

PERTSONA MIGRATZAILEEI HARRERA EGITEKO NAFARROAKO PLANA

PLAN FOR THE RECEPTION OF MIGRANTS IN NAVARRE

2021-2026

EXECUTIVE OVERVIEW





Direction and Coordination:
Directorate General for Migration Policies - Karibu Service for the Reception and Accompaniment of Migrants.
Drafting and Advice:
Andalucía Acoge Federation and the General Foundation of the University of La Laguna
Gobierno de Navarra 📆 Nafarroako Gobernua
Gudierno de Navarra Mai Najarroako Gobernua



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Starting point

The Plan for the Reception of Migrants in Navarre (2021-2026) is part of the commitment of the Autonomous Community of Navarre to advance along the path of economic and social progress, the fight against inequality and social inclusion, as well as the coexistence of the plurality of Navarre's society, reinforcing its commitment to an intercultural approach.

It represents the continuity of an extensive trajectory at regional level that began with the Plan for the Social Integration of the Immigrant Population, focused on the migrant population, which focused on addressing the multiple needs of a hitherto new phenomenon, trying to provide practical solutions to the multiple and diverse existing challenges. Subsequently, the different Action Plans for the Reception and Integration of Immigrants in Navarre (PAAIIN) were developed ¹ and finalised in 2010. Finally, the Navarre Strategy for Coexistence² offered a continuity in

the specific response to the migratory challenge. On this occasion, it is based on a commitment to normalisation and the global response offered to the population as a whole from the social protection systems, emphasising in the Strategy very specific aspects derived from the particularities of the migratory processes in the Autonomous Community.

This line of action at regional level has been connected in parallel with the public policies that have been developed by the State and the European Union, highlighting some key instruments such as the Fund to Support the Reception and Integration of Immigrants and Educational Reinforcement (FAAIIRE), which allowed the development of the first Strategic Plan for Citizenship and Integration (PECI 2007-2010) and its continuation with the II Plan (PECI 2011-2014).

Based on this historical trajectory, this first *Plan* for the Reception of Migrants in Navarre (2021-2026) aims to be a clear and far-reaching response to the commitment to create a shared and participatory work agenda. Moving towards multiple governance between administrations and institutions and public and private organisations, with the aim of optimising the considerable accumulated experience of professionals, the key business fabric for socioeconomic development and organised or individual citizens. Now with a reference framework that makes it possible to turn the arrival and settlement of migrants into a factor for progress, based on a management approach

¹ Action Plans for the Reception and Integration of Immigrants in Navarre (PAAIIN) were developed within the framework of the Collaboration Agreement signed on 28 October 2005 between the Ministry of Labour and Social Affairs and the Autonomous Community of Navarre for the development of actions for the reception and integration of



² Department of Social Policies, <u>Navarre Strategy for Coexistence</u>. Government of Navarre, Pamplona, 2015, 168 p.





immigrants as well as educational reinforcement. An instrument of cooperation and coordination in the field of immigration that was agreed upon by the executives of the Comunidad Foral and the Nation.

based on rights and the conviction of generating a new heritage that is essential for the Navarre of the present and the future.

The participatory process that preceded the formulation of this document has made it possible, on the one hand, to obtain a diagnosis of the challenges of the current situation, and on the other, to generate a list of proposals focused on where and how to act. With all of this, this document develops the objectives, axes and priority lines that will be fundamental for improving the existing situation. In such a way that this Reception Plan is a tool with the potential to transform so that people settled in or in transit through Navarre see their rights respected, while at the same time making a positive contribution to generating the common good in terms of equity and sustainable development of society, from a broad and systemic perspective.

To this end, the *Plan for the Reception of Migrants in Navarre (2021-2026)* sets out the following key elements:

THE INTERCULTURAL APPROACH

Emphasising the common aspects that all people have in common and addressing the diverse cultural origin as a new element to add to the social and cultural heritage of Navarrese society.

THE GENDER PERSPECTIVE

As an essential element to eliminate barriers, reduce inequalities between women and men and generate the necessary conditions to achieve real equality.

INTERSECTIONALITY

To ensure multidimensional social action, which considers the different axes of inequality and responds from an ecosystemic perspective to the different potentialities, needs and aspirations of people.

COMMITMENT TO THE 2030 AGENDA AND ITS SUSTAINABLE DEVELOPMENT GOALS

Articulating the global and local dimension of the migration phenomenon and taking up the challenges to contribute to a more sustainable world for all people.







What is meant by reception of migrants?

The Plan for the Reception of Migrants in Navarre provides, as one of the novel elements and a solid basis for its development, a framework of reference, with the following central elements: a broad and current definition of the issue of the reception of migrants, incorporating the gender perspective as a central analytical category; a theoretical foundation with scientific evidence; and principles to guide action. It is also accompanied by a legal framework of reference.

This conceptual framework on the reception of migrants will act as a reference framework for all social intervention carried out for this purpose in the Autonomous Community of Navarre. To this end, the Government of Navarre will monitor, evaluate and systematise the good practice carried out.

What is the definition of reception of migrants?

Considering the migratory phenomenon, and on the basis of the process carried out for the preparation of this Plan, the definition of **reception** is taken as a definition:

The process that provides the necessary elements to cover the needs ³ and contemplate

the aspirations of people arriving in a territory. It involves the development of a multidisciplinary and psychosocial social intervention, aimed at the full inclusion⁴ of the host person and which requires specific resources and instruments conceived from an intercultural approach, through the application of a methodology with a gender perspective and which incorporates the adaptation of existing services for the whole of the population of the territory.

The development of this reception process requires the leadership and responsibility of public administrations, as well as their coordination with relevant agents such as social organisations, private companies and nonformal citizen initiatives that may arise or be promoted.

What elements make up its theoretical basis?

The aim and objectives of the reception are framed within the development of the intercultural perspective, as an increasingly widespread and accepted model for management of diversity, focused on positive relationship creation of communication, exchange and enrichment between people and groups from different cultural backgrounds who share the same geographical, social and political context, forming a new common frame of reference. To this end, the following are understood as essential elements:

Real and effective equality in terms of rights, duties and opportunities. It is assumed that the responsibility for equality does not only belong to the minority that arrives in a given territory, but to the whole of the society in question.

³ Needs, taking Maslow (1943) as a reference.



⁴ Inclusion, the definition given by the European Union is adopted.





Therefore, specific actions, programmes or services are implemented with the participation of civil society and new neighbours.

The **recognition of diversity**, insofar as reception incorporates, makes visible and highlights the structural diversity of the territory (origins and languages, religions, sexual options, ages, etc.), as a reality that must be recognised and valued, in line with the existing mechanisms for the protection of human rights in both the European and international arenas.

Positive interaction on equal terms and from the beginning of the reception process, as it fosters a sense of belonging and social cohesion. Interaction and participation in reception programmes, projects or actions are the basis for the creation of future societies.

The **gender perspective**, addressed from an intersectional approach, identifying the intersecting systems of exclusion that affect migrant women and considering the specificities they face in their access to resources and opportunities.

The **intercultural approach** is the one that provides the best context for the development of reception processes with a view to the shared social inclusion of migrants, laying the foundations for consolidating a framework of sociability based on coexistence. The establishment of assertive relationships from the moment of arrival of migrants, deepening the importance of welcome, paves the way towards the normalisation of reception as an essential value of any society.

What are the principles of action to be respected by the many social actors directly or indirectly involved in the reception of migrants?

The development of reception processes involves the work of multiple social agents, from public and private administrations and institutions to various entities and organisations, particularly those of an associative nature, including the business sector. In order for adequate and balanced social action to take place, it is necessary to share, assume and apply certain principles which, although they require a flexible interpretation in practice, must seek to respect common criteria. These are as follows:

Obligations of public administrations in the creation and development of a social policy for the reception of migrants in accordance with the established legal and regulatory framework, as well as with international agreements and commitments.

Responsibility of private entities, institutions, organisations and civil society to address reception from a rights-based approach and a shared theoretical framework.

Transversality, insofar as the reception process requires collaborative and cooperative work that needs to be managed in an integrated way in order to create a successful inclusion itinerary.

Coordination for the establishment of an organisational structure that allows the management of initiatives of public administrations, private organisations, as well as the relationship or coordination with informal networks.

Territoriality and differentiation, given that the reception affects the whole territory, it is therefore necessary that there are opportunities and resources appropriate to the characteristics of the population, the management capacity of local administrations, private organisations and existing citizen networks.







Efficiency, given that an analysis of the needs and services provided is required, avoiding duplication and trying to optimise existing resources.

Flexibility, because the reality of the migratory phenomenon and its manifestation is dynamic and changing, and therefore the reception processes must be adapted to the circumstances of each moment.

Specialisation and competences, considering the need for specific training and the development of competences of individuals and teams working in the development of reception processes for migrants, updating their knowledge and developing new competences.

