In July, with the majority support of the political forces with municipal representation, we approved the 2012-2015 immigration plan.

This new plan, in the Barcelona tradition of working on immigration based on political and social consensus, makes a firm commitment to the intercultural perspective. Interculturality aims to establish the conditions for positive interaction, contact, dialogue and mutual knowledge by summing up the contributions of diversity in the common reference framework that is our city.

Barcelona and Catalonia have undergone a major change in their migratory flows. We have gone from a decade in which the arrival of people from other countries has been extremely high to a period of stagnation. This change has led to a necessary adaptation of immigration policies.

Specifically, we have shifted the emphasis from initial reception policies to policies of integration and cohesion, always from the perspective of interculturality and with maximum emphasis on projects that assist processes of interaction between the people of Barcelona.

Another major element of the plan is the will to make people of immigrant origin genuine protagonists of the common construction of the city, from a perspective of full equality.

Finally, I would also like to highlight a change in those for whom the plan is destined; since the focus has been placed on coexistence, a major part of the programmes and policies is aimed at all citizens.

This plan must become the principal tool for facilitating coexistence of people, regardless of their origin, over the next four years.

Xavier Trias
Mayor of Barcelona
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1. INTRODUCTION: MAKING BARCELONA A “COMMUNITY OF CITIZENS”

1.1 Background

The influx of immigrants into Barcelona over the last decade has entailed a major socio-demographic change, one that has had—and will undoubtedly continue to have—a significant role in shaping the city in the 21st century. Aware of the need to address the phenomenon and its effect on the city, the political forces represented in Barcelona City Council have established an agreement on immigration policies. That agreement reflects the aim of securing an across-the-board commitment to making Barcelona a city that champions social cohesion, equal opportunities for its inhabitants, and a positive perception of immigration and its human, social and economic benefits. It is hoped that all Barcelona’s sectors, organisations, companies and citizens will take up the commitment in question.

The aforementioned agreement has two precedents, both of which can be deemed very positive on the basis of their results. Firstly, there is the agreement that, in 2003, gave rise to the Municipal Immigration Plan, the first such comprehensive, cross-cutting work plan featuring many measures. Then there is the second agreement, which was reached in 2007 and resulted in the Immigration Work Plan.

The 2003 and 2007 agreements were both unanimously approved by all the political forces within the City Council and made it possible to manage a complex situation suitably at times of far-reaching demographic change with a major effect on the city. A handful of isolated incidents aside, it is notable that the process has been characterised by a low level of conflict, especially in comparison to other nearby cities and countries. That is a credit to Barcelona’s public institutions, civil society organisations and inhabitants, and underlines the city’s open, receptive nature.

The city’s immigration policies received a further boost in momentum and resources as a result of the Barcelona Interculturalism Plan. Approved in March 2010, it aims to foster progress in terms of acceptance of the social changes stemming from migrations, a goal it shares with the new Barcelona Immigration Plan.
1.2 The new work plan

The Barcelona Immigration Plan for 2012-2015 is designed to meet the new challenges arising from the change of era currently taking place where migration processes in the city are concerned. While we recognise that the measures applied to date have served as a good starting point, the cessation of one of the most significant migration processes Barcelona has experienced entails a change of scenario requiring a new approach to immigration policies.

From this new perspective, our priority should switch from immigrant reception to the adaptation and integration of those who have chosen to make Barcelona their home. The paradigm shift must not stop there, however. In the Barcelona of the future, immigrants cannot merely be a focus of attention of social policies. They must, through personal effort and access to the standard resources available to all citizens, be jointly responsible for their situation. A change of mentality is required, resulting in immigrants taking on an active role in their own adaptation, participating fully in all aspects of life in Barcelona and shouldering their share of responsibility for the city’s permanent development. Rather than a divided city, Barcelona must be a diverse, intercultural city.

The commitment to integration represented by the Barcelona Immigration Plan for 2012-2015 should be regarded as a firm move to make Barcelona an inclusive city, one in which opportunities abound, which is aware of its plurality, and which is renowned for its citizens’ creativity and innovation; a city where people with different backgrounds and forms of cultural expression coexist, sharing principles, rules and an identity: a city, in short, that embraces diversity without ceasing to be a community of citizens.

