



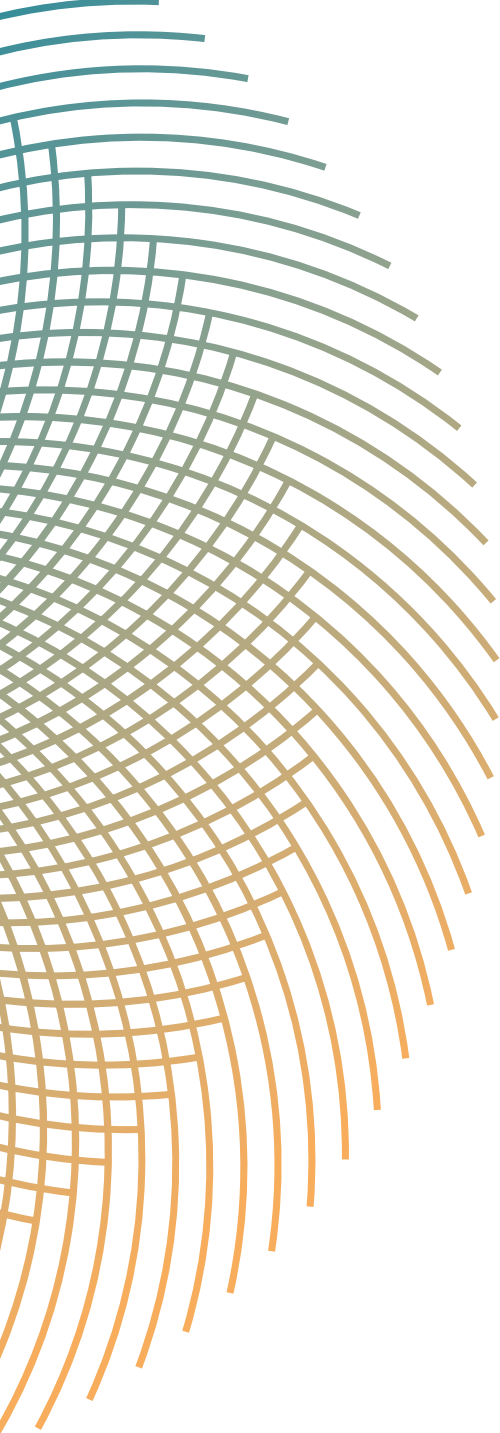
Integration Strategy and Action Plan

2025-2030

**HUMAN
RiGHTS**
DIRECTORATE



GOVERNMENT OF MALTA
PARLIAMENTARY SECRETARIAT
FOR REFORMS AND EQUALITY



Integration Strategy and Action Plan

2025-2030



**Message from Hon.
Rebecca Buttigieg,
Parliamentary Secretary
for Reforms and Equality**

Forward

The management of migration includes putting in place the necessary tools, such as legislation, policy, strategy, and services, to support the attainment of successful two-way integration and inclusion.

Whilst the specific measures are always, and rightly so, a matter of democratic debate, it is in society's best interest to ensure that fundamental human rights are the guiding principles in our integration strategy.

Integration pathways have the potential to contribute to further wealth creation while fostering safe communities for everyone.

The main aim of this Strategy and Action Plan is precisely to support and enhance a multi-cultural society in the globalised world of ours.

The measures envisaged in this Strategy and its Action Plan have been formulated on the experience and expertise of many people, both in Government and in civil society, including persons with a migrant background of any generation.

Our communities in Malta and Gozo represent a rich blend of diversity which offers opportunities if we are willing to harness them successfully.

We clearly understood this during the extensive public consultation conducted prior to putting together this Strategy.

Formal integration governance in Malta is still relevantly young, with the first Strategy launched in 2018. The implementation of that Strategy was supported by *Learning-Exchanging-Integrating*, an EU-funded project which significantly contributed towards Malta's integration efforts.

The necessary government structures were developed, including the setting up of a dedicated unit within the Human Rights Directorate (HRD), and the launching of a national integration programme, *I Belong* which will be further strengthened with this Strategy.

This second Strategy and Action Plan will also be supported by new EU-funded projects since the responsibility for successful integration in the EU extends beyond national borders.

This Strategy and its Action Plan come at a critical juncture in Malta's demographic landscape, where migrant workers represent nearly one-fourth of our population.

It is committed to building on achievements and lessons learnt since 2018 to ensure better and successful integration which should be beneficial to all. This will be achieved through several initiatives, such as:

- **A strong emphasis on the mainstreaming of integration governance**
- **Strengthening the HRD's mandate to become the National Integration Support Centre**
- **Raising awareness of the benefits of integration and diversity**
- **Revamping the national integration programme, *I Belong*, to ensure it is in line with the needs of the economy and its beneficiaries**
- **Reliable and up-to-date information on key aspects of integration**
- **Robust monitoring and evaluation using integration indicators**

We have set out an ambitious plan to meet the challenges of migration. For example, we will start using pre-departure integration measures to ensure that migrants understand the Maltese culture and their rights and responsibilities as they make Malta their home. This will surely facilitate easier integration into our communities.

We are bold in our intention to ensure the successful implementation of this Strategy that will match our success story in the field of equality.

Rebecca Buttigieg
Parliamentary Secretary

The Vision

EMBRACING DIVERSITY, BUILDING COHESION

Malta stands at a pivotal juncture in its migration landscape. With 22.2% of the population comprising foreign nationals¹, predominantly economic migrants vital to our nation's growth², the need for a cohesive and inclusive approach to integration has never been more pressing. Recognising the demographic diversity of Malta, where over one-fifth of the population is of non-Maltese nationality, the Government is committed to addressing the varied and evolving trends within this landscape.

The second Integration Strategy and Action Plan (hereinafter referred to as the Integration Strategy or Strategy) charts a course forward, rooted in lessons from past successes and challenges. It embodies our commitment to fostering an environment where all individuals, regardless of background, can contribute fully to Maltese society while maintaining the richness of their identities. This Strategy fully intersects with the introduction of the Malta Labour Migration Policy framework, within which integration has taken on a key role to address the challenges of retention and stability, given the social implications.

This Strategy builds upon a foundation of collaboration and consultation, drawing insights from diverse stakeholders – NGOs, local councils, international partners, and the community at large. It aims not only to address immediate integration needs but also to pave the way for sustained social cohesion and economic prosperity. Through innovative policies, enhanced service delivery, and a steadfast dedication to inclusivity, the Integration Strategy seeks to empower migrants and Maltese alike, ensuring that together, we forge a future where diversity is celebrated and unity is strengthened.

The overarching aim is to create an inclusive and cohesive society in Malta, where diversity is celebrated, and every individual, regardless of background, can fully participate, contribute meaningfully, and thrive.

The Strategy comprehensively addresses various aspects of the integration process, emphasising the importance of mainstreaming current legislation and policies, multi-level governance, and intersectionality in policy formulation and implementation.

Areas where migrant and minority populations are failing to realise their aspirations and potential will be identified to understand the underlying reasons for these gaps. In parallel, actions fostering a sense of belonging among both migrants and the local community, recognising their diverse backgrounds and characteristics through the lens of intersectionality, will be implemented. The Strategy also acknowledges the significance of improving the standard of living for all resident migrants to promote safe and cohesive communities, addressing issues such as employment, health service, sub-standard living conditions and exploitation across multiple levels. Additionally, it actively encourages increased participation of migrants in local community life through concrete measures that enhance their rights and responsibilities.

The Integration Strategy emphasises the importance of training and awareness, providing comprehensive education on integration practices. This Strategy examines the roles of central government, local authorities, migrants, and the local community, highlighting their respective responsibilities and contributions to successful integration efforts. Through targeted training and awareness campaigns, the Strategy aims to equip all stakeholders with the knowledge and tools needed to support and participate in the integration process effectively.