Participation and co-responsibility, insofar as the promotion of reception pathways must involve the participation of citizens, both new arrivals and those who are native or have lived there for a longer period of time.

A gender focus as a central analytical axis that will allow for the implementation of reception processes that respond to the practical needs and strategic interests of women, taking into account the multiple discriminations they face throughout the migration process.

Budgetary and resource guarantees from the public administrations, according to their level of responsibility and competences, providing the necessary resources for the adequate management of the reception processes. In turn, private initiatives will be an important and complementary element in the face of the enormous challenge for the territory and the achievement of common benefits.

Evaluation, since it is essential that the social action developed in the reception processes has

the appropriate methodological instruments and, furthermore, that it is equipped with continuous evaluation tools that allow the process and impact of the social intervention developed to be assessed, and to do so from a gender perspective.

What are the two cross-cutting elements that act on the conceptualisation, definition and delimitation of the reception of migrants?

These are the **gender perspective** and the **intersectional approach**. The assumption that all migrants have the same experience, regardless of whether they have been socialised as women or men, invisibilises, from a political perspective, the inequalities faced by women and girls, as well as others with diverse gender identities.

There is an urgent need to recognise that migration processes take place within the framework of power relations that lead to inequalities between women and men. These relations are dynamic and can change over time and according to context. Gender also intersects with other identity and power dynamics such as social class, ethnicity, nationality, sexual orientation, administrative status, etc. Gender relations, then, are constructed and change at various levels and throughout the migration process.

Gender affects all aspects of the migration experience of both women and men. Gender influences the motives for migrating, the decision of who migrates, the social networks used to migrate, the migration experiences as well as the processes of integration and labour market insertion in the destination country, and the relations with the country of origin.







Migrant women are exposed to increased risks of discrimination, exploitation and violence. These negative impacts of migration on women and girls occur at all stages of the migration cycle, from before departure, in their family and community context, through the entire migration process, until their arrival at destination.

In turn, for many, migration can offer new opportunities such as the possibility of continuing their education, accessing the labour market, gaining greater autonomy and economic independence, gaining greater decision-making power and control over their lives and bodies, and so on. Migration can also allow some women and girls to escape violence and discrimination in their homes or communities.

Migration policies must incorporate gender analysis as a central and dynamic analytical category and apply the intersectional approach in the design of policies in order to adapt responses and reduce inequalities between women and men, responding to the practical needs and strategic interests of migrant women and promoting, protecting and guaranteeing the rights of all migrants in Navarra.







What is the competence, regulatory and political framework?

This Plan for the Reception of Migrants in Navarre focuses on the Government of Navarre's own framework of competences, and therefore the regulatory scope of this legal framework will be autonomous. However, given that the reception of migrants and refugees also involves competences and guidelines at international, European, state and local level, in-depth work has been carried out to adequately connect the regulations, plans and strategies of these territorial levels.

On the other hand, the political and strategic framework in which this Plan for Reception is inserted has been duly contemplated and connected. In this sense, as with the regulatory framework, a direct connection is established with the Autonomous Community level, while appropriate links are established with other plans, strategies and instruments at global, European and national level.







How does it contribute to the fulfilment of the 2030 Agenda?

The development of the Plan for the Reception of Migrants marks an important roadmap for progress on the Sustainable Development Goals (SDGs) proposed by the 2030 Agenda, being mainly linked to the following goals and targets.



Concretisation of the <u>2030 Agenda for</u> <u>Sustainable Development of NAVARRA</u>⁵ . This Plan is inspired, in particular, by **target 10.7** which

proposes to "facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies". This SDG 10 on *reducing inequalities* is also present in two of the Plan's priority lines through targets 10.2 and 10.3 10.3.

These goals are indeed essential in shaping the intended model of reception, through the use of the human rights approach, since, on the one hand, it is committed to "enhance and promote the social, economic and political inclusion of all persons, regardless of age, gender, disability, race, ethnicity, origin, religion or economic or

other status" (10.2). On the other hand, it aims to contribute to "ensuring equal opportunities and reducing inequality of outcomes, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and measures in this regard" (10.3).





The Plan has also been formulated through a broad participatory process, thus

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contributing target 16.7 "ensure to responsive, inclusive, participatory representative decision-making at all levels", whose proposals are intended to be achieved through the philosophy of target 17.17 which calls for multi-stakeholder partnerships, thus aiming to "encourage and promote effective partnerships in the public, public-private and civil society spheres, building on the experience and resourcing strategies of partnerships".





The overall aim of the Plan also corresponds to the aspiration to "make cities [territories] more

inclusive, safe, resilient and sustainable", as cross-cutting SDG 11, which is also represented in the priority lines, doubly through **target 11.1**, which suggests, by 2030, "ensuring access for all people to adequate, safe and affordable housing and basic services and improving slums". Access that in many cases has to do with "ensuring public access to information and protecting fundamental freedoms, in accordance with national laws and international agreements", as proposed in **target 16.10**.

⁵ In 2016, the Plenary of the Parliament of Navarre approved a Resolution urging the Government of Navarre to carry out a study to determine which policies, programmes and actions



it is applying in order to face the challenges implied by the 2030 Agenda.











The different priority lines also link different more

sectoral goals, such as number 3 which relates to the area of health (health and well-being), number 4 on education (quality education), number 8 which relates to the area of labour and employment (decent work and economic growth). In the latter case, it is worth highlighting target 8.5, which aims to "achieve full and productive employment and decent work for all women and men, including [young people] and persons with disabilities, and equal pay for work of equal value".





The Plan pays special attention to the area of children and the family, including **target 16.2**,

which aims to "end abuse, exploitation, trafficking and all forms of violence and torture against children [and girls], which introduces us to the importance of the gender perspective that SDG 5 (gender equality) brings up. This is expressed mainly through **target 5.5**, which aims to "ensure women's full and effective

participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life".





Finally, there is a generic willingness to "mainstream climate change measures into

national policies, strategies and plans", as called for in **target 13.2** of the key SDG 13 on *climate action*. And from these measures, to those that aim to end *poverty*, as expressed in SDG 1, particularly in its **action 1.5** to "build the resilience of poor people and people in vulnerable situations and reduce their exposure and vulnerability to climate-related extreme events and other economic, social and environmental disasters".

On the following page you can see a table with the correspondence between the different priority lines of the *Plan for the Reception of Migrants in Navarre* and the main goals and objectives to which it aims to respond.









ODS		SDG TARGET	PRIORITY LINE PLAN
11 SUSTAINABLE CITIES AND COMMUNITIES	Target 11.1	"By 2030, ensure access for all people to adequate, safe and affordable housing and basic services and improve slums".	L.P.1 Improvement and development of information services, guidance, language learning and introduction to generalist services.
17 PARTINERSHIPS FOR THE GOALS	Target 17.17	"Encourage and promote effective partnerships in the public, public-private and civil society spheres, building on the experience and resourcing strategies of partnerships".	L.P.2 Community Action, strategic and multi-level partnerships for the global management of migration processes and their local impact.
16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Target 16.10	"Guarantee public access to information and protect fundamental freedoms, in accordance with national laws and international agreements".	L.P.3 Promotion of a shared, operational and rights-based legal, administrative and conceptual framework.
4 QUALITY EDUCATION	Target 4.3	"By 2030, ensure equal access for all men and women to quality technical, vocational and higher education, including university education".	L.P.4 Creation of a stable system of training, capacity building and awareness raising for the development of cultural and intercultural competences in the reception of migrants.
10 REDUCED INEQUALITIES	Target 10.3	"Ensure equality of opportunity and reduce inequality of outcomes, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and measures in this regard".	L.P.5 Creation of comprehensive and continuous processes around family units, from childhood, adolescence and youth.
10 REDUCED INEQUALITIES	Target 10.2	"By 2030, empower and promote the social, economic and political inclusion of all people, regardless of age, gender, disability, race, ethnicity, origin, religion, economic or other status".	L.P.6 Advance in the coordinated implementation of the reception and inclusion system for persons seeking and benefiting from international protection.
11 SUSTAINABLE CITIES AND COMMUNITIES	Target 11.1	"By 2030, ensure access for all people to adequate, safe and affordable housing and basic services and improve slums".	L.P.7 Promoting measures that provide an adequate response to housing needs.
3 GOOD HEALTH AND WELL-BEING	Target 3.8	"Achieve universal health coverage, including financial risk protection, access to quality essential health services and access to safe, effective, affordable and quality medicines and vaccines for all".	L.P.8 Development of processes and actions to address a preventive and integral health perspective.
8 DECENT WORK AND ECONOMIC GROWTH	Target 8.5	"By 2030, achieve full and productive employment and decent work for all women and men, including young people and persons with disabilities, and equal pay for work of equal value".	L.P.9 Strengthening the processes of access to the labour market.
5 EQUALITY	Target 5.1	"End all forms of discrimination against all women and girls everywhere.	The Gender Approach is present in a transversal way in all 9 Priority Lines.







