COMPARATIVE ANALYSIS STUDY

On Migrant integration policies, programmes and supports

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COMPARATIVE ANALYSIS STUDY
On Migrant integration policies, programmes and supports

EUROPEAN UNION
Asylum, Migration
and Integration Fund

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1. Migrant integration in the European Union: EU policy and statistics

Migrant integration policies as a national competence

Since the signature of the Treaty of Lisbon in 2007, European institutions have the mandate to 'provide incentives and support for the action of Member States with a view to promoting the integration of third-country nationals.' The EU has nonetheless periodically set priorities and goals to drive EU policies, legislative proposals and funding opportunities since the 1999 Treaty of Amsterdam. The 2004 Common Basic Principles represent another stepping stone as they have guided and continue to guide most EU actions in the area of integration.

From present day policies building on the 2016 Action Plan back to the Treaty of Amsterdam: we present a short chronology[1] of how the EU has been shaping the integration of third country nationals over the previous two decades.

2016 – Forward: The Holistic Approach

The June 2016 Action Plan on the integration of third country nationals is the latest goals setting document published by the European Commission. It provides a comprehensive framework to support Member States' efforts in developing and strengthening their integration policies, and describes concrete measures the Commission will implement in Member States.

2011-2015: Funding for Integration

Prior to the 2016 Action Plan, migrant integration issues were guided by the European Agenda for the Integration of Third-Country Nationals, adopted in July 2011. The Agenda, which covered the period 2011 - 2015 focused on increasing the economic, social, cultural and political participation of migrants and fighting discrimination; with an emphasis on local actions. It also explored pre-arrival measures and the role of countries of origin in the integration process with destination countries. The multiplicity of funding opportunities made available is a major legacy of this period.

2005 to 2010: Knowledge Exchange

Until 2010, the Common Agenda for Integration presented by the Commission in 2005 was the strategy document providing the framework for the implementation of the EU integration policy. It contained a series of supportive EU mechanisms and instruments to promote integration and facilitate exchanges between integration actors.

1999 to 2004: Genesis of a Common Policy

With the Treaty of Amsterdam, the integration of migrants from non-EU countries became affected by EU policies for the very first time. Adopted in 1997, the treaty entered into force in 1999. From then on, the European Union could take appropriate action to combat discrimination, including those based on racial or ethnic origin and religion or belief. The EU also developed a common immigration policy which was guided until 2004 by the so-called Tampere Programme wherein Member States agreed that the aim of such a policy should be to grant third-country nationals rights and obligations comparable to those of EU citizens.

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1   [https://ec.europa.eu/migrant-integration/the-eu-and-integration/framework]

Migration has become one of the key components of population change in Europe[2] . Migration flows over past decades among EU Member States and in- and outside of the EU have had a significant impact on the current population size in most Member States.

The population of individual EU Member States on 1st January 2017 ranged from 0.4 million in Malta to 82.8 million in Germany. Germany, France, United Kingdom and Italy together comprised more than half (54.0 %) of the total EU-28 population on 1st January 2017.

The population of the EU-28 increased during 2016 by 1.5 million people. Population growth was unevenly distributed across the EU Member States: a total of 18 Member States observed an increase in their respective populations, while the population fell in the remaining 10 Member States. Luxembourg, Sweden, Malta, Ireland and Austria recorded the highest population growth rates in 2016, with increases above 9.0 per 1 000 persons, almost triple that of the EU-28 average of 3.0 per 1,000 persons (see Table 2). Among these five EU Member States with the highest rates of population growth, the fastest expansion in population was recorded in Luxembourg with an increase of 19.8 per 1,000 persons. The largest relative decreases in population were reported by Lithuania (-14.2 per 1,000 persons), Latvia (-9.6) and Croatia (-8.7).

Table1. Population growth

	Total change			Natural change			Net migration and statistical adjustment (¹)		
	2014	2015	2016	2014	2015	2016	2014	2015	2016
EU-28 (²)(³)	2.6	3.4	3.0	0.4	-0.2	0.0	2.2	3.6	3.0
Belgium (²)	5.0	6.5	4.8	1.8	1.0	1.2	3.2	5.5	3.6
Bulgaria	-6.0	-6.7	-7.3	-5.7	-6.2	-6.0	-0.3	-0.6	-1.3
Czech Republic	2.5	1.5	2.4	0.4	0.0	0.5	2.1	1.5	1.9
Denmark	5.8	8.4	7.2	1.0	1.0	1.5	4.8	7.4	5.7
Germany (²)	5.3	12.0	7.6	-1.9	-2.3	-1.8	7.2	14.3	9.4
Estonia	-1.9	0.8	-0.2	-1.5	-1.0	-1.0	-0.5	1.8	0.8
Ireland	5.1	7.6	10.6	8.2	7.6	7.1	-3.2	-0.1	3.5
Greece	-6.3	-6.9	-2.5	-2.0	-2.7	-2.4	-4.3	-4.1	0.0
Spain	-1.3	-0.2	1.9	0.7	0.0	0.0	-2.0	-0.2	1.9
France	4.8	4.1	4.0	3.9	3.1	3.0	0.9	1.0	1.0
Croatia	-5.1	-8.2	-8.7	-2.7	-4.0	-3.4	-2.4	-4.3	-5.4
Italy	0.2	-2.1	-1.3	-1.6	-2.7	-2.3	1.8	0.5	1.1
Cyprus	-12.9	1.5	7.6	4.7	3.9	4.7	-17.6	-2.4	2.9
Latvia	-7.7	-8.7	-9.6	-3.4	-3.3	-3.4	-4.3	-5.4	-6.2
Lithuania	-7.6	-11.3	-14.2	-3.4	-3.5	-3.7	-4.2	-7.7	-10.5
Luxembourg (²)	23.9	23.3	19.8	4.0	3.7	3.6	19.9	19.6	16.2
Hungary	-2.2	-2.5	-3.4	-3.3	-4.0	-3.2	1.1	1.5	-0.1
Malta	9.3	11.7	13.8	2.2	2.0	2.6	7.1	9.7	11.2
Netherlands	4.2	4.6	6.0	2.1	1.4	1.4	2.1	3.2	4.6
Austria	8.1	13.2	9.5	0.4	0.2	0.8	7.7	13.0	8.7
Poland	-0.3	-1.0	0.2	0.0	-0.7	-0.2	-0.3	-0.3	0.3
Portugal	-5.0	-3.2	-3.1	-2.2	-2.2	-2.3	-2.9	-1.0	-0.8
Romania	-3.9	-5.6	-6.2	-3.1	-3.2	-3.5	-0.8	-2.3	-2.7
Slovenia	0.9	0.6	0.8	1.1	0.4	0.3	-0.2	0.2	0.5
Slovakia	1.0	0.9	1.7	0.7	0.3	1.0	0.3	0.6	0.7
Finland	3.8	2.8	2.9	0.9	0.5	-0.2	2.8	2.3	3.1
Sweden	10.6	10.6	14.5	2.7	2.4	2.7	7.9	8.1	11.9
United Kingdom	8.1	7.8	6.5	3.2	2.7	2.7	4.9	5.1	3.8
Iceland	10.5	10.4	17.4	7.1	5.9	5.1	3.4	4.5	12.2
Liechtenstein	6.4	6.8	5.1	2.8	1.9	2.9	3.6	4.9	2.3
Norway	11.4	9.2	8.5	3.6	3.5	3.5	7.8	5.7	5.0
Switzerland	12.0	10.8	10.8	2.6	2.3	2.7	9.4	8.5	8.1
Montenegro	0.9	0.2	0.3	2.4	1.7	1.8	-1.5	-1.5	-1.5
The former Yugoslav Republic of Macedonia	1.6	1.0	1.2	1.9	1.3	1.2	-0.2	-0.2	-0.1
Albania	-1.3	-2.2	:	5.2	3.6	:	-6.5	-5.7	:
Serbia (⁵)	-4.5	-5.4	-5.1	-4.9	-5.4	-5.1	0.3	0.0	0.0
Turkey	13.3	13.4	13.5	12.3	11.8	11.2	1.0	1.6	2.3
Bosnia and Herzegovina (⁴)	:	:	-1.8	-1.5	:	-1.8	0.0	:	0.0
Kosovo (⁶)	-8.7	-18.6	:	13.2	9.2	:	-21.8	-27.8	:

(¹) The statistical adjustment corresponds to all changes in the population that cannot be classified as births, deaths, immigration and emigration.
(²) Break in series: 2015.
(³) Break in series: 2016.
(⁴) The 2016 data are estimated and have a higher degree of uncertainty than in previous years. Due to the changes in processing population statistics less data were available for the estimation than usual.
(⁵) Due to a lack of data on migration, the total change is based exclusively on the natural change.
(⁶) This designation is without prejudice to positions on status, and is in line with UNSCR 1244/1999 and the ICJ Opinion on the Kosovo declaration of independence.
Source: Eurostat (online data code: demo_gind)

2   [http://ec.europa.eu/eurostat/web/population-demography-migration-projections/migration-and-citizenship-data]

2. Overview of the national contexts within INTEGR8

IRELAND – MEATH PARTNERSHIP

Statistical data

Based on the latest figures, taken from estimates of the Census 2016, the number of migrants to Ireland in the year to April 2016 is estimated to have increased by almost 15% from 69,300 to 79,300 individuals. Of this total, non-Irish nationals from outside the EU accounted for 31,800 (40.1%) of total immigrants. From the most recent published Census figures (2011), we see that there was a total population of 544,357 non-Irish nationals living in Ireland in April 2011, representing 199 different nations, with individuals from Poland and the United Kingdom constituting the largest groups of non-Irish nationals in Ireland. Of this figure, non-Irish nationals were split quite evenly by gender, with 271,864 males and 272,493 females, and 60% were in the 22 - 44 years age group.

National policies which impact on migrant integration

The Department of Justice and Equality published a Migrant Integration Strategy on 7th February 2017; which will guide service provision for migrants and refugees in Ireland from 2017 through to 2020. This strategy sets targets for government departments in terms of providing "information to migrants in language-appropriate formats, ongoing intercultural awareness training for all front-line staff, signage in public offices indicating where interpretation is available, and clear information on how to make a complaint about racist behaviour by staff or another customer."

CYPRUS – CARDET

Statistical data

Between the years 2002 and 2017, 60,568 asylum applications have been reported on the island of Cyprus (Asylum Service, n.da, Asylum Service, n.db, Drousiotou and Mathioudakis 2016, Drousiotou and Mathioudakis, 2017); 1,250 persons were recognised as refugees; and 7,718 persons were granted subsidiary or humanitarian protection (UNHCR, 2017c). What is more, between 1998 and 2004, 454 persons were recognised as refugees by UNHCR (Asylum Service, n.da).

National policies which impact on migrant integration

Policy and practice towards integration for refugees and migrants has only appeared in the Cypriot public domain within the last decade, and this is apparent in the experiences, challenges and needs of refugees and migrants. Though it is now acknowledged that migration is not a theoretical phenomenon but a real issue nowadays, the Cypriot society is still developing an Action Plan that may be effectively implemented for the benefit of all.

In 2010 the Government adopted the first Action Plan for the Integration of Migrants legally residing in Cyprus for the years 2010 – 2012. Quoting this policy document and action, «Integration of immigrants and their descendants is a dynamic, long-term and continuous two-way process of mutual acceptance. So requires the participation not only of immigrant and their descendants but also every citizen. The host society should create opportunities for full economic, social, cultural and political participation of immigrants.

(Special Committee of Experts for Inclusion, 2010).

Aiming at preparing an all-inclusive policy building on an effective approach for long-term legal immigration and an encouraging viewpoint on multiculturalism in the Cypriot Society the following measures were suggested:

- Inclusion and participation of migrants in the social and public life of the Cypriot society
- Recognition of social, economic, political and cultural rights and needs of immigrants
- Racism and discrimination, and also to design strategies and action plans, which set measurable goals and mechanisms for monitoring implementation.