1.3 Barcelona, a “community of citizens”

Two fundamental changes characterise the paradigm shift that this new work plan is designed to manage. The first is a turn of the economic cycle, which has been altering habits, mentalities and attitudes since 2008. The second is a change in migration dynamics, with the influx of people arriving for work purposes slowing down and family reunification, while itself on the wane, becoming the main factor behind new arrivals.

The resulting population change is characterised by a substantial increase in mixed marriages and families within which different cultures, languages and transnational origins are represented, as well as by an increasingly prominent new generation of youngsters born in Catalonia to immigrant parents. Barcelona is therefore not a city simply made up of communities formed on the basis of the origin of their members, but rather a city in which more and more people are the fruit of cultural interaction, which inevitably broadens their outlook and enhances their ability to deal with life’s challenges. Interculturalism is a reality for many people, and it must also be so in the inclusive kind of city we are targeting. More than an aggregate of cultures, Barcelona ought to be an aggregate of people who interact with one another against a backdrop of diverse languages, cultures, beliefs and ideologies, but within a common frame of reference based on Catalonia’s tradition (developed over time by embracing new contributions) and in which Catalan, as a lingua franca, must aid cohesion.

The city’s governing authorities and network of associations must be able to satisfy the needs and ambitions of the
people of Barcelona. This plan consequently aims to enable Barcelona's community of citizens to share the city's associations and its public space; opportunities and pro-equity policies; duties and collective efforts to ensure co-existence; old traditions and new forms of cultural and artistic expression; the fight against segregation and exclusion and the new challenges of economic development; and social cohesion and the aspirations of a city looking to lead a country and have its own place on the international stage.

Barcelona is a receptive city that, throughout its history, has been shaped by the arrival of individuals and families seeking a new life. It has grown thanks to successive waves of migration from its area of influence, be it movement from the countryside to the city or from further afield, as in the case of the great influx of immigrants from Spain in the modern era. Barcelona's present-day population is the result of two major migrations. Firstly, there has been the most recent wave of immigration, chiefly characterised by comprising people from all over the five continents. A consequence of the economic, social and demographic changes that have taken place around the world in the last few years, the wide range of places of origin of Barcelona's more recent new arrivals has given the city a new human physiognomy today. Barcelona and its people are part of a permanently connected global village, a world in which physical and cultural distances have shrunk. In a context in which there are economic ties between people, companies and cities from all over the planet, and in which progress and social welfare are increasingly common ideals, Barcelona must have a plan to make its diversity a source of enrichment.

It is for that reason that we have raised the need for Barcelona, in all its diversity, to undergo a change of mentality. Such a change must contribute to immigrants being perceived as people who should actively participate in the life of the city. Neither individuals nor public policies ought to regard being an immigrant as a permanent status that justifies an exception. The swing in demographic trend requires new policies that pave the way for real, communal integration based on all Barcelona's citizens having the same rights and duties, regardless of where they come from. As the Council of Europe has indicated, integration is a two-way process to which immigrants and autochthonous residents alike must be committed if mutual adaptation is to occur.

In the light of the above, our Barcelona Immigration Plan for 2012-2015 has an intercultural perspective and looks to avoid the negative aspects of different traditional models of diversity integration and accommodation which have met with failure. The intercultural model aims to establish conditions for positive interaction, contact, dialogue and mutual familiarity among citizens, combining the benefits of diversity within a common frame of reference. We therefore require a firm commitment to interaction, to bringing people together, to cooperation between associations and neighbours. We need to establish spaces and projects in which people of different origins follow the same rules and share the same goals. We also have to counteract prejudices, negative perceptions of migration. We must make diversity in forms of cultural expression the norm, reinforced by citizens' shared rights and duties. All public bodies must ensure that respect for people takes priority over classifications based on cultural, language-related or religious traits. Even more importantly, it is necessary to avoid the ethnification of policies aimed at people of immigrant origin. With that in mind, this plan does not cover local policies on religion (which are already the subject of another of Barcelona City Council's plans), as religious diversity is part of Barcelona's denominational pluralism and cannot be considered merely an aspect of immigration.
2. CONTEXT: EVOLUTION OF IMMIGRATION IN BARCELONA. NEW PARADIGM