What are the Guiding Principles?

The principles underpinning the Plan for the Reception of Migrants in Navarre 2021-2026 are as follows:

THE PRINCIPLE OF EQUALITY AND NON-DISCRIMINATION

It implies that women and men are to be equal in dignity, to be treated with respect and consideration and to participate on an equal basis in any area of economic, social, political, cultural or civil life.

THE PRINCIPLE OF CITIZENSHIP

Which implies that all persons are entitled to rights regardless of their administrative situation.

THE PRINCIPLE OF INCLUSION

This implies the exercise by migrants of all their rights, under equal conditions and without discrimination with respect to the rest of the members of society.

THE PRINCIPLE OF INTERCULTURALITY

Understood as a mechanism for interaction between people of different origins and cultures, with respect and appreciation of cultural diversity.







What dimensions are considered necessary to respond adequately to the reception of migrants in Navarre?

The preparation of the *Plan for the Reception of Migrants in Navarre 2021-2026* has been based on the generation of a broad participatory process, one of the characteristics of which has been the combination of virtual and face-to-face spaces, in which professionals from public administrations or institutions, private initiative entities, as well as organised or individual citizens have made numerous contributions.

The participatory process shared a joint reflection on the elements and actions that need to be **improved**, **changed** and **innovated in** order to reinforce the reception of migrants in Navarre. At the same time, the challenges in the improvement of **intercultural coexistence** in the territory have been pointed out. All the contributions collected and systematised suggest the need to focus all efforts on what have been called "the dimensions of the necessary changes".

These dimensions have served as a guide to establish the objectives, axes, priority lines and measures that make up the *Plan for the Reception of Migrants in Navarre*, opting for a systemic

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proposal in which each of the actions feed back into the same process aimed at a common goal: to achieve an Intercultural Navarre, which will mean a new heritage from which to face the challenges of a complex and global society with greater strength.

The five dimensions of change needed are:



Comprehensive, effective and efficient polices and actions by public administrations, institutions and private initiatives, along with citizens' networks and actions..

Strengthening of organisation and participation of local communities, taking into consideration their socioterritorial specifics and based on diversity as a positive element..



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Institutional, legislative and administrative adaptation to existing cultural diversity.

Promotion of social relationships at all levels, emphasising elements of common interest to strengthen shared feelings of belonging.





Regulated and positive management of social conflict.

The development of all these dimensions will be developed from the Gender Approach, approaching it from a perspective of intersectionality, all diversities will be taken into account, not only ethnic, cultural, linguistic, sexogenic, religious or origin diversities present in the territory and society of Navarre.





What is the Central **Objective?**

Based on the definition of **Reception** established during the participatory process carried out for the elaboration of this Plan, the general objective is as follows:

methodological develop the operational framework defined on the Reception of migrants (from their multiple profiles and circumstances) in the Autonomous Community of Navarre, based on the rights approach, the gender perspective and intersectionality, as core elements that enable comprehensive, effective and efficient action, favouring inclusion from a process that promotes social cohesion in the society that receives them.

To this end, it is necessary to promote shared, collaborative and coordinated governance among those who have an impact on the processes of welcoming migrants in their directly both and incorporating the community perspective and favouring communication, the development of cultural and intercultural competencies, as well as monitoring, evaluation and systematisation as essential tools for achieving the desired changes and impacts.

1 GENERAL OBJECTIVE

STRATEGIC AXES

9 PRIORITY LINES

19 SPECIFIC **OBJECTIVES**

54 SPECIFIC **MEASURES**









What are the Strategic Axes?

The Strategic Axes are the central elements on which the Reception Plan pivots, they are transversal in nature and they specify Priority Lines, Specific Objectives and Measures. Their function is to provide the whole Plan with an Organisational Structure that allows it to have a direct impact on the elements that are considered essential to achieve the ultimate aim: to develop an effective space and process for the reception of migrants in Navarre.

In accordance with the general objectives, the following **6 axes are** specified:

AXIS₁

Preparation from origin and care on arrival

AXIS 2

Specialised intervention on specific profiles

AXIS 3

Institutional adaptation to the context of existing cultural diversity

AXIS 4

Promoting communication and developing effective partnerships

AXIS 5

Community empowerment and intercultural participation

AXIS 6

Promotion of gender equality.



E.1. Preparation at origin and specific care on arrival.

This axis includes the development of a social intervention which, from a transnational approach, can begin in the migrants' place of origin, continuing with everything necessary to respond appropriately to the initial needs of orientation, legal advice, accommodation, language learning, first social relations, interpretation of cultural codes, health care needs, access to culture, etc.

All of this taking into account that the migration experience affects men and women differently. Gender influences the motives for migrating, the decision of who migrates, the social networks used to migrate, the migration experiences as well as the processes of integration and labour market insertion in the destination country, and the relations with the country of origin.

E.2. Specialised intervention on specific profiles.

This axis indicates the need to adequately manage the specific situations of people who, within the complexity of a migratory process, present additional difficulties or situations of vulnerability: applicants for international protection, stateless persons, victims of trafficking, minors without a family network in Navarre, people in a situation of transit, people in an irregular administrative situation, etc.

E.3. Institutional adaptation to the context of existing cultural diversity.

This axis responds to the needs of public administrations to provide themselves with the necessary training, skills and adaptations to adapt the range of services, resources,





equipment, projects and programmes to the composition of a culturally diverse society in Navarre, which aspires to share a community framework of social cohesion and intercultural coexistence.

E.4. Promoting communication and developing effective partnerships.

This axis responds to the need to take care of communication processes at different levels and in different spheres. Taking into account what, how, to whom and for what purpose communication takes place. Through inclusive discourse and access to adequate and truthful information, the development of alliances between different agents will be promoted, with an inter-sector and gender perspective, which will contribute positively to the reception processes.

E.5. Community strengthening and intercultural participation.

This axis encourages the promotion of participation, starting from cultural diversity as a positive element from which to work together all the population living in a neighbourhood, council, municipality or area for the common good, the strengthening of the territory and from the construction of assertive and positive relationships between all people.

E.6 Promoting Gender Equality.

This strategic axis aims to address, from a gender and intersectional approach, the aspects related

⁶ The dual approach refers to gender mainstreaming and the implementation of positive actions to respond to women's specific needs and strategic interests.



to gender as a central analytical category and its influence on the multiple specific situations that occur in the processes of Reception. To this end, it is intended that the Welcome Plan as a whole and, above all, the measures that are specified for each of the specific objectives contribute to advancing towards real and effective equality between women and men, including an intercultural perspective and applying the dual⁶ strategy.







What Priority Lines, Specific Objectives, measures and indicators does the Plan contain?

The Priority Lines establish the ways in which the key elements to be worked on in order to improve the initial situation and achieve the desired changes are highlighted. These have been formulated in such a way that they respond in a transversal way to the different axes, some of them have a more global character, while others are clearly aimed at a specific group or area; in any case, all of them must be approached from the perspective of rights and intersectionality.

PRIORITY LINES OF ACTION

1

Improvement and development of information services, guidance, language learning and introduction to generalist services.

2

Community action, strategic and multi-level partnerships for the global management of migration processes and their local impact.

3

Promotion of a clear, operational and rightsbased legal, administrative and conceptual framework.

4

Creation of a stable system of training, capacity building and awareness raising for the development of cultural and intercultural competences in the reception of migrants.

5

Creation of comprehensive and continuous processes around family units, from childhood, adolescence and youth.

6

Advance the coordinated implementation of the reception and inclusion system for persons seeking and benefiting from international protection.

7

Promoting measures that provide an adequate response to housing needs.

8

Development of processes and actions to address a preventive and integral health perspective.

9

Strengthening the processes of access to the labour market.







L.P.1 Improvement and development of information services, guidance, language learning and introduction to generalist services.

The aim of this Priority Line is to improve, from a gender and intersectional perspective, the set of resources, facilities, projects or programmes, whether public or private, that guarantee adequate care for migrants during the initial reception process.

To this end, it is necessary to promote the availability of adequate and specific information (taking into account the languages spoken by migrants in Navarre), communication and learning of official languages (Spanish and Basque), group and individual work, protocols or procedures according to the different profiles and situations (people in migratory transit, in a regular or irregular legal situation, applicants for international protection, minors without a family network in Navarre, etc.).









L.P.1 Improvement and development of information services, guidance, language learning and introduction to generalist services.

O.E.1

Adapt the organisation and provision of basic services in the initial reception of migrants to their needs, taking into account the gender approach and in coherence with the established conceptual framework.

