



Citizenship and Migration Plan

2017-2020



Generalitat de Catalunya
**Departament de Treball, Afers Socials
i Famílies**





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Contents

Prologue 4

1. Presentation 7

2. Context of citizenship and migration policy 9

A. Global perspective of international mobility **9**

B. Global perspective of cultural diversity **12**

C. Global perspective of human rights **14**

D. Demographic context **16**

3. Content of the Citizenship and Migration Plan 2017-2020 18

3.1 Strategic pillars and lines of action **20**

3.2 Action programmes **23**

Pillar 1. Interaction in a diverse and cohesive society **23**

Pillar 2. Social inclusion of all persons regardless of their origin **38**

Pillar 3. Reception and inclusion of refugees arriving in Catalonia **58**

Pillar 4. Integrated management of migration and citizenship policy **67**

4. Mechanisms of implementation and assessment 86

Acronyms of administrative departments and units **87**

Prologue

Catalonia has entered a new phase in its immigration process, that of full citizenship. That of the sons and daughters of immigrants. That of the construction of a shared belonging among citizens of many different origins. We underwent a major demographic transformation between 1997 and 2010, the most intense one seen in Europe over this period. A transformation of a similar scope but different in other parameters that we saw twice in the twentieth century. In all three cases, the growth stage has been intense, a long decade culminating in the circumstance of just over a third of the population of Catalonia not being born here. And we will now experience the results of this.

In many countries that have seen intense migration before us with comparable social transformations, the result has been the development of more open and more dynamic societies with a closer connection to the world, capable of generating more cultural wealth, knowledge and prosperity. Social conflicts have also emerged which have sometimes seemed difficult to solve and, indeed, often took some time to solve. We must learn from this. In all these processes, even in the 1920s and 1960s, there has been a key factor that has tipped the balance towards success or failure: the social mobility of immigrants, and particularly of their offspring.

Countries that have offered equal opportunities for immigrants and their families have proven to be more creative, entrepreneurial, generators of wealth and social cohesion. The children of immigration who have discovered opportunities, who have overcome stigma and discrimination, who have achieved dual competence through the knowledge that they have two (or more) sociocultural environments, have made great contributions to their countries. And vice versa: when there was no social mobility, when there was discrimination on grounds of origin, language or ethnic belonging, conflicts have emerged. And there are even some individuals, in a way that is hard to understand, who have developed attitudes of rejection towards the society that welcomed their parents.

Many variables come into play here that are not always easy to recognise. And there are as many consequences as there are actions for managing them, which are detailed extensively in this Plan. But public policy is responsible for separating the wheat from the chaff, for pointing out the factors that could be key. The Citizenship and Migration Plan 2017-2020 contains 433 actions grouped into 44 programmes that are organised around four pillars defining the key factors that we need: **interaction, inclusion, democratic quality and state tools.**

The **first pillar** includes actions to achieve a model of coexistence based on equality, interaction, recognition of diversity and the creation of a feeling of belonging and shared values. In short, a model focused on interculturalism. It talks about the need for those of us living

alongside each other knowing that we are different to strike the right balance between what we have in common and what makes us different. We share common democratic values such as pluralism, equality between men and women, freedom of belief, human rights and the rights of children. These are areas with no room for cultural relativism. We must also have a common language to communicate with each other and participate equally in all collective decisions. Nonetheless, with respect for all of what we consider to be core elements, we want to live in freedom with respect and appreciation for our diversity, and to reap the fruits of this.

Freedom and pluralism are also an integral part of our shared values. And this requires an active battle against all ideologies of hatred and any form of discrimination and violent extremism. We need to fight racism head-on. Because it is unfair, because it is a lie, because it is not an alternative offering solutions, but rather a whole host of problems. And because it is also very expensive: fractured societies have social problems that are very difficult to resolve while cohesive societies have many more assets.

And for the common public culture to be truly common – and not what the people who came before impose on those who arrive later – we need to do it together. Everybody must get involved. Everybody must have sufficient competence in the common language to be able to do this. Every public space must be a space for interaction between Catalans of all origins. We need to ask ourselves whether university students, TV presenters, workers of the Government, members of organisations, company middle management, to cite a few examples, are representative of all the origins of today's Catalans. Clearly, some of the work has been done but there is a long way to go. The positive answer to this question is what we call social mobility. And the answer to this question is what will determine our success or failure.

The **second pillar** relates to equality actions and is the material foundation of the first pillar. The success of education for all, equal opportunities in the workplace and equal access to public services are in themselves goals of justice and are also necessary to obtain social interaction and mobility.

The legislative framework for immigration is often the first major obstacle to achieving these goals. For example, with the exclusion created by the irregularity in individuals who have already decided to make our country theirs and for whose children it is the only country they know.

By contrast, education and work are the main allies of social mobility. Despite the good work and enormous efforts of the education system, we all know that they are crucial contextual factors in a successful education. Now more than ever this requires us to put the emphasis on educational actions outside school (like the environmental education plans and the future Open Schools programme) with educational actions for families with mentoring programmes and those aimed at persons arriving through family reunification. Workplace integration

policies are policies for everybody regardless of origin, but they have a direct effect on the achievement of the objectives in this Plan.

The **third pillar** covers actions regarding refuge. It is true that, sadly, refugees actually make up a very insignificant number of migrants overall. In qualitative terms, however, it is capital, because refuge reflects the democratic quality of a country as few policies do. To recognise the right to refuge is to be committed effectively and specifically to human rights worldwide. It is therefore the duty of a democratic country, an active position against the causes of forced migration. It is also a way to take part in the resolution of international conflicts.

And, lastly, the **fourth pillar** deals with mobility management and tools. While the previous sections have focused on achieving real and effective citizenship for the individuals coming to us, here we look at how they arrive and which countries they are from. Which, how many and how are the basic questions for the management of international mobility. Catalonia cannot answer these questions today. However, with the actions and proposals of this pillar, through the creation of the Migration Agency, Catalonia is seeking to prepare itself to responsibly provide a comprehensive response to the challenges of international mobility.

As we said at the start, social parameters have been telling us for months that we are at a new stage of the immigration process: that of the construction of citizenship, that of the children of immigrants. Historically, the shift in phase will likely be marked by the horrific attacks of the 17th of August. This Plan is part of a long participatory process and preliminary work that started months ago. The terrorists have not changed us nor will they change the goals or ideas guiding our model of coexistence.

However, the events have required a review of the actions, a deeper analysis of the social risk factors that may have played a role, factors that can never excuse or explain the individual responsibility of the authors.

And we reiterate that, to reduce these risk factors, we need to work harder than ever to encourage interaction, we must all take a step forward to be closer to our neighbours. We reiterate the need for social inclusion policies, with everybody in and nobody outside this society. And we must face combat all ideologies of hate, telling them that they have no place with us.

Our country knows how to rise to a challenge. With the Citizenship and Migration Plan 2017-2020, the Government will work with this society to make it possible.

Dolors Bassa i Coll

Minister of Labour, Social Affairs and Families

1. Presentation

Catalonia has witnessed three major demographic changes over the past 100 years, transformations marked by migratory phenomena that have made Catalonia a country of immigration.

Migration and citizenship are therefore the most relevant transformation that a society can undergo: that of its demographic composition. A long-term approach to these changes and the development of a consensus on the model of society we wish to become are the defining elements of this policy. Hence, we need to plan and agree on policies in this area, which is what this Plan sets out to do.

A plural and diverse society such as ours, in which plurality and diversity are our hallmarks, must address these profound changes through dialogue and consensus. In 1992, based on the 50 proposals made on matters of immigration in Girona to the newly created Refugee Reception Committee, Catalonia has sought to work on issues related to migration and citizens through broad agreements. The most paradigmatic case of these exercises of dialogue and consensus is the National Agreement on Immigration.

The Agreement proposed to explain to Catalans that the demographic change in Catalonia was not temporary but rather a structural one, and that the one million-plus new Catalans who had arrived would become citizens. The Agreement also sought to set up a framework of consensus in three strategic areas: the need to adapt migration flows to the legislation, adaptation of public services to a diverse society and the establishment of a model of coexistence based on a dynamic balance between integration and diversity. The Agreement reaffirmed cross-cutting governance and consensus as the essential method for working with society, among the diverse government agencies and among different sectoral areas. The Agreement originally set up this framework to be valid until 2020.

Moreover, the Government generally formulates its citizenship and migration policies as four-year plans, the first of which was approved in 1993. Since 2008, these plans have set up in the medium-term the strategic framework for the National Agreement on Immigration, setting priorities in accordance with the social and political agenda of the time and the development of the relevant programmes of action. These plans are also an instrument of citizen participation and accountability of government to the general public. The plans take a cross-cutting and intersectional approach that attempts to recognise difference and diversity, and does so in coordination with other Government plans aimed at eradicating historical inequalities and discrimination.

This Plan is divided into several sections. The first is a chapter presenting the context of the policies that includes a quantitative and qualitative analysis of the social context. Secondly, the structure of the plan is outlined with a definition of the strategic pillars and lines of action, accompanied by a synthetic look at the various programmes of action. This part contains the roll-out of all action programmes, with a description of the objectives and actions that they include, both those led by the Ministry of Equality, Migration and Citizenship and those led by other government departments and units. The final chapter outlines the mechanisms for implementation and evaluation through the preparation of annual action plans.

Under the provisions of Law 10/2010, of 7 May, on the reception of immigrants and returnees to Catalonia (Article 23, on the nature and contents of Migration Plan), the Citizenship and Migration Plan 2017-2020 must be approved by a resolution of the Government of Catalonia and submitted to Parliament at the meeting of the relevant committee.

The citizenship and Migration Plan 2017-2020 was the object of a process of public participation that ran from 21 October to 7 December 2016. During this process there were 17 meetings with 230 people, representing 170 institutions and organisations from associations, academic circles and the local level, which together presented more than 420 proposals. Contributions were also received through the Participa.gencat.cat web portal, which received 45 responses to the questionnaire and 121 specific proposals.

2

Context of citizenship and migration policy

A. Global perspective of international mobility

The approach of a social phenomenon with the scope and scale of international mobility requires a comprehensive approach allowing joint analysis of all the causes that act on it simultaneously. Human mobility phenomena have a direct impact on social organisation and economic growth, and are both closely tied to political conflict and environmental problems such as changes in technology and communications.

From this perspective, the main causes of international mobility include:

- Globalisation (considered not only as an economic phenomenon but as a technological and communicative one too), which has allowed humans to travel over increasingly longer distances in increasingly shorter times.
- The social and economic gradients that exist between the different regions of the planet, and between the different parts of these regions. Significant differences between people's levels of disposable income and employment and social opportunities according to where they live is the main cause of this movement, always with the intention of improving their living conditions. In certain areas with extreme poverty, the income gradient is not the only cause of mobility; The direct impact of expulsion due to lack of opportunities among these individuals also becomes an important determinant in explaining the phenomenon. These movements are afflicted by another problem: that of many women who come in search of job opportunities and leave behind their families – often small children – with their grandmothers, family or neighbours to take care of them. This is known as the phenomenon of the transnationalisation of care: women who take care of other people's families for a salary (typically very low). The crisis has made them invisible and worsened working conditions and the effects of family separation: very long periods make for more difficult reunions and, among other unwanted effects, result in much higher school failure rates in children. This separation of families, assisted by current Spanish immigration

legislation, has been a cause of great suffering for many people, particularly female immigrants, as well as converting them into mothers who “educate over the telephone”.

- War and the general lack of respect for human rights are another important cause of international mobility and particularly relevant for their focus in terms of time and space and for the difficulties that they add to the physical and mental condition of individuals forced to adopt this path.
- Political persecution on grounds of ideology, origin, sex, sexual orientation or gender identity. Many women are victims of violence – whether gender, social or sexual – from their partners and are forced to flee from their countries of origin (where, in most cases, the legislation and services offer no assistance) without their right to asylum being recognised. Likewise, LGBTI and transgender individuals also have serious difficulties integrating into society, a situation that cannot be ignored, with the aggravating circumstance that there are still 76 countries around the world where such persons are persecuted by the law and are victims of societies that tolerate exclusion, harassment and even murder.
- The effects of climate change, both relating to the impact of severe weather events and to the impact sustained over time of profound changes in the temperature and humidity conditions of some areas, or the negative impact of human activity on the environment, are causes of international mobility and will become more and more relevant in the medium and long term.

We must also add to this analysis an insight into the political treatment of these phenomena. Right now, Europe – and the world – have come to a crossroads with two opposing directions: either we head towards a global vision of the right to emigrate or we return to a scenario of locking up and alienation with respect to global responsibilities. Humanitarian crises, the emergence of xenophobic political players, the attitude of fear used by state governments to address public opinion, among others, are factors in the creation of a defensive public agenda dominated by reactions to crises to the detriment of proposals, prevention, forecasting and the outlining of hopeful futures.

We are also witnessing a dysfunction between the causes of mobility and the applicable regulations. We are starting out with a pessimistic hypothesis that puts compliance with immigration legislation at loggerheads with compliance with the legislation protecting the rights of individuals. This contradiction eventually leads to two types of dysfunction:

- Ethical dysfunctions that emerge when the basic democratic values and respect for the founding values of the EU are undermined. For example, when economic aid and the control of flows are tied, or when border control is outsourced to unsafe third countries.

- Practical dysfunctions because we have major causes of flows and narrow gates, resulting in a significant number of situations of administrative irregularity. On the one hand, this dysfunction leads to negative effects on individuals and, on the other, it is damaging to the different areas of public policy: tax, employment, ignorance of the real population structure, productivity, losing the race to attract talent and problems with democratic cohesion, among others. Added to these difficulties are gender inequality, such as the amplified wage gap affecting female immigrants, a glass ceiling in professional areas that classify them and put limits on their careers, all combined with a lack of understanding that still exists as to the reasons for the immigration of people from the LGBTI community.