1 National Statistics Office – Malta. (2023). Census of Population and Housing 2021: Final Report: Population, Migration and Other Social Characteristics Volume 1. National Statistics Office, Malta.

2 Ministry for Finance and Employment. (2021). The National Employment Policy 2021-2030. Ministry for Finance and Employment.

To ensure the effectiveness of these actions, the Strategy includes robust monitoring, reporting, and evaluation activities. These activities are designed to regularly assess the progress of integration efforts, identify areas for improvement, and ensure accountability among all parties involved. Regular reports and evaluation of integration indicators will provide valuable insights, allowing for the continuous refinement and enhancement of integration policies and practices.

Background

TOWARD THE SECOND INTEGRATION STRATEGY

The *Integration = Belonging – Migrant Integration Strategy & Action Plan (Vision 2020)*³ (hereinafter referred to as the first Integration Strategy) laid the foundation for fostering a sense of belonging among migrants within Maltese society. Since its inception in 2017, the Strategy has evolved to address the sector's needs effectively.

By 2023, the first Integration Strategy had led to the development of a comprehensive consultation document addressing current needs and expectations. The consultation process highlighted critical challenges in preparing both the host society and newcomers for successful integration, emphasising social inclusion and cohesion.

On May 31, 2023, Hon. Rebecca Buttigieg, Parliamentary Secretary for Reforms and Equality, and the Human Rights Directorate (HRD) launched a Public Consultation document to prepare for the second Integration Strategy. This document outlined the framework for the second Integration Strategy, aligning with the European Commission's (EC) *Action Plan on Integration and Inclusion 2021-2027*.

The Public Consultation document provided:

1. A strategic framework for integration, emphasising equality, economic needs, and safe communities.
2. An approach-centred on mainstreaming, multi-level governance, and intersectionality.
3. Interventions required across all four stages of integration: pre-departure, early integration, long-term integration, and fostering an inclusive and cohesive society.

The consultation process received forty-seven (47) submissions from various stakeholders, including online submissions, reports from entities, and meetings with organisations.

Following the analysis of the feedback, Government has chosen a bold path forward, reinforcing its commitment to addressing significant social changes and challenges, and ensuring Malta's Integration Strategy remains inclusive and forward-thinking.

3 Ministry for European Affairs and Equality, *Integration = Belonging – Migrant Integration Strategy & Action Plan (Vision 2020)*, 2017, <https://humanrights.gov.mt/wp-content/uploads/2024/04/migrant-integration-green-booklet-EN-1.pdf>

CURRENT CONTEXT

Integration remains a pivotal aspect of migration management and the promotion of cohesive communities in Malta. According to the 2021 National Census⁴, 22.2% of Malta's population is comprised of foreign nationals, primarily economic migrants⁵ who significantly contribute to Malta's economic growth⁶ while addressing demographic challenges.

Over the decade from 2011 to 2021, there was a notable 4.9% increase in the migrant population⁷, signalling ongoing diversity trends. However, integration faces persistent challenges despite these economic contributions, including issues such as overcrowded housing and labour exploitation, which present substantial obstacles.

The available data underscores the dynamic nature of migration in Malta, with steady immigration inflows compared with consistent emigration outflows among foreigners.⁸ This highlights the complex nature of migration that shapes the country's policies and strategies.

Integration Process Stages

In line with the European Commission Action Plan on Integration and Inclusion (2021-2027), the Integration Strategy recognises four essential stages in the process of integrating migrants into Maltese society:

1. Pre-departure Integration Measures:

Prior to their arrival, migrants are provided with essential information and preparations to facilitate their transition into Maltese society. This includes orientation on rights and duties, cultural norms, potential opportunities, and red flags to watch out for to avoid exploitation.

2. Reception and Early Integration:

Upon arrival, migrants undergo reception procedures that ensure their basic needs are met, such as accommodation, healthcare, and initial language training. Early integration efforts focus on orientation to local services and support systems.

3. Long-term Integration:

This stage emphasises sustainable integration into Maltese society. It includes efforts to enhance language proficiency, secure stable employment or education, access social services, and foster community engagement.

4. Inclusive and Cohesive Communities:

The final stage aims to create inclusive communities where persons of non-Maltese nationality and Maltese nationals participate equally in social, cultural, and economic activities. Policies focus on reducing barriers, promoting diversity, combating discrimination, and strengthening social cohesion.

These stages provide a comprehensive framework for guiding integration efforts in Malta, ensuring that migrants are supported at each phase of their journey towards full participation and belonging in Maltese society.

4 National Statistics Office – Malta. (2023). Census of Population and Housing 2021: Final Report: Population, Migration and Other Social Characteristics Volume 1. National Statistics Office, Malta.

5 Grech, A. G. (2021). The Impact of Migration Assumptions on Ageing Expenditure Forecasts. Central Bank of Malta.

6 Ministry for Finance and Employment. (2021). The National Employment Policy 2021-2030. Ministry for Finance and Employment.

7 National Statistics Office – Malta. (2023). Census of Population and Housing 2021: Final Report: Population, Migration and Other Social Characteristics Volume 1. National Statistics Office, Malta.

8 Grech, A. G. (2021). The Impact of Migration Assumptions on Ageing Expenditure Forecasts. Central Bank of Malta.

Target Groups

The Strategy targets all migrants in Malta, encompassing diverse groups such as third-country nationals (TCNs), beneficiaries of international protection, and second, third, and other future generations of migrants, Maltese and EU nationals.

It considers specific characteristics within each group, including gender, age, sexual orientation, physical ability, workforce participation, and family relationships.

Coordination and Implementation

Under the oversight of the Human Rights Directorate (HRD), the coordination and implementation of the Integration Strategy will be streamlined and efficient. The HRD will oversee all aspects of Strategy development and execution, ensuring cohesive collaboration among stakeholders.

A high-level HRD Inter-Ministerial Committee, comprised of Permanent Secretaries and representatives from relevant ministries and agencies, will monitor progress. This Committee will regularly receive updates on Strategy implementation from the HRD through an annual report, and provide observations and recommendations.

The HRD may engage technical expertise as needed from first-line ministries and civil society representatives, who will support the HRD and report findings or recommendations to the HRD Inter-Ministerial Committee.

Monitoring, Reporting, and Evaluation

Monitoring, reporting, and evaluation are fundamental aspects of the Integration Strategy, playing a crucial role in assessing its effectiveness, impact, and areas needing improvement. Under the oversight of the Human Rights Directorate (HRD), robust monitoring processes will commence immediately upon implementation. These processes will diligently track progress against predefined benchmarks and objectives, ensuring transparency and accountability throughout the Strategy's lifespan.

Evaluation efforts will focus on analysing the Strategy's outcomes, including its socio-economic impacts, effects on community cohesion, and the well-being of both migrants and the local population. These evaluations will provide valuable insights that inform ongoing adjustments and enhancements to the Strategy implementation, as well as shape future integration initiatives in Malta. The Strategy recognises the importance of setting clear goals and indicators for migrant integration policies. To achieve this, a comprehensive monitoring and evaluation plan will be established. This plan will involve regular data collection, rigorous analysis, and transparent reporting to stakeholders and the HRD Inter-Ministerial Committee. Annual reports will detail progress and outcomes, facilitating continuous improvement and necessary adjustments.

Moreover, continuous research will be conducted on specific integration-related topics to provide evidence-based guidance for decision-making throughout the Strategy duration. Each year, findings from topic-specific research studies will be disseminated to address knowledge gaps and support the refinement of integration strategies. Overall, this structured approach to monitoring, evaluation, and research aims to ensure the effective implementation of the Integration Strategy in Malta. By regularly assessing progress and leveraging research insights, the Strategy aims to enhance outcomes in migrant integration and bolster Malta's standing on international platforms measuring integration efforts.

