

The EU-Belong project is
funded by the European
Union's Asylum, Migration
and Integration Fund



EU Belong

An Intercultural Approach to Migrant
Integration in Europe's Regions

REGIONAL INTERCULTURAL INTEGRATION SELF ASSESSMENT QUESTIONNAIRE

D3.2



Generalitat de Catalunya
**Departament d'Igualtat
i Feminismes**



AER
Assembly of European Regions

REGIONAL INTERCULTURAL INTEGRATION SELF-ASSESSMENT QUESTIONNAIRE

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About the Self-Assessment Questionnaire

Originally, this Self-Assessment Questionnaire is based on the MIPEx-R Index elaborated by the AMIF-funded REGIN Project (project code 863635), and provides **a set of indicators for key-areas of migrant integration**: labour market mobility, family reunification, political participation, education, health, long-term residence, access to nationality and anti-discrimination. The Self-Assessment Questionnaire also takes into consideration the Council of Europe's **"intercultural perspective"** and **has the objective of supporting partner regions to self-assess their intercultural integration capacities**. It has been elaborated by the Region of Catalonia with the support of the Advisory Committee and the transnational Steering Committee of this project.

Responsibility as regional expert

It is the responsibility of the regional experts to submit a Regional Integration Assessment Report (activity 3.2.2) which will gather all the results from the questionnaire and analyse them from a policy perspective.

As the regional experts, you are not expected to have knowledge on all questions, but you are in charge of organizing the research process to obtain all the answers. This will, on the one hand, involve desk research. To answer the questions, you can use publicly available texts, like regulations, policy documents, official reports on implementation.

On the other hand, where you do not have direct expertise, you will need to contact other regional departments and civil servants, external researchers, professionals working on migrant integration and/or with migrant people (e.g. NGOs, police department, healthcare professionals, teachers, etc.). We suggest that in this case you only share the specific question to be asked to the expert, instead of the overall questionnaire. Then you decide which answer option in the questionnaire fits best the reply received from the outside expert(s).

Please keep in mind that the indicators must remain confidential in this first research phase. You also are responsible to verify the reliability and validity of the answers. This can be done for example by desk research or by contacting another expert or a different source (for example NGOs). Members of the EU-Belong Advisory Committee, and the REGIN project can be excellent expert sources to ask for the research.

Measuring the highest possible standards

The indicators measure the availability of the highest possible standards. We are looking for legal and policy measures in place that are, according to your assessment, efficient in addressing the specific challenges of the target population (migrants, Third country nationals, Asylum seekers) in the context of your region. Whenever you have doubts about the meaning of words like "systematic" or "regular", or expressions like, please interpret them in this light, in principle, we are asking for a deliberate, planned course of action with the intention to reach as many beneficiaries as possible with a policy, strategy, plan, law or measure; in an interval that is sufficient to answer in an efficient and effective way to the dynamics and changing challenges of integration. Such policies, laws, measures or budgets must have sufficient scope and scale to significantly impact on the integration of migrants.

Policy indicators refer to the situation at the 31st of October of 2022 (otherwise, please specify it in the Comment Box).

Outcome indicators refer to the situation at the 31st December of 2021 (otherwise, please specify it in the Comment Box).

In case of any doubt, please provide information in the Comment Box and explain the chosen answer option.

Differences between regions

It is acknowledged that the EU Belong project encompasses several regions with numerous differences in terms of political traditions, territorial size, population, political culture, number of Administrations or levels of Government (e.g. with or without a parliament). Furthermore, within the European Union there are regions with a long migration policy tradition, while others have a shorter one.

Glossary

- **Active population:**
The labour force or workforce or economically active population, also shortened to active population, includes both employed (employees and self-employed) and unemployed people, but not the economically inactive, such as pre-school children, school children, students and pensioners.
- **Asylum seekers:**
In the EU context, is a third-country national or stateless person who has made an application for protection under the Geneva Refugee Convention and Protocol in respect of which a final decision has not yet been taken.
- **Active inclusion¹:**
Active inclusion means enabling every citizen, notably the most disadvantaged, to fully participate in society, including having a job.
In concrete terms, that means:
 - **adequate income support** allowing a life in dignity at all stages of life;
 - **inclusive labour markets** by making it easier for people to join the work force, tackling in-work poverty, avoiding poverty traps and disincentives to work;
 - **access to quality services**, including social inclusion services - helping people participate actively in society, including getting back to work.
- **Immigrant integration²:**
Immigrant integration is the process of economic mobility and social inclusion for newcomers and their children. As such, integration touches upon the institutions and

¹ European Commission: <https://ec.europa.eu/social/main.jsp?catId=1059&langId=en>

² Migration policy institute <https://www.migrationpolicy.org/topics/immigrant-integration>

mechanisms that promote development and growth within society, including early childhood care; elementary, postsecondary, and adult education systems; workforce development; health care; provision of government services to communities with linguistic diversity; and more. Successful integration builds communities that are stronger economically and more inclusive socially and culturally.

