For a plural, fair and inclusive Emilia-Romagna Region

The new three-year programme 2022-2024 for the social integration of foreign citizens by Regional Law no. 5/2004, art. 3 comma 2

Deliberazione dell'Assemblea legislativa dell'Emilia-Romagna n. 104 del 26 ottobre 2022

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Emilia-Romagna. Il futuro lo facciamo insieme.

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Indice

INTRODUCTION. **THE NEW THREE-YEAR PROGRAMME FOR A PLURAL, FAIR AND INCLUSIVE REGION**

By Regional Law no. 5/2004 «Norme per l'integrazione sociale dei cittadini stranieri immigrati» (Rules for the social integration of foreign citizens), the Emilia-Romagna Region recognises the migration phenomenon as a structural component of the regional framework and defines a three-year programme in order to exercise full competence in the social integration of **Third-Country Nationals (hereinafter TCNs)** as provided for and pertaining to the Regions and Local Authorities.

The programme is set in a context where deep TCNs' stabilisation processes have been consolidating in the Region. Such a territory has also become increasingly intercultural. At the same time, in recent years, Emilia-Romagna has also been subject to a constant unplanned inflow, which has accentuated an "emergency" representation of the migratory phenomenon and has entailed the effort for the public system to guarantee all and sundry a decent first reception. This is based on the conviction that the path to social integration and inclusion is more likely to succeed the earlier it begins, since it should be thought of as a process that stretches over time, and which may or may not be facilitated by the quality of the first reception phase.

On the other hand, the Programme strongly relies on believing that the consolidation, which has taken place over the years, of ordinary integration and inclusion policies in local contexts (widespread reception, intercultural mediation, language learning, guidance, involvement of migrant associations, schooling, access to health services, attention to vulnerable targets, etc.) has represented and still is the decisive factor in tackling and responding effectively to unforeseeable inflows.

For this reason, it wants to be the Region-defined tool to address even situations of radical and sudden change (just think of the recent flows arriving from Afghanistan and Ukraine), as part of an overall vision that, in line with the principles and purposes of the regional regulation, intends to foster inclusion, combat inequalities and promote fair policies and interventions towards TCN.

This means pursuing the strategic objective of "inclusion for all", working with the community and its citizens as a whole and promoting the consolidation and qualification of universalistic public policies that are able to take into account the challenges and needs of different groups, including those composed of third-country nationals.

Therefore, based on its objectives and actions, the Programme is intended:

a) To be a multi-year "cross-cutting" guidance tool for TCN's social integration;

b) To make a contribution in the direction indicated by the 2030 Agenda and its 17 Sustainable Development Goals and the National Recovery and Resilience Plan (PNRR);

c) To take as a reference the 11 Common Basic Principles for Immigrant Integration Policy of the European Union and be consistent with the indications of the European Commission's "Plan for Integration and Inclusion 2021-2027";

d) To refer to the principles and objectives of the Statute of the Emilia-Romagna Region and in particular to Article 2 (lett. *e*) and (lett. *f*);

e) To promote and consolidate inter-institutional cooperation with national levels, starting with multi-level collaboration with the Italian Ministry of Labour and Social Policy, the Italian Ministry of the Interior and the Italian Ministry of Health, with particular reference to the objectives set out in the "Programmazione integrata pluriennale in tema di lavoro, integrazione e inclusione 2021 - 2027" "Integrated Multi-annual Programming on Work, Integration and Inclusion 2021-2027) of the DG Immigration of the Italian Ministry of Labour and Social Policy;

f) To take, as a further reference framework, the Pact for Work and Climate signed by the Emilia-Romagna Region on 14 December 2020, which indicates among its action lines the "strengthening of inclusion paths for foreign citizens through three axes: the strengthening of their skills, the intercultural qualification of universal welfare services and the promotion of community work and mutual knowledge and integration";

g) To pursue an idea of integration as a dynamic, interactive, non-discriminatory, multi-relational process based on equal treatment, equal access to the service system and mutual openness. Such a process should be acted out between people from both indigenous and different migratory backgrounds, whether native, newly-arrived or long-established residents.

In the drafting stage, this Programme had the chance to be enriched with new ideas, analyses and possible work pathways thanks to the realisation of an extensive participation and dialogue-based technical process promoted - from July 2021 to April 2022 - by the regional inter-departmental technical group established by Executive Resolution DD 22103/2020, with the methodological support of the Regional Social and Health Agency. Such a process involved over 500 people representing a vast array of public and Third Sector Organisations (TSOs) and,

through numerous meetings[1], it was able to gather multiple voices and experiences with a cross-sectional look at a contemporary complex situation.