The Strategy includes the establishment of a HRD Inter-Ministerial Committee, consisting of Permanent Secretaries, to monitor the Strategy implementation and integration actions across the Government. This Committee, coordinated by the HRD, will recommend strategic courses of action to enhance coordination and integration efforts. By 2030, it is expected that this Committee will have effectively monitored the implementation of integration strategies across government entities.

Additionally, Integration Working Groups, under the coordination of the HRD, will be formed with representatives from various ministries to discuss thematic integration-related issues across government entities and stakeholders through thematic and overarching meetings. This initiative aims to enhance collaboration and targeted discussions on integration-related challenges and strategies.

Furthermore, an Integration and Anti-Racism Consultative Council will be set up to encourage closer collaboration between government and civil society through quarterly thematic high-level meetings. This Council will aim to strengthen partnerships and improve alignment between governmental and civil society stakeholders on integration issues.

These initiatives, spanning from 2025 – 2030, underscore a comprehensive and collaborative approach to monitoring, reporting, and evaluation within the Integration Strategy and Action Plan, ensuring its success and positive impact on migrant integration in Malta.

Overarching Strategic Policy Goals

POLICY GOAL 1: ESTABLISH A ROBUST LEGAL AND INSTITUTIONAL FRAMEWORK THAT PRIORITISES AND SUPPORTS INTEGRATION EFFORTS ACROSS ALL LEVELS OF GOVERNMENT AND SOCIETY.

Strategic Objective: Strengthen the national mandate for integration by enhancing legal and institutional frameworks.

Ensuring that integration becomes an integral part of migration management is crucial for fostering social cohesion, maximising economic benefits, and promoting cultural exchange. Well-integrated migrants contribute to the economy and enrich the host society. Effective integration policies support human rights, enable efficient resource use, and improve public perceptions of migrants. This approach ensures coherent laws and policies, enhancing national security and international standing. Overall, it leads to inclusive, prosperous, and cohesive societies. To achieve this comprehensive objective, several key activities will be implemented.

Firstly, conducting a comprehensive review of existing national laws and policies related to integration is crucial. This activity aims to identify gaps and inefficiencies that may hinder effective integration. By proposing necessary amendments, Malta can ensure that its legal framework supports and facilitates migrant integration seamlessly.

In line with the Malta Labour Migration Policy framework, **amendments to national legislation**, specifically Subsidiary Legislation 217.17, would introduce a more flexible approach granting TCNs a 30-day period following employment termination, during which these TCNs may legally remain in Malta to seek new employment. This proposal includes a provision to extend the total potential stay to 60 days subject to proof of sufficient financial resources without accessing social assistance. The underlying rationale for the proposed change is to prioritise the retention of existing skilled individuals already in Malta.

Furthermore, also in line with the Malta Labour Migration Policy framework, one of the defining features of labour migration in Malta, and which is a problem which needs to be addressed, is the relatively high turnover of foreign workers. Research shows that many foreign employees tend to leave Malta within two to three years of migrating to Malta. For the economy this introduces risks to continuity, increases recruitment and training costs, and other challenges. On a broader scale, high turnover strains the housing market and infrastructure. The accompanying social implications are also significant. Short-term stays mean foreign workers often have fewer opportunities to integrate into the local community, and they are sometimes at greater risk of exploitation and poor working conditions. To encourage retainment, the upcoming national framework recommends upping the renewal period following the completion of one year of engagement from one to two years, provided that the TCNs concerned have been offered a contract with a validity period that is not less than two years.

Secondly, the setting up of an Integration Scientific Committee will provide guidance and expertise in policy development and implementation. Participants' involvement ensures that integration efforts are informed by diverse perspectives and supported by technical expertise across various sectors.

Once gaps in legislation and policies have been identified, the next critical step involves developing Memoranda of Understanding (MoUs) and protocols with key stakeholders, both domestically and internationally. These agreements formalise commitments and cooperation frameworks, enhancing coordination and collaboration in integration efforts. Clear protocols ensure that responsibilities are defined, and actions are coordinated effectively among all involved parties.

Regular briefings and reports on integration progress are necessary to maintain transparency and accountability. These activities provide stakeholders, including government officials, civil society organisations, and the public, with updates on achievements, challenges, and areas needing improvement. Timely information ensures that interventions can be adjusted, and resources allocated appropriately, further embedding integration into migration management portfolios.

Furthermore, hosting an annual Migration and Integration Conference serves as a vital platform for stakeholders to exchange knowledge, best practices, and innovative solutions. This conference facilitates dialogue among policymakers, experts, practitioners, and affected communities, fostering a shared understanding of integration challenges and opportunities. It drives forward-thinking policies and initiatives that support effective integration.

Lastly, allocating specific budgets for integration efforts is fundamental to ensuring sustainable progress. Adequate funding enables the implementation of targeted programmes, services, and support mechanisms for migrants. It also underscores Malta's commitment to investing in integration as a priority area, demonstrating tangible support for inclusive policies and practices.

POLICY GOAL 2: EMBED INTEGRATION CONSIDERATIONS THROUGH DATA SHARING AND MAINSTREAMING OF INTEGRATION-RELATED SERVICES, ENSURING A COORDINATED AND COMPREHENSIVE APPROACH TO MIGRANT INTEGRATION.

Specific Objective: Strengthening and reinforcing the government's services to meet the needs of migrants whilst contributing to the formation of cohesive communities.

This goal recognises the importance of mainstreaming integration across governmental functions to effectively support migrants in becoming fully integrated members of Maltese society. Several key activities will be implemented to achieve this objective:

Conducting research on the effectiveness of integration-related government services is pivotal to achieving the expected outcome. This research aims to evaluate current services and identify areas for improvement. By gathering empirical data on service outcomes and migrant experiences, Malta can allocate resources more effectively to meet integration goals.

Developing and updating an Inter-Governmental Data Sharing System is crucial. This collaborative effort with relevant authorities aims to enhance integration-related government services. By improving data sharing among departments and agencies, Malta can streamline service delivery, ensure consistency in information access, and better respond to the needs of migrants. Improving access to integration-related government services is essential. This activity focuses on enhancing the availability and accessibility of necessary services for migrants. By ensuring that services such as healthcare, education, housing, and employment support are readily accessible to migrants, Malta can facilitate their integration process and promote equitable access to opportunities.

Establishing an Inter-Ministerial Committee is another critical step. This Committee, comprising stakeholders from across government and civil society, will oversee the integration mainstreaming process. It ensures that integration considerations are integrated into policy development, implementation, and evaluation across all relevant sectors. Hence, the above actions would result in a well-equipped one-stop shop which will be integrated with the national servizz.gov support system.

Furthermore, strengthening the Human Rights Directorate (HRD) as the National Integration Support Centre (NISC) is paramount. This initiative aims to enhance the HRD's capacity to coordinate and oversee integration efforts centrally. By consolidating the HRD's role as a focal point for integration initiatives, Malta can ensure a unified approach to integration policy development and implementation. Lastly, enhancing the HRD's remit is crucial. This involves expanding the responsibilities and mandates of the HRD to better address emerging integration challenges. By empowering the HRD with broader mandates and resources, Malta can respond more effectively to evolving integration needs and ensure continuous improvement in service delivery.

Developing a comprehensive training programme is essential for building capacity among stakeholders involved in integration efforts. This programme will equip government officials, service providers, and community leaders with the necessary skills and knowledge to effectively support migrant integration. Training will cover topics such as cultural competency, legal frameworks, and best practices in integration services delivery.