Apart from these dysfunctions, however, there is also a negative impact on global economic development and on that of countries of origin in particular. A good regulation of flows would have a very positive impact on economic growth. Migrations are a consequence of the development of countries, of their success, because the people who migrate are the ones who can, because they have a better personal situation, and not everybody who wants to is able to do so. Migration is not, therefore, a consequence of the failure of development; in a way, it is an indicator of its success. This paradoxical vision could lead us to a change in the current paradigm of international cooperation.

The lack of flow regulation in the countries of origin is accompanied by a lack of humanitarian guarantees and violations of the rights of many immigrant persons, including women, children and LGBTI persons on the road to immigration: a road to Europe that is often long and dangerous, where their rights are violated and they are stripped of their powers and the few resources they have, so when they arrive in Catalonia, they are in a very vulnerable social and economic personal situation.

Analysis of these dysfunctions highlights the need for a new model of international mobility management to reap the benefits and minimise the risks of this phenomenon. Firstly, we need to make a change to the agenda of these policies, turning our approach from reactive to proactive.

The current agenda is reactive in its treatment of international mobility, leading to situations of the flagrant violation of rights previously thought to be consolidated. Given the urgency and difficulty of the issue, even the most sensitive social sectors also respond reactively; this creates a polarisation of the public debate around these issues that takes the focus of public attention away from the contents that would form a proactive agenda.

This proactive agenda would be rolled out through intervention along two lines: the first in the area of communication and public discourse, and the second in the international arena. With regard to public discourse, we need to be aware of the growing influence of populist and xenophobic discourses and the practical reasons why these discourses have taken

root in broad sectors of our societies. We must also identify the reasons for optimism and confidence in the success of a new reformist agenda, which include social support to these important reforms, the need to balance the fiscal balance of developed countries and the active partnership of social, economic and academic sectors committed to managing this phenomenon differently.

From this perspective, the main lines for a new political agenda on international mobility are:

- Defence of the basic rights of individuals with active policies to ensure a firm foundation for the exercise of these rights.
- Community participation in decision-making, which would enable sharing of the successes and risks inherent in these processes.
- The flexibilisation of state policies to better adapt them to the reality of these phenomena and seize the opportunities for economic growth and social improvement that they could offer.

B. Global perspective of cultural diversity

The diversity of European societies is structural and not merely a phenomenon characteristic of the twenty-first century. Throughout history, the diverse European societies were characterised by their considerable internal diversity, due to both linguistic and religious factors and factors of social class. In the early nineteenth century, for example, not even in France was French only spoken, nor in Germany was there a single religion, and in British society, apart from religious and linguistic divisions, there was the practice of harsh social segregation on grounds of class. On this basis, the twentieth century has brought with it a new factor of diversity, culture, with the arrival of new populations from all over the world. As a result, the notion of Europe as a culturally homogeneous space has long been displaced by a reality that has transformed our societies into multicultural ones.

This process of growing diversity in European societies intensified after World War II with the decolonisation of the former British, French, Belgian, Dutch and, later on, Portuguese territories, which led to the movement of successive migratory waves of people from the Caribbean, North Africa, sub-Saharan Africa, Middle East, Indian subcontinent and South-east Asia to the old metropolises. Later, from the 1960s and 1970s, this would form the basis for superimposed waves of migration – primarily economically motivated – of populations from both southern Europe and outside the continent. These migration flows will be modulated in line with economic trends; they wane or are reversed in times of crisis and increase in calmer times. Lastly, there have been other flows of migrants as a result of armed conflict, persecu-

tion or situations where human rights are not respected, which have brought several waves of refugees to Europe, many from the Middle East.

The management of diversity in European societies has followed different conceptual models. Some have ignored respect for human rights, as is the case of racist systems and the institutional practice of degrees of xenophobia. Others have practised social separation on grounds of class or cultural origin, as is true of segregationism. Another aspect, based on the promotion of human rights, encompasses a variety of conceptual approaches, including multiculturalism, assimilationism and, more recently, interculturalism.

Multiculturalism is based generally on the right to be different and includes tolerance of the customs of different cultures or social groups considered minorities, on the understanding that cultural diversity is an asset to preserve. Implementation of these policies leads to the separate development of the social groups and the expression of their special features. This approach, which originated and is widely practiced in the English-speaking world, especially in the UK, has strengthened the internal ties of each group and become a real barrier to fusion.

Assimilationism involves treating each person as an individual, regardless of the specific circumstances of belonging to a specific culture. It is not, therefore, based on the right to be different, but on the right to equality. In the European context, this approach has developed broadly in France, which has defined a republican citizenship based on an explicitly French and French-speaking cultural definition, leaving the other cultures present in the country at a secondary level and in a situation of total subordination. The weakness of this model appears when, alongside this discourse of conceptual equality, the economic and social differences remain *de facto* between the local population and the foreign-born population, which has been prejudicial to integration and has helped strengthen the cultural differences of each group and the feeling of segregation among individuals belonging to minority cultural groups.

Interculturalism shares respect for difference with multiculturalism and shares defence of the principle of equality with assimilationism. This approach seeks to develop a common public culture based on the values of democracy, freedom and human rights in a framework of respect for cultural diversity, without discriminating for the cause. This balance between the fundamental rights and duties shared by everybody and the ties to their own cultural group is the distinguishing feature of interculturalism. In this perspective, mutual adaptation between the different cultural groups living in the same society is promoted by permanent dialogue on an equal footing. Progress towards equal opportunities requires consensus to build a society with equity, taking into account the social, economic and cultural differences that, in the case of women, are exacerbated by the need for specific cross-cutting and multidisciplinary work to ensure full rights of citizenship.

C. Global perspective of human rights

When it comes to tackling issues related to international mobility and citizens, we are directly entering a field in which people's fundamental rights can be affected, both in processes of displacement and in reception and integration processes in the destination society. This component adds a number of considerations to this analysis regarding the human rights situation in these areas.

First of all, we must make a point regarding the situation of human rights. On this subject, we cannot and do not wish to adopt a vision of naive optimism nor one focused solely on the most extreme violations of these rights. It is true that, over the twentieth century, the states as a whole have set up a system of universal recognition for the basic rights of all persons for the first time in human history. Moreover, the issue of respect and promotion of the exercise of human rights have been on their political agendas, both domestic and international. It is also true that many societies have made great progress in this area, albeit with substantial differences if we conduct a global analysis, whether on a regional or global scale. This situation of progress can never justify us falling into a certain complacency, whether global or local in this matter because until we achieve true universal human rights we cannot let our guard down or stop pressuring in all areas to achieve this basic objective, which is nothing other than respect for the inherent dignity of every human being. We must continue to urgently and specifically denounce the structural realities of violations of human rights that still affect millions of people, which are often institutionalised or tolerated by state authorities.

International mobility phenomena do not always take place in the best possible conditions with regard to respect for human rights. Many people use unsafe routes to make these movements, putting in jeopardy not only their safety or physical integrity, but also respect for their basic rights; this situation is particularly acute in the case of women or unaccompanied minors. In particular, countries that base their legal system – both internally and in international relations – on respect for human rights and democratic values should ensure that international mobility phenomena take place under conditions preventing the violation of these rights. These countries have the responsibility to combat organised crime groups that take advantage of people making these trips either for economic reasons or to flee persecution or armed conflict. These countries should make it their priority to promote the existence of safe routes for individuals and fight resolutely against human trafficking for its eradication.

Another area of responsibility that states should be asked to assume is to pay special attention to respect for human rights at their borders, especially when these borders receive significant migratory traffic from individuals. Borders are spaces where states exercise their legitimate powers of control over access to their territory; nonetheless, such powers should be exercised with respect for human rights without distinction on grounds of nationality or origin. The dialectic between control over access to the territory and migratory pressure has

led to precarious situations with respect to the basic rights of persons at some of these borders. These situations turn chronic and end up transforming borders into hazy spaces with regard to the guarantee of exercise of human rights that are already consolidated in the rest of the country. These situations must be observed and reported so that they may be corrected.

The policies of access to residency and citizenship established by states also have implications for the effective exercise of human rights by people who do not have the status of nationals or who are in an irregular administrative situation. Our current legal system recognises a high level of equal rights for people with Spanish nationality and those granted residency, except in matters related to the exercise of political rights, such as the right to vote. By contrast, those in an irregular administrative situation find themselves in a serious situation of vulnerability making it difficult for them to exercise their rights and develop an autonomous life project, since they live under the permanent threat of expulsion back to their countries of origin. Besides the psychological damage that this situation causes in those affected, administrative irregularity promotes the existence of an illegal labour market where the labour rights of these workers are reduced to a minimum and makes them even more vulnerable.

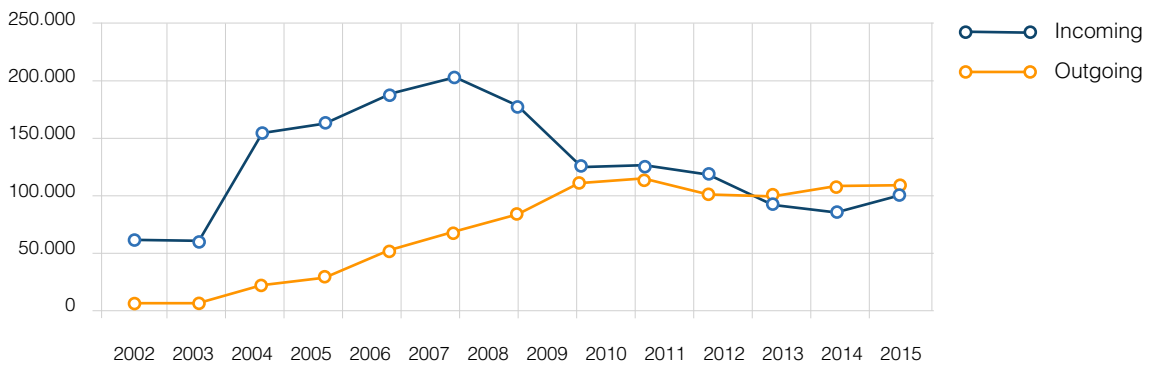
There are no doubt many aspects of the current regulations of the residency and work permits regime that require a review, based on the line of preventing the harmful effects of irregularity on society and individuals. However, one such aspect requires a quick response with no holding back. This is the handling of expulsions of foreign nationals in irregular administrative situations. Situations that can threaten the exercise of the fundamental rights of these persons re-emerge in expulsion processes. Holding centres for foreigners (CIE) are an example of this undesirable situation, since they end up being detention centres for foreign nationals who have not committed crimes, people who are simply in a situation of administrative irregularity and who suddenly find their freedom unnecessarily limited. It is possible to manage this situation differently in a way that does not put limits on individual freedoms.

Lastly, specific mention should be made of the commitment to persons fleeing or suffering from persecution in their places of origin, whether on grounds of ideology, ethnicity or sexual orientation, or because of armed conflict. This commitment is justified not only by compliance with the international treaties that Spain has signed, but is one deeply rooted in our desire to be a high standard of democratic society. Thus, we will not only maintain a firm commitment to the reception of these persons in our society, but will also extend it to the defence of human rights everywhere. This fight is channelled through solidarity among peoples and the responsible exercise of international relations establishing the defence of human rights as one of the guiding principles of our international policy.

D. Demographic context

Catalonia is a diverse country. It has been throughout its history and it still is today. Over the past 15 years, we have witnessed a major demographic change with a population growth of almost one and a half million people from very diverse backgrounds. In recent years, the trend has changed and we have entered a phase of stability with regard to the population balance, although there is still a significant number of persons entering and leaving.

Chart 1. People entering or leaving Catalonia (2002-2015)



Source: Secretaria d'Igualtat, Migracions i Ciutadania.

According to provisional figures for 1 July 2016, 14.1% of the Catalan population is of foreign nationality (1,067,883 people), with a higher relative presence between the ages of 15 and 44 years.

Data table 1. Percentage of foreign nationals in Catalonia

Age bracket	% foreign nationality
0 to 14	14,1%
15 to 29	20,9%
30 to 44	22,5%
45 to 59	11,5%
60 to 74	4,8%
Older than 75	2,0%
TOTAL	14,1%

Source: Secretaria d'Igualtat, Migracions i Ciutadania.

The Catalan society of the early twenty-first century has changed its appearance. Never have the origins of the people living in the towns and cities of Catalonia been so diverse. Over 300 languages are spoken in Catalonia and there are people of nationalities corresponding to more than 180 different states. By origin, there are 211,019 people of Moroccan nationality, representing almost 20% of foreign nationals and 2.8% of the Catalan population. These are followed by Romanians (1.3%), Chinese and Italians (0.7%) and Pakistanis (0.6%) among the five leading nationalities. Taken as a unit, individuals from Latin America account for more than 250,000 people, representing 3.3% of the total Catalan population.

The geographical distribution of the foreign-born population in Catalonia has two significant characteristics. On the one hand, the transformation has extended across the country, as can be observed in the regional distribution of the foreign population, the percentages of which range from 7% to 25%. And on the other, there is a greater presence of foreign-born population along the coast and on the plain of Lleida and in Girona.

3. Content of the Citizenship and Migration Plan 2017-2020

The strategies forming this Citizenship and Migration Plan 2017-2020 (CMP) are defined by the Government of Catalonia, with interdepartmental work being led by the Secretariat for Equality, Immigration and Citizenship (SIMC) and with the participation of the other social actors and government agencies concerned. The formal expression of this strategic work is reflected in the axes, lines, programmes and actions that form the core of the CMP but before we touch on it, it is convenient to outline a few points about this strategy based on three questions: what do we want to be like?, what do we want to achieve? and what tools will we have?