(Special Committee of Experts for Inclusion, 2010)

Though the abovementioned was not officially assessed so as to measure the extent to which it was implemented, a report commissioned by UNHCR highlights that there is little evidence that the action plan had any positive results, whereas no integration measures were taken specifically in favour of refugees (Officer and Taki, 2013, ECRI, 2016). This is reaffirmed in the 2016 Report of the Human Rights Commissioner of the Council of Europe, following his visit to Cyprus, stressing that the action plan was not implemented (Muiznieks, 2016). While waiting for governmental action plans towards migration integration, a small number of EU-funded actions, NGOs- and voluntary-based initiatives concerning migration integration function as a compass to the Cypriot society, offering hope for what the future holds.

PORTUGAL – ISQ

Statistical data

In 2016 there were a total of 397,731 foreign citizens registered as residents in Portugal, which represents 3.9% of the total population (10.31 million). A total of 29,925 permanent immigrants had been registered in 2016. In the current decade, the lowest level of migration was registered in 2012, when merely 14,606 persons entered the country. In 2016 the entry numbers increased, but the migration balance is still strongly negative: with a total of 8,348 people. Since the beginning of this decade, the foreign resident (permanent immigrant) population has been decreasing. The bottom point was in 2014. However, since 2015 and 2016 an increase in the allocation of residence visas was observed, as well as a slight increase of the immigrant population. Before the global economic crisis, in 2008, the main immigration reasons were working motivations. The motivation has changed, and turned to study, and family reunification: these two factors represent 67.8% of total visa applications. The number of independent self-employees (2,528 applications) also increased as well as the research and scientific academics activity (2,816). Moreover, it was observed an increase of business investment (19,065) as a motivation of foreign people to enter Portugal. There is some diversity among the immigrant population. The average age is between 20-49 years. Dividing by nationality, the youngest group is Romanian (72.3%) and Brazilian (71.3%), followed by the Angolan (67.2%), Guinean (63.4%) and San Tome (62.9%). According to the ages, the youngest community (0-19 years) are of Chinese origin (24.8), San Tome (22.3), Guinean (20.6%) and Romanian (17.8%). Among the immigrant population, the community with the highest representation of children between 0-9 years: is Chinese (13%) followed by Romanian (8.6%).

National policies which impact on migrant integration

The National Support Centres of Migrant Integration work since 2004 in different fields of integration for cultural, organisation and legislative challenges. These centres are located in Lisbon (Central), Oporto (North) and Algarve (South) with the aim to create a place to gather different services, institutions and cabinets. These support centres have numerous services under one roof: Foreigners and Border Service (SEF), Social Security (SS), Authority to the Work Conditions (ACT), Central Registry Office (CRC), Ministry of Education (ME), and the Ministry of Health (MS). The CNAIM also has specialised cabinets which provides support and information in diverse specific areas: the Cabinet of Support to The Family Regrouping (GARF); the Cabinet of Legal Support to the Immigrant (GAJI); the Cabinet of Social Support (GAS); the Cabinet of Housing Support (GAH); the Cabinet of Employment Support (with two 2 versions, one coordinated by the Network

GIP – Immigrant – Cabinet of Professional Insertion – and other specialised in the area of entrepreneurship; the Cabinet of Support to the Immigrant Consumer (GAIC) and the Cabinet of Support to the Qualification (GAQ). All the cabinets and services work in collaboration, gather in a common physical space, provide services, information, referrals, advising and developing mediation activities to solve questions presented by the migrants.

The CNAI introduced the usage of socio-cultural mediators from different countries, mastering 14 different languages, to provide more accessible support service. In fact, the mediator's socio-cultural background, with immigrant experience and language knowledge, brings an important added value to the function. The ACM, collaborating with NGOs and Associations, works together on the recruitment of mediators. For the language problems, the ACM launched the Telephonic Language Service, which covers more than 60 languages, which facilitates immigrant's reception and access to services in important areas. The volunteer mentor networks have an auxiliary role to facilitate the socio-cultural integration, through the "Mentor Programme for Migrants". The members help with orientation, covering different topics from entrepreneurship to free time and hobby activities, and giving information to solve problem issues, promoting information and knowledge transfer. Behind the programme, there is a continuous systematic selection, assessment, matching and know-how evaluating. For the better integration and inclusion, the ACM organises the Portuguese language and culture learning to facilitate integration in society and the labour market.

Over the last 10 years, the Portuguese Government introduced the Strategic Plan for Migration (2007-2010 and 2010-2013). This is the global framework which focuses on the ageing demographic challenge, integration and training of immigrant communities in Portugal, international mobility, talent management, and helping to return back the immigrant Portuguese population. The main policy goal is labour market integration; decrease discrimination of immigrants, a better mobility of talent and human resources, and decentralisation of immigrant policies, and access to the civil society. It has also established a Technical Team of Accompaniment (TTA) represented by various ministries to support the Strategic Plan execution. Over the last two years, the local level of integration has improved, as Portugal involved 21 municipalities financed by the European Fund for the Integration of Third Country Nationals (EFITHC), marked by the implementation of the Municipal Plan for Immigrant Integration.

For the local integration improvement, the High Commission for the Migration (ACM) has created the network of "Municipalities Friends of Immigrant and Diversity" with aims to gain knowledge of the real needs of the migrant people in different regions across the country. This project is creating a better cooperation between the local organisations and the state, monitoring the service quality and involved more than one hundred local governments.

It is important to highlight that, since 2007, Portugal is a pioneer of the implementation of the "Strategic Plan of Inclusion of Immigrant". The programme is being monitored from the bottom-up, based on the collaboration with local ONGs, education and public health system and the central administration.

ROMANIA – UPIT

Statistical data

Romania continues to be a country of emigration, the phenomenon of emigration being the second biggest cause of the country's population decline. The international migration balance in 2016 was negative, with the number of migrants exceeding the number of immigrants with over 76,000 people, according to a communique of the National Institute of Statistics from August 2017.