- Actions carried out that have allowed for a better organisation and distribution of existing resources for the reception of migrants.
- Unification of services and improvements established in the advisory service for foreigners.
- New procedures established from intercultural community mediation in the process of welcoming migrants.
- Adjustments made to existing services to the practical needs and strategic interests of women.
- Number of persons served (disaggregated data by sex, age, country of birth and nationality)

	Specific measure	Department or Agency responsible	Department or Agency involved	Calendar	Estimated budget
M1	Creation of the Migration Citizens' Advice Service, taking into account the concentration of population in both urban and rural areas and considering the importance of social communication networks.	Migration Policy and Justice Department (Directorate General for Migration Policy)		2022	269,000 € (2022) 336,000 € (2023) and following
M2	Reinforcement and promotion of the Aliens Advice Service, strengthening points of attention that require greater resources, as well as generating processes for citizen attention as a unified service.	Migration Policy and Justice Department (Directorate General for Migration Policy)		2021-2026	225,666 € (2021) 299,266 € (2022) and following
М3	Strengthening the Intercultural Community Mediation Service in the reception phase and reinforcing the community approach.	Migration Policy and Justice Department (Directorate General for Migration Policy)		2021-2026	318,000 € (2021) 329,212 € (2022) 345,487 €2023 () 365,306 € (2024) and following









L.P.1 Improvement and development of information services, guidance, language learning and introduction to generalist services.

O.E.2

Generate an integrated system to address the learning needs of official languages in Navarre, as well as to facilitate translation and interpretation in the reception processes.

- Mapping of existing resources and diagnosis of established language learning needs.
- Strategic alliances established to bring together language learning resources in Navarre into a global programme.
- Matching language learning services to women's needs, practices and strategic interests.
 - Increase in the number of citizen services offering telephone interpreting services.

	Specific measure		Department or Agency responsible	Department or Agency involved	Calendar	Estimated budget
M4	To work on language learning based on a map of existing readiagnosis of unmet needs, and to work with an appropriate innovative pedagogy. Taking into account the gender per rural reality and the needs of conciliation.	e, shared and	Department of Education (Directorate General of Education) Department of Citizen Relations (Euskarabidea)	Migration Policy and Justice Department (Directorate General for Migration Policy)	2021-2026 (Learning Spanish) 2023-2026 (Basque language learning)	Own personnel resources To be established in the year
M5	Consolidation and extension of the Simultaneous Interpreting resource to the Government of Navarre's citize	•	Migration Policy and Justice Department (Directorate General for Migration Policy)		2021-2026	15,000 € (2021) 25,000 € (2022) and following







L.P.2 Community Action, strategic and multi-level partnerships for the global management of migration processes and their local impact.

This Priority Line represents an essential element for developing comprehensive processes to work on the Reception of migrants in Navarre, attending to their multiple needs and with a community approach.

To this end, it is necessary to establish a framework of participation, cooperation and collaboration between the different areas and services of the administrations and their different levels (state, regional, municipal), as well as with the wide range of institutions, entities and initiatives present in Navarre and which carry out necessary and positive work.









L.P.2 Community Action, Strategic and Multi-level Partnerships for the Global Management of Migration Processes and their Local Impact

O.E.1

To improve collaborative work and the provision of economic resources in favour of an effective, efficient and sustainable management of the reception processes for migrants in Navarre.

- Changes introduced in the call for grants oriented towards the conceptual framework established on the reception of migrants in Navarre.
- Verifiers to keep track of equality clauses.
- Studies and procedures developed to provide greater stability to essential long-term processes.
- Alliances established to manage in a coordinated and cooperative manner an integrated system of resources that responds to the reception of migrants in Navarre.

	Specific measure	Department or Agency responsible	Department or Agency involved	Calendar	Estimated budget
M6	Reorient and strengthen the call for grants towards the conceptual framework defined on the reception of migrants in Navarre. Including equality clauses in the terms and conditions of the call for proposals.	Migration Policy and Justice Department (Directorate General for Migration Policy)		2022-2026	447,700 € (2022) and following
M7	Adopt administrative procedures that allow for long-term stability of reception processes for migrants.	Migration Policy and Justice Department (Directorate General for Migration Policy)		2021-2026	Own personnel resources
M8	Establishment of an integrated and permanent system of cooperation and coordination of the Government of Navarre and in its relationship with existing institutions, entities and networks of organised citizenship.	Migration Policy and Justice Department (Directorate General for Migration Policy)		2022-2026	5,000 € (2022) and following







L.P.2 Community Action, Strategic and Multi-level Partnerships for the Global Management of Migration Processes and their Local Impact

Indicators

To facilitate the development of social action that, through institutional adaptation and collaborative work, favours the reception of migrants, providing technical and methodological elements and instruments based on evidence of good results.

 Publication of manuals, guides or procedures developed for the institutional adaptation of reception processes from an intercultural perspective.

- Awareness-raising actions developed and development of the community and gender approach.
- Initiatives developed to promote Social Mentoring or other intervention models that offer new responses to existing needs in the reception of migrants.
- Number of participants (data disaggregated by sex, age, country of birth and nationality).

	Specific measure	Department or Agency responsible	Department or Agency involved	Calendar	Estimated budget
M9	Development of manuals, guides and procedures that respond to the needs of institutional adaptation of reception processes from an intercultural and gender perspective.	Migration Policy and Justice Department (Directorate General for Migration Policy)		2024-2026	5,000 € (2024) and following
M10	Promotion and development of awareness-raising actions with a community and gender approach in the reception of migrants.	Migration Policy and Justice Department (Directorate General for Migration Policy)		2023-2026	5,000 € (2023) and following
M11	Encouragement, development and promotion of Social Mentoring and innovative pedagogies, with a gender approach, as a transversal intervention methodology in the reception processes.	Migration Policy and Justice Department (Directorate General for Migration Policy) Public University of Navarra Navarre Federation of Municipalities and Councils		2021-2026	Staff own resources (2021) 29,000€ (UPNA 4,000€) DGPM 25,000 €) (2022) 4,000 € (2023) and following years









L.P.3 Promotion of a clear, operational and rights-based legal, administrative and conceptual framework.

This Priority Line aims to contribute to clarifying the current legal framework, which is confusing and sometimes difficult to know and understand. In the case of migrants, they also face greater barriers when it comes to carrying out administrative procedures.

Work is needed to ensure the proper implementation of the established legal framework, as well as knowledge and effective management of administrative processes as indispensable elements for an optimal reception.

All of this is aligned with improving the governance of public migration policies, based on human rights.









L.P.3 Promotion of a clear, operational and rights-based legal, administrative and conceptual framework.

O.E.1 Encourage and promote access to standardised resources for migrants in their reception process.

- New procedures developed for the removal of barriers to accessing standardised resources.
- Improvements in administrative processes related to the submission of documentation and file management.
- Actions that have been developed to improve communication between the Government of Navarre and socio-culturally diverse citizens.

	Specific measure	Department or Agency responsible	Department or Agency involved	Calendar	Estimated budget
M12	Analysis and development of strategies to remove barriers to accessing recognised resources and rights, including overcoming the digital divide.	Migration Policy and Justice Department (Directorate General for Migration Policy)	Department of Social Rights Department of Health Navarre Federation of Municipalities and Councils	2021-2026	Own personnel resources To be established in the year.
M13	Review and adaptation, from a gender perspective, of administrative processes and accreditation documentation to favour migrants' access to benefits and resources.	Migration Policy and Justice Department (Directorate General for Migration Policy)	Social Rights Department Housing Department Department of Health Department of Education	2024-2026	15,000 € (2024) and following
M14	Promotion of greater spaces for relations and instruments to improve communication between the Government of Navarre and the socio-culturally diverse citizenry.	Migration Policy and Justice Department (Directorate General for Migration Policy)		2021-2026	2,000 € (2021) 2,000 € (2022) and following









L.P.3 Promotion of a clear, operational and rights-based legal, administrative and conceptual framework. • Studies developed and innovative proposals that respond to existing needs in terms of reception of migrants. Promote intercultural reception, through the study of the Initiatives promoted to improve the legal and social framework affecting the migrant impact of migration, promoting a legal framework based O.E.2 **Indicators** population. on a rights-based approach and with a gender Specific actions that have made it possible to analyse and respond to the strategic28 perspective. needs, practices and interests of women and girls. **Estimated Department or Agency Department or Agency** Specific measure Calendar responsible involved budget Migration Policy and Justice Coordination with the studies unit and initiatives laboratory to deepen Department (Directorate Own personnel the conceptual and operational elements that affect the local impact of M15 2022-2026 for Migration General resources migration and reception processes. Policy) Migration Policy and Justice Promotion and support for initiatives aimed at improving the legal and Department (Directorate Own personnel M16 2021-2026 social framework for reception, from a rights-based approach. for Migration General resources Policy)







L.P.4 Creation of a stable system of training, capacity building and awareness raising for the development of cultural and intercultural competences in the reception of migrants.

The aim of this Priority Line is to provide all the agents involved directly or indirectly in the processes of reception of migrants with the knowledge, skills and tools necessary for them to face the multiple challenges involved in reception.