POLICY GOAL 3: ENHANCE AND EXPAND INTEGRATION POLICIES AND PROGRAMMES TO EFFECTIVELY ADDRESS THE EVOLVING NEEDS OF MIGRANTS AND FACILITATE THEIR SUCCESSFUL INTEGRATION INTO SOCIETY.

Strategic Objective: Through a holistic and improved programme, migrants would be more informed of their rights and duties in Malta/Gozo prior to and post-arrival. Hence, integration would be enhanced through training programmes.

Policy Goal 3 of the Integration Strategy focuses on enhancing and expanding integration policies and programmes, with a significant emphasis on revitalising and promoting the *I Belong* programme. This goal aims to effectively address the evolving needs of migrants and facilitate their successful integration into Maltese society through a series of strategic activities:

The Strategy acknowledges that successful integration begins even before migrants arrive in Malta. Therefore, the *I Belong* programme will undergo substantial modifications to accommodate different stages of integration and reflect diverse migration journeys. In line with the Malta Labour Migration Policy framework, the implementation of this Strategy will introduce **obligatory pre-departure measures** through a restructured *I Belong* programme. Under this framework, Identità will only issue an approval in principle after a TCN provides documented evidence of completing the mandatory integration courses. The goal of this is that, even prior to arrival, TCNs will be provided with essential information to facilitate their transition into Maltese society, including information on their legal rights, Maltese cultural norms, and potential opportunities in Malta. TCNs must also be able to demonstrate fluency in either Maltese or English.

Three distinct types of migrants have been identified: Economic Migrants, International/Local Protection Seekers/holders, and second, third and other future generations of migrants. Each group requires tailored integration processes to meet their unique needs and circumstances. Therefore, **conducting studies to identify the integration needs of migrants**, the local community and stakeholders is essential to gathering best practices from national and international programmes.

The Strategy also emphasises the importance of maximising the return on investment in integration programmes for both migrants and the local community. Hence, a **comprehensive integration training programme** will need to be developed and implemented. This will lead to more integrated migrants contributing to more socially diverse and self-sufficient communities, easing communication across language and cultural barriers, and positively impacting society through enhanced participation and productivity.

Key to achieving these goals is the **comprehensive restructuring of the *I Belong* programme**, which will be implemented through nationally funded centres, train-the-trainer facilities, and accredited delivery centres. This restructuring aims to ensure uniform and high-quality programme delivery across different regions of Malta.

The revised *I Belong* programme will feature a broad curriculum covering essential subjects such as English and Maltese language skills, digital literacy, cultural orientation, and active citizenship. It will also include a Train-the-Trainer programme to enhance the capacity of educators and facilitators involved in delivering integration services.

Furthermore, the programme will be structured into four distinct initiatives:

- **Pre-Departure Integration Measures:** These obligatory measures will provide essential information and training to migrants before their arrival in Malta, including legal rights, cultural norms, and sector-specific skills, aimed at reducing exploitation and facilitating smoother transitions.
- **Reception and Early Integration Measures:** Tailored courses designed for new arrivals, including community integration, sector-specific skills, and youth-focused integration programmes.
- **Long-Term Integration Measures:** Courses to support migrants seeking Long-Term Residence (LTR) status, promoting independence and integration into Maltese society.
- **Cohesive Communities Integration Measures:** Programmes focused on active citizenship and naturalisation, promoting full social inclusion and community participation.

Additionally, ongoing integration-related training initiatives, including the Diploma in Cultural Mediation, will be continued to ensure the Strategy comprehensive execution.

POLICY GOAL 4: IMPROVE THE OVERALL WELL-BEING OF MIGRANTS THROUGH ENHANCED SERVICE PROVISION, ENABLING THEM TO FULLY PARTICIPATE AND THRIVE IN SOCIETY.

Strategic Objective: Improve living conditions and well-being of migrants through efficient documentation procedures, education programmes, accommodation, health services, and labour market integration including better working conditions, matching of skills and upskilling.

This policy goal encompasses several actions across various critical areas, including health, education, employment, accommodation and administrative procedures. This goal aims to improve the overall well-being of migrants through legislative reforms and enhanced service provision, ensuring they can fully participate and thrive in society.

In the area of **health**, the Strategy focuses on improving access to healthcare and mental health services for migrants. This includes legislative reforms and procedural enhancements to ensure that migrants receive timely, adequate, and culturally sensitive medical care. Providing accessible and reliable information on health services is also a key priority, ensuring that migrants are well-informed about their healthcare rights and options.

For **education**, the Strategy aims to reform existing legislation and procedures to better support migrant students. This includes enhancing access to educational opportunities, integrating migrants into the national education system more effectively, and providing targeted support services to address specific educational needs. By ensuring accessible and reliable information on educational services, the Strategy seeks to empower migrants to pursue their educational goals and contribute to the broader community.

Employment is another critical area, with actions focused on improving legislation and procedures related to the labour market. The goal is to reduce discrimination and exploitation of migrant workers, ensuring fair treatment and equal opportunities. Enhancing labour market integration through skill development programmes is essential for helping migrants secure stable employment and advance their careers. Providing accessible information on labour market rights and obligations is crucial for fostering a fair and inclusive work environment.

In terms of **accommodation**, the Strategy emphasises improving legislation and enforcement related to housing and living conditions for migrants. This involves addressing issues such as substandard housing and ensuring that migrants have access to safe, affordable, and adequate housing. Providing clear and accessible information on housing rights and options is vital for helping migrants navigate the housing market and secure suitable accommodation.

Finally, **administrative procedures** related to documentation are targeted for improvement. Simplifying and streamlining these procedures will help migrants obtain necessary documentation more efficiently, reducing bureaucratic barriers and delays. Ensuring that migrants have access to reliable information on documentation processes is also a key component, aiding them in fulfilling legal requirements and accessing services.

POLICY GOAL 5: FOSTER STRONG, INCLUSIVE, AND COHESIVE COMMUNITIES BY EMPOWERING LOCAL COUNCILS AND STAKEHOLDERS TO ACTIVELY ENGAGE IN AND SUPPORT INTEGRATION EFFORTS.

Strategic Objective: Empower the local community to build safe and cohesive communities through partnerships and inclusive practices.

This goal emphasises the importance of local-level involvement in creating an environment where migrants and the local population can thrive together. Strengthening the role of **local councils** in the integration process is paramount. Local councils are in a unique position to understand and address the specific needs of their communities. By enhancing their capacity and involvement, local councils can implement targeted initiatives that support migrant integration and community cohesion. Ways to promote registration of residence with Local Councils to enhance service planning, information dissemination and budget allocation will be explored. Improving migrants' integration through **socio-cultural involvement** is another crucial action. Encouraging participation in cultural and social activities helps migrants feel more connected to their new environment and fosters mutual understanding and respect between migrants and the local population.

Supporting **migrant-led initiatives** for community cohesion is essential for empowering migrants and promoting a sense of ownership and involvement in their communities. These initiatives can include cultural events, community projects, and other activities that bring diverse groups together. Involving the **local community** in integration discussions and initiatives ensures that integration efforts are inclusive and reflective of the community's needs and perspectives. This collaborative approach helps build trust and support for integration policies and programmes.

Collaborating with local entities to **promote integration and social dialogue** is vital for creating a cohesive community. By working with schools, businesses, and non-profit organisations, local councils can develop comprehensive strategies that address the multifaceted aspects of integration. Supporting local initiatives and **community outreach activities** further strengthens community bonds. These activities can include awareness campaigns, workshops, and community events that highlight the benefits of diversity and encourage active participation from all community members.