However, Romania has a relatively large number of immigrants, whose trend is positive. According to the 'Statistical Immigration and Asylum Bulletin' of the General Inspectorate for Immigration, at the level of the first semester 2012, 76,881 visa applications were submitted by non-EU citizens from Moldova, Ukraine, Turkey, Russia, China, India, Belarus, Egypt, Iran, Lebanon and other countries (11.05% less than in 2011), of which 74,075 (96.35%) were approved. The applications for work permits requested by immigrants in Romania increased by 16.53% in 2012 compared to the previous year and the number of immigrants from EU countries amounted to 42,953. A total of 1,617 foreigners were found with illegal residence, 13.99 %

less than in 2011. At the same time 322 foreigners were taken into public custody (36.44% more than in the previous year). Only in the first six months of 2017, 1,437 clandestine immigrants from Iraq, Syria, Pakistan, Afghanistan, Iran, Turkey, India, Kosovo, Bangladesh, and Palestine tried illegally to enter Romania. They are joined by the over 700 refugees that Romania has received under the EU's quota. In total, more than 2,400 refugees - mostly asylum seekers - were in Romania, at least temporarily, in mid-2017, 350% more than the mandatory quotas imposed by Brussels. The quota allocated to Romania is 4,188 refugees (the 'Evenimentul Zilei' newspaper, September 5, 2017). In 2017 there were 50,199 immigrants in Romania.

National policies which impact on migrant integration

Romania has usually been considered just a country of transit to Western Europe, facing with a limited number of immigrants who intended to establish in Romania, but, as a consequence of the refugee crisis in 2015, the immigration issue has become one of public interest. In this context, the Government approved the National Strategy for Immigration 2015-2018 and the Action Plan, intending to participate to the international community efforts to provide immigrants with a proper political and social context for integration. These basic documents highlight the importance and the necessity to establish some facilitating mechanisms of admission in schools/ labour market and to develop certain procedures in order to facilitate the studies and competences recognition. We should note that they exist but there are still some issues which should definitely be solved. Moreover, the Education National Law provides equal right to access the educational system in Romania, both at primary and secondary level and high education. As a consequence, nowadays, there are almost 7,110 students from third countries in our schools and universities.

The integration initiatives in Romania do not refer especially to migrant women, but to all categories of migrants: women, men, children etc. They have general applicability with no restrictions. The programme migrant in Romania provides a website with information for the migrants in our country or for those who intend to come and establish here. Through this wide programme, many activities are organised for migrants. In those cities which are partners in this programme, local seminars for migrant are hosted integration periodically. Once a year, there is the national conference Migrant in Romania, where many institutions dealing with the migration phenomenon participate. Moreover, there are many events for migrants, such as: Timișoara - The Refugee Day 2016, EPALE - Migrant Education Week, Beyond Borders with One World Romania 2016. There are also other initiatives aimed at migrant women.

UNITED KINGDOM – LEARNING UNLIMITED

Statistical data

Despite the UK government's aim for annual net migration to be under 100,000 according to the Office for National Statistics[3] , in the year ending March 2018, net migration to the UK was 270,000 (down from 273,000 year ending September 2016)
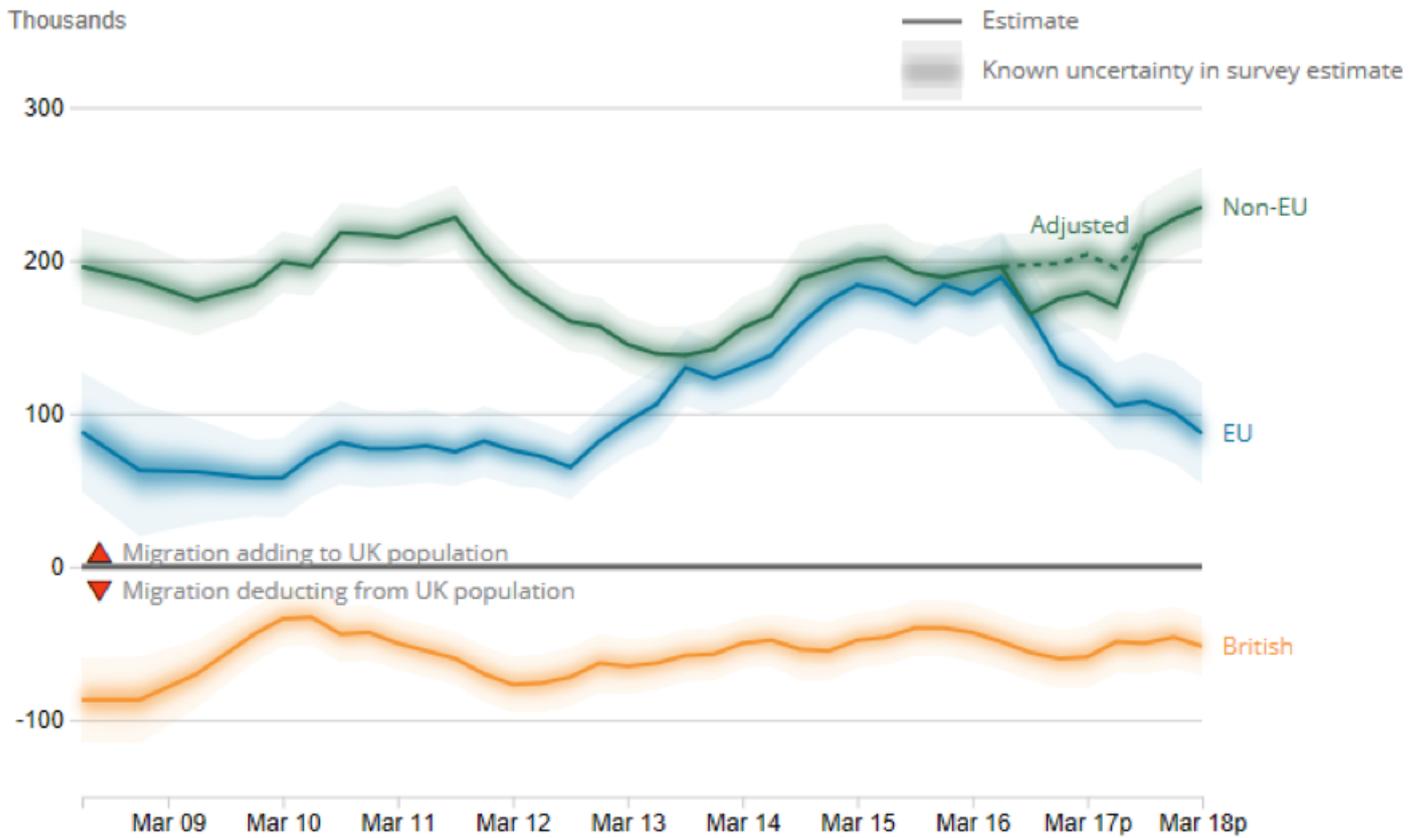
This represents a significant fall from the peak levels in 2015 and 2016. Although EU migration was at its lowest level since 2012, and despite uncertainties around BREXIT, around 90,000 more EU citizens arrived in the UK than left in the year ending March 2018. Non-EU net migration is now at a similar level to that seen in 2011.