What do we want to be like?

We picture the Catalonia we want to be as a diverse and cohesive society that wishes to maintain these characteristics as an essential part of its identity and strength as a society. This diversity is, and has been throughout the twentieth century, an intrinsic characteristic of our society, modulating the way that the Catalan identity has been expressed over time. This expression strikes a balance between the Catalan public culture that makes us all equal and the cultural diversity that makes us different. The elements that form this common public Catalan culture were established according to a series of basic social consensuses stemming from democratic values, human rights, the value of equality and pluralism, the recognition of plurilingualism and Catalan as a common language and the accessibility of public services that ensure basic well-being for all.

We wish to address the diversity of Catalan society from the perspective of interculturalism, a perspective that seeks to put the ideas and actions of any person or group with specific cultural identities on an equal footing. This perspective favours dialogue, consensus, integration and coexistence between these diverse cultures. This perspective does not deny the reality of the conflicts, but rather opts to resolve them through knowledge, proximity, closer alignment of positions and the search for shared common denominators. This process is what is constructing a Catalan public culture and social ethics to help us to progress in building a de-

mocratic, integrated and cohesive society. The keystone to this approach is equal rights and duties for all people. Hence, public policy must be focused on this concept and the diverse ways to create effective equality in the exercise of these civic rights and duties.

What do we want to achieve?

What we want to achieve with policies of citizenship and immigration is to receive and integrate into Catalan society all those arriving or returning to our country. Hence, we structure policies around the reception process, regulated by Law 10/2010 on the reception of immigrants and returnees to Catalonia, and around integration, understood as the real exercise of equal citizenship rights by everybody.

What tools will we have?

The Government has its own policy, organisational and budgetary instruments to implement policies and achieve these strategic objectives. At this point in time, from a national perspective, we need to define how we want the country we are building together to move forward and, in our field, we wish to update the regulatory framework and social and political agreements that we built on immigration and citizenship policy. Organisationally speaking, the time has come to introduce a new body with responsibility for policy implementation, the Immigration Agency of Catalonia, and to take advantage of this change to improve the effectiveness and efficiency of public administration in this area.

How is the CMP 2017-2020 structured?

The Citizenship and Migration Plan 2017-2020 has four strategic pillars around which 15 lines of action are defined grouping 44 action programmes. These programmes contain 433 specific actions, which are outlined in detail. The annual roll-out of these actions will lead to the definition of the specific goals and tasks, along with the resources (financial, human, material and time) needed to carry them out.

The strategic pillars of the Citizenship and Migration Plan 2017-2020 related to four basic concepts (diversity, equality, reception and integrated management), expressed as follows:

- **Pillar 1.** Interaction in a diverse and cohesive society.
- **Pillar 2.** Social inclusion of all persons regardless of their origin.
- **Pillar 3.** Reception and inclusion of refugees arriving in Catalonia.
- **Pillar 4.** Integrated management of citizenship and migration policy.

3.1. Strategic pillars and lines of action

Pillar 1. Interaction in a diverse and cohesive society

Description

We wish to remain a diverse and cohesive society capable of assuming its diversity as a constituent fact that enriches us as a country and must be protected as a common good threatened particularly by inequality in the levels of social integration of individuals according to their origins. As a society, we share certain common goods that are equal for all and not put into question, based on human rights, democracy, pluralism and diversity. These goods are the basis of a common public culture constructed from consensus and consolidated through the management of conflicts in coexistence that emerge in everyday life.

Lines of action

- 1.1. Commitment to a common public culture
 - 1.2. Visibility of diversity as a value that enriches society
 - 1.3. Training for the prevention of discrimination, racism and ideologies of hate
 - 1.4. Information for the exercise of the rights and duties of citizenship
-

Pillar 2. Social inclusion of all persons regardless of their origin

Description

We wish to introduce effective equality of rights and duties for all, including for the foreign or foreign-born population, and to ensure equal opportunities for them and their children with a special emphasis on two key aspects of integration: improving employability and improving educational achievement. The apparent success of the Catalan integration model, which has managed to incorporate into our society a foreign population of 25% without serious social conflicts and without the emergence of relevant xenophobic political phenomena, must not lure us into a false sense of security and allow inequality to be transmitted to the generation of the children of immigrants and returnees. A new boost is required to bring these students educational success by offering them greater and better support and bridging distances between families and schools that are capable of generating expectations of

improvement and also resemble the communities where they are. A new impetus to improve the employability of immigrants and returnees, hit particularly hard by the economic crisis, with a special focus on the employment of young people and women.

Lines of action

- 2.1. Equal opportunities at work for immigrants, refugees and returnees
 - 2.2. Educational success of the children of immigrant, refugee and returnee families
 - 2.3. Social inclusion of vulnerable groups of immigrants, refugees and returnees
 - 2.4. Accessibility of public services by immigrants, refugees and returnees
-

Pillar 3. Reception and inclusion of refugees arriving in Catalonia

Description

We wish to continue to receive the people arriving in Catalonia with dignity, but now we wish to focus on those who arrive fleeing from armed conflict, persecution and other serious violations of human rights. Catalonia wants and is able to contribute substantially to the reception and inclusion of persons in situations of forced displacement and/or who have suffered serious violations of their human rights, in accordance with standards of quality and service that guarantee autonomy and the full exercise of human rights. Not only because the reception and inclusion of the individuals seeking international protection is an obligation of democratic countries, but also because our society has historically demonstrated its capacity for reception and inclusion. We can now harness this experience for an efficient and responsible response to the humanitarian emergency reaching our country and the borders of Europe.

Lines of action

- 3.1. Work to eradicate the causes of the forced displacement of persons
 - 3.2. Humanitarian action at European borders and at origin
 - 3.3. Development of the international protection system in Catalonia
-

Pillar 4. Integrated management of migration and citizenship policy

Description

We want to make a new country so we need to prepare the necessary tools for the integrated management of citizenship and immigration policy, from the management of flows and the administrative situations of persons to the integrated management of reception and integration policies. This will require new legal instruments and a new structure of General Government through the implementation of the Immigration Agency of Catalonia.

Lines of action

- 4.1.** Management of international mobility flows and support to immigration projects
 - 4.2.** Management of the administrative situation of people in international mobility
 - 4.3.** Reception of immigrants
 - 4.4.** Development of new instruments for managing citizenship and international mobility policy
-

3.2. Action programmes

Pillar 1. Interaction in a diverse and cohesive society

- **Line 1.1. Commitment to a common public culture**

- **Programme 1.1.1.** Social consensus for interculturality

Objective

Establish a broad social consensus around interculturality as a method of tackling the diversity of Catalan society.

Description

The cultural diversity of Catalan society is a hallmark defining us as a multicultural society. The need to define a shared public culture constructed through dialogue and mutual respect for all citizens and highlights the convenience of adopting an intercultural perspective for working on these consensuses from a theoretical and practical viewpoint. This programme will be based on the definition of a shared theoretical framework on interculturality, which will be set out in a theoretical consensus document. This document will form the basis of a broad process of participation by social, institutional and political agents in order to reach a political consensus expressed through a national strategy for interculturality, which will provide a new strategic framework developed from the principles already set out in the National Agreement on Immigration and which will be adapted to the new social cycle that we are entering in matters of citizenship and migration. Along the lines of this consensus, the Government is promoting a new law on equality and non-discrimination that encompasses struggles against all forms of discrimination, with special attention to those on grounds of gender, sexual orientation, race or religion. The Agreement must also allow the promotion of specific cross-cutting agreements in the areas of media and political campaigns to ensure that the information and debates produced do not contradict the shared framework of interculturality.

Actions

	Description	Leader	Other
1	Shared theoretical framework for interculturality	SIMC	CII
2	National strategy for interculturality	SIMC	CII
3	Law on equality and non-discrimination	SIMC	CII
4	Media agreement for the responsible processing of information on diversity and immigration	SIMC	CII
5	Agreement among political parties for the responsible use of immigration in election campaigns	SIMC	
6	Social awareness campaign on diversity and interculturality	SIMC	CII
7	Annual World Day for Cultural Diversity for Dialogue and Development (21 May)	SIMC	
8	Disclosure of the criteria for the use of languages for institutional communication of the Government of Catalonia	DGPL	SIMC
9	Assessment of the current local and national regulatory framework in accordance with the National Strategy for Interculturality in order to detect possible legislative changes	SIMC	
10	Evaluation of public policy in accordance with the National Strategy for Interculturality: from activity indicators to result indicators	SIMC	IVALUA
11	Cross-cutting application of the intercultural perspective on the implementation of public policies	SIMC	CII

• **Line 1.2. Visibility of diversity as a value that enriches society**

- **Programme 1.2.1.** Promotion of the participation of immigrants, refugees and returnees

Objective

To empower and provide associations and citizens with the resources to be active agents in the promotion of the values of common public culture.

Description

Work on diversity from the perspective of interculturality must reach every space and institution so that it truly permeates our society at every level. This programme provides tools to facilitate this work in four different aspects: educational resources, the creation of spaces for community interaction, the promotion of associations, and activities for the dissemination of the different cultures present in Catalan society. We will provide social agents with an interculturality and anti-rumour resource bank in the form of a catalogue of activities, materials and services for work on interculturality. This bank will be fed by local collaborations. We will strengthen the networks of community organisations and spaces for interaction in order for them to become local references for work based on diversity. This network will be identified by the SIMC and we will work to promote the inclusion of volunteers in spaces for community revitalisation. We will continue to support associations and the participation of immigrants and returnees. We will carry out actions to strengthen associations overall through the promotion of second-line immigration associations, in order to strengthen grass-roots organisations. We will continue to support the participation of specific groups and will set up a special action to incorporate into the Catalan sports system (clubs and federations) the different sport and competition networks that have emerged around the different communities. We will also promote specific actions that place value on the cultural, historical and linguistic heritage that we can enjoy thanks to the diversity of our society.

Actions

	Description	Leader	Other
1	Network of spaces for community interaction	SIMC	DGACC
2	Promotion of volunteering for interculturality among people who have completed their work cycle	SIMC	DGACC, DGAR
3	Promotion of associations of immigrants and returnees	SIMC	DGACC

3 Content of the Citizenship and Migration Plan 2017-2020

4	Promotion of associations of immigrant youths	DGJ	
5	Promotion of the empowerment and visibility of female immigrants	ICD	DGI
6	Promotion of the creation of second-order organisations among immigration associations	SIMC	
7	Specific training for the management and development of associationism among immigrant and returnee organisations	DGACC	SIMC
8	Promotion and support of LGBTI immigrant associations	DGI	SIMC
9	Promotion of the participation of immigrants, refugees and returnees in festivals and popular culture	CLT	
10	Incorporation of immigrants and returnees in the Catalan sports system	SGE	
11	Dissemination of activities and festivities specific to the diverse cultures in Catalonia	SIMC	CLT, DGAR
12	Interculturality and territory	DGJ	
13	Organisation of courses on the family language of foreign-born students during and out of school hours for all students	ENS	
14	Contacts between the Catalan police force and immigrant associations and organisations	DGP	
15	Expansion of library collections with materials for learning Catalan with multicultural themes	CLT	
16	Pathway "Catalonia: a Story for You" and the workshop "Mediaeval Chronicle: Muslims, Jews and Christians"	CLT	
17	Thematic exhibitions on the countries of origin of our foreign-born population	CLT	MHC
18	Promotion of the participation of immigrants and returnees in the <i>Cases de la Música</i>	CLT	
19	Activities of World Poetry Day	CLT	
20	"Veus paral·leles" (Parallel Voices) poetry recital	CLT	
21	Promotion of interculturality in prisons through comics	DGSP	
22	Paco Candel programme: different migratory views	SIMC	ENS
23	Actions for the inclusion of organisations of immigrants and returned persons in the census of organisations to promote the Catalan language	DGPL	
24	Specific training for volunteers and organisations of immigrants and returnees	DGACC	
25	Translation of reference literary works from other cultures	DGPL	
26	Dissemination of games and sports specific to other cultures	CLT	SGE, ENS
27	Dissemination of the participation of immigrants, refugees and returnees in ordinary associations	SIMC	DGACC

- **Programme 1.2.2.** Visibility of cultural diversity

Objective

Give visibility to personalities of all cultural backgrounds in the media and promote diversity in public institutional spaces and in the private sector.

Description

The cultural diversity of our country has still not been properly translated into the presence of people in the various public spaces, particularly in the spaces of the media and in public institutional spaces, both representative and technical. To remedy this situation, there must be a database of people ready to act as experts or examples in the media on all matters arising in the public debate, so as to avoid typecasting in the issues most closely connected to diversity and immigration. Based on this information, specific actions must be carried out to strengthen this media presence. Besides this action, we must continue working to increase the presence of people from different cultural backgrounds in institutional representation and technical tasks in public institutions. The proposal is that a report is drawn up and published each year on the visibility of diversity, as a tool for raising awareness and strengthening affirmative actions.