The above-mentioned participatory technical process with public bodies, the TSOs and, of course, TCNs allowed to highlight the presence of some recurrent dimensions in those who have embarked on a migration path, starting from a specific and complex national legislation on the condition of residence that influences integration strategies and territorial rootedness, a widespread need for language learning and initial guidance to services, a condition of greater relational poverty, especially for newly-arrived people, and a persistent transcultural dimension of one's life project that makes it necessary to be able to recognise and read the cultural codes used by the different stakeholders in the integration process.

This being said, we believe that the aforementioned "specific" dimensions can be more effectively responded to and solved if they are appropriately included in a **cross-sectional** reading of the migration phenomenon, i.e. one that is capable of taking into account several dimensions and potential factors of discrimination against people: gender, age, ability, economic condition, geographical and cultural origin, sexual orientation, religion, etc., in an interdependence perspective.

The choice of a **multidimensional and cross-sectional** reading seems essential to adequately respond to the increasing complexity of TCN's life trajectories.

In the light of all this, it is considered that there are basically two keys and challenges that must accompany each regional and local policy:

- Significantly improving the socio-economic integration of **women**, a multidimensional issue that involves phenomena of territorial and social isolation, relational and employment difficulties also due to a poor understanding of the Italian language, problems and difficulties in redefining one's parental role in the family and more generally in the social scenario, and even

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[1] Several debates were held, including nine thematic focus groups in 2021 about the following topics: disability/asylum seekers (27/09); reception (26/10); migrant women (3/11); social planning (4/11); health/immigration (8/11); school/immigration (9/11); new generations (25/11); housing/immigration (15/12); work/immigration (16/12). Furthermore, on 29 November 2021, a public online event named "Dialogo verso il nuovo Piano intercultura e integrazione della Regione Emilia-Romagna" (Dialogue towards the new Intercultural and Integration Plan of the Emilia-Romagna Region) was organised, gathering the opinions and reflections of a panel of experts. Such a path then ended with four "territorial" events in cooperation with Intercultural Centres: On 29 January 2022 (in Ravenna, cultural participation), on 22 February 2022 (in Bologna, reception of foreign minors at school), on 18 March 2022 (in Imola, reception of foreign women), on 31 March 2022 (in Reggio Emilia, new generations).

to prevent and counter situations of discrimination and violence. Women's educational and professional skills, as well as their ability to mediate between genders, generations, and contexts of origin and provenance, must therefore be enhanced;

-   Significantly supporting the responsible participation of **new generations,** whether born in Italy or arriving at pre-school age, whose parents have foreign citizenship, and thus promoting their active involvement in the social, school, cultural and working fields that can enhance their talents and skills and restore their equal dignity and rights compared to their Italian peers.

It is then necessary to reaffirm and strengthen an authentic participatory and "bottom-up" approach in which the Local Authorities carry out planning and implementing interventions, involving a wide range of institutional and non-institutional stakeholders (peripheral State bodies, Third Sector Organisations, schools, businesses), always aiming, however, at the active leading role played by TCN themselves.

In this Region, plurality is a value, equity is a strategic direction to reduce inequalities, and everyone's inclusion is the trajectory to strive towards so that no one can feel or perceive themselves as an outsider.

This is the challenge we need to take up for the coming years.

FEATURES AND TRENDS OF THE MIGRATION PHENOMENON

As of 31/12/2021, the foreign citizens residing in Emilia-Romagna were 569,460 - equal to 12.8% of the total population - of which Third-Country Nationals were almost 439,000 - or 9.8% of the Region's residents - recording an increase by about 3,700 during 2021.

The incidence figure confirms that Emilia-Romagna ranks first in Italy in the ratio of resident foreigners to the total resident population, ahead of Lombardy (12.0%), Tuscany (11.5%), Latium (11.3%) and Umbria (10.7%), against a national average of 8.8%.

As a matter of fact, after twenty years of steady growth, in the last decade we recorded decreasing growth rates in the number of foreigners residing in the Region. Such a phenomenon is due to two reasons. On the one hand, because the size and composition of inflows were changed by both the negative economic contingencies and their dragging effects (2008-2009 and 2012-2013 crises), as well as by regulatory changes (e.g. the so-called Italian Security Decrees), international events, and, most recently, the situation generated by the Covid-19 pandemic. On the other hand, because a constant rooting and stabilisation of the foreign population, leads to: a) an ever-increasing acquisition of Italian citizenship not only by naturalisation (after at least 10 years of residence), but also by transfer to underage children and by benefit of law to those born and raised in Italy; b) an ever-increasing acquisition of Italian lifestyle patterns also in relation to fertility; c) an even slight, but progressive, ageing of the foreign population, which leads to a still limited increase in mortality rates.