To this end, it is necessary to incorporate the gender perspective as a central analytical category, as well as to incorporate processes of social and political empowerment aimed at women. All this with methodological rigour, effective management of existing resources and continuous improvement in terms of generating assertive and positive relationships.

For the development of interculturality, it is key to work well on the interaction between those who have diverse cultural frameworks, as well as to guarantee access to services in an egalitarian manner; all of this entails a process of continuous and reflexive training for personal, group and community intervention in the processes of reception that allow institutions and services to be adapted to the multicultural reality.









L.P.4 Creation of a stable system of training, capacity building and awareness raising for the development of cultural and intercultural competences in the reception of migrants.

O.E.1

Promote permanent and transversal training on cultural and intercultural competences from a gender perspective, in the administrations, entities and citizen fabric.

- Creation and development of training contents for the development of the reception of migrants from an intercultural and gender perspective.
- Alliances/agreements established with departments, institutions and services for the promotion of training in intercultural reception processes.
- Training or courses developed for an adequate intercultural management of the reception of migrants, taking into account the different reality experienced by women and men.
- Number of participants (data disaggregated by gender, age, country of birth and nationality).

	Specific measure	Department or Agency responsible	Department or Agency involved	Calendar	Estimated budget
M17	Creation and implementation of a global programme of training content necessary for managing the reception of migrants from an intercultural and gender perspective. Aimed at the different levels of the administration and social agents.	Migration Policy and Justice Department (Directorate General for Migration Policy)	Navarre Institute of Public Administration	2023-2026	Own personnel resources. Cost of implementation depending on the training programme
M18	Development of transversal training programmes on interculturality at university level.	Public University of Navarra	Migration Policy and Justice Department (Directorate General for Migration Policy)	2022-2026	4,000 € (2022) 4,000 € (2023) and following







L.P.4 Creation of a stable system of training, capacity building and awareness raising for the development of cultural and intercultural competences in the reception of migrants.

Align communication and awareness-raising processes with a conceptual framework that promotes welcoming and coexistence from a rights and gender perspective.

- Actions developed for the design of a reference framework on communication and awareness-raising in the reception of migrants, from a gender perspective.
- Initiatives that have incorporated the conceptual framework of reception into communication and awareness-raising work.
- Actions developed with communication professionals (data on participants disaggregated by gender, age, country of birth and nationality).

	Specific measure	Department or Agency responsible	Department or Agency involved	Calendar	Estimated budget
M19	Development of a reflective process that allows for the establishment of a framework of reference for communication and awareness-raising in the reception processes from a rights and gender perspective.	1 Department (Directorate	Department of Citizen Relations (Directorate General for Peace, Coexistence and Human Rights)	2024	Own personnel resources
M20	Creation of a stable space for relations and training with the media for knowledge and awareness-raising on migration and reception processes.	Migration Policy and Justice Department (Directorate General for Migration Policy)		2024-2026	15,000 € (2024) And following





L.P.5 Creation of comprehensive and continuous processes around family units, from childhood, adolescence and youth.

This Priority Line aims to address the complex and demanding situation that children, adolescents and young people go through in the family migration process, as well as the extreme vulnerability of those who do so without family references (paying special attention to the situation of young girls and boys).

In these reception processes, it is even more important to move away from one-off attention, to tackle processes that are stable over time and that require continuous improvement in coordination and cooperation between key agents, such as social services, educational centres, health services, women's services, social entities, etc.

The transnational dimension of families, as well as global care chains and the important role of migrant women as agents of change, will be incorporated into the analysis.









L.P.5 Creation of comprehensive and continuous processes around family units, from childhood, adolescence and youth.

Review and respond to the needs of migrant families, minors and young people without family support in the reception process from a holistic approach.

- Improvements made to the family reunification process.
- Actions that have improved the reception of children and young people without a family network.
- Initiatives developed in the field of education and health that reinforce the processes of welcoming migrant children and young people.
- Number of people attended/participants (data disaggregated by sex, age, country of birth and nationality).

	Specific measure	Department or Agency responsible	Department or Agency involved	Calendar	Estimated budget
M21	Creation and strengthening of the Family Reunification Service (SERFAM), responding to the needs detected and incorporating the gender perspective.	Migration Policy and Justice Department (Directorate General for Migration Policy)	Department of Social Rights (Sub-Directorate of Family and Minors)	2021-2026	90,000 € (2021) 125,000 € (2022) And following
M22	Reactivate the Inter-institutional Working Group to address the needs detected, incorporating the gender perspective, within the group of unaccompanied migrant minors who have recently arrived at the first reception facility.	Department of Social Rights (Sub-Directorate of Family and Minors)	Migration Policy and Justice Department (Directorate General for Migration Policy), Directorate-General for Home Affairs Government Delegation Local Entities	2022-2023	Own personnel resources
M23	Creation and development, from a gender perspective, of the KIDEAK Programme for young migrants without family support in Navarre.	Migration Policy and Justice Department (Directorate General for Migration Policy)		2021-2026	401,500 € (2021) 530,918 € (2022 y 2023) 599,035 (2024) and following









Continued from L.P.5. / O.E.1.

	Specific measure	Department or Agency responsible	Department or Agency involved	Calendar	Estimated budget
M24	Analysis and improvements in the provision of public resources in schools with greater cultural diversity and adaptation of the criteria established to improve school reception, also from a gender perspective (Plan de Refuerzo Orientación y Apoyo PROA+).	Department of Education (Directorate General of Education)		2021-2023	Own personnel resources
M25	Continue to provide guidance to families and adolescents for post-compulsory schooling from a gender perspective.	Department of Education (Directorate General of Education)		2021-2026	Own personnel resources
M26	Improvements in comprehensive and integrated health care for migrant minors. From a gender perspective.	Department of Health (Navarre Health Service- Osasunbidea)		2023	To be established in the year
M27	Promotion, from a gender perspective, of social and welfare services, as well as other programmes that facilitate the social incorporation of young people from migratory processes in the university environment.	Public University of Navarra	Migration Policy and Justice Department (Directorate General for Migration Policy)	2022-2023	4,000 € (2022) 4,000 € (2023) and following









L.P.5 Creation of comprehensive and continuous processes around family units, from childhood, adolescence and youth.

Indicato

rs

O.E.2 To promote knowledge and the adaptation of resources for children and young people to the needs of reception from an intercultural approach in formal education and outside the school environment.

 Identification of existing assets for the participation of children and young people in the fostering process.

- Initiatives developed that promote the creation of intercultural spaces with children and young people.
- Training actions in which young migrants under the care and/or guardianship of the Government of Navarre participate.
- Number of persons attended/participants (data disaggregated by sex, age, country of birth and nationality)

	Specific measure	Department or Agency responsible	Department or Agency involved	Calendar	Estimated budget
M28	Creation of a Map of Assets and strengthening of the offer for children and young people in the management of the processes for the reception of children and young people. Incorporating the gender perspective.	Migration Policy and Justice Department (Directorate General for Migration Policy)	Department of Social Rights Department of Culture and Sport (Directorate General of Culture and the Navarre Institute of Sport). Department of the Presidency, Equality, Civil Service and Home Affairs (Navarre Youth Institute)	2024	5,000 € DGPM (2024)
M29	To promote intercultural spaces for participation and interaction, for children and young people, through the reinforcement of existing actions and the creation of new ones, from a gender perspective.	Migration Policy and Justice Department (Directorate General for Migration Policy)	Department of Social Rights Department of Culture and Sport (Navarre Institute of Sport) Department of the Presidency, Equality, Civil Service and Home Affairs (Navarre Youth Institute)	2022-2026	3,400 € IND (annual) 24,300 € INJ (annual) 5,000 € DGPM (2024)
M30	Inclusion of minors and young migrants under the care and/or guardianship of the Government of Navarre, in training actions, from a gender perspective, for an adequate coexistence.	Department of the Presidency, Equality, Civil Service and Home Affairs (Directorate-General for Home Affairs)	Department of Social Rights (Sub- Directorate of Family and Minors)	2021-2026	Own personnel resources







L.P.6 Advance in the coordinated implementation of the reception and inclusion system for persons seeking and benefiting from international protection.

This Priority Line aims to examine in depth the specific circumstances affecting people seeking international protection (paying special attention to the situation of women and girls), the particular situation that has led to their migration process and the international protection they are entitled to receive.

It entails the need for a rapid and good management of the reception processes from an integral approach and the confrontation of the complex emotional situation they suffer as a consequence of what they have experienced in their countries and their forced departure from them (all of this from a gender perspective and taking into account the specificities of those who flee due to their gender identity, sexual orientation or sexual characteristics).