POLICY GOAL 6: PROMOTE MUTUAL UNDERSTANDING AND APPRECIATION OF THE BENEFITS OF INTEGRATION AMONG BOTH MIGRANTS AND THE LOCAL POPULATION THROUGH EDUCATION AND AWARENESS-RAISING INITIATIVES.

Strategic Objective: Increase awareness and understanding of successful integration benefits through educational initiatives for migrants and the local community.

This goal is crucial for enhancing social cohesion by fostering improved mutual understanding and appreciation.

To achieve this, a comprehensive national integration communication strategy will be developed. This Strategy will include specific awareness-raising and information campaigns to ensure coherence and coordination in delivering migration-integration-related information. The primary objective is to inform the general public about the importance of two-way integration, thereby promoting a more inclusive and harmonious society.

Additionally, efforts will be made to ensure the media is representative, factual, accessible, and equal. Initiatives will include training media professionals on diversity, representation, and anti-discrimination, drafting media guidelines in collaboration with the Anti-Racism Strategy, and holding information sessions with relevant stakeholders. Furthermore, adding English subtitles to Maltese TV programmes, where possible, will facilitate language learning and cultural integration.

A robust monitoring and evaluation plan will be implemented to ensure transparency and accountability in the Strategy execution. Regular assessments and yearly reports will be published, providing data-driven insights and allowing for necessary adjustments to the Strategy.

To align with international standards, Malta's standing on migrant integration indicators, such as those from Eurostat and the Migrant Integration Policy Index (MIPEX), will be improved by incorporating internationally recognised benchmarks into the Strategy monitoring framework. This alignment will demonstrate Malta's commitment to effective integration policies on a global scale.

Continuous research will be conducted to provide expert advice and guide targeted initiatives. This research will address specific integration challenges, ensuring that the Strategy remains relevant and effective. Additionally, one topic-specific research study will be published and disseminated annually to address research gaps, providing deeper insights into various aspects of integration and informing policy development.

Overall, these actions collectively aim to foster a deeper mutual understanding and appreciation between migrants and the local population, enhancing social cohesion and contributing to a more inclusive and integrated society in Malta.

Action Plan

POLICY GOAL 1: TO ESTABLISH A ROBUST LEGAL AND INSTITUTIONAL FRAMEWORK THAT PRIORITISES AND SUPPORTS INTEGRATION EFFORTS ACROSS ALL LEVELS OF GOVERNMENT AND SOCIETY.

Objective: Strengthen the national mandate for integration by enhancing legal and institutional frameworks.

Outcome: Strengthened legal and institutional structures that prioritise and support integration initiatives, ensuring comprehensive and coordinated efforts across government entities and societal stakeholders.

Actions:

1. Review and Propose Amendments to National Laws and Policies to Mainstream Integration Measures and Services

- **Description:** Conduct a comprehensive review of existing national laws, policies and enforcement measures related to integration to identify existent gaps and propose necessary amendments.
- **Responsibility:** HRD, in collaboration with legislative bodies and legal experts.
- **Timeline:** 2025 – 2026
- **Outcome:** Strengthened legal and policy framework for integration through identified amendments and revisions to national laws and policies by 2026. This will set the tone and provide the foundation for this Strategy to be successfully implemented.

2. Engage Integration Experts

- **Description:** Form an Integration Scientific Committee, comprising stakeholders from relevant ministries, agencies, and civil society to provide guidance and expertise in policy development and implementation. This will also facilitate communication and working relations among government entities.
- **Responsibility:** HRD and all other relevant Ministries.
- **Timeline:** Ongoing from 2025 onwards.
- **Outcome:** Informed guidance and expertise from the Integration Scientific Committee will ensure comprehensive integration strategies and initiatives that are effectively formulated and executed.

3. Draft and Implement MoUs and Protocols

- **Description:** Develop Memoranda of Understanding (MoUs) and protocols to formalise roles and enhance collaboration across government entities, public agencies, civil society organisations and NGOs in establishing integration as a component of migration management.
- **Responsibility:** Human Rights Directorate (HRD) and all other relevant Ministries.
- **Timeline:** 2025 – 2030
- **Outcome:** MoUs and protocols with different Ministries, Agencies etc. resulting in better mainstreaming of integration services.

4. Conduct Regular Briefings and Reports

- **Description:** Organise regular briefings and produce annual reports on integration progress, challenges, and recommendations to ensure that integration becomes an integral part of migration management portfolios along with resettlement and return. Also, integration experts are to be included to lead/provide input to migration and integration-related discussions, meetings, conferences, briefing notes etc.
- **Responsibility:** HRD, in partnership with the Ministry responsible for Home Affairs, Security, and Employment and relevant stakeholders.
- **Timeline:** Annually, starting from 2025.
- **Outcome:** Publication of Annual Implementation reports, including the description of recommendations of the High-level Inter-Ministerial Committee and actions taken to ensure that integration becomes an integral part of migration management portfolios.

5. Organise an Annual Migration and Integration Conference

- **Description:** Host an annual conference focused on migration and integration to facilitate dialogue, exchange of best practices, and policy development among government officials, experts, civil society organisations, and other stakeholders.
- **Responsibility:** HRD, in collaboration with the Ministry responsible for Home Affairs, Security, and Employment and relevant stakeholders.
- **Timeline:** Starting from 2025, with subsequent conferences held annually.
- **Outcome:** Annual conference on migration and integration organised in Malta.

6. Budget for Integration Efforts

- **Description:** Incorporate integration-related costs into national and EU funding frameworks to ensure sustainable financial support for integration initiatives.
- **Responsibility:** The Ministry responsible for Finance in coordination with the HRD and the Ministry responsible for Equality.
- **Timeline:** 2025 – 2030
- **Outcome:** Ensure that financial resources are committed by 2025.

POLICY GOAL 2: TO EMBED INTEGRATION CONSIDERATIONS THROUGH DATA-SHARING AND MAINSTREAMING OF INTEGRATION-RELATED SERVICES, ENSURING A COORDINATED AND COMPREHENSIVE APPROACH TO MIGRANT INTEGRATION.

Objective: Strengthening and reinforcing the government's services to reflect migrants' demands and cohesive communities.

Outcome: Achieve integration considerations, fostering a coordinated and comprehensive approach to migrant integration by strengthening the services.

Actions:

7. Carry out Research on the Effectiveness of Integration-Related Government Services

- **Description:** Conduct research to evaluate the effectiveness of current integration-related government services and identify challenges migrants face when accessing public services. Propose areas of improvement to strengthen integration mainstreaming efforts.
- **Responsibility:** HRD, OPM in collaboration with relevant stakeholders.
- **Timeline:** 2025 – 2026
- **Outcome:** Areas of improvement will be highlighted to strengthen integration and mainstreaming efforts.

8. Develop/Update Inter-Governmental Data-Sharing System

- **Description:** Collaborate with relevant authorities to enhance integration-related government services through an inter-governmental data-sharing system.
- **Responsibility:** Ministry responsible for Home Affairs, Security, and Employment, IMU, HRD, Identita'.
- **Timeline:** 2025 – 2026
- **Outcome:** Improved integration-related government service infrastructure.

9. Improve Access to Integration-Related Government Services

- **Description:** Enhance accessibility to integration-related government services by digitalising processes, focusing on language accessibility and user-friendly interfaces. Hence, the above actions would result into a well-equipped digital one-stop-shop which will be integrated with the national servizz.gov support system.
- **Responsibility:** servizz.gov, Digitalisation Committee, HRD.
- **Timeline:** 2026 – 2027
- **Outcome:** Developing or updating an inter-governmental data-sharing system for integration-related government services.