- **Social Inclusion³:**

- Social inclusion is the process of improving the terms on which individuals and groups take part in society—improving the ability, opportunity, and dignity of those disadvantaged on the basis of their identity.
- Social inclusion⁴ is the process by which efforts are made to ensure equal opportunities that everyone, regardless of their background, can achieve their full potential in life. Such efforts include policies and actions that promote equal access to (public) services as well as enable citizen's participation in the decision-making processes that affect their lives.

- **Social inclusion from a youth perspective⁵:**

From a youth perspective, **social inclusion** is the process of individual's **self-realisation** within a society, acceptance and recognition of one's potential by social institutions, **integration** (through study, employment, volunteer work or other forms of participation) in the web of social relations in a community. In present-day European societies, the concept is relevant to all young people as youth is the life stage when young people make the transition from family dependence to autonomy within the larger society under rapidly evolving circumstances. It has a particular meaning to those young people who come from **disadvantaged backgrounds** and live in **precarious conditions**. For them, social inclusion involves breaking various barriers in order to acquire their social rights as full members of society.

- **Third country nationals (TCNs):** "Any person who is not a citizen of the European Union (EU), including stateless persons (see Art. 2.1 (i) of the Council Regulation (EC) No 862/2007."
- **Unemployed person** is defined by Eurostat, according to the guidelines of the International Labour Organization, as:
 - “ - someone aged 15 to 74 (in Italy, Spain, the United Kingdom, Iceland, Norway: 16 to 74 years);
 - without work during the reference week;
 - available to start work within the next two weeks (or has already found a job to start within the next three months);

³ The world bank: <https://www.worldbank.org/en/topic/social-inclusion>

⁴ United Nations: <https://www.un.org/development/desa/socialperspectiveondevelopment/issues/social-integration.html>

⁵ Council of Europe: <https://pjp-eu.coe.int/en/web/youth-partnership/inclusion>

- actively having sought employment at some time during the last four weeks."

Working age population is defined by the OECD as those aged 15 to 64.

About *sources* and the *comment box*

Sources refer to, for instance, regulations, policy documents, official reports on implementation, conversations with persons in charge, webs, etc.

The **Comment Box** aims at including observations that might help in the interpretation of the answers. It is not mandatory to fill in the Comment Box.

1. Competence: In which of the following policy areas does the region have formally recognised competences?

Multiple choice (insert "X" in all boxes that fit your region's situation).

Labour	
Education	
Health	
Housing	
Language	
Culture	
Religion	
Social security and assistance (e.g. unemployment benefits, old age pension, invalidity benefits, maternity leave, family benefits, social assistance)	
NONE	

Sources

Comment box

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2. Competence: What is the level of self-government formally recognised to the region vis-à-vis the central government in each of the following areas?

Please, next to each area specify whether the competence is "exclusive" or "shared" with the central government (on shared competencies in particular: e.g. with regard to legislation and implementation).

Labour	
Education	
Health	
Housing	
Language	
Culture	
Religion	
Social security and assistance (e.g. unemployment benefits, old age pension, invalidity benefits, maternity leave, family benefits, social assistance)	
NONE	

Sources

Comment box

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3. Competence: Does the region dispose of an own budget in the following areas, funding measures either under public or private law? (private law e.g. adult/vocational education and training, economic and business support, housing corporations etc.)

Multiple choice (insert "X" in all boxes that fit your region's situation)

Labour	
Education	
Health	
Housing	
Language	
Culture	
Religion	
Social security and assistance (e.g. unemployment benefits, old age pension, invalidity benefits, maternity leave, family benefits, social assistance)	
NONE	

Sources

Comment box

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4. Inclusion strategy: Has the region adopted a migrant inclusion strategy and, if so, what elements does this strategy include?

Multiple choice (insert "X" in all boxes that fit your region's situation). If your region has adopted an inclusion strategy, please answer the following questions.

If your region has **not** adopted an inclusion strategy, **please answer from question 12 onwards.**

Rationales / Goals	
Action	
Budget	
Coordination structure	
NO, it has not	

Sources

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Comment box

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5. Inclusion strategy: scope: Which of the following areas does the regional inclusion strategy cover? Does it cover the principles of interculturalism (equality, diversity, interaction)?