Actions

	Description	Leader	Other
1	Bank of experts and models to be followed that communicate with cultural diversity	SIMC	ICD, DGJ, DGI, DGAR
2	Annual report on the public presence of cultural diversity and public presentation to Parliament	SIMC	DGAR
3	Ambassadors of diversity: inclusion of persons of diverse origins in Catalan public diplomacy in their countries of origin	EXI	DIPLOCAT
4	Research on the economic, social and cultural benefits of diversity in society and their dissemination	SIMC	DGAR
5	Publication of a guide to the integration of cultural diversity in business by promoting entrepreneurship among the foreign-born population	SEC	SIMC, DGAR

3 Content of the Citizenship and Migration Plan 2017-2020

6	Publication of a guide to the integration of cultural diversity in the workplace	SOC	SIMC, DGAR
7	Elimination of the requirements to indicate personal details (name, age, national origin, marital status) and add photographs to applications for access to public employment, whether temporary or open-ended.	DGFP	SIMC
8	Inclusion of a section on current immigration legislation in the syllabi of examinations for access to public employment	DGFP	
9	Introduction of affirmative actions for diversity in public procurement	DGCP	SIMC, DGAR
10	Recognition of the contribution made by people of foreign cultures to the society and culture of Catalonia through national awards and other prizes	PRE	
11	Awareness-raising actions aimed at citizens competent in different cultures by reason of their family origin. Ensure that these people are regarded not as immigrants but as citizens of Catalonia	SIMC	DGAR
12	Programme for the collaboration of the foreign-born population in Catalonia in the internationalisation of the Catalan economy	SEC	ACCIÓ
13	Incorporation of cultural productions by artists of immigrant origin and of the countries of origin of our immigration in the country's cultural circuits	CLT	
14	Study and normalisation of neologisms that express the multiple identity of the citizens of Catalonia	DGPL	
15	Promotion of the visibility of the influence of cultures other than Catalan on our society, and the role of Spanish culture in the colonisation of other regions	SIMC	ENS
16	Promotion of the visibility of migratory movements	SIMC	
17	Promotion of social awareness about cultural diversity through the media	SIMC	CCMAV
18	Communication strategy in support of social diversity	SIMC	
19	Analysis of the current regulatory framework for promoting the access of foreigners to public work	SIMC	DGFP
20	Specific affirmative training actions to allow people of immigrant origin to compete on equal terms in access to public employment	SIMC	
21	Increase in visibility and accompaniment in the process of constructing one's own identity by individuals descended from immigration	SIMC	DGJ, CLT, ENS

• **Line 1.3. Training for the prevention of discrimination, racism and ideologies of hate**

- **Programme 1.3.1.** Public training plan for the prevention of discrimination, racism and ideologies of hate

Objective

To align public employees and institutional representatives with the objective of the prevention of discrimination, racism and ideologies of hate, and provide them with the tools necessary to make it effective.

Description

This programme will provide public officials and elected representatives with methodology and knowledge for policies on the prevention of discrimination, racism and ideologies of hate. It contains three types of action: technician training, with general planning and specific actions for certain groups, training for elected officials, and the publication of a manual of good practices in public policy for the prevention of discrimination, racism and ideologies of hate.

Actions

	Description	Leader	Other
1	Study on perceptions and experiences of discrimination among citizens of Catalonia, to be used as a guide for policies and regulations	SIMC	DGAR, DGJ
2	Training of public professionals in the prevention of discrimination and racism	SIMC	EAPC, DGAR
3	Inclusion of specific training on intercultural education in teacher training programmes	ENS	
4	Specific training on interculturality for youth workers	DGJ	SIMC
5	Specific training on interculturality for the local and Catalan police forces	ISPC	

3 Content of the Citizenship and Migration Plan 2017-2020

6	Training in methodological tools for mainstreaming the gender perspective	ICD	
7	Training for local government on the management of religious diversity in municipal matters	DGAR	
8	Training on rights of religious freedom and the management of religious diversity	DGAR	EAPC
9	Training of elected officials in the prevention of discrimination and racism	SIMC	DGAR
10	Manual of anti-racism policies	SIMC	DGAR
11	Training on hate crimes and discrimination for the local police force and professionals working in private security and access control	DGAS	DGAR
12	Training in tools and resources for the development of LGTBI policies	DGI	

- **Programme 1.3.2.** Active citizenship against discrimination, racism and ideologies of hate

Objective

Mobilise society from a broad and cross-cutting base in the active fight against discrimination, racism and ideologies of hate.

Description

This programme is structured around three types of action: actions that citizens can carry out directly to combat racism and ideologies of hate; collective actions against racism and ideologies of hate, and generic actions against all manner of discrimination on grounds of origin. The citizens anti-rumour network is based on the experience carried out in Barcelona and proposes to extend its methodology across Catalonia. Specifically, we introduce two more actions in the field of education: one by young people to raise awareness among themselves and another to promote anti-racism in social media. We will add an awareness-raising action for groups, organisations and institutions that involves the creation of a network of racism-free spaces. The purpose of this network is to train association leaders in the fight against racism, to bring the organisation to adhere to a list of good practices in this area and the physical identification (through a common logo) and virtual identification (by an online map) of the spaces where these organisations act and which have joined the network. Other generic actions against discrimination are also included.

Actions

	Description	Leader	Other
1	Citizens anti-rumour network	SIMC	DGAR
2	Young people among themselves against discrimination and racism	SIMC	ENS, DGJ, DGAR
3	Implementation of community service projects for the fight against behaviours of hate and discrimination	ENS	DGAR

3 Content of the Citizenship and Migration Plan 2017-2020

4	Anti-racism in social media	SIMC	DGAR, DGJ, DGI
5	Racism-free spaces	SIMC	DGAR
6	Dissemination of the prevention, detection and intervention protocol for conducts of hatred, discrimination, and other forms of radicalisation.	ENS	DGP/DGAS
7	Development of the protocol of action to deal with hate crimes and discrimination for professionals of the local police force	DGAS	DGAR
8	Promotion of the organisation of theatre workshops and stories in primary education to combat discrimination and racism	ENS	
9	Research on the causes of racism in order to develop better tools to combat it	SIMC	DGAR
10	Completion and dissemination of a guide to non-discriminatory language	DGPL	SIMC, DGAR
11	Plans for non-discrimination in companies and organisations of the third sector	CRL	SIMC, DGI, DGAR
12	Promotion of specific content and training materials for non-discrimination in corporate training and business schools	SUR	SIMC, DGAR
13	Promotion of educational actions to fight racism and other forms of radicalisation in schools	ENS	
14	Resources for interculturality and anti-rumour actions	SIMC	DGJ, DGAR

- **Programme 1.3.3.** Intervention for the eradication of violent extremism and ideologies of hate

Objective

To prevent, detect and intervene in radicalisation processes that lead to violent extremism and ideologies of hate.

Description

We deal with the radicalisation processes leading to violent extremism in an integrated approach, understanding these as processes that seek to distance specific people and cultural groups from the common public culture, thereby threatening social cohesion. This action adopts an intercultural perspective and has a social focus. It does not concentrate on aspects of public security. We will explore aspects of prevention, detection and intervention in relation to these phenomena.

Actions

	Description	Leader	Other
1	Independent study on the social risk factors and radicalisation of the authors of the attacks of the 17th of August 2017	SIMC	
2	Creation of a programme to roll out specific social actions to combat violent extremism and ideologies of hate	SIMC	
3	Conceptualisation of a general framework of analysis of the phenomena of radicalisation that lead to violent extremism	SIMC	DGAR
4	Preparation of a joint public discourse against the phenomena of radicalisation leading to violent extremism	SIMC	DGAR, DGP, DGSP, ENS, DGPS, DGJ
5	Preparation and dissemination of counter-narratives to prevent the radicalisation that leads to violent extremism on social media	SIMC	DGP, ENS

3 Content of the Citizenship and Migration Plan 2017-2020

6	Preparation and dissemination of prevention, detection and intervention protocols for radicalisation phenomena in the field of social services and community work	DGPS	DGP, SA-SIF, DGSP, DGAR, DGACC, DGJ, SIMC
7	Preparation and dissemination of prevention, detection and intervention protocols for radicalisation phenomena in the field of penitentiary services	DGSP	DGP
8	Preparation and dissemination of prevention, detection and intervention protocols for radicalisation phenomena in the field of community policing	DGP	
9	Dissemination of the prevention, detection and intervention protocol for radicalisation processes in education	ENS	DGP
10	Preparation and dissemination of the prevention, detection and intervention protocol for radicalisation processes in reception and citizenship services	SIMC	
11	Preparation and dissemination of the prevention, detection and intervention protocol for radicalisation processes in associations, organisations and the field of social proximity	SIMC	
12	Development of counter-narratives to discourses of ideologies of hate, along with materials and channels for their dissemination	SIMC	
13	Educational actions against the trivialisation and cult of violence towards others and oneself	SIMC	ENS
14	Actions to rehabilitate persons involved in violent extremism	SIMC	JUS
15	Expert centre on social analysis of violent extremism cases	SIMC	
16	Psychosocial support programme for people at risk of violent extremism and their families	SIMC	
17	Tailored plans for the social rescue of young people at risk of violent extremism	SIMC	

• **Line 1.4. Information for the exercise of the rights and duties of citizenship**

- **Programme 1.4.1. Office for Non-Discrimination**

Objective

To provide points of reference in general government and institutions for information on the rights and duties of citizens and non-discrimination.

Description

Citizens need points of reference, whether physical or virtual, where they can obtain information on the rights of citizens, with a special focus on the right to non-discrimination. This network will have a central hub in the SIMC, managed by the legal advisory service and available specialist attention service, which must serve as a reference for a broad regional network consisting of information points and advice bureaus managed by local authorities or entities. We will identify this network and establish two-way communication channels.

Actions

	Description	Leader	Other
1	Office for Non-Discrimination	SIMC	DGI
2	Network of information points for non-discrimination	SIMC	
3	Allow for the creation and specialist training of staff to exercise functions for non-discrimination in general government.	DGFP	
4	Activation of a working group on the Board of Citizenship and Immigration to follow up, study and make proposals for action against hate crimes and discrimination	SIMC	TCI
5	Internal assessment of the services of the Government of Catalonia to ensure compliance with the Law on Equal Treatment and Non-Discrimination	DGFP	
6	Creation of guides informing on the rights and duties of citizens	SIMC	
7	Specialist training for staff of the offices and information points for non-discrimination	SIMC	DGAR
8	Training for organisations to allow them to act as the prosecution in crimes of hate and discrimination	SIMC	
9	Creation of a victim support unit	SIMC	
10	Publication of a protocol for action and referral in public services for the identification of hate crimes and administrative offences on discriminatory grounds	SIMC	

- **Programme 1.4.2.** Promotion of the exercise of the rights of citizenship

Objective

To empower citizens in the exercise of their rights and for proactive action against discrimination and in favour of social diversity.

Description

This programme includes specific actions for promoting the exercise of the rights of citizens and for the prevention of discrimination in different thematic areas.

Actions

	Description	Leader	Other
1	Information on equal rights in employment recruitment	SOC	DGI
2	Call for grants for university research projects on religious diversity	DGAR	AGAUR
3	Agreements for religious assistance in prisons and hospitals	DGAR	SLT, PRE, JUS
4	Dissemination of information on the health regulations concerning Islamic ritual sacrifice (with particular regard to the feast of the sacrifice)	DGAR	SLT, ARP
5	Promotion of interreligious dialogue and dissemination of the religious reality in Catalonia	DGAR	
6	Advice to religious entities formed mainly by immigrants	DGAR	
7	Reinforcement of intercultural mediation in prisons	DGSP	
8	Intercultural Mediation Service for young offenders in educational facilities	DGEPCJJ	
9	Plan for the prevention and detection of gender violence among immigrant women	ICD-	SIMC, DGF
10	Tackling of youth and gender violence	DGJ	

3 Content of the Citizenship and Migration Plan 2017-2020

11	Dissemination of the protocol for the prevention of female genital mutilation, coordination with the regional gender-violence units and performance of resulting actions (regional tables for the prevention of female genital mutilation and celebration of International Day of Zero Tolerance for Female Genital Mutilation)	ICD	SIMC, DGP, SLT, ENS, DGAR, ACCD, DGAIA, DGF, DGPS, DGAS, DGJ
12	Training on female genital mutilation for health professionals	SLT	
13	Training and awareness-raising on women's rights	SIMC	DGI
14	Plan to combat forced marriage	ICD	SIMC, ACCD, DGP, SLT, ENS, DGAR, DGAIA, DGF, DGAS, JUS, DGJ
15	Actions for international cooperation to prevent violence against women and responses to this type of violence.	ACCD	
16	Diagnosis of actions on LGBTBI rights among young people	DGI	DGJ
17	Awareness-raising on LGBTBI rights	DGI	
18	Awareness-raising and detection of discrimination among LGBTBI	DGI	SIMC
19	Detection of the violation of the fundamental rights set out in the Law on Equal Treatment and Non-Discrimination	SIMC	DGI
20	Conference on the equality of Moroccan women	SIMC	EXI
21	Plan to promote the effective equality of women of Moroccan origin	SIMC	
22	Promotion of the recognition of the right to active and passive suffrage in municipal elections of Moroccan citizens in Catalonia and tracking of electoral processes in Morocco	SIMC	EXI
23	Working Group of Catalans of Moroccan origin	SIMC	EXI
24	Actions for intercultural community mediation	SIMC	
25	Training of community mediators with intercultural competencies	SIMC	
26	Provide content on health promotion, prevention and care in relation to drug use, taking into account the importance of the cultural factor in drug use and the special risk situation of this group	SAL	

Pillar 2. Social inclusion of all persons regardless of their origin

• Line 2.1. Equal opportunities at work for immigrants, refugees and returnees

- **Programme 2.1.1.** Improvement of the employability of immigrants, refugees and returnees

Objective

To equip immigrants, refugees and returnees with better competencies, skills and abilities to improve their possibilities of finding quality work.