2.1. Demographic evolution of immigration in Barcelona: consolidation of the change of trend of 2010

The latest socio-demographic figures from 2012 indicate a standstill in the evolution of Barcelona’s foreign population. The city’s immigrant population rose from 3.5% of the total number of inhabitants in 2000 to 18.1% in 2009. Data from January 2010 marked a turning point, however, with the number of foreigners listed on the city’s population register falling by over 10,000 for the first time since the turn of the century.

The trend was confirmed by figures for 2011. The data corresponding to January 2012 shows a slight increase of 1.4% in Barcelona’s foreign population, which currently represents 17.4% of all the city’s inhabitants. The following tables and charts show how that foreign population has evolved over the last 12 years.

<table>
<thead>
<tr>
<th>Year</th>
<th>Number</th>
<th>Percentage of all city’s residents</th>
<th>Increase in relation to Growth rate previous year</th>
</tr>
</thead>
<tbody>
<tr>
<td>March 2000</td>
<td>53,428</td>
<td>3.5%</td>
<td>12,525</td>
</tr>
<tr>
<td>January 2001</td>
<td>74,019</td>
<td>4.9%</td>
<td>20,591</td>
</tr>
<tr>
<td>January 2002</td>
<td>113,809</td>
<td>7.6%</td>
<td>39,790</td>
</tr>
<tr>
<td>January 2003</td>
<td>165,046</td>
<td>10.7%</td>
<td>49,237</td>
</tr>
<tr>
<td>January 2004</td>
<td>202,489</td>
<td>12.8%</td>
<td>39,443</td>
</tr>
<tr>
<td>January 2005</td>
<td>230,942</td>
<td>14.6%</td>
<td>28,453</td>
</tr>
<tr>
<td>January 2006</td>
<td>260,058</td>
<td>15.9%</td>
<td>29,116</td>
</tr>
<tr>
<td>January 2007</td>
<td>250,789</td>
<td>15.6%</td>
<td>-9,269</td>
</tr>
<tr>
<td>January 2008</td>
<td>280,817</td>
<td>17.3%</td>
<td>30,028</td>
</tr>
<tr>
<td>January 2009</td>
<td>294,918</td>
<td>18.1%</td>
<td>14,101</td>
</tr>
<tr>
<td>January 2010</td>
<td>284,632</td>
<td>17.6%</td>
<td>-10,286</td>
</tr>
<tr>
<td>January 2011</td>
<td>278,520</td>
<td>17.3%</td>
<td>-6,312</td>
</tr>
<tr>
<td>January 2012</td>
<td>282,178</td>
<td>17.4%</td>
<td>3,858</td>
</tr>
</tbody>
</table>

Source: Barcelona City Council
Barcelona can be said to be experiencing the consolidation of a change in migration trend at present, with 2010 having been the year in which the actual change occurred. There was an exponential increase in the 2001-2009 period, with 241,490 new immigrants arriving in the city. In the 2010-2012 period, the number of immigrants in Barcelona has fallen by 12,740.

Nonetheless, it should be noted that the number of immigrants from Latin American has fallen and that of immigrants from Asia has risen. While almost half (specifically, 46%) of Barcelona’s immigrants were of Latin American origin in 2008, data from 2012 reveals that their numbers have dropped by 6%. In contrast, the number of Asian immigrants has risen by 5%, from 17% in 2008 to 22% in 2012.
By country, there has also been a change of trend in comparison to figures from previous years. Pakistanis are currently Barcelona’s largest immigrant community (23,281 people), followed by Italians (22,909), the Chinese (15,875) and Ecuadorians (15,511).