In relation to demographic dynamics, i.e. natural and migratory dynamics, we note that for 40 years now the Italian population has lost its ability to renew itself through natural dynamics and the number of deaths far exceeds that of new births. In this scenario, which characterises both the Region and the country, the positive variations observed in resident population are thus exclusively due to migratory inflows, in particular by foreign citizens coming from abroad or, at a territorial level, by those from other regions. As of 31/12/2021, registry records showed that the number of foreigners residing in the Region has grown by 7.4% over the past decade, against a slightly decreasing overall population (-0.09%).

In a regional context in which foreign minors residing as of 1 January 2022 were almost 119,000 (or 17.4% of the total number of minors, being a figure that has remained substantially stable over the last decade), just over 92,000 (almost 79%) of those now under 18 were born in Italy and almost all (about 41,000, or 93.6%) of those under 6 were born in Italy.

In 2021, the data on the population as a whole showed a restart in migratory movements with foreign countries, which, historically, are mostly attributable to foreign citizens. The estimate is about 26,000 registrations and 11,000 cancellations for movements with foreign countries, for a resulting balance of about 15,000 units, i.e. about twice the balance for 2020 (just over 8,000 units) and closer to the value for 2019, which stood at just over 17,000 units.

While new inflows and births slow their growth but remain on positive values, the item that significantly subtracts population from the demographic balance of foreign residents is the acquisition of Italian citizenship.

Over the years, both the share of acquisitions by residence, accompanied by the immediate effect of passing the citizenship to minor children, and citizenship due to benefits granted by the law to young foreigners who just turned 18 but were born in Italy, have steadily increased. In the period 2014-2017, more than 83,000 people acquired the Italian citizenship. It is estimated that during 2021, around 16,700 foreigners residing in the Region acquired the Italian citizenship and stayed in the Region: over 40% were children and young people in the 0-19 age bracket and around 35% adults in the 30-49 age bracket.

Citizens from 175 different countries reside in the Region. 38.8% of the foreigners residing in the Region belong to the top 3 most numerous communities: Romanian (98,000), Moroccan (62,000) and Albanian (59,000). They are then followed by Ukrainians (5.9%), Chinese (5.3%) and Moldavian people (4.7%), Pakistanis (4.4%), Tunisians (3.5%), Indians (3.4%) and Nigerians (3.0%).

For all foreigners residing in the Region, the prevalence of women (52.7% of the total residing foreigners) was confirmed in all provinces as of 31/12/2021.

There are nationalities with a clear female predominance, in particular people coming from Ukraine (79.1% women), Moldova (67.2%) and Poland (77.9%), and others with a clear male predominance, such as Senegal (72.2% men), Pakistan (65.8%) and Bangladesh (64.5%).

The people with permits to stay in the Region were 383,356 as at 01/01/2021. Significantly, the majority of permits (67.7%) were long-term permits and therefore an indicator of broad stability. Moreover, long-term residents (32.3%) applied for permits mainly for family reasons (59%) and work reasons (25%). This corroborates foreigners' intention to settle permanently in the Region. Then there were asylum and humanitarian permits (10.8%) as well as study ones (2.5%).

The total wealth produced by foreign workers in Emilia-Romagna was estimated[2] to be around 11.6% of the total regional added value (corresponding to about EUR 16 billion), which is one of the highest rates at a national level, where the average added value is 9%.

In terms of employment in 2020, the rate of foreigners on the total number of employed people in the Region grew from 12.8% to **13.1%**, confirming a value which is well above the national average (10.2%). However, with respect to its breakdown, this figure was not "gender-neutral". In fact, the number of employed foreign women decreased significantly (from 122,867 to 115,952), accounting for 44.6% of employed foreigners in the Region[3].

Overall, the employment rate[4] of foreigners was lower than that of Italians by more than 8% (61.7% compared to 70%) but if for men this rate was 1.2 points higher - 76.6% compared to 75.4% for Italians - when looking at the female component, we observe an employment rate being 15% lower: **49.3% compared to 64.4% of Italian employed women**.

Despite their strong active participation in the labour market, foreigners record an unemployment rate[5] almost twice that of Italians, 11.1% compared to 4.9%. Such a gap can be observed for both genders. However, the female unemployment rate was significantly higher than the men's one, namely 12.9% versus 9.6%. Foreign unemployed people make up 26.8% of all jobseekers.