Description

The actions contained in this Programme include general career guidance and vocational training aimed specifically at immigrants, refugees and returnees. The actions are divided into two types: on the one hand, those carried out by the Catalan Employment Service (SOC) in the context of its active employment policies, which are aimed at immigrants, refugees and returnees in regular situations and, on the other, specific training and guidance actions for young people which, given their nature, apply to a large proportion of the foreign-born population. All these actions require an analysis and planning taking into account the specific requirements of women.

Actions

	Description	Leader	Other
1	Employment services related to career guidance	SOC	DGI
2	Employment services related to the management of job placement	SOC	DGI
3	Employment services related to professional qualification	SOC	DGI
4	Employment services related to the promotion of employment	SOC	DGI
5	Employment services related to the promotion of job creation and local economic development and the promotion of recruitment	SOC	DGI

3 Content of the Citizenship and Migration Plan 2017-2020

6	Specific career guidance for young people by the Youth Offices	DGJ	DGI
7	Dissemination of the Youth Guarantee programmes by the Youth Offices	DGJ	
8	First-level vocational training actions for students who have not obtained their school leavers' certificate (training and insertion plans)	ENS	DGI
9	Information actions addressed to foreign persons or those of immigrant origin for access to public employment on an employee basis	DGFP	SOC, SIMC
10	Development of training and accreditation strategies targeting employment niches where the language of origin is an advantage	SOC	SIMC
11	Drafting of CVs without names or photos in staff recruitment processes	SIMC	DGIT
12	Business awareness programme for the integration of persons of immigrant origin in the workplace	CRL	SEC, SOC
13	Study of good practices in the integration of immigrants into the workplace	CTESC	SEC, SOC
14	Actions to improve the management of seasonal agricultural job vacancies	SOC	ARP, SIMC
15	Promotion of the basic educational offer in adult colleges, promoting access by immigrants and returnees	ENS	
16	Promotion of entrepreneurship among immigrants, returnees and refugees, especially women and young people	SEC	EMC

- **Programme 2.1.2.** Combating irregularity

Objective

To boost success in job searching among groups of particularly vulnerable immigrants and returnees and to avoid irregular situations.

Description

The actions in this Programme focus on the special employment needs of vulnerable groups of immigrants and returnees, particularly those in the process of family regrouping, situations of irregularity, at risk of severe social exclusion (illegal street vending, victims of human trafficking) and applicants for international protection, paying special attention to the specific needs of women in these situations. Initially, these actions will be channelled through return-to-work plans contracted with different social entities or through support to career guidance and employment services and networks managed by social entities, although it will be necessary to expand the types of programme available.

Actions

	Description	Leader	Other
1	Continuous analysis of the situation of administrative irregularity. Drafting of a document of proposals for regulatory amendments	TCI	SIMC
2	Return-to-work plans	SIMC	
3	Career guidance and employment services specialising in people in situations of or at risk of irregularity	SIMC	DGI
4	Vocational training in prison services	CIRE	
5	Employment in prison services	CIRE	
6	Review of the performance of work experience by students in irregular situations	SIMC	DGIT
7	Promotion of the use of ICT resources for education and job training, particularly by migrant women with dependent family members	SOC	SIMC

3 Content of the Citizenship and Migration Plan 2017-2020

8	Entrepreneurship and self-employment support programme for immigrants and returnees at risk of slipping into an irregular situation	DGESTSCA	SIMC
9	Creation of a working group on domestic work and immigration focused on promoting the rights of domestic workers	SIMC	
10	Promotion of the creation of an institution to manage supply and demand for domestic services and to regularise these services	TSF	SIMC
11	Creation of a map of employment resources tailored to the needs of people in irregular situations	SIMC	DGESTSCA
12	Campaign to disseminate the existing regulatory mechanisms to avoid irregular situations due to a decline in income	SIMC	SOC

- **Programme 2.1.3.** Recognition of academic and professional qualifications for immigrants, refugees and returnees

Objective

To facilitate assessment of the academic qualifications and professional skills of immigrants, refugees and returnees in order to improve their employability.

Description

Immigrants and returnees arriving in our country may have different levels of academic training or professional qualifications and cannot always have them recognised. Academic qualifications will be subject to a support action carried out through a specialist service helping users to prepare the processing of their case with the State Education Authority. This service will also extend to vocational training, offering advice to immigrants and returnees with experience in a specific professional field to enable them to access the professional qualifications recognition system of the Ministry of Education or, in the specific case of knowledge of foreign languages, to obtain the relevant certificate of knowledge of the Common European Framework of Reference for Languages.

Actions

	Description	Leader	Other
1	Support for academic recognition	SIMC	SUR
2	Support for the recognition of professional qualifications	SIMC	ENS, SOC
3	Support for the accreditation of knowledge of the official languages and foreign languages	SIMC	ENS, SOC
4	Promotion of the value of the accreditation of foreign languages in business	SIMC	
5	Improvement of the official recognition circuits for secondary school and vocational training qualifications	ENS	
6	Incorporation to university studies of refugees and immigrants with qualifications begun in their countries of origin	CIC	SIMC

• **Line 2.2. Educational success of the children of immigrant, refugee and returnee families**

- **Programme 2.2.1.** School welcome for immigrant families

Objective

To ensure that immigrant families have positive expectations of their children's educational success with knowledge of the education system and the opportunities that it opens up for them.

Description

A key factor in educational success is family involvement in the learning process, which can only be achieved if the family pins its expectations of improving its situation and that of its children on this process. The actions contained in this Project are geared towards helping to create or improve these expectations by keeping families informed, promoting family involvement in the process and seeing the educational success of people from different backgrounds. The action of welcoming families in the process of regrouping to the education system will be based on the data in reports INF01 and INF04 available from the SIMC. These data will allow identification of population pockets by origin and tailor the welcome communication to them. The communication will include specific audio-visual materials explaining the education system in the language of origin, and quarterly face-to-face reception sessions will be organised across the territory. The action of familiarising immigrant families with the education service will be generally addressed to all immigrant families whose children are already in school and will consist of the organisation of reception workshops led by families from the school parent associations trained specifically for this task who will use the supporting audio-visual materials created in the previous action. These two actions are meaningful in the context of reception in the education system, but other actions will be required to help create positive expectations for families, particularly in compulsory secondary education and higher education. Along these lines, we will develop two further actions: adaptation to immigrant families of the academic and career guidance offered at the end of secondary schooling and raising the visual profile of people who are examples of educational success to reflect cultural diversity and foster positive expectations in immigrant families for continuing their children's education, with a special focus on the role of mothers and the need to empower them to participate in society.

Actions

	Description	Leader	Other
1	Welcoming of regrouped families into the education system	ENS	SIMC
2	Familiarising immigrant families with the education service	SIMC	
3	Academic guidance tailored to immigrant families	SIMC	ENS
4	People acting as examples of educational success for immigrant families	SIMC	
5	Language workshops and socialisation of the families in the education environment	DG- PL-CPNL	SIMC, ENS
6	Training plan for families to accompany their children's schooling	SIMC	ENS
7	Development and implementation of strategies to facilitate and encourage interaction between all students and their families	SIMC	ENS

- **Programme 2.2.2.** Academic success of the children of immigrant families

Objective

Ensure that fourth-year students who are the children of immigrant families obtain similar competency results and graduation rates to those of the global population.

Description

The actions in this Programme are framed by a series of general actions led by the Ministry of Education, focusing on improving the educational success of all students. Given the specific characteristics of students from immigrant families, three types of further action are necessary to reinforce these general ones: actions during school hours, face-to-face actions outside school hours and off-site actions outside school hours. For some time now, reception classrooms have formed part of the specific reception actions for the school population of immigrant origin. They are addressed to students who have been incorporated in the education system at a later stage and who have language difficulties. This action is key for giving students a basic and instrumental knowledge of the Catalan language, allowing them to continue their educational pathway with probabilities of success. We must also include remedial actions in schools, paying special attention to the needs of students of immigrant origin. These actions can be developed face-to-face by hosting supervised study workshops, run by the Ministry of Education and local authorities or by social organisations that carry out programmes of action in school; they must nonetheless be complemented by remedial actions out of schools. The scope of these actions will be limited to the compulsory stages of schooling, from the 5th year of primary to the 4th year of secondary.

Actions

	Description	Leader	Other
1	Reception classrooms: provision of teaching staff and educational resources	ENS	
2	Preparation and dissemination of resources for social and language support	ENS	
3	Promotion of in-school tutoring at CEMC schools (located in disadvantaged areas) for all students who so require	SIMC	ENS

3 Content of the Citizenship and Migration Plan 2017-2020

4	Promotion of supervised study workshops in the framework of the environmental education plans	ENS	
5	Support for schools from the language, interculturality and social cohesion teams in the area	ENS	
6	Tailored reception plans for students who joined the education system late	ENS	SIMC
7	Special attention to late additions to the secondary school system by means of complementary educational leisure spaces over the summer	SIMC-DGJ	DGPL-CPNL, ENS
8	Promotion of learning communities to improve academic success	ENS	SIMC
9	Promotion of measures for the equitable distribution of students incorporated into the system late among SEC schools (Catalan Education Service)	ENS	SIMC
10	Promotion of working methodologies in schools conducive to the inclusion of students of foreign origin	ENS	SIMC

- **Programme 2.2.3.** Academic rescue pathways for students at risk of dropping out of the education system

Objective

To recover CEMC students at risk of dropping out of the education system to continue their learning and professional training.

Description

The actions of this Programme are aimed at the school population at risk of dropping out of the education system, concentrated mainly in CEMC schools and their environments. They are actions of continuity – initial training plans – addressed to students who drop out of school. They are geared towards professional training and training at adult colleges, allowing students who have dropped out of formal education to be reincorporated and finish their secondary schooling.

Actions

	Description	Leader	Other
1	Promotion of adult training courses	ENS	DGI
2	New opportunity programmes for young people between the ages of 14 and 24 at risk of dropping out or failing to complete their secondary education	ENS	DGI, DGJ
3	Pilot projects to combat and prevent early school drop-out	ENS	DGJ, DGI
4	Coordination of the work of street educators with academic rescue pathways	SIMC	ENS

- **Programme 2.2.4.** Open schools for academic achievement

Objective

To train youths as animators of non-teaching school time at secondary schools in disadvantaged areas (CEMC) and to implement leisure and sports plans and school tutoring for their students.

Description

The actions contained in this Programme are framed by the academic plans of the Ministry of Education and are geared towards training animators of non-teaching school time in CEMC and the implementation of school support, leisure and sporting activities in these spaces. The training and implementation of activities will form an integrated project funded through the Youth Guarantee programme. For the training, basic content will be outlined that will equip the future animators with the skills to plan, programme and implement school support and educational leisure and sporting activities within the framework of secondary CEMC. This training will be vocational and culminate in the awarding of the qualification of leisure activities monitor and certification in initial sports technician training by the Catalan College of Sports. When animators complete their training, they will be hired to develop an annual plan of activities at different CEMC that include school support, leisure and sport.

Actions

	Description	Leader	Other
1	Increase in the number of educational plans in the environment	ENS	
2	Open Schools Programme: training of school support and leisure animator profiles	SIMC	SOC, ENS, DGJ, SGE
3	Open Schools Programme: plans for animating non-teaching school time	SIMC	SOC, ENS, DGJ, SGE

- **Programme 2.2.5.** Social mentoring in post-compulsory secondary education at CEMC schools

Objective

To provide the best possible support to enable students from immigrant families in post-compulsory secondary education to successfully complete their studies and pursue them at university or with a vocational qualification.

Description

The actions of this programme develop the social mentoring methodology, i.e. personal support to young people by youths other than they are who act as examples for the academic and personal growth of young secondary- school students. The volunteers who act as mentors are from social organisations or Catalan universities, obtained through a framework of cooperation established with the Catalan Association of Public Universities. The students receiving the support are at CEMC schools in disadvantaged areas, which are linked to a particular university based on geographical proximity. One specific action will consist of the performance of activities (work experience, talks, visits) at university facilities by students on the programme to familiarise them with university studies and to increase their motivation to make the transition to higher education.

Actions

	Description	Leader	Other
1	Support to CEMC students from immigrant families provided by university mentors	SIMC	SUR, ENS
2	Discovery of university in person by CEMC students from immigrant families	SIMC	SUR, ENS
3	Support for social inclusion	DGJ	

- **Programme 2.2.6.** Promotion of best practices in the academic achievement of children from immigrant families

Objective

Promote institutional and educational change in CEMC schools to transform them into centres of quality and a benchmark for the rest of the education system.

Description

The actions contained in this programme seek to influence the structural aspects of the education system that must be developed to improve academic achievement, both in the general population and in students of CEMC in particular. These actions focus on academic and professional reflection on experiences and good practices already carried out both in schools and in the environment of the education community. In each case, we will search for social and academic partners already working in these areas, but we will ask them to focus on CEMC and students of immigrant origin. In both cases, we will organise working sessions and publish the findings.

Actions

	Description	Leader	Other
1	Identification, dissemination and transfer of good practices in institutional change and education innovation in CEMC	SIMC	ENS
2	Identification, dissemination and transfer of good practices in community learning in CEMC	SIMC	ENS

- **Programme 2.2.7.** Interculturality in schools**Objective**

To encourage schools to incorporate on to their teams and in their actions people and demands from the educational community that reflect the social diversity of their surroundings.