Accordig to data from 2012, the most substantial falls have been in numbers of Ecuadorian, Bolivian, Argentine and Peruvian immigrants, and there have also been smaller decreases in immigrants of Colombian and Brazilian nationality. The overall number of Latin American immigrants living in Barcelona has thus dropped by 2,764 (it should be noted that immigrants from the Dominican Republic have bucked the trend with a slight increase in their numbers). In contrast, the city has witnessed an increase in the presence of immigrants from other countries, particularly Pakistan, Italy, China, Philippines and France.

The number of immigrants from Latin American has fallen and that of immigrants from Asia has risen.
Quality of Life, Sports and Equality Immigration Plan 2012 - 2015

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DISTRIBUTION BY DISTRICT: GRADUAL DISTRIBUTION CONTINUES, WITH CONCENTRATION IN CIUTAT VELLA

Data from 2012 confirms the gradual distribution of the city’s foreign population among its districts. In absolute terms, Eixample is the district with the highest number of foreign residents (47,615 people), followed by Ciutat Vella (43,026) and Sants-Montjuïc (36,361). However, it is Ciutat Vella, where people of immigrant origin make up 41.8% of the population, which has the highest proportion of foreign residents.

Table 4. Number of foreigners by district

<table>
<thead>
<tr>
<th>District</th>
<th>Total no. of foreign residents on 1 of January</th>
<th>Variance</th>
<th>% of all city’s foreigners as % of all district’s residents</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011</td>
<td>2012</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. Ciutat Vella</td>
<td>40,938</td>
<td>43,026</td>
<td>2.088</td>
</tr>
<tr>
<td>2. Eixample</td>
<td>45,777</td>
<td>47,615</td>
<td>1.838</td>
</tr>
<tr>
<td>3. Sants-Montjuïc</td>
<td>34,776</td>
<td>36,361</td>
<td>1.585</td>
</tr>
<tr>
<td>4. Les Corts</td>
<td>9,020</td>
<td>9,407</td>
<td>387</td>
</tr>
<tr>
<td>5. Sarrià-Sant Gervasi</td>
<td>15,403</td>
<td>15,864</td>
<td>461</td>
</tr>
<tr>
<td>6. Gràcia</td>
<td>17,851</td>
<td>18,517</td>
<td>666</td>
</tr>
<tr>
<td>7. Horta-Guinardó</td>
<td>21,221</td>
<td>21,221</td>
<td>0</td>
</tr>
<tr>
<td>8. Nou Barris</td>
<td>27,071</td>
<td>27,525</td>
<td>454</td>
</tr>
<tr>
<td>9. Sant Andreu</td>
<td>18,801</td>
<td>18,971</td>
<td>170</td>
</tr>
<tr>
<td>10. Sant Martí</td>
<td>34,781</td>
<td>36,084</td>
<td>1,303</td>
</tr>
<tr>
<td>no data</td>
<td>12,681</td>
<td>7,587</td>
<td>-5,094</td>
</tr>
<tr>
<td>BARCELONA</td>
<td>278,320</td>
<td>282,178</td>
<td>3,858</td>
</tr>
</tbody>
</table>

Source: Barcelona City Council

COMPOSITION OF THE CITY’S SOCIETY: MIXED MARRIAGES ON THE INCREASE

More and more of Barcelona’s households are the product of a combination of different cultural origins. While marriages between two people of Spanish nationality are on the decline, the number of marriages between a foreigner and a Spaniard is rising. There was a 24.6% increase in the number of mixed households between 2007 and 2011, and unions between a foreigner and a Spaniard currently represent 31.1% of all marriages that take place in Barcelona. In contrast, marriages between two foreign nationals make up only 9.6% of the total. The following table shows how marriage composition has evolved in absolute and percentage terms.