Multiple choice (insert "X" in all boxes that fit your region's situation)

	Equality	Diversity	Interaction
Labour			
Education			
Health			
Housing			
Language			
Culture			
Religion			
Social security and assistance (e.g. unemployment benefits, old age pension, invalidity benefits, maternity leave, family benefits, social assistance)			
NONE			

Sources

Comment box

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6. Inclusion strategy: decision-making scope: Please mark all the actors/stakeholders that are involved in the decision-making process related to the development of the inclusion strategy / migrant inclusion measures (in the areas of their competence).

Multiple choice (insert "X" in all boxes that fit your region's situation)

	Systematically / Regularly	Occasionally/ On an ad-hoc basis	Never
Dedicated regional body/unit or department			
Other regional actors/bodies/units or departments (e.g. council members/representatives)			

Competent actors placed at the national level of governance (e.g. central government representatives/body)			
Competent actors placed at the local level of governance (city council members/body; province council members/body, etc.)			
Non-migrant non-profit organizations/associations			
Migrant non-profit organizations/associations			
Employer and employee organizations (business representatives, chambers, trade unions, etc.)			
Society at large			
Others (please specify)			

Sources

Comment box

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7. Inclusion strategy: implementation scope: Please mark all the actors/stakeholders that are involved in the implementation of the inclusion strategy / migrant inclusion measures (in the areas of their competence).

Multiple choice (insert "X" in all boxes that fit your region's situation)

	Systematically / Regularly	Occasionally/ On an ad-hoc basis	Never
Dedicated regional body/unit or department			
Other regional actors/bodies/units or departments (e.g. council members/representatives)			
Competent actors placed at the national level of governance (e.g. central government representatives/body)			
Competent actors placed at the local level of governance (city council members/body; province council members/body, etc.)			
Non-migrant non-profit organizations/associations			

Migrant organizations/associations	non-profit			
Employer and employee organizations (business representatives, chambers, trade unions, etc.)				
Society at large				
Others (please specify)				

Sources

Comment box

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8. Inclusion strategy: evaluation: Is there an evaluation and monitoring mechanism of the efficacy of the inclusion strategy?

Insert "X" in the option that fits your region's situation

YES, there is a systematic/regular evaluation & monitoring mechanism process in force	
YES, there is an evaluation & monitoring mechanism, carried out occasionally/on an ad-hoc basis	
NO, there is not	

Sources

Comment box

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9. Inclusion strategy: evaluation: Do people of migrant background participate in the monitoring and evaluation mechanism?

Insert "X" in the option that fits your region's situation

YES, systematically/regularly	
YES, occasionally/on an ad-hoc basis	
NO, they don't	

Sources

Comment box

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10. Inclusion strategy: evaluation: Do you consider that your region, instead of having a specific strategy in order to guarantee the objectives of inclusion – diversity – promotion of meaningful interaction, is already managing the objectives because they are included in other strategies of its own? (Considering that sometimes it might be more efficient to mainstream the principles into all strategies rather than creating a separate one).

Insert "X" in the option that fits your region's situation

YES	
NO	

Sources

Comment box

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11. Monitoring of service usage: Considering the areas of policy covered by the inclusion strategy, does the region monitor the usage of service by migrants?

Insert "X" in the option that fits your region's situation

YES, systematically/regularly, across all departments/services	
YES, systematically/regularly, but only in few departments/services	
YES, occasionally/on an ad-hoc basis, across all departments/services	
YES, occasionally/on an ad-hoc basis, only in few departments/services	
NO, it does not	

Sources

Comment box

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12. Inclusion strategy: Has the region adopted an intercultural plan?

YES	
NO (please, specify the reasons in the Comment Box)	

If YES, please insert "X" in all boxes that fit your region's situation

Rationales / Goals	
Action	
Budget	
Coordination structure	
Other (specify in Comment Box)	

Sources

Comment box

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13. Data collection: Is statistical and qualitative information on migrant inclusion used to inform regional policy-makers decision-making?

Insert "X" in the option that fits your region's situation

YES, systematically/regularly	
YES, occasionally/on an ad-hoc basis	
NO, it is not	

Sources

Comment box

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14. Institutional representation: Does the region take action to ensure that migrants are fairly represented in key institutions and organizations?

Multiple choice (insert "X" in all boxes that fit your region's situation)

YES, in the regional administration and its services	
YES, in public services controlled by the region	
NO, it does not	

Sources

Comment box

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15. Service provision: intercultural character: Regardless of the region's competences in this area, mark the actions that the region has systematically undertaken to favour interculturally adapted services.