As at 31 December 2020, there were more than **50,000** active foreign enterprises in Emilia-Romagna, with a sharp increase of more than 10,000 units (+27%) over the last decade.

As far as the economic business sector is concerned, ranking first, with almost 36% of the total number of "foreign" companies in the Region, are companies operating in the construction sector, followed by wholesale and retail trade (25%) and manufacturing ones (10.3%). In relation to their type, as we can imagine, these are largely sole proprietorships (40,354), accounting for 79.7% of the total.

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[2] Processing by Fondazione Leone Moressa on ISTAT data, in "Rapporto annuale sull'economia dell'immigrazione" (Annual report on the economics of immigration", Pub. 2021.
[3] As many women work in the care sector, the Covid-19 pandemic affected more employed women than employed men.
[4] The employment rate is the ratio of employed people to the corresponding population.
[5] The unemployment rate is the ratio of jobseekers aged 15-74 to the corresponding labour force, resulting from the sum of employed and unemployed people.

IMPACT AND CHALLENGES OF THE NEW CORONAVIRUS PANDEMIC AND THE FLOW OF DISPLACED PEOPLE FROM UKRAINE

The New Coronavirus pandemic has heavily impacted both economic aspects and migration flows and dynamics as well as demography. These impacts have clearly also had, and will continue to have, consequences on the everyday and social/relational life of everyone, including TCN. In the months in which Covid-19 was particularly strong, heavy repercussions were observed on mobility, employment and, with respect to TCN and their families, also on integration. What the medium- and long-term scenarios might be cannot be clearly predicted yet, but job losses and income maintenance issues increase the need for support and guidance. Just as much as isolation, suspending or loosening social relations or having forced home lockdown has had, or could have, serious repercussions on psychological or psychic distress, especially in younger generations, with the possible subsequent increase in aggression and violence.

In the continuing pandemic context, starting from the end of February 2022, as a result of the ongoing conflict in Ukraine, more than 25,000 people came to our Region from that country.

The first-aid and assistance phase was outlined by the Order of the Head of the Civil Protection Department OCDPC 872/2022, which defined a multi-level national coordination of interventions ensured by the Italian Civil Protection Department.

The Head of the Civil Protection Department, with the aforementioned Order no. 872, established that the Presidents of the Regions were appointed Deputy Commissioners. It also outlined the reference framework by defining, on the one hand, the emergency model relating to the tasks of coordinating the components and operational structures of the national service and the regional Civil Protection Systems and, on the other hand, by emphasising the centrality of Prefectures in managing the arrivals of Ukrainian citizens, from identification operations to reception and integration ones in the centres of the national CAS (Emergency reception centres) and SAI (Reception and integration system) circuits.

The task entrusted to the Deputy Commissioners was therefore to coordinate the organisation of aid and assistance activities by the territorial Civil Protection systems with reference to:

a. Logistics for passenger transport;
b. Identification of urgent temporary housing and assistance solutions pending the identification of the reception solutions defined by Prefectures - UTG, pursuant to Italian Decree-Law no. 16 of 28 February 2022;

c.   Health care for people;

d.   Immediate assistance to people entering border regions.

This task was carried out from the outset in liaison with the "Agenzia Regionale per la Sicurezza Territoriale e la Protezione Civile" (Regional Agency for Territorial Security and Civil Protection) and the "Direzione Generale Cura della Persona, Salute e Welfare" (Directorate General for Personal Care, Health and Welfare) both for logistics issues in the broad sense and for purely health and social issues.

From a socio-demographic point of view, the flow of displaced persons objectively had unprecedented characteristics compared to past flows: more than 70% were women and more than 40% were minors. In addition, more than 90% of the people found initial accommodation in private housing solutions.

The municipalities were immediately urged to identify ways of providing information, guidance, and an initial assessment of emerging social needs, with particular attention to vulnerable/fragile people and their care. Such activities were often commendably planned and implemented together with the health services and the Prefectures.

In this phase of uncertainty for the evolution of the ongoing conflict and possible new flows of displaced people, the Region deems it essential to consolidate the work begun in recent months of cooperation and inter-institutional governance with national stakeholders (Civil Protection, Ministries), with Municipalities and TSOs, using the support tools gradually prepared at the national level for the reception phases in the best possible way and in an integrated logic, so as to maintain a strong focus on the gradual integration of these people, especially women and minors.