See next chart 1.

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3   https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/internationalmigration/bulletins/migrationstatistic-squarterlyreport/august2018#main-points.

Source: Long-Term International Migration, Office for National Statistics

Following the EU referendum, there have been several key policy developments which specifically relate to immigration and integration. These include consultation, policies and funding relating to integrated communities and ESOL. The Integrated Communities Strategy[4] green paper invites views on the government's vision for building strong integrated communities where people – whatever their background – live, work, learn and socialise together, based on shared rights, responsibilities and opportunities. The green paper sets out an ambitious programme of actions across the UK government to deliver its vision at the local and national level.

Language as barrier to integration is a key issue and NATECLA (the National Association for Teachers of English and Community Languages to Adults) is lobbying for England to have a national ESOL strategy (both Scotland and Wales already have their own ESOL strategies).

The UK Government published a revised Hate Crime Action Plan as a direct response to increased racial abuse and hate crimes leading following the EU referendum, (Home Office, 26 July 2016).

ITALY – FORMAZIONE CO&SO NETWORK

Statistical data

As of 1 January 2017, there were 5,047,028 foreign nationals resident in Italy. This amounted to 8.2% of the country's population and represented an increase of 92,352 over the previous year. These figures include

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4   www.gov.uk/government/consultations/integrated-communities-strategy-green-paper

children born in Italy to foreign nationals (who were 75,067 in 2014; 14.9% of total births in Italy), but exclude foreign nationals who have subsequently acquired Italian nationality; this applied to 129,887 people in 2014. Around 6,200,000 people residing in Italy have an immigration background (around the 10% of the total Italian population). They also exclude illegal immigrants whose numbers are difficult to determine.

In May 2008, the Boston Globe quoted an estimate of 670,000 for this group. The distribution of foreign born population is largely uneven in Italy: 59.5% of immigrants live in the northern part of the country (the most economically developed area), 25.4% in the central one, while only 15.1% live in the southern regions. The children born in Italy to foreign mothers were 102,000 in 2012, 99,000 in 2013 and 97,000 in 2014.

Since the expansion of the European Union [5], the most recent wave of migration has been from surrounding European states, particularly Eastern Europe, and increasingly Asia, replacing North Africa as the major immigration area. About a million Romanians, around 10% of them being Roma are officially registered as living in Italy. As of 2013, the foreign born population origin was subdivided as follows: Europe (50.8%), Africa (22.1%), Asia (18.8%), America (8.3%), and Oceania (0.1%).

National policies which impact with migrant integration

Italian Law 40/1998 (ART.40) states some measures to facilitate the migrant integration process and it lists all activities that Italian Public Institutions, in collaboration with private associations and organisations working in the field of migrants, have to develop in order to support migrants living in Italy. The State, regions, provinces and municipalities, also in collaboration with the associations of foreigners and with the authorities or public and private entities of the countries of origin, facilitate:

1. the activities undertaken in favour of foreigners legally residing in Italy, also in order to organise training courses about the language and culture of origin;

2. the disclosure of any relevant information useful for the positive integration of foreigners into Italian society, in particular concerning their rights and duties, the various integration opportunities and personal and community growth offered by the government and by the associations as well as for the possibility of a positive reintegration in the country of origin;

3. the implementation of agreements with associations regularly registered in order to involve foreigners, with a residence card or a residence permit valid for not less than two years, in quality of intercultural mediators in order to facilitate relations between the different administrations and foreigners belonging to different ethnic, national, linguistic and religious groups;

4. the organisation of training courses to prevent discriminatory, xenophobic or racist conducts for operators of public and private bodies who have regular contact with foreigners .

A migrant integration support is also represented by the Migrants Integration Portal available at http://www.integrazionemigranti.gov.it. It is a project co-financed by the European Fund for Integration that was born under the coordination of the General Directorate of Immigration and the Ministry of Labour Integration and Social Policies. The Migrants Integration Portal is a collaborative effort between the ministry of Labour and Social Affairs, Ministry of Interior and Ministry of Education, University and Research. The portal has a section to help migrants in the search for the local and national services.

The Permanent Territorial Centers for Education and Training in Adult Age (CTP) are public institutions, in which state teachers operate, also supported by experts and external collaborators, to provide cultural, educational and training activities to adults. The Italian language courses of the CTP also include civic education information concerning citizens' rights and duties.

Intercultural mediation: organisations providing useful information on the intercultural mediation services that are active in Italy.

Minors: The presence of foreign minors in Italy is a constant and continuously growing phenomenon. Among the foreign minors present in Italy, a significant component is represented by unaccompanied foreign minors. All foreign minors in Italy, irrespective of their entry procedures within the national territory, are protected by

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5   https://en.wikipedia.org/wiki/Immigration_to_Italy#Statistics

the rights enshrined in the New York Convention on the Rights of the Child signed in 1989. Organisations provide in particular the following services: Psycho-Educational Support; Socialization Activities; School support; Cultural exchange initiatives.

Health care: in order to favour integration and promote a correct access to services by foreign citizens, two key problems must be faced: language and culture represent a hindrance, considering that the approach to the human body and to diseases is different in every country, and is often extremely different from ours. In each section there is a database with contact details of several Italian organizations providing support and information for migrants about: education and training; intercultural mediation services; start up support; services for minors; health care; etc.