L.P.6 Advance the coordinated implementation of the reception and inclusion system for persons seeking and benefiting from international protection. • Reports on the monitoring, current situation and projection of international protection processes. • Actions developed for the creation of a model for the reception of people seeking or benefiting from international protection in Navarre. • Services, entities, organisations and citizens who have participated in the design of the model for the reception of people seeking or benefiting from international protection in Navarre. • Number of participants (data disaggregated by sex, age, country of birth and nationality) Department or Agency Department or Agency Calendar Budget **Misration Delivated United Services Policy and Justices** **Misration Delivated United Services** **Misration Delivat

	Specific measure	responsible	involved	Calendar	budget
_	M31 Permanent monitoring of the European and national framework in which migration processes take place and specifically, international protection.	Migration Policy and Justice Department (Directorate General for Migration Policy)		2021-2026	Own personnel resources
	Participatory creation of a model for the reception of people seeking or benefiting from international protection in Navarre, taking into account the processes carried out to date.	Migration Policy and Justice Department (Directorate General for Migration Policy)	Department of Social Rights (Directorate-General for Social Protection and Development Cooperation) Navarre Federation of Municipalities and Councils Pamplona-Iruña City Council	2021-2026	Own personnel resources









L.P.6 A	dvance the coordinated implementation of the reception Develop and create specific measures to respond to the needs of persons leaving the National Reception and Integration System for applicants and beneficiaries of international protection.	Indicators	Actions developed to improve the Community Sponsorship Programme.				
	Specific measure		Department or Agency responsible	Department or Agency involved	Calendar	Estimated budget	
M33	Creation and development of a Transition Space for person leaving the National Reception and Integration System for beneficiaries of international protection.		Migration Policy and Justice Department (Directorate General for Migration Policy)		2021-2026	55,000 € (2021) 155,000 € (2022) And following	
M34	Creation and reinforcement of the Community Sponsorshi promoting the involvement of Navarrese society in the beneficiaries of international protection.	. •	Migration Policy and Justice Department (Directorate General for Migration Policy)		2021-2026	95,000 € (2021) 95,000 € (2022)	





L.P.7 Promoting measures that provide an adequate response to housing needs.

The aim of this Priority Line is to tackle one of the greatest challenges faced by people arriving in Navarre for various reasons: access to decent and adequate housing, a serious problem especially for those living in situations of vulnerability and discrimination.

In this sense, the aim is to respond appropriately to the needs, providing information on available resources, access procedures and promoting innovative initiatives that allow greater and better access to housing.











L.P.7 P	L.P.7 Promoting measures that provide an adequate response to housing needs.					
Generate a common working framework to respond to O.E.1 housing needs, based on an analysis of the exclusion factors that limit migrants' access to housing. the migration of migration of migration and the migration of migrat		the migrant populaSpecific measures of migrants.Alliances and multiplication	rried out on the current situati tion in Navarre. designed and developed in res tilevel agreements (administ the situation of access to hou	ponse to the acc	ommodation needs 40 ies, property, etc.)	
	Specific measure		Department or Agency responsible	Department or Agency involved	Calendar	Estimated budget
M35	Promotion of actions that allow the creation of a global administrations, institutions, housing associations, etc., for operative solutions to the difficulties in access to hold impact on the processes of reception and inclusion of m	for the search	Department of Spatial Planning, Housing, Landscape and Strategic Projects (Directorate-General for Housing)		2023	To be established in the year
M36	Study and application by the interdepartmental committed "Inclusive Housing Committee" of specific measures to housing needs of migrants on their arrival in Navarre-		Department of Social Rights (Directorate-General for Social Protection and Development Cooperation) Department of Spatial Planning, Housing, Landscape and Strategic Projects (Directorate-General for Housing)	Migration Policy and Justice Department (Directorate General for Migration Policy)	2022-2026	To be established in the year









Continued from L.P.7. / O.E.1.

	Specific measure	Department or Agency responsible	Department or Agency involved	Calendar	Estimated budget
M37	Current and prospective analysis of the reality of accommodation resources in Navarre and access to them by migrants, from a gender and intersectional perspective.	Department of Spatial Planning, Housing, Landscape and Strategic Projects (Directorate- General for Housing)	Department of the Presidency, Equality, Civil Service and Home Affairs (Navarre Institute for Equality)	2023	To be established in the year
M38	Analysis, reflection and adaptation of the Temporary Reception Resources for migrants financed by the Government of Navarre.	Migration Policy and Justice Department (Directorate General for Migration Policy) Department of Spatial Planning, Housing, Landscape and Strategic Projects (Directorate-General for Housing)		2022-2024	Own personnel resources









O.E.2	Iromoting measures that provide an adequate respons Improve information services for migrants in relation to access to housing.		 Elements for improvement identified to facilitate access to housing for the migrant population. Actions carried out to improve the information available to the migrant population with regard to access to accommodation resources. New services, measures or actions developed to facilitate access to housing for the migrant population. 				
		_	Department or Agency	Demonstrate and Account			
	Specific measure		responsible	Department or Agency involved	Calendar	Estimated budget	





L.P.8 Development of processes and actions to address a preventive and integral health perspective.

This Priority Line points out the need to go beyond access to the health system itself, since addressing health cannot be limited to treating illnesses, but must be seen from a comprehensive and gender-based approach that has a special impact on the social determinants of health.

With this in mind, special attention will be paid to the sexual and reproductive health of women and girls as well as their increased exposure to discrimination, exploitation and violence, either during their journeys or at their destinations.

In addition, migration mourning will be addressed, taking into account the impact of the migration process on the emotional and mental health of migrants, who may suffer from anxiety, stress, depression, uncertainty, etc.









L.P.8 Development of processes and actions to address a preventive and holistic approach to health.

O.E.1 Improve access and coverage of the specific health needs of migrants by analysing and removing existing barriers.

Indicators

- Actions carried out to enable access to pharmaceutical benefits for migrants in vulnerable situations.
- Actions developed in response to the need to deal adequately with migratory mourning, from a gender perspective.
- Number of persons attended/participants (data disaggregated by sex, age, country of 44 birth and nationality)

	Specific measure	Department or Agency responsible	Department or Agency involved	Calendar	Estimated budget
M40	Detection and elimination of barriers to access to pharmaceutical benefits for people in vulnerable situations.	Department of Health (Directorate General of Health)	Migration Policy and Justice Department (Directorate General for Migration Policy)	2022-2026	Own personnel resources
M41	Improvement of procedures for the mental health care of migrants, as well as specific training on interculturality and gender perspective for health professionals.	Department of Health (Navarre Health Service- Osasunbidea, Mental Health Management)		2022-2023	Own personnel resources
M42	Promoting actions that address Migrant Bereavement from a gender perspective.	Migration Policy and Justice Department (Directorate General for Migration Policy)		2023-2026	Own personnel resources
M43	Review and improvement of the protocol for the "Universalisation of Primary Health Care".	Department of Health (Directorate General of Health)	Migration Policy and Justice Department (Directorate General for Migration Policy)	2023	Own personnel resources







L.P.8 Development of processes and actions to address a preventive and holistic approach to health. • Informative, linguistic or other types of adaptations for access to general services, research or programmes adapted to the socio-cultural diversity of the population of Navarre. Actions developed to improve communication and information on sexual and reproductive health. To promote the adaptation of the socio-health field to the O.E.2 **Indicators** Interventions developed to improve access to existing resources that respond to cases socio-cultural diversity existing in Navarre. of trafficking, female genital mutilation, forced marriages or other manifestations of violence against women. Number of persons attended/participants (data disaggregated by gender, age, country of birth, nationality and professional category). **Department or Agency Department or Agency Estimated** Specific measure Calendar responsible involved budget Migration Policy and Justice Creation of a training offer for the health care network on interculturality Department of Health Department (Directorate Own personnel M44 and legislation on foreigners, and its interaction with the right to health, (Directorate General of 2021-2026 for Migration General resources Health) from a gender perspective. Policy) Department of Health Staff own (Directorate General of resources 2,000 € Health) Improving information, linguistic adaptation and intercultural mediation 2,000 € 2,000 € 2021-2026 M45 for access to general services, programmes, research and health Migration Policy and Justice 2,000 € 2,000 € promotion initiatives. Department (Directorate 2,000 General Migration (2022) DGPM Policy) Migration Policy and Justice Facilitate information channels on resources and services in the field of Department of Health (Directorate Department Own personnel M46 sexual and reproductive health for the exercise of rights by migrant (Directorate General of 2023 General Migration resources women. Health) Policy)









Continued from P.L.8. / E.O.2

	Specific measure	Department or Agency responsible	Department or Agency involved	Calendar	Estimated budget
M47	Improve information to migrant women on the catalogue of resources and services of the Care and Recovery Network in cases of trafficking, female genital mutilation, forced marriages, or other manifestations of violence against women.	Department of the Presidency, Equality, Civil Service and Home Affairs (Navarre Institute for Equality)	Migration Policy and Justice Department (Directorate General for Migration Policy) Department of Health (Directorate General of Health)	2023	To be established in the year
M48	Strengthen participation in coordination spaces for action and care for women and girls who are survivors of multiple forms of violence, especially prostitution and trafficking.	Migration Policy and Justice Department (Directorate General for Migration Policy)	Department of the Presidency, Equality, Civil Service and Home Affairs (Navarre Institute for Equality)	2022-2026	Own personnel resources





L.P.9 Strengthening the processes of access to the labour market.