CROSS-CUTTING AREAS OF INTERVENTION

The migration phenomenon requires less and less standardised and at the same time increasingly multidisciplinary, multi-sectoral and cross-sectional responses.

To achieve this goal, **five cross-cutting issues** are identified that must be given primary consideration in the formulation of sectoral policies and interventions as they cross the boundaries of specialised knowledge.

1) Community and proximity

Policies and interventions are effective when one is able to work with the community and to raise awareness of the whole context from an intercultural perspective. Therefore, it is key to carry out "community and proximity" work, which can be traced back to five dimensions:

- Participation: activities are effective if "thought together" so we need to question and experiment tools and new ways of participating in social and political life;

- Co-design: as a practice for involving potential direct beneficiaries from the very first planning phase of an intervention, but also the entities indirectly involved in a given context. As a practice for researching and identifying not only needs but also talents and skills to be enhanced;

- Spaces of proximity: i.e. thinking of "intermediate" places in daily life (schools, health facilities, associations, cultural and spiritual meeting places, etc.) that can be allies and useful tools for strengthening intercultural awareness in people;

- Proximity figures: the inclusion stories of individual TCN often reveal the centrality of "accompaniment" figures who have specific knowledge to facilitate the contact of foreigners with the public service system and with the working, housing, social, cultural, associative and sports context;

- Communication and intercultural communities: i.e. keeping a dialogue with communities, paying attention to communication and information for them to be effective. Intercultural Centres in the Region play a fundamental role in these issues, and they should be supported and strengthened in their role as stakeholders and promoters of inclusive communities.

2) Equity between genders and generations

Policies and interventions must be read from a gender perspective and often intertwine intergenerational issues. It is first and foremost a matter of recognising the patriarchal cultural elements still present in the origin and arrival societies, as well as the consequent impact they can have on people's life choices. This

means countering all forms of gender and sexual orientation discrimination, all forms of violence and abuse, all forms of imposed and/or forced marriage. Moreover, women are key for an effective social inclusion and development in a given context. Therefore, their inclusion in the labour market should be promoted as a priority, their talents and skills enhanced, and their autonomy fostered in terms of access to housing, services, cultural and sports resources.

At the same time, we see the growth of an intergenerational issue for young people born or raised in Italy in families with a migration background. These generations already feel Italian but are still not fully recognised by the state due to a national citizenship law that is not adapted to current needs. Such boys and girls do not perceive themselves as third-country nationals, but are too often subject to prejudice and/or racist behaviour. Therefore, the effort must be directed to ensuring these new generations equal access and opportunities in the social, educational, work and cultural fields because they represent a fundamental resource for building an innovative and international region.

3) Autonomy and "capacitation"

In order to be effective, the facilitation interventions for TCN's inclusion and integration must consider both people's capacities, i.e. their competences to achieve a given goal, and their viability, or the existence of the conditions for realising them. In this sense, it is well known that, as for an individual's empowerment, a significant access barrier is represented by non-speaking the Italian language and, secondly, by the low level of digital competence, particularly of less affluent people and households.

On the organisational response side, the experience of recent years has seen effective responses emerge based on the characteristics of multi-disciplinarity and teamwork. These responses must necessarily be interwoven, developed and strengthened, starting from the most deep-rooted ones such as the involvement of intercultural mediation figures in the relationship between service user/operator and in the internal relationship between service operators, to the most recent ones such as the activation of transcultural teams for taking charge of people, intercultural counselling actions or the identification of a new Case Manager function/figure as a director who facilitates the transition between and with the services for taking charge of people in an integrated way.

4) Mobility and "emergency" flows

The high international and territorial mobility, the markedly smooth movements, the occurrence of unplanned inflows resulting from situations of war and socio-political instability, the temporariness of destinations, the circularity and

multi-localisation of families are increasingly frequent features of the contemporary migration phenomenon.

These dynamics question and pose new challenges to a "static immigration model" on which integration policies often still rest.

Beginning in 2011, with the occurrence of the flows resulting from the so-called "Arab Spring" season, to the most recent international crises first in Syria, Afghanistan and then in Ukraine, there were significant unplanned inflows of people in the Region, which are defined as an "emergency", but which in reality, albeit with different characteristics, constitute a constant pattern in the migration phenomenon.

Learning from experiences, updating ordinary inclusion policies in local contexts, activating an integrated and multidimensional approach on vulnerable persons, working with a consolidated inter-institutional and Third Sector network, are the fundamental elements to anticipate and/or manage unplanned situations.

Finally, with regard to people mobility, processes for sharing databases should be supported, particularly with regard to the care of vulnerable people.