AUSTRIA – JUGEND AM WERK

Statistical data

In 2017, 154,700 immigrated to Austria while at the same time 110,100 people left the country. The population of the foreign resident population in Austria at the beginning of 2018 was 15.8% of the total population. With 17,900, Romania had the largest number of additions followed by Germany and Hungary. Inflows from third countries accounted for a total of 34% of all immigrants. Persons with a migration background. Unemployment rate in 2017 overall at 8.5%. 12.5% of non-Austrians were registered as unemployed. 54% of Austrians rate integration in Austria 2018 rather poorly (43%) and as very bad (13%).

National policies which impact on migrant integration

The Department BMEIA (Federal Ministry for Europe, Integration and Foreign Affairs) bundles with the National Action Plan for Integration all integration policies of countries, municipalities, cities, and federal government. This was discussed with about 150 national and international experts and immigrant representatives and citizens. It contains general principles of integration policy and sees itself as a process in which new challenges are constantly being addressed with the aim of securing social cohesion in the long term. The plan defines seven fields of action: action area language and education, work and occupation, constitutional state and values, health and social affairs, intercultural dialogue, sport and leisure as well as housing and the regional dimension of integration.

3. Identification and selection process used to identify the key areas to train migrant women in order to support their social and civic integration

Immigration and the civic and social integration of new ethnic minorities have become important policy challenges in all EU countries in recent years. While economic integration is easily measured through a number of widely available indicators like the reduction of wage, income and employment disparities between natives and immigrants, social and civic integration is concerned the levels of integration are more difficult to assess. This is why the partners of INTEGR8 aimed all the activities in the perspective to foster the integration of migrant, specifically women; empowering them within their migrant communities by providing validated training and supporting them to develop a series of informal networks to promote social and civic integration.

In practice thanks to the research conducted at the beginning of the INTEGR8 project, it was possible to identify:

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- the best practices to design and implement Migrant Integration initiatives
- the training needs of the migrant women
- the training needs of the educators
- innovative social and civic inclusion methodologies to be included in the INTEGR8 Toolkit

The Consortium partners accomplished the following tasks:

1. carried out a survey of available literature and existing migrant integration measures in all participating partner countries;

2. developed questionnaires and a report to understand the training needs in terms of social and civic integration of the migrant women;

3. conducted research with educators to determine the train-the-trainer needs to implement the curriculum and ensure that the project achieved its objectives; and

4. created a resource toolkit to identify innovative social and civic inclusion methodologies that use educational, cultural and recreational activities as embedded learning techniques to promote integration.

4. Stakeholders involvement to enlighten the exchange of knowledge

Stakeholders had a critical role to play in the context of INTEGR8 project. From migration integration and social inclusion authorities, social workers and adult educators to academics, students, trainers, teachers and volunteers; stakeholders were involved from the early stages of the project and made the delivery of all phases possible. To name but a few activities: they supported the partners with the focus groups and needs analysis process; they took a critical friend's role in the Local Working Groups; they shared useful suggestions in the training phase; they supported networking; they assisted in the dissemination of the project as a good practice in women migration integration initiatives throughout the project life-cycle; they participated in INTEGR8 multiplier events and other micro-networking initiatives. The multiple roles adopted by our stakeholders in support of the project ensured a quality of process and advanced the anticipated results. Stakeholders paved the way for the project aims and objectives to be implemented at minimum risk and opened new avenues for synergies, underpinning the project's sustainability.

5. Principal knowledge sources and types used to inform INTEGR8's innovative methodology

The INTEGR8 consortium implemented and fostered a bottom-up approach to the integration of migrant women that placed the women themselves at the centre of the integration design process. The project recognised and values the fact that migrant women themselves are relevant experts about the issues and barriers they face in new communities and are therefore best placed to lead any new initiative that aims to foster the integration of migrant women. Identifying and training a new cohort of Migrant Integration Experts within the community of migrant women in the participating countries was an innovative and potentially ground-breaking approach. Our methodology was focused on target group engagement through all development phases.

The local working groups (LWG) helped in creating a sense of ownership of all project outputs among the implicated target groups and these groups met at regular intervals to provide insights, opinions and feedback on the project development process and the outputs produced.

From the research key findings the INTEGR8 consortium developed the following educational materials:

- Curriculum Manual and Workbook
- Train-the-trainer Courseware
- INTEGR8 Toolkit
- INTEGR8 E-learning portal

These tools were used to achieve the project's main goal in terms of social and civic integration of migrant women by training them as Migrant Integration Experts.

The methodologies utilised a cascading model of integration where each trained Migrant Integration Expert engaged a minimum of 5 migrant women in a micro-social network. So the final result gained was the creation of up to 20 micro-networks with 5 members in each partner country. These micro-networks supported a multi-ethnic thematic clusters to address broader integration issues.

6. INTEGR8's new methodologies used to overcome barriers to migrant women's integration

With emerging integration barriers being mainly language, culture and lack of access to health services as well as job and education & training opportunities, in the context of INTEGR8 an attempt was made to successfully meet these challenges by new methodologies including the following: skill-based methodologies, personalised and needs-based approach, as well as group and self-reflection activities, so as to cultivate critical thinking skills and add to personal and professional development of our migrant women.

In addition, problems or barriers to integration were considered to be (as they have been emphasised by migrant women themselves) the language barrier, not having a (secure) job, local people's mentality vis-à-vis immigrants (unfair attitude of the people), the bureaucracy, lack of communication, struggle for having a better social life, getting appreciation on behalf of the host society. The financial problems (lack of financial independence) represented the common background as perceived by the immigrants, but these are related to people's mentality rather than laws.

INTEGR8 focused on addressing all these barriers, although getting language skills in the language of the host country was not directly envisaged, through the practical resources provided within (a) the INTEGR8 Toolkit, (b) Learner Workbook to Support the Migrant Integration Expert Curriculum and (c) the INTEGR8 Training Facilitator Handbook and more precisely via the skills acquired by beneficiaries through these trainings and training resources, over a large variety of targeted social and civic areas.