Description

The actions of this Programme are aimed at two different areas: the running of schools and the staff of schools. In relation to the running of schools, we propose actions to incorporate aspects of cultural and religious diversity into school life, from school dinner services to the holiday calendar. With regard to staff at these schools, we propose actions to help them – particularly those in areas of high diversity – to incorporate it in their staff teams, whether teaching, administration or services, or non-teaching services staff, such as canteen or extra-curricular activities. In the first case, the legal framework must be modified to allow the hiring of non-Spanish teaching staff and, in the second case, an agreement must be implemented with companies of the sector to incorporate immigrants and returnees on to their staff, to allow this service to be provided at schools with staff of the same origin as the students.

Actions

	Description	Leader	Other
1	School menus with respect for religious diversity	ENS	DGAR
2	Monitoring and canteen staff of immigrant origin at schools with a high presence of students of this origin	SIMC	ENS
3	Incorporation and dissemination of resources for working on interculturality in the academic syllabus	ENS	SIMC
4	Incorporation of languages of origin as second foreign languages in schools	ENS	SIMC
5	Expansion and promotion of languages of origin as extracurricular educational activities in schools	ENS	SIMC
6	Promotion of the incorporation of celebrations of the different cultural origins in schools	ENS	SIMC, DGAR
7	Creation of the professional profile of interculturality and coexistence in schools	ENS	SIMC

• **Line 2.3. Social inclusion of vulnerable groups of immigrants, refugees and returnees**

- **Programme 2.3.1.** Combating severe social exclusion in vulnerable groups

Objective

To help the most vulnerable groups of immigrants, refugees and returnees out of severe social exclusion.

Description

The actions of this Programme focus on the fight against severe social exclusion in particularly vulnerable groups which are either formed only of immigrants, refugees and returnees, or have large numbers of these individuals. It includes specific actions to tackle these situations and develop specific resources to provide answers to the problem posed. Among other issues, they address situations of illegal street vending, the trafficking and sexual exploitation of immigrant women or the population serving a conviction or sentence in an open prison environment.

Actions

	Description	Leader	Other
1	Plan to address illegal street vending	SIMC	DGP, DGC, DGESTSCA
2	Plan to address the housing and working conditions of seasonal workers	TSF (ST Lleida)	SIMC, SOC, SASIF, SOC, AHC, DGP, DGESTSCA
3	Plan to address the living conditions of people living in settlements	SIMC	
4	Plan to address mental health problems in certain individuals of immigrant origin	SLT	SIMC
5	Plan to address the situation of elderly people of immigrant origin not receiving benefits	SASIF	SIMC

3 Content of the Citizenship and Migration Plan 2017-2020

6	Plan to address the situation of single-parent families without family support	SASIF	SIMC
7	Plan to address the trafficking and sexual exploitation of women	SIMC	DGP, DGAS, ICD
8	Monitoring of the Protocol for the Protection of Victims of Human trafficking through a working group and implementation of the necessary resources and measures	JUS	DGP, ICD, SIMC, DGF, DGAS
9	Residential resources for young inmates	DGSP	
10	Residential resources for adult inmates	DGSP	
11	Residential resources for young people serving sentences in an open prison environment.	DGEPCJJ	
12	Residential resources for the reception of irregular immigrants or those in situations of social exclusion	SIMC	
13	Job placement and self-employment actions for scrap-metal collectors	SIMC	DGESTSCA
14	Job placement and self-employment actions for women previously trafficked for sexual exploitation	SIMC	DGESTSCA, DGAS, DGP, DGI
15	Actions for putting foreign minors into care	DGAIA	
16	Programme of transition to the adult world for minors previously in care	DGAIA	DGJ
17	Actions aimed at children and young immigrants at risk of social exclusion	SIMC	DGJ, DGAIA

• **Line 2.4. Accessibility of public services by immigrants, refugees and returnees**

- **Programme 2.4.1.** Accessibility to public services and social benefits

Objective

To guarantee immigrants, refugees and returnees access to public services and social benefits under the same conditions as the rest of the general public, with the necessary adaptations to account for their diversity.

Description

These are continuity actions of the various departments of the Government of Catalonia, geared towards promoting accessibility to public services through intercultural mediation, translation and interpretation, and information on specialised services.

Actions

	Description	Leader	Other
1	Increased range of interpretation services for people lacking the linguistic competence (061 CatSalut Respon and others)	INT, ENS, SLT, ICD, JUS, SIMC	
2	Accreditation of the training of interpreters working in the public services	SIMC	DGPL, SUR
3	Training, certification and availability of the intercultural mediators and translators service	SIMC	
4	Reception by the health services through the intercultural mediators and CatSalut Respon	SLT	
5	Access to the public health services for all individuals regardless of their administrative status	SLT	
6	Accessibility actions in the practice, competition and promotion of sport in schools	SGE	
7	Actions for the prevention of dependencies through sport	SGE	

3 Content of the Citizenship and Migration Plan 2017-2020

8	Training actions for sports technicians and animators	SGE	
9	Actions to promote the participation of girls and young women of immigrant origin in the practice of sport	SGE	
10	Support to the network of mediation for social housing rental at affordable prices	AHC	
11	Optimisation of the social inclusion housing network	AHC	
12	Housing benefit	AHC	
13	Mortgage debt advice (Ofideute)	AHC	
14	Access to social housing	AHC	
15	Access to emergency social housing	AHC	
16	Institutional campaign targeting people from vulnerable groups with regard to their access to public services	SIMC	SLT, ENS, SASIF
17	Reception services for women in situations of gender violence	DGF	DGI
18	Actions to inform asylum seekers and immigrants about the availability of educational spaces with public funding in free and universal teaching	ENS	

- **Programme 2.4.2.** Literacy and promotion of the use of the Catalan language

Objective

To eradicate illiteracy and introduce people who are not fluent in Catalan to read and write in it, and to subsequently equip them with mechanisms to practice the language skills they have learned.

Description

The ordinary initial reception process is very difficult to complete when the people who have just arrived are illiterate in their languages of origin or when they have serious difficulties in understanding our alphabet. In these situations, they must first complete a literacy process before they can access module A of the initial reception service. The actions to eradicate illiteracy are a field of social action in which volunteer organisations can intervene alongside professionals. We wish to introduce a new model of literacy course where, alongside the professional's teaching task, we find a place to practice conversation and reading in the framework of projects of volunteer organisations. We also need these courses to be longer than they currently are in order to achieve satisfactory initial reading and writing competencies. Once this goal has been attained, regardless of the fact that these individuals begin module A with the initial reception service, we need to work to ensure that they maintain and improve their competency by conversing with language partner volunteers. Lastly, a specific action is required that combines initial literacy with the contents of the initial reception service in a course lasting a full year that covers the entire spectrum and allows them to obtain their first reception certificate more easily.

Actions

	Description	Leader	Other
1	<i>Lletres per a Tothom</i> (Letters for All) literacy course	SIMC	DGI
2	Promotion of the use of Catalan through language volunteers and the Language and Culture programmes	DGPL	SIMC, CPNL
3	Circulation of online language resources	DGPL	CPNL

3 Content of the Citizenship and Migration Plan 2017-2020

4	Meetings of the Language Volunteers programme	DGPL	CPNL
5	Compact initial reception course for illiterate people	SIMC	DGI
6	Development of teaching in the context of reception and literacy at adult colleges (official languages of Catalonia and instrumental training)	ENS	
7	Promotion of simultaneous language programmes for Catalan and languages of origin for parents and children at schools	ENS	
8	Development of specific materials for literacy and initial learning of the Catalan language for people of immigrant origin who do not have sufficient oral fluency	SIMC	DGPL, CPNL

Pillar 3. Reception and inclusion of refugees arriving in Catalonia

- **Line 3.1. Work to eradicate the causes of the forced displacement of persons**

- **Programme 3.1.1.** Catalan diplomacy for peace, conflict mediation and respect for human rights

Objective

To work at international level to reduce the causes of the forced displacement of individuals.

Description

The actions of this programme are ad hoc and will be defined and detailed according to the international agenda and the opportunities that arise. Basically, they seek to influence foreign action, both in international human rights fora and the diplomatic agenda, and in the creation of discourse and raising awareness of these matters.

Actions

	Description	Leader	Other
1	Catalan participation in international fora and networks on human rights and international protection	EXI	
2	Catalan diplomatic agenda in territories of origin of refugees	EXI	DIPLOCAT
3	Development of a public discourse on the fight against the causes of displacements of refugees	CAPR	ACCD, SIMC
4	Creation of educational materials for schools and organisations educating through leisure to raise awareness of the causes of the displacement of refugees	CAPR	ACCD, SIMC, DGJ

- **Programme 3.1.2.** Catalan cooperation for development in the territories of origin of refugees

Objective

Action on the ground to mitigate or reduce situations causing the forced displacement of people from their homes.

Description

The actions contained in this programme are basically the plans implemented by the Catalan Agency for Development Cooperation (ACCD) in the countries of origin or which have large settlements of displaced people. These actions do not exclusively target displaced people; rather, they are aimed at globally influencing the development of these countries and increasing their capacity to respond to the needs of displaced persons with as much dignity as possible.

Actions

	Description	Leader	Other
1	ACCD cooperation actions in the territories of origin of forcibly displaced persons or in territories with large settlements of forcibly displaced persons	ACCD	
2	Give support to opening humanitarian corridors to guarantee safe arrival routes	EXI	
3	Response to calls for humanitarian aid for refugees	ACCD	CCAHE
4	International cooperation actions for the promotion of human rights in the territories of origin of forcibly displaced persons or with large settlements of forcibly displaced persons	ACCD	
5	Catalan programme for the protection of human rights advocates	ACCD	SIMC, DGRIP

• **Line 3.2. Humanitarian action at European borders and at origin**

- **Programme 3.2.1.** Support to the actions of volunteers and Catalan NGOs for refugees

Objective

Provide support to the humanitarian action on the ground of organisations and volunteers who help refugees, particularly at the borders of Europe, near areas of conflict, or in Catalonia.

Description

The primary action is the funding of material support to refugee camps and the participation of Catalan entities and volunteers in this field.

Actions

	Description	Leader	Other
1	Material support to refugee camps	ACCD	
2	System of humanitarian and academic visas from Lebanon, Greece and Turkey	ACCD	
3	Legal support to volunteer organisations working on the ground to support the processing of applications for asylum for residing in Catalonia	CAPR	EXI, SIMC

- **Programme 3.2.2.** Actions targeting specific refugee groups

Objective

Create alternative routes for the displacement of forcibly displaced persons with specific reception requirements (LGTBI, victims of trafficking in human beings, women, people whose application for the protection of their human rights has been rejected, human rights advocates, and people with serious illnesses and functional diversity, among others).

Description

These actions consist of negotiating with the State to allow certain people with special vulnerability to be added to the quotas of relocated or resettled people that Spain agreed to with the European Union. It also studies specific actions for certain groups suffering persecution or who are victims of conflicts.

Actions

	Description	Leader	Other
1	Reception of persecuted writers	CAPR	ACCD, SIMC
2	Specific actions for refugees with serious diseases	CAPR	SLT, SIMC
3	Specific actions for refugees studying at university	CAPR	SUR, SIMC
4	Specific actions with LGTBI refugees	CAPR	DGI, SIMC
5	Specific actions for refugee women and children	CAPR	ICD, DGF, DGI, SIMC
6	Specific actions for unaccompanied minor refugees	DGAIA	
7	Specific actions for refugees aged over 65 years	CAPR	SASIF, DGF, SIMC
8	Specific actions for refugees of national minorities persecuted by their states	CAPR	EXI, SIMC
9	Specific actions for people whose application for international protection has been denied	CAPR	SIMC

- **Programme 3.2.3.** Actions for the relocation and resettlement of refugees in Catalonia

Objective

To work both internationally and in Spain to ensure that the latter meets its commitments with regard to the resettlement and relocation of refugees from the Middle East and the borders of Europe, particularly Greece and Italy, and to assign a quota to Catalonia based on its reception capabilities.

Description

High-level public and institutional communication actions for the creation of a political framework conducive to compliance with the State's refugee relocation and resettlement commitments. These actions will be carried out as required by the political agenda and as the conditions arise for their development.

Actions

	Description	Leader	Other
1	Institutional action with the EU	EXI	
2	Institutional action with the Government of Spain	SIMC	
3	Actions for which the State activates the Temporary Protection Regime in the event of massive inflows of displaced persons.	SIMC	
4	Actions for which the State uses the humanitarian admissions route in its approval of reception requests	SIMC	
5	Institutional action with international social organisations in refugee matters: UNHCR, Doctors without Borders, Save The Children, UNICEF, IOM, European Council on Refugees and Exiles (ECRE), etc.	SIMC	EXI
6	Mechanisms of coordination with agencies for the protection of children and adolescents in Europe and in the countries of the Mediterranean to offer reception for unaccompanied refugee minors	DGAIA	SIMC, EXI
7	Promotion of the creation of a state relocation and resettlement programme for undocumented and unaccompanied foreign minors seeking asylum	SIMC	DGAIA

• Line 3.3. Development of the international protection system in Catalonia

- Programme 3.3.1. Bigger reception: bank of resources for refugee reception

Objective

To have the maximum resources of housing and volunteers to be able to relocate and care for refugees arriving in Catalonia, and to define effective and efficient systems to manage these resources.

Description

The Committee for the Reception of Refugees in Catalonia (CAPR) organises cooperation between public institutions and social organisations to gather the available human and material resources for refugee reception. The actions in this programme are split into three areas: definition of the types of resources and their requirements, institutional and social mobilisation for obtaining resources, and the definition of effective and efficient management protocols. The CAPR has activated a bank of housing resources and another of human volunteers, obtained by cooperation with local entities and social organisations. The housing resources added to the bank are made available to the State Refugee Reception Programme. With regard to human resources, the Bank incorporates volunteering offers from people and entities wishing to collaborate on the reception of refugees. The SIMC has set up a shared information system with the managing entities of the State Reception Programme allowing it to manage the available resources more efficiently.