10. Strengthen the HRD's Capacity as the National Integration Support Centre

- **Description:** Enhance the HRD's capacity by establishing it as the dedicated National Integration Support Centre (NISC), encompassing both digital and in-person services. This Centre will serve as a comprehensive one-stop-shop, offering integrated services crucial for migrant integration, such as migration assistance, social security support, healthcare access, educational and vocational training, employment services, and legal advice. It will interface seamlessly with the national servizz.gov support system and will be supported by cultural mediators to facilitate communication and understanding. Additionally, a dedicated hotline will be available to provide interpretation services in the primary languages spoken by the migrant population.
- **Responsibility:** HRD, in collaboration with relevant ministries and agencies.
- **Timeline:** 2025 – 2030
- **Outcome:** A strengthened one-stop-shop offering integrated services crucial for migrant integration.

11. Strengthen HRD's Mandate

- **Description:** Enhance the Human Rights Directorate's (HRD) mandate to reflect societal needs, ensuring it is adequately equipped to oversee integration efforts and address emerging challenges.
- **Responsibility:** HRD, in collaboration with relevant stakeholders.
- **Timeline:** 2025 – 2030
- **Outcome:** By 2030, a comprehensive training programme will have equipped public officers and stakeholders with enhanced skills and knowledge in integration mainstreaming policies and services.

12. Develop a Comprehensive Training Programme

- **Description:** Design and implement a holistic training programme and informational materials on integration mainstreaming for public officers and stakeholders.
- **Responsibility:** HRD, Institute of Public Services (IPS).
- **Timeline:** 2027 – 2030
- **Outcome:** Public services and stakeholders will be more equipped and well-informed with tools to deal with integration mainstreaming.

POLICY GOAL 3: TO ENHANCE AND EXPAND INTEGRATION POLICIES AND PROGRAMMES TO EFFECTIVELY ADDRESS THE EVOLVING NEEDS OF MIGRANTS AND FACILITATE THEIR SUCCESSFUL INTEGRATION INTO SOCIETY.

Objective: Through a holistic and improved programme, migrants would be more informed of their rights and duties in Malta/Gozo prior to and post-arrival. Hence, integration would be enhanced through training programmes.

Outcome: Achieve a more comprehensive and inclusive integration framework that meets the evolving needs of migrants, fostering successful integration into Maltese society.

Actions:

13. Identify Integration Needs and Best Practices

- **Description:** Conduct studies to identify the integration needs of migrants, the local community, and stakeholders, and gather best practices from national and international integration programmes.
- **Responsibility:** HRD.
- **Timeline:** 2025 – 2026
- **Outcome:** A study to identify the integration needs of migrants, the local community and stakeholders.

14. Consolidate Integration Strategy Training

- **Description:** Develop and implement a comprehensive integration training programme, materials, and certification for public officers, migrants, the local community, and stakeholders, including through approved centres. Ensure the programme includes education on Maltese cultural norms and integration.
- **Responsibility:** HRD, IPS.
- **Timeline:** 2027 – 2030
- **Outcome:** A training programme including the necessary material and certification for public officers, migrants, the local community and stakeholders regarding integration.

15. Strengthen and Promote the I Belong programme as a result of the above previous actions

- **Description:** Develop and enhance the *I Belong* programme by:
 - Restructuring the programme to include different stages, delivery methods, institutions, payment options, and course types (obligatory/voluntary).
 - Creating a uniform curriculum across all stages and service providers.
 - Ensuring accessibility in terms of payment, funding, and delivery methods (online/in-person – Malta/Gozo).
 - Developing an interactive website/platform for the *I Belong* programme.
 - Promoting the programme to the target group with a specific emphasis on informing migrants about Maltese cultural norms and practices.
- **Responsibility:** HRD.
- **Timeline:** 2025 – 2030
- **Outcome:** A more strengthened and robust *I Belong* programme.

16. Pre-Departure Integration Measures (PDIMs)

- **Description:** Develop, implement, and promote obligatory PDIMs as part of the *I Belong* programme to inform migrants of their rights, duties, and cultural norms in Malta before their arrival.
- **Responsibility:** A whole-of-Government approach spearheaded by HRD.
- **Timeline:** 2025 – 2030
- **Outcome:** Migrants will arrive in Malta with a clear understanding of their rights, duties, and cultural norms, leading to smoother integration and reduced risk of exploitation.

17. Enhance Cultural Mediation Training and Employment

- **Description:** Increase and improve the training and employment of professional Cultural Mediators by:
 - Supporting the University of Malta (UM) in delivering and promoting the Diploma of Education in Cultural Mediation.
 - Developing programmes to assist graduates in finding employment, including obtaining official nomenclature under the Public Service Commission (PSC) and including the role in Public Service Recruitment Calls.
 - Formulating an inter-ministerial agreement for recruiting and utilising Cultural Mediators in government services, emphasising their role in facilitating cross-cultural understanding and adherence to local norms.
- **Responsibility:** HRD, UM, MCAST, PSC.
- **Timeline:** 2025 – 2030
- **Outcome:** Professional cultural mediators will be more effectively trained and employed, leading to improved cross-cultural understanding and smoother integration of migrants into Maltese society.

POLICY GOAL 4: IMPROVE THE OVERALL WELL-BEING OF MIGRANTS THROUGH ENHANCED SERVICE PROVISION, ENSURING THEY CAN FULLY PARTICIPATE AND THRIVE IN SOCIETY.

Objective: Improve living conditions and well-being of migrants through efficient documentation procedures, education programmes, housing support, health services, and labour market integration including better working conditions, matching of skills and upskilling.

Outcome: Improved overall well-being of migrants, achieved through enhanced service provision, enabling full participation and thriving in society.

Actions:

18. Improve Legislation, Procedures, Regulations, and Services related to Documentation

- **Description:** Facilitate the integration process and promote principles of non-discrimination and equality by improving administrative procedures and services.
- **Sub-actions⁹:**
 - Collaborate with the Malta Further and Higher Education Authority (MFHEA) and the Malta Qualifications Recognition Information Centre (MQRIC) on recognising academic programmes of study.
 - Work with sector-regulatory bodies on recognising professional qualifications.
 - Ensure migrants have access to banking, insurance, and financial services.
 - Discuss with the Ministry responsible for Health and Identity on the recognition of vaccinations.
- **Responsibility:** HRD, Ministry responsible for Health, MFHEA, MQRIC, Identity.
- **Timeline:** 2026 – 2030
- **Outcome:** Streamlined documentation processes will result in a reduction in processing times for key migrant documentation, enhancing integration and reducing barriers.

19. Ensure Accessible and Reliable Information on Documentation

- **Description:** Provide accessible, reliable, uniform, and regularly updated information on integration/migration-related documentation.
- **Responsibility:** HRD, Identity, International Protection Agency.
- **Timeline:** 2025 – 2030
- **Outcome:** By 2030, the majority of migrants will report having easy access to clear and updated information on documentation procedures, leading to improved compliance and reduced confusion.

20. Improve Legislation, Procedures, Regulations, and Services related to Education

- **Description:** Facilitate the integration process and promote well-being through a comprehensive national education strategy.
- **Sub-actions:**
 - Incorporate principles of equality, non-discrimination, and integration into the national education strategy and curriculum.
 - Provide support services to migrant learners and/or their parents/guardians for integration into the national education system.
 - Strengthen the Induction Hub for migrant children in Gozo.
- **Responsibility:** HRD, Ministry responsible for Education, Ministry responsible for Gozo.
- **Timeline:** 2026 – 2030
- **Outcome:** By 2030, migrant children will be successfully integrated into the national education system, evidenced by an improved sense of belonging in schools.