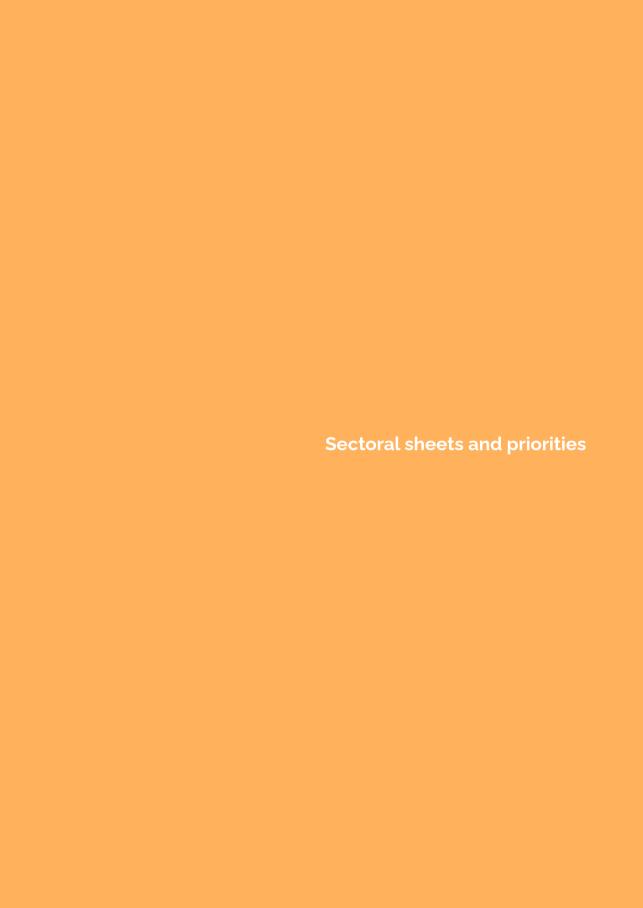## 5) Simplification and digital access to services and benefits

The drive towards innovation, digitalisation and simplification of public administration services, which has had a very strong acceleration during the Covid-19 pandemic, represents an important opportunity to facilitate access to services and benefits for TCN and should therefore be promoted and supported in all fields.

There is a need for digital skills and training to enable responsible competence in online interaction and digital identity acquisition/management, but also in relation to the use and risks of digital trust. The use of new information technologies should be supported and qualified for guidance, information, mediation, social secretarial and administrative procedure purposes.

The possibility of issuing or instructing the issuance of digital identity credentials should be extended to as many public offices that interface with foreign users (foreign desks, job centres, etc.) as possible.

Digital interconnection and interoperability should be supported between the various digital archives of the Public Administration.

Administrative simplification, which goes towards reducing errors and the risks of bureaucratic short-circuits between various public bodies, is a clear facilitating factor for TCN's inclusion paths.

Sectoral sheets and priorities

SECTORAL SHEETS AND PRIORITIES

The Programme is first implemented through the definition of 17 sectoral sheets and priorities.

The sheets represent the place where the "cross-cutting" issues identified by the Programme and the specific features of the individual topic are summarised.

The sheets are not meant to be exhaustive with regard to the scope of possible interventions.

Each sectoral sheet consists of the following fields:

- Rational/Motivation
- Cross-cutting elements
- Priorities
- Interventions
- Institutional synergies
- Direct and indirect beneficiaries
- Sector Programming and Financial Resources

In order to start identifying the topics, below are listed the contents indicated in the "Priorities" field of each sectoral sheet. For further details, please refer to the full Programme.

Sheet: Reception, unplanned flows, applicants and beneficiaries of international protection (RTPI) and unaccompanied foreign minors (MSNA)

Priorities: "Contributing to the creation of a model of reception and social integration increasingly connected and integrated at territorial level through forms of inter-institutional cooperation between state, regional and local bodies, in line with the indications of the National Reception Plan and the National Integration Plan as provided for by Italian Legislative Decree no. 142/2015".

Sheet: Adolescents and young people

Priorities: "Promoting the integration of youth educational, cultural, sports, social and health policies. Promoting action-research on adolescents and young people with thematic insights and experimentation of new approaches/ services. Facilitating the operators' professional development. Facilitating the participation of adolescents and young people in the planning of policies, services and interventions for them to take part in the decision-making process and guide its policies. Strengthening listening spaces in schools and territories, to prevent forms of discomfort, at an age characterised by strong changes and tensions, supporting developmental tasks towards the construction of a balanced personal identity. Strengthening spaces and services in the territory being functional for the participation of young people, to socialise, exchange ideas also on an inter-generational basis. Offering experimental spaces for the enhancement of skills and the exercise of active citizenship".