Multiple choice (insert "X" in all boxes that fit your region's situation)

Specific services tailored to needs of migrant target groups (e.g. advice for newly arrived, for migrant entrepreneurs, funeral services, etc.)	
Measures to lower thresholds for accessing services (easy-to-read texts, translations, user advisory groups to improve service delivery etc.)	
Targeted information about services for migrant groups (community outreach, translated information material,...)	
Interculturally competent front offices/first line client contact	
Interpretation services are available	
Other (please specify)	
NONE	

Sources

Comment box

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16. Awareness raising: Does the region organise public debates or campaigns on the subject of migrant inclusion?

Insert "X" in the option that fits your region's situation

	Equality	Diversity	Interaction
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YES, systematically/regularly			
YES, occasionally/on an ad-hoc basis			
NO, it does not			

Sources

Comment box

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17. Awareness raising: active measures: Does the region take active measures to shape public perceptions regarding the positive contribution of migration and diversity?

Multiple choice (insert "X" in all boxes that fit your region's situation)

	Systematically / Regularly	Occasionally/ On an ad-hoc basis	Never
YES, through specific campaigns			
YES, through leadership narrative			
Others (please, specify on Comment Box)			

Sources

Comment box

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18. List of target civil society and grassroots organizations: Does the region have a list/database of all civil society and grassroots organizations that are active in the various fields concerned by migrant inclusion?

Insert "X" in the option that fits your region's situation

YES, the list is systematically updated and publicly accessible	
YES, the list is systematically updated, but not publicly accessible	
YES, the list is publicly accessible, but not systematically updated	
YES, but the list is neither publicly accessible nor systematically updated	
NO, it does not.	

Sources

Comment box

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19. Regional election: Can third-country nationals stand in regional elections?

Insert "X" in the option that fits your region's situation

YES	
NO	

Sources

Comment box

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20. Regional elections: voting rights: Can third-country nationals vote in local elections?

Insert "X" in the option that fits your region's situation

YES	
NO	

Sources

Comment box

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21. Political participation Third Country-Nationals: Does the region support political participation of third-country nationals through the following measures?

Multiple choice (insert "X" in all boxes that fit your region's situation)

	Systematically / Regularly	Occasionally/ On an ad-hoc basis	Never
Encouragement of third country-nationals to participate in regional elections			
Encouragement of third country-nationals who are eligible for citizenship to naturalise			
Encouragement of third country-nationals to get involved in non-formal participation open to all residents (citizen initiatives, public consultations, etc.)			
Other (please specify)			

Sources

Comment box

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22. Staff training: Does the region actively promote the intercultural integration-related competences of its officials and staff, in administration and public services (e.g. funding/providing internal and external training courses/seminars)?

Insert "X" in the option that fits your region's situation

YES, systematically/regularly	
YES, occasionally/on an ad-hoc basis	
NO, it does not	

Sources

Comment box

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23. Staff training: kinds: Which are the region's efforts to foster migrant inclusion-related training for its staff?

Multiple choice (insert "X" in all boxes that fit your region's situation)

	Systematically / Regularly	Occasionally/ On an ad-hoc basis	Never
Intercultural trainings and/or language courses for staff members			
Recruitment of staff with migrant background/language and intercultural skills			
Intercultural competences are required or endorsed as an asset for senior positions			
Other (please specify)			

Sources

Comment box

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24. Strengthening of a regional consultative body/unit: Which are the consultative measures and/or structures in place through which migrants can voice their concerns and advise the regional policymaker on inclusion matters?

Insert "X" in the option that fits your region's situation

The body/unit is systematically/regularly consulted and it is ensured both the right of initiative to make its own reports or recommendations, even when not consulted, and the right to a response by the regional authority to the its advice or recommendations.	
The body/unit is systematically/regularly consulted and with its members elected or appointed by migrant residents or associations (with or without regional authority intervention).	
The body/unit is systematically/regularly consulted on regional level, with its members selected/appointed by the regional authority	
The body/unit is consulted occasionally/on an ad-hoc basis on regional level	
There is a formally constituted body, but not yet implemented	
There is no consultative body/unit	

Sources

Comment box

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25. Body/unit promoting migrant inclusion: Is there a body/unit specifically dedicated to migrant inclusion in the region's administrative structure?

Insert "X" in the option that fits your region's situation

YES, there is a permanent body/unit with its own multiannual planning and budget	
YES, there is such a body/unit, but without a multiannual planning, neither budget	
NO, there is not.	

Sources

Comment box

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26. Inter-regional cooperation: How does the region work together with other regions? And with other administrative levels (municipalities, provinces, national governments, etc.)?