Actions

	Description	Leader	Other
1	Design and management of the Resources Bank	SIMC	
2	Actions for the incorporation of new housing resources	SIMC	
3	Protocol for putting into operation the housing resources	SIMC	AHC
4	Management of the housing awards process	SIMC	
5	Actions for the incorporation of new volunteer resources	SIMC	
6	Coordination of volunteer resources	SIMC	DGACC
7	Programme for the use of empty flats by the Bank of Housing Resources	AHC	SIMC

- **Programme 3.3.2.** Better reception: reception and integration of refugees through the Catalan Refugee Programme

Objective

To set up an integrated and complementary system of reception and inclusion for people who have come to Catalonia having suffered forced displacement, persecution or serious violations of their human rights.

Description

This programme contains three types of action: the first involves setting up circuits of reception and integration, specific protocols and training. The current basic reception circuit is defined and managed by the State but leaves four types of refugee in need of help: people who have requested recognition of their right to international protection but have not yet been incorporated into the State Programme; people who are denied refugee status and have been the victims of violence; people who have dropped out of the Programme of their own volition, and people who have reached the end without obtaining a sufficient degree of autonomy and social integration. Moreover, and despite the good efforts of the managing entities, the State Programme is insufficient in certain aspects that require strengthening, with specific actions for job placement or the learning of the Catalan language. Hence, and due to the need to cater to people not covered under the State Programme, the Catalan Refugee Programme will be introduced, which will address the reception and integration of these individuals from a results-based perspective and with the participation of volunteers, entities and local authorities. The second type of action is the establishment of specific protocols for refugees, while the third involves training for international protection professionals. The gender perspective will be incorporated into all actions.

Actions

	Description	Leader	Other
1	Reception prior to incorporation into the State Refugee Programme	SIMC	
2	Integrated reception of persons who drop out of the State Refugee Programme through the Catalan Refugee Programme	SIMC	
3	Support for persons who reach the end of the State Refugee Programme through the Catalan Refugee Programme	SIMC	
4	Support for persons who have been denied refugee status and who have been victims of torture or gender violence	SIMC	
5	Definition of integrated packages of housing and job offers for refugees	SIMC	
6	Development of specific employment actions for refugees	SIMC	ENS, SOC, DGPL, CPNL
7	Intensive Catalan immersion courses for refugees	SIMC	DGPL, CPNL
8	Specific care protocol for refugees with mental health problems	SIMC	SLT
9	Adaptation of the 112 Emergency Service for refugees	INT	
10	Specific protocol for LGTBI refugees	SIMC	
11	Specific care protocol for elderly refugees	SIMC	
12	Specific protocol of care for minors	SIMC	DGAIA, DGF, DGPS
13	Thematic website on refugees and international protection	SIMC	
14	Training in international protection for local technicians	SIMC	
15	Implementation of the specific strategy for the reception of young people from the local youth services	DGJ	
16	System of information on refuge, statelessness and international protection in Catalonia	SIMC	
17	Specific protocol for female refugees who are victims of gender violence or who have suffered from sexual violence in armed conflicts	DGF	DGI
18	Protocol for monitoring the processing of asylum requests made in Catalonia	SIMC	
19	System for evaluating the results of refugee reception and integration programmes in Catalonia	SIMC	IVALUA
20	Request for the decentralised management of the State Reception Programme for refugees and transfer of resources to the Government of Catalonia	SIMC	
21	Specific protocol for the diagnosis and treatment of transmissible infections and other endemic diseases according to the country of origin of the individual, given the incidence of these diseases in the health sector.	SAL	

- **Programme 3.3.3.** Social participation in the reception and inclusion of refugees

Objective

To foster the community work that promotes the broad and cross-cutting involvement of citizens in the reception and inclusion of forcibly displaced persons.

Description

The actions of this Programme are based on raising social awareness of international protection policies and motivating the personal involvement of citizens in the reception of refugees.

Actions

	Description	Leader	Other
1	Awareness campaign in the media	SIMC	PRE
2	On-site awareness-raising actions	SIMC	
3	Creation and distribution of bookmarks	SIMC	
4	Development of awareness-raising actions on the reception of refugee children and adolescents	ENS	DGJ
5	Mentoring with refugee families	SIMC	
6	Crowdfunding campaign to fund actions for refugees	SIMC	
7	Social return of refugees to their host society	SIMC	
8	Participatory process with refugees to improve reception and integration programmes	SIMC	
9	Combating refugee stereotypes in the framework of anti-rumour network programmes	SIMC	

Pillar 4. Integrated management of migration and citizenship policy

- **Line 4.1. Management of international mobility flows and support to immigration projects**

- **Programme 4.1.1.** Support to Catalans in the process of emigration and migrants

Objective

To support the migration project of Catalan citizens wishing to leave for work, study or personal reasons, ensuring that they have sufficient information to maintain ties with their country of origin if they so desire.

Description

The actions contained in this programme are designed to provide services specific to the Government of Catalonia for all persons seeking to emigrate from Catalonia, whether for short or long periods of time. The Office of Support will be the reference point for people who leave, both for obtaining information on their country of origin and its reception mechanisms and for maintaining ties with the country through Catalan organisations in the destination country and direct contact with the Catalan government.

Actions

	Description	Leader	Other
1	Office of Support to Catalans who have emigrated or are in the process of emigrating	SIMC	EXI, SOC, DGJ
2	Portfolio of services for Catalans resident abroad	EXI	SIMC
3	MónCat information and services portal	SOC	EXI, EMC, DGJ
4	Access to experiences of voluntary international mobility by young people in situations of greater vulnerability	DGJ	
5	Information on destination countries and the administrative procedures that need to be completed there	SIMC	

3 Content of the Citizenship and Migration Plan 2017-2020

6	Advice and support to people in intermediation processes through the EURES network	SOC	
7	Advice and information on international youth mobility in education, work, associations and participation	DGJ	
8	Advice and information on international mobility in research	AGAUR	SUR
9	Advice and information on international mobility abroad from the delegations of the Government of Catalonia abroad and Catalan communities abroad	EXI	
10	Design and development of initiatives and information resources to support international mobility	DGJ	
11	Promotion and management of mobility programmes and international work exchanges	ACCIÓ	SOC
12	Promotion and management of international mobility programmes in the framework of the Youth Guarantee	SOC	DGJ
13	Promotion and management of international mobility programmes for academic, training and research purposes	DGJ	AGAUR
14	Promotion and management of international mobility programmes and participation in entities	DGJ	
15	International promotion of mobility of staff of technology centres	ACCIÓ	
16	Recognition and support to Catalan communities abroad	EXI	
17	Dissemination and promotion of the Register of Catalans and Catalan Residents Abroad	EXI	
18	Exploitation of data and analysis on international mobility based on the MónCat portal	SIMC	SOC, EXI, DGJ

- **Programme 4.1.2.** Voluntary return of immigrants to their countries of origin

Objective

To facilitate the return to their countries of origin of immigrants without Spanish nationality in a situation of social vulnerability and who wish to take this step voluntarily.

Description

The voluntary return service helps immigrants who want to shut down their life project in Catalonia and return to their country of origin. This service covers logistical and economic aspects of the return process to ensure that the reception in the return country is as positive as possible and the person can continue their life project in the best conditions.

Actions

	Description	Leader	Other
1	Voluntary return service	SIMC	
2	Voluntary return of prisoners	DGSP	
3	Assessment of the success of voluntary return processes	SIMC	IVALUA

- **Programme 4.1.3.** Support to the return of Catalan emigrants and their descendants

Objective

To provide information and support to Catalans who have emigrated and their descendants wishing to return to the country.

Description

The service of the Return Assistance Office provides information and financial support to Catalans who have emigrated – and their direct descendants – and wish to return to Catalonia. The specific return actions are geared towards recovering the Catalan talent that has gone abroad and young people who have emigrated due to a lack of opportunities in our country.

Actions

	Description	Leader	Other
1	Return Assistance Office	SIMC	
2	Actions for the return of Catalan talent abroad	SOC	AGAUR, SUR, SIMC, DGJ
3	Actions for the return of young emigrants	DGJ	SIMC
4	Law on the Catalan community abroad	EXI	SIMC
5	Facilitation of labour intermediation in Catalonia for Catalans resident abroad	SOC	SIMC
6	Facilitation of the creation and implementation of entrepreneurial projects for young Catalans and Catalan returnees from abroad	DGJ	

- **Programme 4.1.4.** Management of migratory flows to Catalonia

Objective

To influence the management of flows of people looking to settle in our country from overseas and the conditions in which these movements occur.

Description

The actions of the flow management programme are grouped into actions in the areas of labour, development cooperation and the human rights of the individuals involved in mobility processes. It is important to give special attention to the effects on the situation of women and minors in the process of migrating.

Actions

	Description	Leader	Other
1	Determination of immigration quotas with a contract in country of origin	SIMC	SDGAT
2	Labour intermediation and training in country of origin	SOC	EXI
3	Development cooperation in countries of origin	ACCD	
4	Specific actions for the protection of undocumented and unaccompanied foreign minors (MEINA)	DGAIA	
5	Specialist young persons guidance service	DGAIA	DGJ
6	Assessment of the integration effort of resident unaccompanied minors and adults in their incorporation into the workplace	SDGAT	

• **Line 4.2. Management of the administrative situation of people in international mobility**

- **Programme 4.2.1.** Monitoring of the State Administration in immigration matters

Objective

To make available reliable and accurate information on the operation of the Spanish State Administration with regard to procedures on immigration, nationality and internment, and the expulsion of foreigners.

Description

The actions contained in this programme are aimed at monitoring the immigration processes of the State Administration by obtaining information and monitoring the border situation and its effects in the Catalan society.

Actions

	Description	Leader	Other
1	Monitoring of the processes for granting permits and nationality managed by the Spanish State Administration	SIMC	SDGAT
2	Monitoring of the processes of internment and expulsion of foreigners in irregular situations	SIMC	JUS, DGP
3	Monitoring of the situation of respect for human rights at borders	SIMC	EXI, DGP, JUS

- **Programme 4.2.2.** Issuance of administrative permits and reports for immigrants, refugees and returnees

Objective

To efficiently and effectively manage the issuance of administrative permits and reports for immigrants and returnees in the process of regularising their administrative situation or acquiring nationality. To allow individuals and companies access to the Residency and Work Permits System (SART) and to assist them in understanding its options and features and fulfilling the requested procedures, in order to make a positive contribution to business competitiveness and worker employability.

Description

The activities contained in this programme to be carried out by the Government of Catalonia are the management of immigration reports, certificates of the initial reception service and initial work permits, including the development and provision of information on the SART.

Actions

	Description	Leader	Other
1	Resolution of initial work permits	SDGAT	
2	Setting of goals in the annual programme of Work Inspection in relation to the work of non-EU foreigners	DGIT	SDGAT
3	Control of the working conditions of non-EU foreigners	DGIT	
4	Investigation of minor work-related accidents of non-EU foreigners	DGIT	
5	Management of immigration reports	SIMC	
6	Issuance of initial reception certificates	SIMC	

3 Content of the Citizenship and Migration Plan 2017-2020

7	Information campaign at municipal registration services to link the Municipal Register of Inhabitants and the initial reception service	SIMC	
8	Monitoring of the level of compliance with regulations on registration	SIMC	
9	Internal assessment of report issuance and the implementation of improvements in efficiency	SIMC	
10	Development of informative materials on the SART	SDGAT	
11	Coordination of actions with the Spanish general government	SDGAT	
12	Monitoring of the effectiveness of the permits granted	SDGAT	
13	Definition of the communication plan and resources	SDGAT	
14	Comparative analysis of the SART with models from other countries	SDGAT	

- **Programme 4.2.3.** Information and specialist advice for immigrants, refugees and returnees

Objectives

To provide accurate and relevant information adapted to the needs of immigrants, refugees and returnees who request legal advice on their administrative situation or on the public services available to them.

Description

Actions with specialist information on immigration and citizenship, both face-to-face and over the telephone via the 012 information line.

Actions

	Description	Leader	Other
1	Specialised face-to-face information and advice service	SIMC	
2	Specialised information and advice service reached by calling 012	SIMC	
3	Specialised information and advice networks	SIMC	
4	Advice to foreigners detained in prisons	CIRE	

• **Line 4.3. Reception of immigrants**

- **Programme 4.3.1. Initial Reception Service**

Objective

To provide a quality service accessible to the entire country for the initial reception of people who come to Catalonia, and to provide them with a minimum level of language learning, helping them to acquire skills for their employment and giving them information on the country and public services.

Description

The actions of the Initial Reception Service are grouped into five categories: definition of contents, planning, training of trainers, provision of service and assessment. These actions differ according to how the service is delivered (in person or on line) or how the benefit is managed (by the administration or through a programme contract with local or social entities). We also include specific actions such as the acts of certificate awarding and reception actions for specific sectors.