Table 4. Percentage of foreigners among residents by district, 2012

<table>
<thead>
<tr>
<th>District</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Ciutat Vella</td>
<td>41.8%</td>
</tr>
<tr>
<td>2. Eixample</td>
<td>18.0%</td>
</tr>
<tr>
<td>3. Sants-Montjuïc</td>
<td>18.0%</td>
</tr>
<tr>
<td>4. Les Corts</td>
<td>11.6%</td>
</tr>
<tr>
<td>5. Sarrià-Sant Gervasi</td>
<td>11.0%</td>
</tr>
<tr>
<td>6. Gràcia</td>
<td>15.3%</td>
</tr>
<tr>
<td>7. Horta-Guinardó</td>
<td>12.6%</td>
</tr>
<tr>
<td>8. Nou Barris</td>
<td>16.6%</td>
</tr>
<tr>
<td>9. Sant Andreu</td>
<td>13.0%</td>
</tr>
<tr>
<td>10. Sant Martí</td>
<td>15.6%</td>
</tr>
</tbody>
</table>

Source: Barcelona City Council
Consequently, the number of children born to mixed married couples is increasing progressively. In 2010, 13.9% (2,098 children) of all babies born in the city were born to mixed married couples, while 20.9% (3,143 children) were born to two foreign parents.

More and more of Barcelona’s households are the product of a combination of different cultural origins.
The change in Barcelona’s migration dynamics has had a considerable impact on the city’s immigrant reception services. There has been a marked fall in the use of services such as the SAIER (Servei d’Atenció a l’Immigrant i Estranger Refugiat, or Immigrant and Refugee Service), applications for family reunification, and enrolments on the Catalan language courses run by the CPNL (Consorci per a la Normalització Lingüística, or Consortium for Language Normalisation).

The level of use of the SAIER, Barcelona’s main public service in the immigrant reception arena, has varied in recent years. Following an increase from 10,188 new registrations in 2002 to 17,286 in 2007, the number began to fall in 2008. The decrease was particularly notable between 2010 and 2011, when the number of registrations dropped from 11,595 to 7,023, a fall of over 35% in just a year.

The number of new users of the service has fallen considerably in the last few years, from the 24,123 dealt with in 2005 to 11,037 in 2011, a reduction of more than 55% in a six-year period. The decrease was especially marked between 2010 and 2011, when the number of people attended to fell from 18,128 to the aforementioned figure of 11,037.

The number of interviews conducted by the service has evolved similarly, dropping from 61,530 in 2005 to 35,394 in 2011, with a constant and particularly sharp decrease between 2009 and 2011.
**FAMILY REUNIFICATION**

The number of applications for family reunification fell by more than 50% over just four years, specifically from 6,943 in 2008 to 3,452 in 2011.

**CPNL CATALAN LANGUAGE COURSES**

The Catalan language courses offered by the CPNL have followed a similar pattern to the other services mentioned, i.e. an increase in use during the immigration boom, followed by deceleration and then a sharp drop with the consolidation of the change in migration dynamics. The number of Barcelona’s foreign residents enrolling on the courses rose from 4,003 in 2002 to 19,611 in 2009. The year 2010 marked a turning point, however, as the trend went into reverse and the number of people enrolling on the courses fell slightly for the first time, to 18,195.

The major drop came in 2011, when there were 14,702 new enrolments, representing a negative variance of 19% between 2010 and 2011.

It should be noted that the trend in question only applies to beginner-level courses (B1 and CB), which students usually take shortly after their arrival in Barcelona. There has been a much smaller reduction in students taking intermediate and advanced courses (consolidation courses), with the number of enrolments on proficiency courses falling by 2.9%, from 4,179 in 2010 to 4,058 in 2011.

**Chart 7. Evolution of number of applications for family reunification, 2005-2011**

Source: Barcelona City Council

**Chart 8. Evolution of number of enrolments on Catalan language courses, 2002-2011**

Source: Barcelona City Council and the CPNL
3. CHANGE OF SITUATION: NEW CHALLENGES, NEW GOALS

Barcelona has been shaped by people who have settled here over the centuries, enriching Catalonia’s own culture with contributions from all over the world. That constant process is responsible for the Catalan culture having developed to the extent that it nowadays constitutes a model of an open society.