Multiple choice (insert "X" in all boxes that fit your region's situation)

	Systematically / Regularly	Occasionally/ On an ad-hoc basis	Never
The region establishes alliances to foster migrant's integration with other regions within the country			
The region jointly formulates and develops measures with other regions within the country			
The regions establish alliances to foster migrants integration with other regions in other European countries (e.g. regional associations etc.)			
The region jointly formulates and develops measures with other regions in other European countries			
Other (please specify)			

Sources

Comment box

27. Involvement in national inclusion policies: How does the region involve itself in national inclusion policies?

Multiple choice (insert "X" in all boxes that fit your region's situation)

	Systematically / Regularly	Occasionally/ On an ad-hoc basis	Never
The region exchanges knowledge and information in matters decided at national level			
The region formulates and develops decisions policy positions in matters decided at national level			
The region takes part in the policy implementation in matters decided at national level			
Other (please specify)			

Sources

Comment box

28. Support for civil society: Which kind of support does the region provide for NGOs/associations carrying out projects in the field of migrant intercultural inclusion?

Multiple choice (insert "X" in all boxes that fit your region's situation)

	Systematically / Regularly	Occasionally/ On an ad-hoc basis	Never
In-kind material support (e.g. locations, commodity, goods, etc.)			
In-kind immaterial support (e.g. training, seminars, know-how for project development/implementation, etc.)			

In-cash support via mainstream or targeted funds			
Other (please specify)			

Sources

Comment box

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29. Support for local authorities: Which kind of support does the region provide for local authorities as regards the field of migrant inclusion?

Multiple choice (insert "X" in all boxes that fit your region's situation)

	Systematically / Regularly	Occasionally/ On an ad-hoc basis	Never
In-kind material support (e.g. locations, commodity, goods, etc.)			
In-kind immaterial support (e.g. training, seminars, know-how for project development/implementation, etc.)			
In-cash support via mainstream or targeted funds			
Other (please specify)			

Sources

Comment box

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30. Inclusion strategy: budget (amount): What is the total amount of the budget dedicated to the implementation of the inclusion strategy and migrant inclusion actions in the region? (Specify amount in euros)

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Sources

Comment box

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31. Inclusion strategy: budget (sources): What are the main sources of the budget dedicated to the implementation of the inclusion strategy and migrant inclusion actions in the region? (Specify amount in euros)

Regional funds	
National funds	
EU funds	
Private funds (please specify)	
Others (please specify)	
NONE	

Sources

Comment box

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32. Health access measures: Provided competence of the region in this area, which are the health conditions granted to migrants in irregular situation?

Insert "X" in the option that fits your region's situation

Health care coverage is unconditional and granted to the same conditions as nationals.	
Access to health care coverage is granted on more restrictive conditions than for nationals (e.g. depending on the length of stay / enrolment in public facilities / etc.).	
The services covered by the health care are granted on more restrictive conditions than for nationals (e.g. only urgent treatments / additional medication / etc)	
Both the access and the services covered by the health care are more restrictive than for nationals.	

No inclusion (costs must be paid in full by the user or by a commercial insurance policy)	
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Sources

Comment box

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33. Health access measures: Provided competence of the region in this area, which are the health conditions granted to migrants in regular situation?

Insert "X" in the option that fits your region's situation

Health care coverage is unconditional and granted to the same conditions as nationals.	
Access to health care coverage is granted on more restrictive conditions than for nationals (e.g. depending on the length of stay / enrolment in public facilities / etc.).	
The services covered by the health care are granted on more restrictive conditions than for nationals (e.g. only urgent treatments / additional medication / etc)	
Both the access and the services covered by the health care are more restrictive than for nationals.	
No inclusion (costs must be paid in full by the user or by a commercial insurance policy)	

Sources

Comment box

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34. Health inclusion measures: Regardless of the region's competences in this area, mark the actions that the region has undertaken to favour migrants' health inclusion regarding interpretation services.

Insert "X" in the option that fits your region's situation

Systematically/Regularly qualified interpretation services for patients with inadequate proficiency in the official language(s) free of charge	
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Systematically/Regularly qualified interpretation services for patients with inadequate proficiency in the official language(s) financed by patients themselves	
Occasionally/On an ad-hoc basis qualified interpretation services for patients with inadequate proficiency in the official language(s) free of charge	
Occasionally/On an ad-hoc basis qualified interpretation services for patients with inadequate proficiency in the official language(s) financed by patients themselves	
No qualified interpretation services for patients with inadequate proficiency in the official language(s) available	

Sources

Comment box

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35. Health inclusion measures: Does your region implement programmes and activities to ensure that all migrants and EU citizens with a migrant background are informed about their rights in terms of access to health?