Actions

	Description	Leader	Other
1	Development of content for the Initial Reception Service in face-to-face format	SIMC	SOC, DGPL, CPNL, ENS
2	Development of content for the Initial Reception Service in online format	SIMC	SOC, DGPL, CPNL, ENS
3	Planning of the supply and demand of the Initial Reception Service	SIMC	
4	Delivery of the Initial Reception Service through contracts with local authorities	SIMC	
5	Prescriptive linking of the offer of the Initial Reception Service in the management of foreigner registration	SIMC	

3 Content of the Citizenship and Migration Plan 2017-2020

6	Promotion of the action of the Initial Reception Service by immigrants who have never been there	SIMC	
7	Direct delivery of the Initial Reception Service in face-to-face format (module A)	DGPL	CPNL
8	Direct delivery of the Initial Reception Service in face-to-face format (module B)	SOC	
9	Direct delivery of the Initial Reception Service in face-to-face format (module C)	SIMC	ENS
10	Delivery of the Initial Reception Service in online format	SIMC	
11	Delivery of the Initial Reception Service through third-sector entities	SIMC	
12	Certification of organisations providing Initial Reception Service training modules	SIMC	
13	Evaluation of the quality of the Initial Reception Service	SIMC	IVALUA
14	Institutional welcome events and awarding of First Reception certificates	SIMC	
15	Updating of reception resources for young people	DGJ	
16	Language integration plans of the Consortium for Linguistic Normalisation (CPNL)	CPNL	DGPL
17	Actions for promotion, marketing and good practices in easy-reading format	DGPL	CPNL
18	Dissemination of the Guide to the assessment of fluency in Spanish for module A of the Initial Reception Service	ENS	
19	Support for projects to promote the use of Catalan social integration developed by organisations	DGPL	CPNL
20	Production of teaching materials for initial language learning ("Let's learn Catalan from..." "Let's talk about you and me")	DGPL	CPNL
21	Carnet Jove welcome pack for young people of foreign origin.	DGJ	SIMC

- **Programme 4.3.2.** Citizen networks for reception

Objective

To mobilise social entities and citizens to participate actively in the reception and integration of people who come to our country.

Description

The starting point of the reception process is the Initial Reception Service, which offers basic training in Catalan, career guidance and information about the country. This process continues through the daily coexistence with neighbours and participation in local relational networks. We therefore encourage social entities and citizens to be proactive agents of integration to help form this network of relationships and promote community action.

Actions

	Description	Leader	Other
1	Organisation of citizens' networks for the reception of immigrants and returnees	SIMC	DGACC
2	Promotion of shared community spaces	SIMC	
3	Identification and exchange of good practices in citizens' reception programmes	SIMC	

- **Programme 4.3.3.** Reception of immigrants and returnees through family regrouping

Objective

To organise a specific process for people arriving in our country through family regrouping processes.

Description

The reception of the people who come to our country through a family regrouping process must take account of two unique features: firstly, the possibility of predicting their arrival, since the family member doing the regrouping applies for a special permit requiring a report from the SIMC and, secondly, the family composition of the group arriving, which usually includes children of school age. Hence, we have designed a specific initial reception process by segmenting the available data by origin and territory and preparing reception sessions specific to each of these territories and groups. These sessions, which are hosted by local authorities, must provide a quick overview of the functioning of public services (education, health, employment) and the features of our society (pluralism, associationism, young people, women, institutions) and provide legal advice and the Initial Reception Service of the municipality. In parallel to these face-to-face sessions, quick action is required to allocate school places for children under 16 years through coordination with schools and the school inspectorate of the territory. There must also be an online version of this reception for establishing initial contact with the family and offering assistance in the face-to-face session. The idea is to create audio-visual materials adapted to the language and cultural perspective, offering a message welcoming them to the country and providing a very brief summary of the content that will be presented at the face-to-face reception meeting. This action will complement the presentation of the education system in the “School welcome for immigrant families” programme.

Reception actions with family regrouping must take particular account of the role of women as regroupers, whether in the case of single-parent families or in monitoring for violations of their rights.

Actions

	Description	Leader	Other
1	Face-to-face actions for the reception of people in family regrouping processes	SIMC	
2	Online reception package for people in family regrouping processes	SIMC	
3	Development of the Reception Service for people in family regrouping processes in municipalities. Specific actions must always be carried out by this service for regrouped women.	SIMC	
4	Promotion of the social participation of regrouped women	SIMC	

- **Programme 4.3.4.** Training of reception service professionals

Objective

To equip the technical staff specialised in dealing with reception and integration processes with professional skills for planning and the direct provision of services.

Description

The professional profiles in the areas of reception and migration policy are the reception agent and the migration policy technician. The actions of this Programme focus on the initial training and ongoing training of these profiles.

Actions

	Description	Leader	Other
1	Incorporation of reception training in the syllabus of social integration technicians	ENS	
2	Continuous training actions for reception professionals and citizens	SIMC	
3	Master Class platform for reception professionals	CPNL	DGPL
4	Training of trainers to provide the Initial Reception Service on line	SIMC	
5	Training of local professionals to provide the Initial Reception Service	SIMC	
6	Organisation of campaigns, studies and other supporting actions	CPNL	DGPL
7	Reinforcement of Catalan language learning in the workplace	CPNL	DGPL
8	Creation of a training centre on citizenship and migration	SIMC	
9	Official recognition of professional qualifications in reception and integration	ENS	

• **Line 4.4. Development of new instruments for managing citizenship and international mobility policy**

- **Programme 4.4.1.** Changes in the legal framework of policy on citizenship, international mobility and international protection

Objective

To adapt the legal framework of policy on citizenship, international mobility and international protection to new social needs.

Description

The changes in the social reality of Catalonia require the adaptation of the legal framework of policy on citizenship, international mobility and international protection. The actions of this Programme will begin with the drafting of a document of criteria and a comparative analysis with other models in neighbouring countries. Specific amendments to the regulations may also be made, where appropriate.

Actions

	Description	Leader	Other
1	Drafting of a reference document to modify the regulatory framework of policy on citizenship, international mobility and international protection	SIMC	
2	Promotion of changes in the legislation on citizenship, international mobility and international protection	SIMC	
3	Development, within the current legal framework, of the case of having a work permit without a contract	SIMC	
4	Promotion, within the current legal framework, of the incorporation of the right to vote among foreigners	SIMC	
5	Promotion of the transposition of Directive 2013/33/EU of the European Parliament and of the Council of 26 June 2013 laying down standards for the reception of applicants for international protection	SIMC	
6	Promotion of the regulatory development of the exercise of the right of asylum and international protection	SIMC	

- **Programme 4.4.2.** Institutional relations with other government authorities in matters of migration and international protection

Objective

To relate institutionally with other Catalan, Spanish and European government authorities for cooperation on migration and international protection policy.

Description

The actions contained in this programme are structured around relations with the Spanish government and the European Union on the one hand and relationships with local authorities on the other. The content will be determined according to the political agenda.

Actions

	Description	Leader	Other
1	Institutional relations with Spanish and European governments on matters of immigration and international protection	SIMC	
2	Institutional relations with local entities on matters of immigration and international protection	SIMC	
3	<i>Món local i immigració</i> (Local World and Immigration) guide	SIMC	

- **Programme 4.4.3.** Migration Agency of Catalonia

Objective

To design the structure of the new Catalan general government in matters of citizenship and immigration and to implement it institutionally and organisationally.

Description

We must comply with the legal mandate of the implementation of the Migration Agency of Catalonia and take advantage of this moment of institutional change to redefine the structure, processes and services of the authorities responsible for these matters. Besides the drafting and approval of the Decree of the articles of the Agency, we must adapt the structure of the Ministry of Employment, Social Affairs and Family to the new situation. Lastly, a plan of organisational improvement must be drawn up for the current SIMC and the instruments of communication currently available must be reorganised.

Actions

	Description	Leader	Other
1	Articles of the Immigration Agency of Catalonia	SIMC	DGFP
2	Implementation of the Immigration Agency of Catalonia	SIMC	DGFP
3	Restructuring of the Secretariat for Equality, Immigration and Citizenship	SIMC	DGFP
4	Plan for the organisational improvement of the SIMC	SIMC	
5	Updating of the thematic website on reception of the Government of Catalonia	SIMC	
6	Planning of publications and media of the SIMC	SIMC	
7	Training on immigration for professionals of justice and penitentiary services	JUS	
8	Monitoring and advice with regard to gender perspective and sexual diversity in the activities of the CMP 2017-2020	ICD	DGI
9	Operational implementation of the Committee for the Reception of Refugees	SIMC	
10	Monitoring and evaluation of the CMP 2017-2020	CII	TCI, SIMC
11	Ordinary functioning of the SIMC and AMC	SIMC	

- **Programme 4.4.4.** Observatory on Citizenship and Migration in Catalonia

Objective

Set up an observatory to analyse data and policy on citizenship and international mobility in order to expand on the knowledge in this area and apply it to the improvement of the public policies in place in Catalonia.

Description

The Observatory on Citizenship and Migration is the reference point for knowledge production and data analysis in Catalonia in the area of citizenship and migration policy. The first two actions relate to the definition of the structure of the observatory – which should be an independent body with participation from academics and general government – and that of the system of indicators on citizenship and international mobility policy, taking account of its compatibility with other European or international standards in this area. The Observatory will be commissioned to publish reports, including the Report on the Integration of Immigrants and Returnees to Catalonia.

Actions

	Description	Leader	Other
1	Definition of the structure, functions and financing of the observatory	SIMC	
2	Definition of the system of indicators on citizenship and international mobility policy	SIMC	IDESCAT
3	Forecast of the collection, analysis and publication of data broken down by gender and by the administrative situation of the people arriving in our country	SIMC	
4	Participation in European and international systems of indicators on citizenship and immigration	SIMC	EXI
5	Preparation of reports on citizenship and international mobility policy	SIMC	
6	Preparation of the Report on the Integration of Immigrants and Returnees to Catalonia.	SIMC	

4 Mechanisms of implementation and assessment

The Citizenship and Migration Plan 2017-2020 sets out a strategic and operational framework in the form of a series of annual action plans. For each programme, these action plans select the actions that will be carried out over the year in course and indicate the specific actions and the budget for each, where necessary. The actions will be rolled out under the responsibility of the unit or department assigned their leadership, although the Secretariat for Equality, Migration and Citizenship will carry out the functions of continuous monitoring and coordination. The annual action plans are approved at the beginning of each year in the framework of the Interdepartmental Committee on Immigration and the Board of Citizenship and Immigration.

The Citizenship and Migration Plan 2017-2020 will be assessed on two levels, yearly and four-yearly. For annual action plans, at the close of each financial year, the departments and units will settle the budget associated with these actions and evaluate the results, reporting on this assessment. The Secretariat for Equality, Migration and Citizenship will coordinate the collection of this information and prepare the corresponding implementation report, which will be submitted to the Interdepartmental Committee on Immigration and the Board of Citizenship and Immigration for consultation. The Plan will be subject to a global assessment at the end of its validity period.

4 Mechanisms of implementation and assessment

ACRONYMS OF ADMINISTRATIVE DEPARTMENTS AND UNITS		
PRE	Department of the Presidency	
	ICD	Catalan Womens' Institute
	SGE	Secretariat General of Sport
VEH	Ministry of the Vice-presidency and of the Economy and Finance	
	IDESCAT	Statistical Institute of Catalonia
	IVALUA	Catalan Institute for the Evaluation of Public Policies
EXI	Ministry of Transparency and Foreign and Institutional Relations and Affairs	
	DGRIP	Directorate-General of Institutional and Parliamentary Relation
	ACCD	Catalan Agency for Development Cooperation
	CCAHE	Catalan Committee for Emergency Humanitarian Aid
	DGCP	Directorate-General of Public Procurement
	DIPLOCAT	Public Diplomacy Council of Catalonia
GAH	Ministry of Governance, Public Administration and Housing	
	EAPC	Public Administration School of Catalonia
	DGAR	Directorate-General of Religious Affairs
	DGFP	Directorate-General of Public Function
	AHC	Housing Agency of Catalonia
ENS	Ministry of Education	
SLT	Ministry of Health	
INT	Ministry of the Interior	
	DGP	Directorate-General of Police
	DGAS	Directorate-General of Security Management
	ISPC	Catalan Institute for Public Safety
TES	Ministry of Territory and Sustainability	
CLT	Department of Culture	
	CPNL	Consortium for Linguistic Normalisation
	MHC	Museum of the History of Catalonia
	DGPL	Directorate-General of Language Policy
JUS	Ministry of Justice	

4 Mechanisms of implementation and assessment

	DGSP	Directorate-General of Prison Services
	DGEPCJJ	Directorate-General of Community Law Enforcement and Juvenile Justice
	CIRE	Centre for Reinsertion Initiatives
TSF	Ministry of Labour, Social Affairs and Families	
	SGTASF	Secretariat-General of Labour, Social Action and Families
	SIMC	Secretariat for Equality, Migration and Citizenship
	CII	Interdepartmental Committee on Immigration
	CAPR	Committee for the Reception of Refugees
	TCI	Board of Citizenship and Immigration
	SASIF	Secretariat for Social Affairs and Families
	DGI	Directorate-General of Equality
	DGJ	Directorate-General of Youth
	DGF	Directorate-General of Families
	DGAIA	Directorate-General of Children and Adolescents
	DGACC	Directorate-General of Civic Action and Community
	DGPS	Directorate-General of Social Protection
	SOC	Catalan Employment Service
	DGESTSCA	Directorate-General of the Social Economy, the Third Sector, Cooperatives and Self-employment
	DGIT	Directorate-General of the Labour Inspectorate
	SDGAT	Subdirectorate-General of Work Permits
	CRL	Industrial Relations Council
	CTESC	Social Economic and Labour Council of Catalonia
EMC	Ministry of Economy and Knowledge	
	ACCIÓ	Agency for Business Competitiveness
	AGAUR	Agency for University and Research Grant Management
	SEC	Secretariat for Business and Competitiveness
	SUR	Secretariat for Universities and Research
	CIC	Inter-University Council of Catalonia
	DGC	Directorate-General of Trade
ARP	Ministry of Agriculture, Livestock, Fisheries and Food	



Generalitat de Catalunya
**Departament de Treball, Afers Socials
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