

Integration Project IT – S2 – MDL - 126

Italian DP

The Integration Project (cod. IT-S2-MDL-126), within the Equal Community Initiative, has many objectives, such as the transnational cooperation important for the development of strategies able to fight against the discrimination and inequality within the labour market. The project Integration offers a project planning with the intervention of scholars, labour market experts and trainers, with the aim to guarantee the pursuit of the project objectives as previously foreseen.

The Equal programme, dealing with the inequalities of the weak bands in the labour market, becomes an important tool of intervention within the European Strategy for the Employment, coherently with the sectors of the Employment, the Entrepreneurship, the Adaptability and the Equal Opportunities. The Equal program contributes to support the mainstreaming processes considered as dynamics able to make known the results of the network labour of the social, institutional and inter-institutional actors, the results and the advantages of the realized work made in synergy with national and transnational partnerships.

The Integration Project, as all the Community Initiative projects, guarantees the social and economic development on European level. This is possible through the planning and the pathways of analysis and research with a special attention to the European development within a prospect of continuous progress for people and territory. The project actions are focused on the intervention sectors or on the territorial areas that most needs specific and targeted actions. Thus, the Commission puts at everybody disposal specific tools to solve the critical aspect of the social and economic European fabric.

The changeable aspects connected with the migratory phenomenon testify the critical factors especially for the realized processes of access to the services and the social and labour inclusion of immigrants. It is important to create models

which can affect positively the inclusion processes in order to accept the European Union opportunity which, through the proposition of Community Initiatives within the discrimination and immigration themes, aims to use models and pathways within the specific context, the Italian context in this case.

The aim of the project midterm experimentation is to establish pathways which can be connected with the main idea of the Axis – *Employment*, Measure 1.2 which concerns the development of projects in order to “*Prevent racism and xenophobic phenomena*”, to develop innovative actions, active participation and mainstreaming.

The necessity to develop a project which can support the foreign population in our country is an exigency which derives from the critical analyses of a fabric and of a context, the Italian one, where the development of policies of support to the immigration is a hypothesis which needs adaptation and diffusion. In fact, the offer of services to the immigrant seems to be different from the North to the centre and the South of Italy. In detail, the Integration project will be focused on the scientific creation of good practices, in order to support the social and labour inclusion of immigrants.

It is important to understand that the integration must not be considered as a loss or a renunciation of ones own origin identity, but this must coexist in mutual respect of the Italian identity. An immigrant must maintain an ethnic identity even though he realizes to be an Italian citizen. But this double identity is also the main cause of contrasts and social marginalisation which represent the downside of the integration process. The State can protect the immigrant against every discrimination form, but it is important to create supports and concrete preconditions for the realization of models which promotes the civil coexistence in order to guarantee equal rights for all.

In fact, it is evident that in order to consider the migratory flow in a European context, it is necessary to face a complex pathway concerning the labour offer and to improve life quality of people who live in non-European contexts. The

main problem of the integration concept evokes the migratory flows of ethnic contexts with a difference of religion, culture and life style, in regard to those of the European tradition, because it is necessary to make an important effort of integration among the host nation and the immigrants.

Thus, the Integration project is part of a planning which wants to establish pathways able to intervene on the *issues* related to the social and labour aspects of integration for immigrants of 1st and 2nd generation. In this way it is possible to fight the discrimination phenomena, resolving then the negative aspects of the social system with regard to the necessities of immigrants' integration in the national territory. In that context, it will be important to intervene to sensitize the business and training contexts in order to carry out actions that can produce *best practices* with respect to the immigration problems. Thus in order to realize two manuals, during the final period, the first will concern the social and cultural aspects of integration, while the second will be focused on the labour integration of immigrants of 1st and 2nd generation.

The Italian partnership of the Integration project is composed by private and public organisations which work in an active way in order to individualize specific pathways, within schools and enterprises, and to promote, in a positive way, social and cultural aspects of inclusion and labour integration.

The project promoter subject, the Society of Services Total Target, manages the programming, looking after the direction and the administrative coordination. It finalizes and manages the executive project supporting all the project phases and the evaluation and monitoring process, presiding over the Committees and Meetings. The Integration project foresees the project for the national and transnational website realization, which makes the project development available to everybody. Total Target looks after its administration and updating.

The National Trade Union Snals-Confsal is responsible for the realization of actions which makes schools aware to the problem, after a preparatory investigation which has allowed individualizing 13 schools which will be involved

in the project organizing an information office, planning and organizing workshops finalized to involve the school staff and the public organization which can supply, through these meetings, tools useful in the professional relationship with immigrants.

The CNA, National Confederation of the Handcraft Enterprise, supports the project actions which aim to individualize enterprises with a big number of immigrants, in order to start up thematic and study meetings concerning the dynamics connected with the diversity management.

Prometeo, the social services, is responsible for the organization of the project actions in order to sensitize the North Italy areas and to individualize the implementation processes of actions to sensitize and to experiment with training actions. These will be realized jointly with C.P.F. & R. Apulia Research and Vocational Training Centre, responsible for the continuous training, with schools and enterprises of the Region Puglia.

The Social Cooperative "Solidarietà" supports Total Target in the project management and monitoring process of the actions, in order to highlight midterm the project development, thus given an important support to the project co-management.

C.P.F. & R. Apulia, Research and Vocational Training Centre, is in charge of finding experts within the social policies and integration, for the orientation and training activities.

Then, during the first project phase, The Union of Italian Provinces (UPI) has individualized the project experimentation area through a national investigation. The result allowed individualizing the territories of Lazio, Veneto and Puglia as model areas to start up the first experimentation actions in schools and enterprises.