As indicated in the previous chapter, we are facing a clear change of era where migration is concerned, with the major influxes of people from across the planet having ceased entirely. Figures show that, despite the economic crisis, only a very small proportion of immigrants opt to return to their country, suggesting that they are highly settled in their host society. That is corroborated by the increase in mixed marriages and the large number of immigrants involved in creating companies (accounting for 27% of all Barcelona Activa’s programmes), which points to such people making a vital contribution to the city’s economic and social dynamism. Nonetheless, there is a high rate of unemployment among immigrants (37.7%) 1, a situation that is very worrying in itself and also in terms of its effect on the integration process, particularly among youngsters and so-called second-generation immigrants.

The economic crisis and new forms of generating employment and economic growth (involving greater internationalisation and more emphasis on diversity in terms of knowledge and experience) represent an opportunity for various generations of Barcelonà’s citizens, a challenge that must be tackled with a long-term perspective for the sake of future generations.

This new era in terms of population movements requires us to adapt our priorities and take a new approach. Specifically, we need to switch our focus from immigrant reception policies to policies geared to coexistence and aiding integration in Barcelona.

Such a priority change entails greater promotion of adaptation, interaction and integration among all Barcelona’s inhabitants, instead of continuing to concentrate solely on immigrants new to the city. That does not mean abandoning reception policies entirely, as Barcelona is a city that constantly attracts new residents, but rather placing the emphasis elsewhere. A fundamental aspect of this change of situation consists of our policy ceasing to be basically a service for immigrants and becoming a tool for promoting interaction between people and institutions, so that everyone plays their part in the development of a city in which diversity is regarded as an asset.

Nonetheless, it is essential that everyone first be guaranteed a minimum level of equity and social justice. Additionally, before the new paradigm being discussed can be implemented, there must be a context of respect for a set of democratic values (consolidated, as mentioned earlier, over the course of Catalonia’s history) based on equal rights and duties. It is with that in mind that we are proposing an ambitious policy to nurture equity and oppose exclusion and discrimination. It is particularly important that barriers and obstacles to all residents becoming true citizens with equal opportunities be removed.

The measures required to foster equity include reinforcing Catalan language learning, facilitating access to and continuation in education for second-generation immigrants (especially in relation to the transition to post-compulsory education), facilitating access to jobs, encouraging entrepreneurship, and promoting association activity and the participation of all citizens. Additionally, it is necessary to prepare civil society and other social sectors, particularly the city’s commercial and business fabric, to routinely employ youngsters of immigrant descent raised and educated in Catalonia.

We thus intend to gear our policies to encouraging immigrants to participate fully in Barcelona’s society, as well as to promoting the perception of immigrants as active stakeholders in the city’s life and projects, rather than as passive beneficiaries of public services.

Adapt our priorities and take a new approach, switch our focus from immigrant reception policies to policies geared to coexistence and aiding integration in Barcelona.

1. The unemployment rate in Catalonia in the last quarter of 2011 was 20.5%. It stood at 37.5% among foreigners and 16.7% among nationals. (Source: Butlletí de població estrangera i mercat de Treball. 4th quarter of 2011. Ministry of Business and Employment. Government of Catalonia).
Similarly, it is necessary to put an end to the notion of immigrants as foreigners, as people alien to Barcelona, and embrace the idea of a plural city. Only with such an outlook is it possible to assimilate the concept of a shared public sphere in which everyone has the same principles of good citizenship and respect for diversity. Only against a backdrop of unity can diversity be viewed as an intrinsic component of the city.

Barcelona is the capital of Catalonia, and its history and culture are an essential element of the city’s character, as well as of that of the nation itself. Awareness of that is the cornerstone of the aforementioned unity and shared public sphere. Barcelona’s history and culture, along with its economic and linguistic background, are also part of the assets that people in the process of integration must share.

The shared public sphere referred to above must be defined, identifying elements conducive to unity and reinforcing common values. One of the key notions involved in the paradigm shift under discussion is that, left to themselves, the dynamics of diversity of Barcelona’s population could result in compartmentalisation, the creation of monocultural areas and exclusion.

