenzi nesibopho somhlinzeki wosizo lwezempilo.
 - Hlinzeka abasebenzisi bosizo lwezempilo ngolwazi lokuthi, noma nini lapho bengakuqondi lokho okushiwo ngumhlinzeki wosizo lwezempilo kumele babuze ukuthi akekho yini ongoti wezempilo okhuluma izilimi eziningi okhona abangumsebenzisa, noma babuze ukuthi bangahlinzekwa yini ngotolika ngokushesha noma kwenziwe amalungiselelo okuthi abe khona ngenkathi bevakashela esikhungweni sezempilo esikhathini esizayo.
 - Uma izikhungo zezempilo zingakwazi ukuhlinzeka ngotolika, kungenzeka ukuthi zibe khona izinhlelo zokweseka esifundeni ezihlinzeka ngabantu abakwaziyo ukukhuluma izilimi eziningi (isibonelo, abasebenzi bokweseka ontanga, abaqondisi bezempilo (health guides), omama basendaweni bokweseka ontanga (neighbourhood mothers), abaxhumanisi bamasiko (cultural mediators)).

V. Imfundo Yezempilo Nokuqeqeshwa

- Izikhungo zemfundo nokuqeqesha zingadidiyela ngokuphelele isihloko sobuliminingi ezinhlelweni zokufunda (amakharikhulamu) ngezindlela eziningana:
- Ubuliminingi kumele bube yingxenye yemfundo ephoqelekile nokuqeqeshwa okuqhubekayo kobungoti kuyo yonke imisebenzi yobungoti yezempilo.
 - Izikhungo zezempilo kumele njalo zihlinzeke ngamathuba okuqeqeshwa obungoti aqondene nobuliminingi.
 - Abalawuli bezinhlelo, othisha kanye nabaphathi kumele bazijwayeze izindaba eziphathelene nobuliminingi.
 - Izinhlelo zeziqu eziqondene nomphakathi wobungoti kanye nokutolika kwezempilo kumele ziqaliswe futhi zixhaswe ngezimali emazingeni ezifunda noma ezifundazwe.
 - Izikhungo zezempilo kumele njalo zibahlinzeke ngokuqeqeshwa labo basekeli abangebona ongoti (isibonelo, abasebenzi bokweseka ontanga, abaqondisi bezempilo (health guides), omama basendaweni bokweseka ontanga (neighbourhood mothers), abaxhumanisi bamasiko (cultural mediators)) abaye basebenze njengotolika ezikhungweni.

VI. Ucwangingo Lwezempilo

- Iziphathimandla zikazwelonke nezesifunda ngokunjalo futhi nezinye izinhlangano ezingaphandle kwesikhungo kumele zisebenzise izinyathelo ezilandelayo ukugququzela ubuliminingi kwezempilo:
- Amathuba okuxhaswa ngezimali kwezempilo kumele ahlinzekwe kungakhathalekile ukuthi yiziphi izilimi ezisemthethweni.
 - Kumele zibekwe eqhulwini izinhlelo zocwangingo ezivala amagebe akhona maqondana nobuliminingi emiphakathini yabantu abangakutholi kahle ukubhekelelwa ngendlela efanele kwezokusetshenziswa kolimi.
 - Abantu abangafinyeleli kahle ezilimini zocwangingo ezisemthethweni kumele babandakanywe ngenkuthalo ocwaningweni ngokuthi kubhekelelwe izidingo zabo zolimi.
 - Ukudidiyelwa nokuqondaniswa kahle kwemiklamo yocwangingo ngenhloso yokubhekelela izidingo zolimi zamaqembu ahlukahlukene kudinga izinsizakusebenza nezimali ezengeziwe eziqondene ngqo nalo msebenzi, futhi ngenxa yalokho-ke kumele lokhu kuthole ukwesekwa okufanelekile.

Ubani owahlanganisa iSitatimende Esisemthethweni sase-Hamburg?

Isitatimende Esisemthethweni sase-Hamburg sisuselwe kulokho okwatholwa wumklamo wocwangingo omkhakhamningi wamazwe ngamazwe osihloko sithi uBuliminingi ekuhlin-

Isitatimende esisemthethweni sase-Hamburg sixhaswe yilezi zinhlangano ezilandelayo:



aves Mental Health, South Africa



Centre for Multilingualism and Diversities Research, University of the Western Cape, South Africa



Africa Unite – Uniting Voices, Empowering Change



Department of Psychiatry
Icandelo lePsychiatry
Departement Psigiatrie
Department of Psychiatry, Stellenbosch University, South Africa



Africa Health Research Institute, South Africa



Scalabrini Centre of Cape Town, South Africa



St Luke's Combined Hospices, South Africa



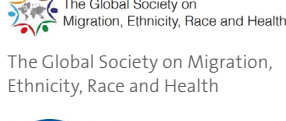
Foundation for Professional Development, South Africa



Heriot Watt University, Scotland



Lancet Migration, Regional HUB Europe



The Global Society on Migration, Ethnicity, Race and Health



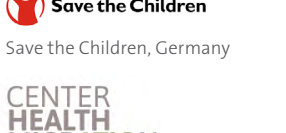
Federal Chamber of Psychotherapists, Germany



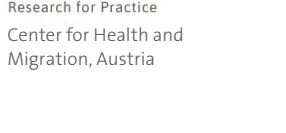
Leibniz Institute for Prevention Research and Epidemiology – BIPS, Germany



Patient Safety Action Alliance, Germany



Save the Children, Germany



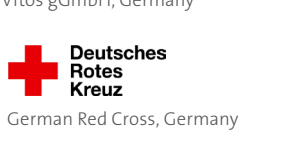
Research for Practice
Center for Health and Migration, Austria



Federal Association of Networks of Migrant Organisations, Germany



Hamburg Chamber of Psychotherapists, Germany



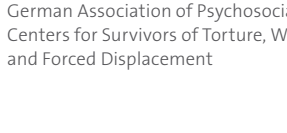
German Red Cross, Germany



Hamburg Association of General Practitioners, Germany



VdK German Social Welfare Organisation



German Association of Psychosocial Centers for Survivors of Torture, War, and Forced Displacement