The aim of this Priority Line is to address the key elements related to the processes of incorporation of newcomers into the world of work. Labour inclusion is one of the essential aspects in the management of migration processes, given that, on many occasions, there are administrative and other difficulties that complicate, slow down and prevent the development of successful processes.

The aim is to improve the circumstances and procedures that allow labour integration under equal conditions for both women and men, giving value to care work and other essential jobs. As well as avoiding situations of precariousness and promoting conditions that allow the development of people and their contribution to the socio-economic reality of Navarre.









L.P.9 Strengthening the processes of access to the labour market.

O.E.1

Adapting the first attention in employment resources to the socio-cultural diversity of Navarre

Indicators

- Actions developed to identify existing barriers in the care of migrants in the workplace, with a gender and intersectional perspective.
- Initiatives developed to improve care for young migrants aged 16 and over.
- Actions promoted to strengthen work processes and methodologies that help to improve the employability of migrants.

	Specific measure	Department or Agency responsible	Department or Agency involved	Calendar	Estimated budget
M49	Analysis from a gender and intersectional perspective of existing barriers to improving care for migrants.	Department of Social Rights	Department of the Presidency, Equality, Civil Service and Home Affairs (Navarre Institute for Equality) Department of Economic and Business Development (Directorate-General for Enterprise, International Projection and Labour)	2022-2026	Own personnel resources
M50	Creation of protocols for the care of young migrants aged 16 and over to be applied in employment agencies.	Department of Social Rights (Employment Service of Navarre)		2022	Own personnel resources
M51	Strengthen the quality of guidance in those areas that have a specific impact on migrants.	Department of Social Rights (Employment Service of Navarre)		2022-2023	6,000 € (2022)









L.P.9 Strengthening the processes of access to the labour market. Initiatives developed to improve procedures and information for access to training aimed at improving the labour skills of the migrant population. Alliances and actions promoted to strengthen pre-employment activities among the Improve training and information developments aimed O.E.2 **Indicators** migrant population. Number of participants (data disaggregated by gender, age, country of birth and at migrants. nationality). **Department or Agency Department or Agency Estimated** Specific measure Calendar responsible involved budget Migration Policy and Department of Social Improving information channels and access to training programmes to lustice Department To be established M52 Rights (Employment 2022-2026 increase the professional skills of the migrant population. (Directorate General for in the year Service of Navarre) Migration Policy)





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L.P.9 Strengthening the processes of access to the labour market.

O.E.3 Promote the participation of the business fabric in the reception of migrants in Navarre.

Indicators

- Actions developed to promote the participation of companies in the reception of migrants.
- Alliances established for collaboration between administrations and the business fabric in favour of the significant contribution of the migrant population to the productive fabric.

	Specific measure	Department or Agency responsible	Department or Agency involved	Calendar	Estimated budget
M53	Creation of an Inter-sector Roundtable between the Administration, the business sector and trade unions, with the aim of improving the incorporation of migrants, especially women, into the labour market.	Migration Policy and Justice Department (Directorate General for Migration Policy)	Department of Economic and Business Development (Directorate-General for Enterprise, International Projection and Employment) Department of the Presidency, Equality, Civil Service and Home Affairs (Navarre Institute for Equality)	2025	Own personnel resources
M54	Promotion of programmes to address the reception of migrants in the workplace/business environment.	Migration Policy and Justice Department (Directorate General for Migration Policy)	Department of Economic and Business Development (Directorate-General for Enterprise, International Projection and Employment)	2025	To be established in the year







What is the approach to governance development?

The current and future response to the challenge posed by the local impact of migrations and their consequent process of socio-cultural diversification requires the development of public policies which, from the Rights Approach, contribute to the construction of Social Cohesion, addressing cultural diversity as an opportunity to enrich the social, cultural, economic, etc., heritage of the Autonomous Community of Navarre, thus contributing from the local sphere to the goals established by the 2030 Agenda.

Achieving this enormous challenge requires the transversal effort of the whole of Navarre society, public administrations starting with the themselves. The Governance that Department of Migration Policies and Justice (DGPM) intends to promote is committed to following the recommendations proposed by the United Nations' objective 17, which emphasises the importance of establishing multilevel alliances and tackling the challenges jointly and collaboratively, involving all social agents.

The actions promoted by the Directorate General for Migration Policies aim to specifically address the diversity of situations that imply a good management of the migratory phenomenon, with the aim of converting the challenge posed by the socio-cultural diversification of society into an opportunity for the construction of public policies with a clear strategic vision. To this end, it will be necessary to deepen systemic and crosscutting work, involving local councils, civil society organisations, universities, companies and professionals from different fields. It will also require the development of internal coordination between the different departments that make up the regional administration, to ensure proximity, efficiency and transversality in the achievement

a) A good reception, from the Rights Approach, to all people who, for different reasons, arrive in the Autonomous Community of Navarre.

of:

- b) A determined fight against all forms of racism and xenophobia or any other form of discrimination.
- c) The determination to build a real Intercultural Coexistence.

To this end, the *Plan for the Reception of Migrants in Navarre 2021-2026*, the *Plan to Combat Racism and Xenophobia 2021-2026*, as well as the *Intercultural Coexistence Strategy 2021-2026*, make up three instruments aligned with a single action process, with the aim of being the roadmap for change and transformation towards an intercultural society.

The work carried out during a large part of 2021 has led to a significant participation of social agents, generating spaces in which to share and create knowledge and collective intelligence. As a result, it has been possible to establish a starting point for everything related to Reception, Intercultural Coexistence and the Fight against







Racism and Xenophobia. At present, it is already possible to have the present Plan for the Reception of Migrants in Navarre, as well as the Navarre Strategy for Intercultural Coexistence; in the coming months, the contents of the Plan to Combat Racism and Xenophobia will also be defined.

The proposed governance strategy aims to unify, as mentioned above, the three channels in a single process of joint participation. To this end, once the Plan to Combat Racism and Xenophobia has been finalised, a guide will be established that will define the spaces, relations, communication and the monitoring and evaluation system that will be developed. In this sense, an Annual Implementation Plan will be developed, an instrument that will aim to specify the priorities according to the existing organisation and available resources.

The aim of all this will be to obtain the greatest social impact during the period 2021-2026, taking advantage of all the previous trajectory and creating the conditions to advance towards an Intercultural Navarre, from which to respond effectively, efficiently and sustainably to the challenges of a complex society that is changing at very fast rates and with a close connection between global and local phenomena.









What elements will enable monitoring and evaluation?

As mentioned in the previous section, the implementation of the Plan will be carried out systematically through annual operational programmes which will include the precise actions to be carried out during that period, thus progressively fulfilling the objectives and measures set out in the Plan.

In order for the different agents involved in the governance of this Plan to maintain control over its development, the annual operational programmes will incorporate instruments and processes for the systematic collection of both quantitative and qualitative information. In this way, the fulfilment of the committed actions and their results will be known and the Plan will be given greater cohesion, with the possibility of incorporating any adjustments deemed necessary for the following year.

The deployment of the actions of each annual programme will be analysed and assessed from an intercultural and gender perspective in the different spaces that make up governance and will be included in an annual monitoring report. The annual operational programmes will incorporate performance and result indicators for each action to be carried out.

This follow-up process structures a continuous monitoring process that is complemented by evaluation spaces.

In this sense, the evaluation of the Plan is based on a continuous and summative evaluation approach, with two specific evaluation moments: an intermediate evaluation halfway through the implementation of the Plan, and a final evaluation at the end of the Plan's life. Both will be of a quantitative nature (determining the actions carried out with respect to those initially planned and the degree of execution) and qualitative (taking into account the more qualitative aspects that will enable the identification of areas of intervention and areas for improvement for future plans).

The final evaluation of the Plan will also measure, from an intercultural and gender perspective, the social impact that the implementation of the first Plan for the Reception of Migrants in Navarre has had in the short and medium term, taking into account the SDGs of the 2030 Agenda linked to its development.







GLOSSARY

INSTITUTIONAL In this text, it refers to the action **ADAPTATION** of generating the necessary changes in procedures, services, customs, etc., that make it possible to generate appropriate conditions respond to the diverse sociocultural profile of Navarre's

society.

ASYLUM A form of protection guaranteed by a state on its territory based on the principle of nonrefoulement. which entails international national or recognition of the rights of refugees. It is granted to any person unable to be guaranteed such protection in their country of nationality and/or residence, for fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group or political opinion.