Our policies must seek to establish mechanisms for developing a plural, unified, participative society, rather than a plurality of societies. We thus intend to promote and form ties based on interrelation, interaction, coexistence, interconnection and interculturalism through common initiatives, emphasising the things that unite us, regardless of each individual’s origin. It is important to recognise that this paradigm shift cannot be implemented by the authorities alone. Civil society must also play a part, particularly at neighbourhood and district level. Here, civil society means the immigrant and the autochthonous population alike, as they share responsibility entirely in this case.

With the above in mind, we need to emphasise policies that stimulate projects that bring citizens together and encompass the city’s pluralism. However, the creation of ties between different projects depends, in no small part, on civil society and its capacity to take the initiative, even more so if it is a matter of forging new bonds between citizens who speak different languages and have different cultural backgrounds. Thus, in order for the new paradigm to be successful, the necessary reorientation must come about as a result of joint, coordinated action involving all the networks that are already part of the city’s society. The task of the authorities is to generate conditions conducive to that happening.

The authorities must go about the task in question in two ways. Firstly, they must promote association activity, as well as support for the initiatives of organisations that bring people of different origins together and break down barriers between the different associations of immigrant and autochthonous residents. Secondly, they must provide the city with a direct, pragmatic policy that is coordinated at neighbourhood and district level, in addition to tackling the occasional conflicts and complications which are bound to occur through the channel with which those involved are best able to identify. Conflict management is part and parcel of nurturing coexistence and interaction.

The current global economic crisis is not conducive to coexistence, quite the contrary in fact. Against a backdrop of high unemployment rates, there is likely to be competition for jobs. The challenge here will be to avoid such competition being settled on the basis of belonging to a particular community or group, instead prioritising individuals’ skills and background so that those with the most outstanding academic qualifications and work experience are rewarded. Our social policies must benefit people and their welfare, and should result in the disappearance of social barriers to progress. They must therefore not revolve around passive approaches based purely on assistance and justified on the grounds of cultural origin. Instead, they must promote everything that links people with the society in which they live and with its values. The Catalan language serves that purpose, as do education, vocational training, and support for entrepreneurs, organisations and citizen participation.

The economic crisis also entails a new scenario requiring new kinds of effort and approaches from everyone, in addition to major political consensus and a great deal of pedagogical work from the authorities. It must be possible to understand not only the political aspect of the reorientation being undertaken, but also all its social purposes. We have to convey the message that it is a change that benefits everyone, in that it will help define coexistence not as a result in itself but as a process based on a collective initiative in which everyone can participate through active citizenship, endeavour and commitment to the common good.

Despite the very difficult situation to which the economic crisis has given rise, it is necessary to be aware of the cultural, social and economic wealth that immigration represents, and of the benefits it entails for the Catalan culture. Citizens’ cultural and linguistic diversity is an added value that must be reinforced, as it benefits society as a whole. Diversity is a tremendous resource that can aid Barcelona’s development and help consolidate its worldwide renown as a cosmopolitan, creative, innovative city. Diversity is a source of opportunities, particularly when it is recognised as part of a society to which people feel they belong. Strategically speaking, the only way to achieve the policy necessary for sharing a common public sphere is to promote interaction between all citizens and between civil society’s networks for action. Such interaction, such a form of creating common ground between the different dynamics of diversity, constitutes interculturalism, conceived as a political strategy for managing a process.

Left to themselves, the dynamics of diversity of Barcelona’s population could result in compartmentalisation, the creation of monocultural areas and exclusion.

Prioritising individuals’ skills and background so that those with the most outstanding academic qualifications and work experience are rewarded.
NEW CHALLENGES

To conclude this reflection on the new challenges that the change of situation being discussed entails, the main goals of the new era in immigration policy in Barcelona are summarised below:

1. To switch focus from immigrant reception to the day-to-day management and accommodation of diversity, placing the emphasis on people as holders of rights and duties.

2. To extend the scope of our policies to cover Barcelona’s entire population rather than just immigrants, as was previously the case.

3. To alter the social perception of immigrants so that they come to be viewed as active citizens who participate in the city’s entire network of associations and business and economic fabric, rather than merely as passive beneficiaries of public services.