This skill-based approach and resources have proven to be extremely valuable for the empowerment of migrant women because it enabled them to act as trainers and leaders within their communities, offer support to other migrant women, share skills, experiences and expertise with others formally and informally, transfer and adapt INTEGR8 approach to wider migration contexts.

All INTEGR8 resources are provided in six EU languages supported the capacity building of migrant women with skills necessary for becoming Migrant Integration Experts and to further support other migrant women learners in identifying and developing actions related to the civic and social participation throughout their lifetime, in the host countries as well as in the migration processes.

7. Criteria used for evaluating INTEGR8's methodology and its application

The evaluation processes, described in the project Quality Plan were aimed at supporting the project, by measuring the extent to which the objectives were met; identify the project achievements; and identify areas for improvement. In this sense, each partner established a Local Working Group (LWG) comprising a minimum of six stakeholders to make sure that members of all project target groups were placed at the centre of the project development process and that all training tools and resources could be independently tested and validated by end-users directly. In each partner country these LWG met at least six times during the project lifecycle in face-to-face meeting to evaluate and test the main deliverables of the project. For this purpose, three evaluations questionnaires were developed to collect the stakeholder's feedback regarding the overall quality and usability of the products. All the feedback received served to improve and adapt the materials developed to better answer the target group needs.

The INTEGR8 project approach highlighted the importance of involving end-users and stakeholders in the development process; to better help shape the project outcomes and to safeguard the quality and relevance of products developed. By involving members of the project target groups from an early stage through the LWG, project partners avoided having to make costly changes to outputs produced at a later stage in the project, as they have received constant and consistent feedback from the LWG members at each stage of the project. Feedback from these groups also helped partners to uncover and address previously unidentified needs. Additionally, the migrant women and the migrant support professionals had the opportunity to also give feedback (also answering evaluation questionnaires) at the end of each training cycle corresponding to the implementation phase of the project.

Internally, the evaluation of the quality of the project during its execution, focused on the 3P model: (i) Process and Project Management; (ii) Partnership and (iii) Products. Partners had the opportunity to evaluate the project:

- At the end of each partner meeting, filling in an evaluation log.
- At the end of the first year of the project.
- At the end of the last year of the project.

All the feedback was collected from partners, stakeholders and migrant women in the different evaluation stages mentioned above and were included in the Interim Evaluation Report and the Final Evaluation Report published on the project website.

8. Core findings from the local research process conducted at the start of the project

The conclusion and recommendations across the local research varied considerably with a short synopsis of the highlights presented below:

Challenges:

- Finding and working with the very many different projects and support opportunities for migrant women (AT)
- As migration is an issue of high importance across all levels (social, cultural, financial, political, educational, language etc.), supporting integration at a deep and rigorous level is a very key issue (CY)
- Excessive bureaucracy, language barriers and labour market restrictions are key barriers (CY), (RO)
- Recognition of previous education, experience, competences and qualifications (RO)

- Supporting integration needs to be a dynamic two-way process with frequent opportunities for interaction between migrant women, and local community members and service providers (UK)
- Access to Integr8 training and programmes needs to be carefully planned and timetabled to minimize the impact of barriers such as childcare, shift work and the cost of travel (UK)

Migrant women

In relation to engaging migrant women on the Integr8 project, levels of confidence and interest varied considerably. For example, the majority of the 8 women interviewed in Cyprus were reluctant and sceptical about using their skills to support other migrant women whereas all the participants in Romania said they would be happy to be involved. In some countries, there was a high level of interest but in some cases this would be very dependent on the days and times of the training, whether or not childcare support could be provided and the extent to which the course could be undertaken purely on line due to work commitments (UK)

In relation to the INTEGR8 curriculum for migrant women, there were many useful suggestions. Some reports flagged up the importance for the INEGR8 training curricula and programmes to consider and be responsive to the different challenges and needs that migrants face depending on their country of origin (i.e. whether EU national or third country national migrant), whether a refugee or economic migrant, whether an unaccompanied young refugee or a 1st or 2nd generation migrant with well-established family and community connections. Suggestions included the following:

- Personal development (IE), (RO), e.g. building self-confidence; how to make effective presentations
- Developing specific key skills (IE), (RO), e.g. language skills, accredited IT courses
- Supporting others (IE), e.g. how to support others with their language skills
- Supporting integration (IE), RO), e.g. signposting to local services, applying for social welfare, how to help others; understanding and resolving cultural difficulties
- MIE delivery
- Face -to-face preferred possibly with some blended elements (IE)
- Dedicated tutor/trainer (IE)
- Minimal demands in terms of written assignments and, where needed, language support to be provided as required (IE)
- To overcome barriers linked with childcare and travel, training to be delivered in a central location during school hours (IE)
- Online platforms with resources, learners' workbooks and case studies (IE)

Migrant Educators and Agencies

Migrant educators and agencies had a number of useful suggestions to make in relation to supporting the integration of migrant women and in the development of the NTEGR8 training programmes and project roll out. In Cyprus, migrant educators and agencies in prioritised educating migrant women and host country nationals; training for professionals; organising social activities. The importance of awareness-raising for professionals and volunteers working with and/or supporting migrants was raised in several reports as well as organising and resourcing multicultural events. Other suggestions to enable INTEGR8 training and networks to be successful:

- Run training/events etc. within local communities, e.g. local resource centres/children's centres etc.
- Make training times flexible and work round availability of migrant women with school-aged children
- Confidence building/assertiveness training for migrant women needs to be embedded throughout all elements of each curricula
- Consider some elements of both curricula to be essential and some optional/responsive to locally identified interests, needs and priorities

LESSONS LEARNT FROM THE PROJECT

The partnership learnt valuable lessons from INTEGR8 in terms of methodology to involve migrant women in civic and social integration. Needs-based, individual-based and personalised approaches seem to benefit the integration of migrant women, with migrant women as the target group being placed in the centre of the development process and with their capabilities and talents exposed in a safe and supported environment. In addition, the needs and desires of the target group were taken into account in the context of what a smooth integration process should look like. A learning environment – online or face to face – where the previous are considered and various opportunities are provided for personal and professional empowerment and improvement is also key towards achieving the task of integration. Collaborative learning i.e. working in groups, micro-networking etc. as well as self- and group-reflection was also key methodologies applied in the course of the project which may function as good practices into the future.