SOCIAL COHESION There are different conceptions of social cohesion, most of which emphasise common well-being, equity in the face of inequalities, conflict regulation through democratic frameworks, citizen participation or respect for socio-cultural diversity in their approaches. The local community level promotes cohesion through social bonds, the equal participation of the different actors the community, the positive regulation of conflicts and the legitimacy of institutions.⁷

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COMMUNITY This term encompasses, on the one hand, features shared by human groups or collectives (values, interests, customs, language, culture, etc.), and on the other hand, it also refers to territorial and framework, i.e. the Community in Navarre will be local (a neighbourhood, an area, a village or municipality, a city) and will be made up of four structural elements: territory, population, resources and demands of the population.8

COEXISTENCE Living together is a type of social situation in which people, regardless of their social or cultural background, communicate and relate to each other, respect each other, share common values and interests, collaborate and interact

⁷ Giménez, C., Álamo, J., and Pérez, F. (2015). Coexistence and social cohesion. Barcelona: Obra Social "la Caixa".









positively, and prevent and creatively resolve conflicts. Living together requires continuous learning and is a dynamic under process permanent construction.9

INTERCULTURAL It is understood as one that

COEXISTENCE emphasises the building of positive relationships interactions between people from the same local community, regardless οf their administrative situation or their social or cultural belonging, in which common values and interests are shared norms.

THE PRINCIPLE OF The principle of equal treatment **EQUAL TREATMENT** between women and men **BETWEEN WOMEN** implies the absence of any direct AND MEN or indirect discrimination on grounds of sex, in particular on the grounds of maternity, the assumption of family obligations and marital status.¹⁰

HUMAN RIGHTS-According to the human rights-

BASED APPROACH based approach, rights are egual, inalienable, universal, indivisible and interdependent. They lay the foundation for freedom, justice, peace and community living.

> Likewise, the public authorities responsible for their guarantee, and as such, they must promote and protect these rights, as well as put the necessary means in place to put

an end to violations of these rights, combating inequalities and the different forms of discrimination and imbalances of power that may exist.

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On the other hand, the Human Rights-Based Approach puts people and their empowerment at the centre, with people being the main agents of their own development, rather than passive recipients of services, benefits or measures with needs to be met.

COMMUNITY-BASED A process that, although it may

APPROACH be based on meeting the needs of specific individuals or groups, assumes that these are of general interest and therefore require action that involves the whole community, seeking the participation of all the relevant agents for the territory, as well as the people who live there. The aim of this process is to promote coexistence and socio-economic development by making the most of the environment in terms of resources and services.

GENDER Analysis of the reality based on

PERSPECTIVE the consideration of the different roles and functions socially assigned to women and men, the value placed on them and the interrelationships between the two, which makes it possible to identify, question and assess discrimination, inequality and exclusion of women, as well as the actions

⁹ Giménez, C., Álamo, J., and Pérez, F. (2015). Coexistence and social cohesion. Barcelona: Obra Social "la Caixa".



¹⁰ Organic Law 3/2007, of 22 March, for the effective equality of women and men.





that must be taken to act on gender factors and create the conditions for change that will enable progress in the construction of gender equity.¹¹

TRANSNATIONAL Families in which a migration

FAMILY process has taken place, living

FAMILY process has taken place, living literally on one side and on the other, between the country of origin and the country of destination, fragmented, suffering advantages and disadvantages both for those members of the family who leave and for those who stay in the country of origin.¹²

distinguishes men from women.
It is the set of differential norms, traditions and customs imposed on the basis of sex. Social expectations about how men and women should feel, think and act.

GOVERNANCE This

This concept emphasises coordinated and cooperative action between the different public administrations, the private sector and the active participation of citizens.

INCLUSION (THERE The European Union defines
IS A BASIS OF - social inclusion as a "process
RECOGNITION OF which ensures that those at risk of
INCLUSION AS A poverty and social exclusion have
RIGHT) the opportunities and resources

necessary to participate fully in economic, social and cultural life by enjoying a standard of living and well-being that is regarded as normal in the society in which they live". It emphasises the right of people to "have an associated life" as part of a community.

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POSITIVE This document is based on the **INTERACTION** need to foster assertive and

constructive relations between the entire resident population of Navarre, giving priority to active respect and accepting diversity of cultural origin as an element that contributes to and enriches neighbourhood, municipal and other communities.

 $^{^{\}rm 11}$ FORAL LAW 17/2019, of 4 April, on equality between Women and Men. Autonomous Community of Navarre



¹² Celia Jaes Falicov (2021). Migration, ambiguous loss and rituals





INTERCULTURALITY A constructive relationship of communication, exchange and enrichment between people and groups of different origins and cultural references who share the same geographical, political and social framework. From it, a new common frame of reference is formed that implies changes at a structural level for the whole society.

> The principle of interculturality recognises that there are basic conditions necessary coexistence, based on the equalisation of rights, duties and opportunities for the entire population, overcoming different situations of inequality and discrimination existing in the territories. This basic substratum allows for the construction of individual and collective identity elements aimed at a model of inclusive citizenship.

> Interculturality should he understood, not as a concrete state of reality, but as a principle of action that permanently orients social construction by recognising positive the contribution of the entire population from the diversity of different ways of life, behaviour and cognition.

INTERSECTIONALITY A perspective that describes the

social position of individuals as a result of the interaction between various axes of inequality, which, at the level of public policy, requires abandoning monofocal logic and seeking more complex ways of addressing inequalities.

Examples of axes of inequality are social class, sexual and gender diversity or origin, for example.13

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NEEDSWe define this concept taking as a reference the typology and levels of needs described by Maslow (1943).Maslow's pyramid is made up of the following levels:

- **Physiological** needs. Body and maintenance needs.
- Security needs. Those that guarantee continuous existence free from siege (from climatic elements, but also from work, etc.).
- Affiliation needs. These have to do with the individual's sense of belonging to a given society (love, camaraderie, etc.).
- Need for recognition. In other words, the need to be valued by other members of society, which affects self-esteem.

¹³ Tarrasa City Council 2019. "Guide to incorporate intersectionality in local policies".







protection

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Self-realisation

needs. These are the most abstract and complex type needs, and have to with moral, spiritual, creative or other self-fulfilment, i.e. deeply individual and subjective needs.

STANDARDISATION This refers to access to general services and resources (i.e. services for all citizens) by migrants. This requires mechanisms to tailor these services and resources different social, economic and cultural circumstances, so that access is provided on an equal basis.

MIGRANTS Using the definition of the International Organisation for Migration as the main reference, a migrant is "a person who moves outside his or her usual place of residence, either within country or across international border, either temporarily or permanently, and for a variety of reasons".

INTERNATIONAL International

PROTECTION understood as the set of actions, protected by international law, which are carried out with the of the aim protecting fundamental rights of a specific category of persons who are outside their countries of origin, and who lack the protection of their national authorities. In the case of Spain, international protection includes refugees, beneficiaries subsidiary protection, displaced persons in the event of a mass influx and stateless persons. The right to seek international protection is a right expressly recognised by the Spanish Constitution (Article 13.4).¹⁴

SOCIAL PROTECTION It refers to the response of the administrations aimed ensuring the promotion of the exercise of economic, social and cultural rights of individuals.

SUBSIDIARY Protection granted to a third

PROTECTION country national or stateless person who does not qualify as a refugee, but in respect of whom there are substantial grounds for believing that, if returned to their country of origin, or to their country of former habitual residence in the case of stateless persons, they would face a real risk of suffering serious harm, and who is unable or, because of that risk, unwilling to avail himself or herself of the

¹⁴ Ministry of the Interior







protection of the country concerned.15

REFUGEE In a global context, a person who owing to a well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group or political opinion, is outside his country of nationality and is unable or, owing to such fear, is unwilling to avail himself of the protection of that country; or who, not having a nationality and being outside the country of his former habitual residence as a result of such events, is unable or, owing to such fear, is unwilling to return to it.16

SPECIALISED The text refers to services and **SERVICES** resources aimed at attending to certain profiles of migrants, such

as: women, children and young people (including assets aimed at migrant children or young people without family references in Navarre), families in the process or with the intention of initiating family reunification, migrants in a situation or at risk of social exclusion, or people seeking or benefiting from International Protection.

SPECIFIC SERVICES The document refers to those services and resources that are designed to respond to specific situations of the migrant population. These services include those that offer an initial reception, which may include information and orientation legal advice programmes, services, or language learning services, among others.

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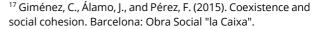
GENERALIST It refers in the text to services **SERVICES** intended for the citizens as a whole, as they offer responses to needs shared by the community. It is essential that these services are accessible to the entire population, taking into account the diversity of profiles served, thus allowing equal access to these services.

> **SEX** The set of biological characteristics of individuals, determined before birth and basically unchangeable, that identify them as male or female.

TERRITORY It is one of the structural elements of the community. It is the geographical and spatial scope of the community intervention, delimited by its political-administrative dimension: municipality, neighbourhood, district, etc.¹⁷

¹⁶ Ministry of the Interior









¹⁵ Ibidem