Sheet: Communication and participation

Priorities: "Recognising the importance of listening to TCN's communication and participation needs and arranging communication and participation forms that are as open as possible to the outside world, being able to overcome self-referential and unidirectional practices. The public communicator's action must be supported by an editorial plan within which a specific intercultural agenda is defined to ensure a precise mandate to support the communication needs of the institution and its users of foreign origin. The changes in the migratory phenomenon and its relationship with the territory connected to those that are affecting the associative network promoted by TCN, as well as the criticalities recorded in recent years by the formal bodies of representation of foreign citizens promoted at the local level, require support from the municipalities for the activation of innovative paths on the issues of participation and representation".

Sheet: International Cooperation

Priorities: "Capacitation of diaspora associations to foster pathways to autonomy. Enhancing the role of diasporas in the relations with countries of origin and in the identification of country priorities or project proposals. Enhancing diasporas in dissemination and awareness-raising activities in the Emilia-Romagna Region".

Sheet: Culture and interculture

Priorities: "In the cultural field, we need to consolidate a special focus on citizens of foreign origin and the new generations through renewed cooperation with schools and other educational, cultural and social agencies in the territory, as well as by providing a greater capacity to diversify the cultural offer and access modes in order to make it more attractive to different audiences, including through innovative communication tools in terms of formats, content and language. Promoting, together with the municipalities of the Region, the creation and consolidation of Intercultural Centres in Emilia-Romagna, as provided for by Regional Law no. 5/2004 - Art. 17, with particular reference to the territories where they do not exist yet".

Sheet: The Italian language for all citizens

Priorities: "Guaranteeing language acquisition paths for illiterate or semi-illiterate people in their language of origin. Strengthening the network of training offer at CPIA (Provincial Centres for Adult Education), which, however, grant spaces for supplementary or subsidiary action to the Third Sector. Guaranteeing support services for the attendance of L2 courses, in particular to women and mothers. Making digital training complementary to language training, also by using IT and computerised teaching tools (tablets, learning apps, etc.). Promoting initiatives to define additional or new paths for acquiring Italian citizenship, which would update, simplify and accelerate recognition procedures and make them more responsive to the different migration and integration paths of foreign citizens (first generation, second and third generation, birth)".

Sheet: Combating trafficking and labour exploitation

Priorities: "Considering the evolution of phenomena and interventions, the definition of an overall multi-agency intervention protocol able to systematise the different actions on the subject, defining the tasks of the stakeholders involved and connection procedures, appears to be a priority. With regard to labour exploitation, it appears to be a priority to implement the "Linee-Guida nazionali in

materia di identificazione, protezione e assistenza alle vittime di sfruttamento lavorativo in agricoltura" (National Guidelines on the identification, protection and assistance to victims of labour exploitation in agriculture" approved by the Joint Conference in 2021, to promote cooperation with the subjects in charge of control and supervision activities, to activate integrated interventions to accompany the employment of victims, carried out in cooperation between training institutions and accredited work entities, and to promote increasing levels of awareness among public administrators, civil society bodies, businesses and citizens".

Sheet: Fighting discrimination

Priorities: "Also due to the socio-economic crisis, there seems to be a greater distance between people and a potential increase in barriers towards "the others". Some initiatives must be implemented to prevent or reverse this trend and promote a greater capacity for peaceful coexistence and education in relationships with particular attention to new generations".

Sheet: Equal opportunities and combating gender-based violence

Priorities: "It is necessary to insist on cultural change actions, to combat established stereotypes and promote a culture of differences. Particular attention and specific actions should be devoted to the topic of language and education about differences. The new Plan against gender-based violence follows the division into areas of governance, providing for regional and territorial level governance, prevention and protection. Here are some of the Implementation Sheets of the Plan currently being adopted, which are dedicated to: actions to prevent violence; detection and recognition of gender-based violence in counselling services; basic and continuous training of teachers and intercultural mediators; actions to combat violence against women in vulnerable situations; improving the reception of victims in special cases (e.g. trafficking, labour exploitation, torture, etc.)".

Sheet: Housing policies

Priorities: "For some time, the Urban Regeneration and Housing Policies Area of the Emilia-Romagna Region has made it a priority to minimise the number of vacant public housing units. Recently, two further strategic objectives have emerged: giving possible answers to the questions coming from the "grey bracket" of the regional population, mentioned in the previous point, and the qualification of the Regional Observatory of the Housing System (ORSA), which

aims at improving the capacity for knowledge about context and needs as well as at evaluating policies and interventions. TCN are a cross-cutting target with respect to these priorities".