The implementation of INTEGR8 methodologies and approach taught that migrant women's needs have to be acknowledged and taken into account if effective social and civic integration is to be achieved. The partners also found out that migrant women know precisely what they want to get in terms of support, they know how to efficiently communicate with their communities and they are able to define and describe in a relevant way the means, formats and settings in which assistance and support is beneficial to be provided to them. INTEGR8 has proven that the best way to access migrant women communities with valuable information and support for integration is to use as 'vectors' or as Migrant Integration Experts (MIEs) the women from the inside of these communities who are trusted by the other migrant women, who face the same problems and barriers and speak the same language (not only strictly linguistically but also in terms of empathy and solidarity). If these 'vectors' are properly trained, as INTEGR8 did, they become MIEs and can help migrant women societies make a real step forward toward genuine integration. The lesson learnt could be sum up as follows:

- There is an extremely high level of interest, energy and commitment amongst migrant women to: participate in this type of project; make a positive contribution to support the integration of other migrant women; work together, share their skills and support each other; get more involved in their communities

- The social benefits of participation were significant. Women greatly valued the opportunity to meet, interact and work together as part of the training, follow up planning meetings and running MIE activities. This interaction also helped to boost confidence and self-esteem significantly.

- Participants had extremely varied backgrounds, language/literacy skills, work-related experience/skills. Where training and project activities enabled women to recognise, share and build on these, the impact was greater

- The project enabled new and important links to be built between individuals, projects and organisations

RECOMMENDATIONS

Ireland

The INTEGR8 Project was incredibly impactful in Ireland in terms of the positive transformation of the migrant women supported through the MIE Curriculum and the connections and networks that were established in local communities reducing isolation, eliminating fear and building social capital. In terms of process improvements going forward, we would recommend the following:

- The facilitation of the training by multi-ethnic tutors was highly beneficial in terms of building trust and establishing a common narrative within the training group and we would recommend this delivery approach to others wishing to offer the INTEGR8 MIE Curriculum

- Face-to-face delivery of the MIE is essential for the success of the training and whilst all the training materials are available and accessible on the e-learning platform, we would recommend that this resource is used as an assistive learning tool rather than the main mode of training delivery.

- In terms of the establishment of the micro-social networks, more time was needed to fully realise the potential of this approach as an integration methodology; early results are positive and indications would success that this approach is a valid one.

- Finally we would recommend introducing women from the host communities into the training group; as many of the experiences, skills development areas and topics are relevant to both communities of women (migrant and native) and in this facilitated safe environment; barriers and preconceptions of both groups can be managed, challenges and overcome and the integration process can begin during the training sessions and be transferred into day-to-day life.

Cyprus

With the increase in the number of migrants, refugees and asylum seekers in the EU context, the EU prioritizes the smooth integration of those migrants, refugees and asylum seekers who reach Europe. Needs-based and personalized actions emerge as key in attempts to bridge policy papers to practice and implementation attempts and, thus, they function as a compass in the context of integration effective approaches and good practices.

Portugal

The cascade model that characterizes the INTEGR8 training programme was considered by the majority of the participants in the implementation phase of the project, in Portugal, as a differentiation aspect in the approach of all matters related to integration. The proposed model and the focus on supporting women to establish their own local supporting networks was considered an innovative approach and one that has to be continuously disseminated because it allows women to stand together with other women in similar integration situations. The participants of the INTEGR8 implementation phase in Portugal also highlighted the importance to the focus that the training programme gives to contents related to personal development. It is significant, according to the majority of the participants, to be self-aware of one's own positions and the situation regarding the migration processes to be able to go out and encourage others on their own path. The contents of the Integration course were considered to be transversal to the development of key competences to help, not only women but all migrants facing problems related to integration. The creation of support groups where all can contribute at the same level, and in an informal environment, for a common cause is essential to the process of transition into a different society. It was also pointed out that this groups must be composed not only by migrant women but with local women from the receiving communities.

Romania

There is a complex and generous EU agenda on migration. It has to be combined with other developed solutions and tools, like INTEGR8, to provide at local level customised efficient approaches solutions, of which to mutually benefit both the immigrants and the local communities.

United Kingdom

Recommendations for Train-the-Trainer courseware and for Migrant Integration Expert Curriculum:

- Make key words and terms more explicit to support language learning
- Include guidance/content on supporting participants with mental health problems
- Include more content on planning and running workshops, events etc.

- Include guidance on making training materials more engaging, e.g. turning into tactile resources - laminating, cutting out, using Velcro
- More explicit expectations of participants needed
- Crèche, travel and police-check budgets needed for future iterations of the programme
- Make face-to-face training longer
- Include/embed micro-teaching with feedback throughout
- Include more input on planning and running a session.
- More time to support MIE activity/micro-networks needed

Italy

It is essential to:

- run events with local communities, to involve women to have events during the school hours or in the evening with their mates;
- provide babysitting in the same place of training;
- consider different cultural background when implementing training activities;
- create women networking on mutual issues;
- have social activities to allow women to get out from home;
- provide language training;
- try to have the same educational background in organising training;
- organise visits to public institutions to make them aware of European Citizenship and participation.

Austria

- It needs special coordinators in all regions of the country, who are communicating transparently, where the knowledge and information can be passed on. An information mobile goes with the advice directly in regions
- The target group is not a problem group: the focus should be on problematic and stressed situations in which people live. These situations are mainly determined by social conditions (preliminary remarks). It is therefore important to improve conditions at the ratio level.
- With active affiliate structures / outreach work ("come" structures successful).
- Address the target group personally, written material is only helpful as a support.
- To connect to groups / places that the target group is familiar with (eg. Frauencafe im Grätzl).
- Working with multipliers
- Consider and emphasize cultures and languages as equal in their diversity
- Consider the gender perspective, especially with regard to role models in different cultures
- Coupling with other offers (eg. play afternoons for children)

meath partnership

engage · enable · participate · progress

jugend am werk
chancen · leben

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