Insert "X" in the option that fits your region's situation

YES we have programmes and activities to inform all migrants, including irregularly residing migrants, and EU citizens with a migrant background, about their rights in terms of access to health	
YES we have programmes and activities to inform migrants and EU citizens with a migrant background about their rights in terms of access to health	
NO (please, specify the reason in the Comment Box)	
Other (please, specify in the Comment Box)	

Sources

Comment box

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36. Housing access measures: Regardless of the region's competences in this area, mark the actions that the region has undertaken to favour migrant access to housing market

Multiple choice (insert "X" in all boxes that fit your region's situation)

	Systematically / Regularly	Occasionally/ On an ad-hoc basis	Never
Provision of targeted housing advice, counselling, representation to favour migrants' access to the housing market			
Provision of targeted financial support (in-cash support)			
Provision of targeted in-kind support (dedicated public housing)			
Address situations of segregation by developing territorial profiles (mapping presence of refugees/migrants/IDPs, poverty, building stocks, connectivity, vulnerability to disasters etc.) improving the quality of urban space (neighbourhood, transport, service provision planning, etc.)			
Others (please specify)			

Sources

Comment box

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37. Housing access measures: Does your region have a policy to ensure migrants and EU citizens with a migrant background who fulfil the income and other relevant criteria have equal access to adequate and affordable housing, including social housing?

Insert "X" in the option that fits your region's situation

YES	
NO	

Sources

Comment box

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38. Housing access measures: Does your region support counselling for housing, which is accessible to all and designed and provided in an inclusive way?

Insert "X" in the option that fits your region's situation

YES the region offers these services	
YES the region finances such services offered by third sector organisations	
NONE	

Sources

Comment box

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39. Housing access measures: Does your region develop partnerships with other national, regional, local stakeholders, both public and private to improve access to adequate and affordable housing for migrants and EU citizens with a migrant background?

Insert "X" in the option that fits your region's situation

YES	
NO	

Sources

Comment box

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40. Housing access measures: Are there tools and good practices at the national, regional and local level to fight discrimination on the housing market?

Insert "X" in the option that fits your region's situation

YES	
NO	

Sources

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Comment box

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41. Housing access measures: Does your region have a policy to increase the diversity of residents in neighbourhoods and avoid ethnic concentration?

Insert "X" in the option that fits your region's situation

YES	
NOT YET, but our region is seriously considering preparing such a policy	
NO, because our region has no problems of ethnic concentration	
There are only occasional measures	
NONE	

Sources

Comment box

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42. Housing access measures: Does your region implement models of autonomous housing (rather than collective housing) for asylum applicants, especially families?

Insert "X" in the option that fits your region's situation

YES	
NO	

Sources

Comment box

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43. Labour market inclusion measures: Regardless of the region's competences in this area, mark the actions that the region has systematically undertaken to favour migrant inclusion into the labour market.

Multiple choice (insert "X" in all boxes that fit your region's situation)

	Systematically / Regularly	Occasionally/ On an ad-hoc basis	Never
Targeted training other than generic language training (e.g. bridging courses, job specific language training, etc.).			
Programmes to encourage hiring of TCNs (e.g. employer incentives, work placements, public sector commitments, etc.)			
Targeted programmes to address the labour market situation of migrant groups with special needs (e.g. youth, NEETs, women, long-term unemployed, illiterate, etc.) (please specify the target group(s) in the comment box)			
Financial / logistical support/assistance is provided for migrant entrepreneurs (e.g. for the preparation of a business plan, grants and micro-credits, access to credit, initial capital outlay, alternative income/social support, ongoing business development activities)			
Measures designed to increase participation in vocational training courses, apprenticeships and/or degree programmes (e.g. scholarships, incentives, campaigns, orientation, mentoring, support)			
A partnership is in place between local authorities, social enterprises and the private sector to support new labour opportunities for migrant and host communities			
Targeted actions to fight labour market exploitation (e.g. labour abuse/exploitation, labour market offenders, rogue businesses, etc.)			
Others (please specify)			

Sources

Comment box

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44. Labour market inclusion measures: Does your region promote dialogue between key labour market actors and representatives of migrant communities/associations?

Insert "X" in the option that fits your region's situation

YES (please, specify in comment box)	
NO (please, specify in comment box)	

Sources

Comment box

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45. Labour market inclusion measures: Does your region take action to encourage diverse workforce, intercultural mixing and competences in private sector enterprises?

Insert "X" in the option that fits your region's situation

YES (please, specify in comment box)	
NO (please, specify in comment box)	

Sources

Comment box

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46. Labour market inclusion measures: Does your region pay specific attention to the participation of women and migrant women in particular in the labour market?