9 Aimed at exploring administrative procedures that may hinder migrant integration and effective delivery of service:

21. Ensure Accessible and Reliable Information on Education

- **Description:** Through collaboration with relevant stakeholders provide accessible, reliable, and regularly updated information on education-related topics.
- **Responsibility:** HRD, Ministry responsible for Education.
- **Timeline:** 2025 – 2030
- **Outcome:** By 2030, the majority of migrant families will report having access to reliable and updated educational resources, facilitating smoother integration into the education system.

22. Improve Legislation, Enforcement, Procedures, Regulations, and Services related to Housing and Living Conditions

- **Description:** Address exploitation and discrimination in housing, oversee rent laws, and continue to develop regulations addressing overcrowding and undignified accommodation.
- **Responsibility:** HRD, Ministry responsible for Housing, Social Security Office, and other relevant authorities.
- **Timeline:** 2026 – 2030
- **Outcome:** By 2030, there will be a reduction in overcrowding among migrants, leading to improved living conditions.

23. Ensure Accessible and Reliable Information on Housing and Living Conditions

- **Description:** Provide accessible, reliable, and regularly updated information on housing and general living conditions.
- **Responsibility:** HRD, Ministry responsible for Housing.
- **Timeline:** 2025 – 2030
- **Outcome:** By 2030, the majority of migrants will report having access to reliable information on housing options, contributing to better living conditions.

24. Improve Legislation, Procedures, Regulations, and Services related to Health and Mental Health

- **Description:** Improve access to health services through community care, cultural mediators, and staff training on cultural sensitivity.
- **Responsibility:** HRD, Ministry responsible for Health.
- **Timeline:** 2026 – 2030
- **Outcome:** By 2030, the majority of migrants will report having better access to health and mental health services and satisfaction with the services received.

25. Ensure Accessible and Reliable Information on Health and Mental Health

- **Description:** Provide accessible, reliable, and regularly updated information on health and mental health services.
- **Responsibility:** HRD, Ministry responsible for Health.
- **Timeline:** 2025 – 2030
- **Outcome:** By 2030, the majority of migrants will report having access to comprehensive and updated health and mental health information, leading to improved health outcomes and well-being.

26. Improve Legislation, Procedures, Regulations, and Services related to the Labour Market to Reduce Discrimination and Exploitation

- **Description:** Collaborate with the Department for Industrial and Employment Relations (DIER) and relevant authorities to safeguard workers' rights and counter exploitation.
- **Sub-actions:**
 - Promote compliance from employers and related associations to ensure no exploitation or abuse of employees.
 - Explore the introduction of automatic unionisation and sectoral agreements for low-wage migrant workers.
 - Explore ways for unions to act as guarantors during the grace period between employment to minimise exploitation.
 - Regulate the issuance of work permits and implement quotas based on market needs, regularly revised through data-driven analysis.
- **Responsibility:** HRD, DIER, Jobsplus.
- **Timeline:** 2026 – 2030
- **Outcome:** By 2030, the majority of migrants will report satisfaction with their current employment.

27. Ensure Accessible and Reliable Information on Labour Market Rights and Obligations

- **Description:** Provide accessible, reliable, and regularly updated information on labour market rights and obligations.
- **Responsibility:** HRD.
- **Timeline:** 2025 – 2030
- **Outcome:** By 2030, the majority of migrants will report having easy access to reliable information about their labour rights and obligations, leading to better protection and awareness of their rights.

28. Improve Legislation, Procedures, Regulations, and Services related to Labour Market Integration and Skill Development

- **Description:** Contribute to the successful integration of migrant workers by identifying labour market needs and providing necessary support and training.
- **Sub-actions:**
 - Analyse existing data such as the Malta Skills Survey 2022¹⁰ to identify the potential for training and upskilling.
 - Collaborate with industry representatives, stakeholders, and education institutions to promote upskilling.
 - Ensure administrative procedures for obtaining employment do not hinder labour market integration.
 - Explore the introduction of apprenticeship schemes for TCNs and specific incentives for the successful completion of integration programmes.
- **Responsibility:** HRD and relevant stakeholders.
- **Timeline:** 2026 – 2030
- **Outcome:** By 2030, the percentage of persons with a migrant background employed at a level appropriate to skills, qualifications and experience will be increased, contributing towards improved job satisfaction and retention rates.

29. Ensure Accessible and Reliable Information on Labour Market Integration

- **Description:** Provide accessible, reliable, and regularly updated information on labour market integration.
- **Responsibility:** HRD.
- **Timeline:** 2025 – 2030
- **Outcome:** By 2030, the majority of migrants will report having access to reliable information on labour market integration, resulting in smoother transitions and better employment outcomes.

10 National Statistics Office. (2023). Malta Skills Survey | 2022 Preliminary Report. National Statistics Office.

POLICY GOAL 5: TO FOSTER STRONG, INCLUSIVE, AND COHESIVE COMMUNITIES BY EMPOWERING LOCAL COUNCILS AND STAKEHOLDERS TO ACTIVELY ENGAGE IN AND SUPPORT INTEGRATION EFFORTS.

Objective: Empower the local community in building safe and cohesive communities.

Outcome: Creation of strong, inclusive, and cohesive communities where local councils and stakeholders are actively engaged in supporting and implementing integration efforts, leading to improved community relations and a sense of belonging for both migrants and local residents.

Actions:

30. Strengthen the Local Council's Role in the Integration Process

- **Description:** Promote residence registration with local councils to enhance service planning, information dissemination, and budget allocation. Support local councils in increasing their capacity to promote integration by developing toolkits and resource packs for social dialogue and participation in international networks.
- **Responsibility:** HRD, Regional and Local Authorities.
- **Timeline:** 2027 – 2030
- **Outcome:** By 2030, local councils will be better equipped to promote integration and actively engage in international networks.

31. Improve Migrants' Integration Process through Socio-Cultural Involvement

- **Description:** Encourage civic engagement of migrants through sharing good practices and actions involving local councils and grassroots organisations. Continue collaboration between Heritage Malta and the *I Belong* programme to offer free access to cultural events and guided tours for participants.
- **Responsibility:** HRD, Civil Society, Ministry responsible for Inclusion, Ministry responsible for National Heritage.
- **Timeline:** 2025 – 2030
- **Outcome:** By 2030, increased socio-cultural involvement of migrants, will lead to stronger community ties and greater civic engagement with cultural events and guided tours organised which will be supported by *I Belong* programme.

32. Support Migrant-Led Initiatives for Community Cohesion

- **Description:** Support migrant-led initiatives such as Turning the Tables by providing funding, training, and logistical support to migrant-led NGOs. Ensure migrant representation in conferences and activities.
- **Responsibility:** HRD, Civil Society, Integration and Anti-Racism Consultative Council.
- **Timeline:** 2025 – 2030
- **Outcome:** By 2030, more migrants will be actively participating in community activities and decision-making processes.

33. Involve the Local Community in Integration Discussions and Initiatives

- **Description:** Encourage local community involvement in integration activities, including migrant participation in local community events such as band clubs, feasts, carnivals, and arts events.
- **Responsibility:** HRD, Regional and Local Authorities.
- **Timeline:** 2025 – 2030
- **Outcome:** By 2030, increased local community involvement in integration activities, strengthening community bonds and cultural continuity.

34. Collaborate with Local Entities to Promote Integration and Social Dialogue

- **Description:** Work with schools, churches, local activity centres, workplaces, and community police to promote integration and social dialogue between migrant and local communities.
- **Responsibility:** HRD, Local Entities, Community Police.
- **Timeline:** 2025 – 2030
- **Outcome:** By 2030, enhanced social dialogue and integration efforts will contribute to safer and more cohesive communities through the organisations of joint workshops and seminars organised with participation from local entities and migrant representatives, resulting in documented instances of improved social cohesion and reduced cultural misunderstandings within local communities.