Sheet: Employment and entrepreneurship policies

Priorities: "Employment and entrepreneurship policies are guaranteed by the 38 Job Centres, the 9 targeted employment offices for the disabled, the 9 self-employment desks and the network of generalist and specialist accredited subjects with a universal approach to all foreign citizens legally staying and residing in Italy with a valid residence permit for work reasons. Therefore, the priority is the systemic strengthening of employment services, which is taking place by recruiting, training and giving the right tools to new operators within the framework of national Strengthening Plans and as a specific objective of the GOL programme (Guaranteed Employability of Workers) with the aim of fully implementing the Essential Levels of Benefits (LEP) defined by the standard. Among the LEP, vocational guidance, job accompaniment, matching labour supply and demand, support for self-employment and integrated care for vulnerable people are particularly important".

Sheet: Security policies

Priorities: "The priority elements for regional security and local law enforcement policies can be traced back to the prevention of insecurity and degradation phenomena, to the promotion of a culture of legality, to the enhancement of local partnerships (institutional, TSOs, active citizenship, etc.) with a view to an integrated security system, to the qualification of local police as community pivot through the application of community policing principles (being problem-oriented, citizen-oriented, collaboration and networking)".

Sheet: Social policies

Priorities: "Supporting the social integration paths of the foreign population, in particular of newly-arrived people and/or those in particularly vulnerable conditions (single women, single-parent households, MSNA (unaccompanied foreign minors), victims of trafficking/severe exploitation, the elderly, the disabled, those in a situation of severe economic deprivation, the homeless, etc.) and to facilitate paths for the gradual acquisition of social recognition by the institutional and community context".

Sheet: Health and health care services

Priorities: "The primary objective for TCN is to ensure guaranteed access to all forms of health services, whether territorial or hospital-based, with criteria of equal access and universality in the same way as for Italian citizens. In addition, the forms of access to services should be extended to those who do not have a general practitioner's assigned (ENI or European citizens non registered, STP or foreigners temporarily present in the territory and PSU or people holding a humanitarian residence permit), including through agreements between the SSR Regional Health Service and Third Sector Organisations".

Sheet: Mental health and pathological addictions

Priorities: "The significant increase in the number of foreign users in Mental Health and Pathological Addiction Services testifies to the effectiveness of the interception action implemented with respect to the specific target. However, priorities for action remain with respect to some specific profiles. First of all, continuity in the care pathway must be strengthened. The latter is often interrupted by socio-economic factors such as the lack of a habitual dwelling, the permanence in marginalised contexts that favour possible relapses, especially for substance abuse, the absence of family ties and relational difficulties linked to linguistic and cultural differences. The need to develop and implement inclusive and innovative treatment strategies and pathways must therefore guide health policies, to ensure the effective protection of the right to health, including TCN's mental health.

Sheet: School and training

Priorities: "The priorities are defined on the basis of what the Region has shared with the institutional, economic and social partnership with the signing of the Pact for Work and Climate and translated into actions in the ESF+ Programme, which is the main financial instrument that - together with the other Community resources and in particular the National Recovery and Resilience Plan PNRR and the Asylum, Migration and Integration Fund AMIF - will allow to get general and targeted opportunities. The priority is to ensure the conditions for TCN to be able to access and fully benefit from all educational and training opportunities, removing obstacles and responding to specific needs and personalising access and utilisation".

Sheet: Sports

Priorities: "The Three-Year Programme for the Social Integration of Foreign Citizens fully realises its objectives by activating synergies and complementary actions with the Three-Year Sports Plan. These are its main priority elements:

- Realisation and promotion of sporting events that support and encourage the participation of foreign citizens;

- Support for annual and multi-year community projects to improve the physical, psychological and social well-being of individuals through the knowledge of various disciplines and education in motor and sports activities capable of bringing together the "multi-ethnic population" of the pertaining territory;

- Implementation of actions to promote major sporting events of regional interest and international relevance with the participation of athletes coming from different nations in order to spread healthy principles of emulation and consequently having TCN approach the sports practice.

- Enhancement of regional sports facilities in order to provide the entire regional territory with spaces dedicated to sports in a widespread, homogeneous manner, reaching even marginal areas.

- Promotion of a programme of training activities aimed at qualifying operators and raising the population's awareness of the motor and sports practice that is widespread among all inhabitants without any discriminatory boundaries".