Insert "X" in the option that fits your region's situation

YES we have measures aimed improving the participation of migrant women in the labour market	
YES we have measures aimed improving the participation of women in general in the labour market	
NO (please, specify in comment box)	

Sources

Comment box

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47. Educational inclusion measures: Regardless of the region's competences in this area, mark the actions that the region has undertaken to favour migrant inclusion into the educational context.

Multiple choice (insert "X" in all boxes that fit your region's situation)

	Systematically / Regularly	Occasionally/ On an ad-hoc basis	Never
Provision of guidance and support to address educational situation of migrant groups (e.g. teaching assistance, homework support)			
Provision of targeted financial resources to address educational situation of migrant groups.			
Put in place measures to avoid segregation of pupils on ethnic, religious, linguistic or other grounds.			
Intercultural education is offered as stand-alone school subject and/or as transversal topic in in school curriculum.			
Measures to bring migrants into the teacher workforce (e.g. campaigns, incentives, support)			
Provide intercultural competence training to educational staff			
School places for all children (incl. undocumented) of compulsory schooling age.			
Others (please specify)			

Sources

Comment box

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48. Educational inclusion measures: Does the ethnic/cultural background of teachers in schools reflect the composition of the region's population?

Insert "X" in the option that fits your region's situation

Often	
Sometimes	
Rarely	
Never	
The region has no competence to hire teachers	
No data available	

Sources

Comment box

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49. Educational inclusion measures: Do teachers in elementary/primary schools receive training in intercultural communication and pedagogy?

Insert "X" in the option that fits your region's situation

Yes (please, give an example)	
Not yet, but our region is seriously considering providing such training	
No (what are the obstacles?)	

Sources

Comment box

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50. Educational inclusion measures: Does your region encourage the development of multistakeholder partnerships to improve interculturality via education?

Insert "X" in the option that fits your region's situation

YES (please, specify in comment box)	
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NO (please, specify in comment box)	
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Sources

Comment box

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51. Educational inclusion measures: Does your region support actions for continuous upskilling and reskilling, including through validation procedures for non-formal and informal learning?

Insert "X" in the option that fits your region's situation

YES (please, specify in comment box)	
NO (please, specify in comment box)	

Sources

Comment box

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52. Language inclusion measures: Regardless of the region's competences in this area, mark the actions that the region has systematically undertaken to favour migrants' language inclusion

Multiple choice (insert "X" in all boxes that fit your region's situation)

	Systematically / Regularly	Occasionally/ On an ad-hoc basis	Never
Needs-assessed/tailored language training in the official language(s) for migrants			
Teaching migrant/minority languages as part of the regular curriculum at schools			
Teaching migrant/minority languages as a mother tongue course for migrant/minority children only			

Teaching migrant/minority languages as a regular language option available to everyone			
In cash support for private/civil sector organisations providing language training in migrant/minority languages			
In-kind support for private/civil sector organisations providing language training in migrant/minority languages			
Other (please specify)			

Sources

Comment box

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53. Language inclusion measures: Does your region provide support for language learning after an initial inclusion period to promote it beyond initial or intermediary proficiency levels?

Insert "X" in the option that fits your region's situation

YES (please, specify in comment box)	
NO (please, specify in comment box)	

Sources

Comment box

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54. Language inclusion measures: Does your region raise awareness on migrant/minority languages by providing logistical or financial support to which of the following:

Multiple choice (insert "X" in all boxes that fit your region's situation)

	Systematically / Regularly	Occasionally/ On an ad-hoc basis	Never
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Local minority newspaper/journals in (a) migrant/minority language(s)			
Local minority radio programmes in (a) migrant/minority language(s)			
Local TV programmes in (a) migrant/minority language(s)			
Other support for raising awareness on (a) migrant/minority language(s) (please specify)			
None			

Sources

Comment box

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55. Universal/public services measures: Regardless of the region's competences in this area, mark the actions that the region has undertaken to favour migrant access to universal services

Multiple choice (insert "X" in all boxes that fit your region's situation)

	Systematically / Regularly	Occasionally/ On an ad-hoc basis	Never
One-stop-shops			
Welcome packs			
Guidelines on how to access public services			
Others (please specify)			

Sources

Comment box

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56. Social security and assistance measures: Regardless of the region's competences in this area, does the region undertake additional measures to ensure access to:

Multiple choice (insert "X" in all boxes that fit your region's situation)

	Systematically / Regularly	Occasionally/ On an ad-hoc basis	Never
Unemployment benefits			
Old age pension			
Invalidity benefits			
Maternity/Paternity leave			
Family benefit			
Social assistance			
Other (please, specify in comment box)			

Sources

Comment box

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57. Social inclusion measures: Does the region provide social orientation courses targeting migrants?