35. Support Local Initiatives and Community Outreach Activities

- **Description:** Collaborate with the Ministry for Gozo and servizz.gov to identify premises for HRD acting as NISC in Malta and Gozo for community outreach activities. Support local organisations in organising community outreach activities, particularly for children, women, LGBTIQ+, disabled persons, and other marginalised groups.
- **Responsibility:** HRD, Local Entities, Ministry for Gozo, servizz.gov, Regional and Local Authorities.
- **Timeline:** 2027 – 2030
- **Outcome:** By 2030, established community outreach activities and support services will lead to improved social integration and support for migrants and marginalised groups.

POLICY GOAL 6: TO PROMOTE MUTUAL UNDERSTANDING AND APPRECIATION OF THE BENEFITS OF INTEGRATION AMONG BOTH MIGRANTS AND THE LOCAL POPULATION THROUGH EDUCATION AND AWARENESS-RAISING INITIATIVES.

Objective: Increase awareness and understanding of the benefits of successful integration including the local community and stakeholders

Outcome: Enhanced social cohesion between migrants and the local population through improved mutual understanding and appreciation.

Actions:

36. Develop a National Integration Communication Strategy

- **Description:** Develop a comprehensive national integration communication strategy. This includes topic-specific awareness-raising campaigns and information campaigns to ensure overall coherence and coordination in the delivery of migration-integration-related information. The aim is to inform the general public of the importance of two-way integration.
- **Responsibility:** HRD.
- **Timeline:** 2025 – 2030
- **Outcome:** A well-coordinated communication strategy that raises awareness about the benefits of integration and promotes mutual understanding.

37. Ensure the Media is Representative, Factual, Accessible, and Equal

- **Description:** Implement initiatives to ensure the media is representative, factual, accessible, and equal in both the language used and the programmes shown.
- **Sub-actions:**
 - Training media professionals on diversity, representation, and anti-discrimination.
 - Drafting a media guideline in collaboration with the National Action Plan Against Racism and Xenophobia.
 - Holding information sessions with relevant stakeholders.
 - Including subtitles in English for Maltese TV programmes to facilitate language learning and cultural integration, where possible.
- **Responsibility:** HRD, Media Outlets.
- **Timeline:** 2027 – 2030
- **Outcome:** Improved media representation and accessibility, contributing to better public understanding and appreciation of integration.

38. Develop and Implement a Robust Monitoring and Evaluation Plan

- **Description:** Establish a plan to ensure transparency and accountability in the implementation of the Integration Strategy. This involves regular assessments and publishing yearly reports on the Strategy's progress.
- **Responsibility:** HRD.
- **Timeline:** 2025 – 2030
- **Outcome:** Enhanced monitoring and evaluation that allows for data-driven adjustments and ensures the Strategy's effectiveness.

39. Improve Malta's International Standing on Migrant Integration Indicators

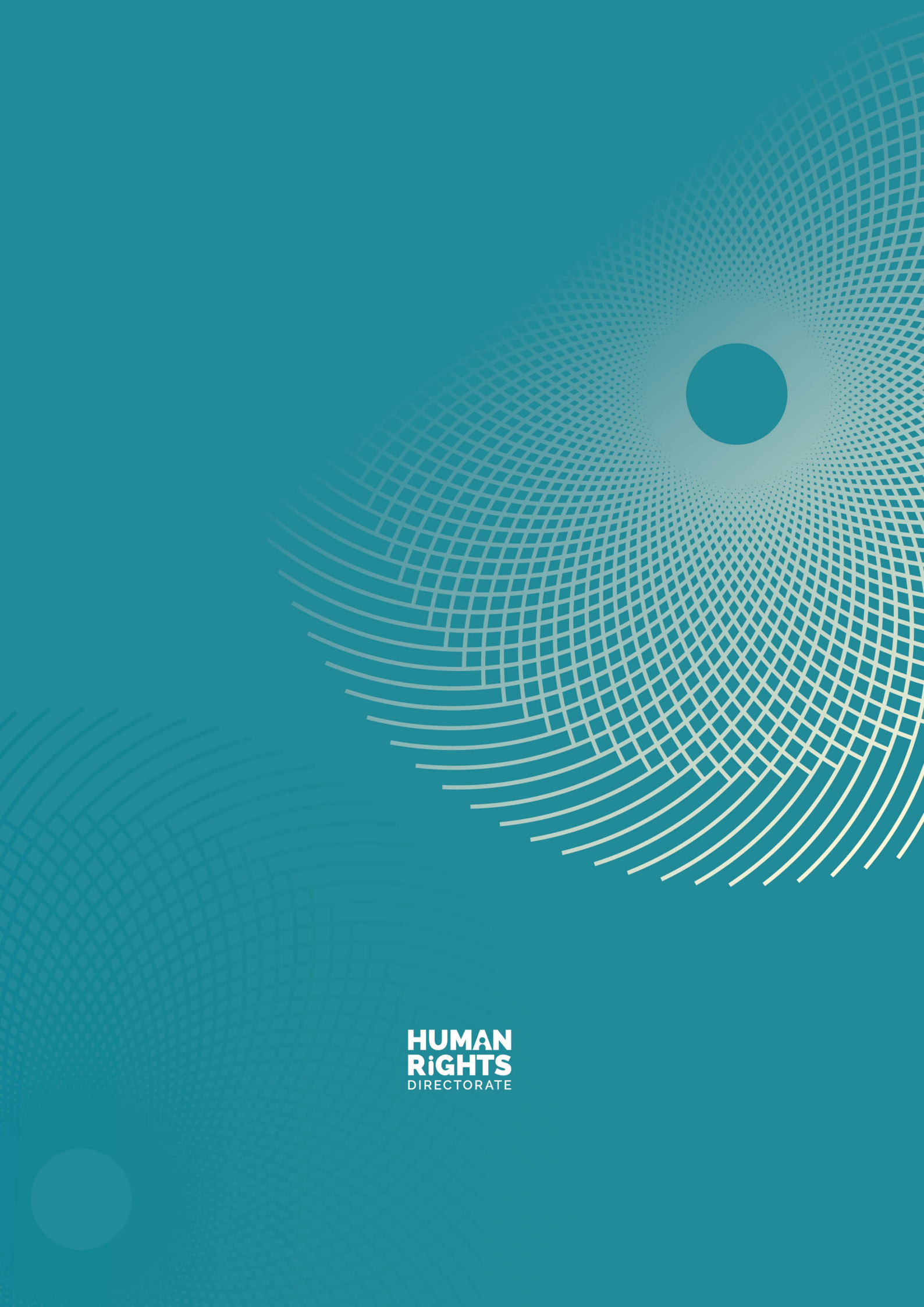
- **Description:** Incorporate internationally recognised indicators, such as those from Eurostat and MIPEX, into the Strategy's monitoring framework. This will help benchmark progress against global standards.
- **Responsibility:** HRD.
- **Timeline:** 2025 – 2030
- **Outcome:** Better alignment with international integration standards, showcasing Malta's commitment to effective integration policies.

40. Ongoing Research to Guide Actions

- **Description:** Conduct ongoing research to provide expert advice and inform targeted initiatives. This research will address specific challenges and improve the overall integration process.
- **Responsibility:** HRD.
- **Timeline:** 2025 – 2030
- **Outcome:** Data-driven initiatives that effectively address integration challenges and optimise the Strategy's impact.

41. Publish and Disseminate Topic-Specific Research Annually

- **Description:** Address research gaps by publishing and disseminating one topic-specific research study each year. This will provide insights into various aspects of integration and inform policy development.
- **Responsibility:** HRD.
- **Timeline:** 2025 – 2030
- **Outcome:** Enhanced understanding of integration issues through targeted research, leading to more informed and effective policies.



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