Insert "X" in the option that fits your region's situation

YES (please, specify in comment box)	
NO	

Sources

Comment box

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58. Social inclusion measures: Does your region promote the intercultural competence of its officials and staff, in administration and public services, including health and social services e.g. through

Multiple choice (insert "X" in all boxes that fit your region's situation)

YES, interdisciplinary seminars and networks	
YES, training courses	

YES, others (please specify)	
None	

Sources

Comment box

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59. Inter-religious relation: Does the region have a permanent body/unit that deals with inter-religious relations? (either internally managed by the region or outsourced, e.g. NGO).

Insert "X" in the option that fits your region's situation

YES, systematically/regularly	
YES, occasionally/on an ad-hoc basis	
NO, it does not	

Sources

Comment box

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60. Cultural events promoting diversity and/or inclusion: Does the region organise events and activities in the fields of arts, culture and sport that aim to encourage people from different cultural backgrounds to interact with the local population and to foster migrant inclusion?

Multiple choice (insert "X" in all boxes that fit your region's situation)

	Systematically / Regularly	Occasionally/ On an ad-hoc basis	Never
YES, its own regional events			
YES, funding third parties' events			
No			

Sources

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Comment box

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61. Cultural events promoting diversity and/or inclusion: Does your region organise public debates or campaigns on the subject of cultural diversity and living together?

Insert "X" in the option that fits your region's situation

YES (please, specify in comment box)	
NO	

Sources

Comment box

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62. Cultural events promoting diversity and/or inclusion: Does your region encourage cultural organisations to deal with diversity and intercultural relations in their productions?

Insert "X" in the option that fits your region's situation

YES (please, specify in comment box)	
NO	

Sources

Comment box

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63. Body/unit for anti-discrimination matters: Does the region run or founded a permanent service that advises and supports victims of discrimination on grounds of race, colour, language, religion, nationality or national/ethnic origin in the regional administration and services? (either internally managed by the region or outsourced, e.g. NGO).

Insert "X" in the option that fits your region's situation

YES (please, specify in comment box)	
NO	

Sources

Comment box

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64. Anti-discrimination measure: Does the region have a charter or another binding document proscribing discrimination against persons or groups of persons on grounds of race, colour, language, religion, nationality or national/ethnic origin in the regional administration and services?

Insert "X" in the option that fits your region's situation

YES, it has service that advices and supports victims of discrimination, including that on the grounds of race, colour, language, religion, nationality or national/ethnic origin	
NO, it does not	

Sources

Comment box

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65. Anti-discrimination campaign: Does the region run anti-discrimination campaigns or raise awareness on discrimination in other ways?

Insert "X" in the option that fits your region's situation

YES, systematically/regularly, addressing discrimination, including those on the grounds of race, colour, language, religion, nationality or national/ethnic origin	
YES, occasionally/on an ad-hoc basis, addressing discrimination, including those on the grounds of race, colour, language, religion, nationality or national/ethnic origin.	
NO, it does not	

Sources

Comment box

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66. Anti-discrimination measure: Does your region have an action plan/strategy against racism?

Insert "X" in the option that fits your region's situation

YES (please, specify in comment box)	
NO (please, specify in comment box)	

Sources

Comment box

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67. Anti-discrimination policies: Does your region take into account the existence of institutional racism when designing policies?

Insert "X" in the option that fits your region's situation

YES (please, specify in comment box)	
NO	

Sources

Comment box

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68. Anti-discrimination monitoring: Does the region monitor the extent and the character of discrimination against migrants in the territory?

Insert "X" in the option that fits your region's situation

YES, systematically/regularly, addressing discrimination, including those on the grounds of race, colour, language, religion, nationality or national/ethnic origin	
YES, occasionally/on an ad-hoc basis, addressing discrimination, including those on the grounds of race, colour, language, religion, nationality or national/ethnic origin.	
NO, it does not	

Sources

Comment box

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**Comhairle Contae
Dhún na nGall**
Donegal County Council



Generalitat de Catalunya
**Departament d'Igualtat
i Feminismes**



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ATTRACTIVENESS
RESEARCH
TERRITORY



Regione Emilia-Romagna



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**URZĄD MARSZAŁKOWSKI
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REGION
VÄSTRA GÖTALAND

Gobierno
de Navarra



Nafarroako
Gobernua



Navarra
DE COLORES
Nafarroa
KOLORETAN



**LAND
SALZBURG**



ICEI



**CONSILIUL JUDEȚEAN
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Arad County Council