4. To guarantee equity by facilitating access to and continuation in education, especially for second-generation immigrants, given the current high rate of unemployment among Barcelona’s foreign population (twice the city’s overall average).

5. To promote and facilitate economic dynamism through the combination of opportunities offered by diversity, transnationalism and entrepreneurship.

6. To create ties and a sense of belonging to society among all Barcelonans’ inhabitants, building on the foundation of the city’s historical, cultural, economic and linguistic background, which should be part of their shared assets. The fact that the vast majority of the immigrants who have come to Barcelona this decade are looking to settle and stay in the city cannot be ignored.

7. To establish cultural diversity as a resource that requires management and which contributes to cultural, social and economic wealth, and to be aware of and explain how that benefits the Catalan culture.

As indicated previously, this plan is designed as a tool for municipal policies and the activity of the network of civil society organisations alike. Thus, along with the challenges to be met and the goals to be set, identifying the stakeholders who are to play important roles in the new era of immigration policies (i.e. Barcelona’s immigrant, social, cultural and economic organisations, which represent all the city’s dynamism) is a fundamental part of the plan.
This plan must also pave the way for youngers, women and entrepre-
nurs to make progress, raise their profile and gain social recognition as people who acti-
vely participate in and help develop the Barcelona of today and tomorrow. With that in mind, it includes a section on stakeholders and their involvement in Barcelona’s immigration policies.

Lastly, as already mentioned, we aim to further enhance, if possible, the city’s scope to be a model with which its citizens feel identified. The way our immigration policies envisage the city model paves the way for their incorpo-
ration into all areas of a full municipal action plan and, consequently, for in-
fluencing the management model. At the same time, Barcelona’s role as a standard-setting Mediterranea

and European city in international forums and networks must be proudly recog-
ised. Finally, the leadership that Barce-
lona exercises must be a primary identifying trait of the city, as well as a factor in its inhabitants’ sense of be-
longing and pride, as an element of the welfare society we are looking to build.

NEW GOALS

What is required for immigrants to be part of Barcelona’s community of citi-
zens? What policies must we promote for them to be able to share the same civic outlook?

There are two key ideas that we feel should orient the new era’s immigra-
tion policies:

A) Altering the immigrant population’s logic of action:

Civil society in general, and immigrant associations in particular, must be-
come aware of the need to replace the notion of immigrants as people who are aided and attended to with the percep-
tion that they are active, participative people who shoulder their share of re-
sponsibility and take a hands-on role in the community of citizens through common initiatives that contribute to the development of a diverse Barce-
lona and a culture of diversity. That means immigrants channelling their specific activity and legitimate claims as stakeholders in a participative de-
mocracy through the city’s existing networks of associations and becom-
ing full members thereof.

B) Altering the entire population’s per-
ceptions:

Barcelona’s civil society, particularly its autochthonous element and mem-
bers from elsewhere in Spain, should come to feel that a share of the respon-
sibility for change lies with them, and begin to see that the city is characte-
rised by diversity and that immigrants are an integral part of it. The idea is to discourage the view that immigrants are merely public service users or that they have come to take local people’s jobs or to live on the verge of illegality. It is a question of putting an end to the “us versus them” concept and embrac-
ing that of “all citizens together”. The challenge that this fundamental step represents is even greater in the cur-
rent economic climate.

Those two key ideas pave the way for the “accommodation of diversity”, i.e. acceptance of diversity as a characte-
ristic inherent to the city of Barcelona, a part of everyday life which entails neither exclusion nor discrimination. It must become the norm for immigrants to have a visible presence in all kinds of existing associations and NGOs with shared concerns, demands and aims. They must participate in such organi-
sations’ civic and altruistic work in the community, and in all aspects of city life. The autochthonous population must regard immigrants as fully active stakeholders, a perception that immi-
grants themselves need to share. It is also immigrants’ responsibility to get involved with associations, and to find out about and understand diversity it-
self. Ideally, their visibility should be so commonplace in the coming years that people will no longer be thought of as immigrants, a categorisation that will gradually become meaningless. The autochthonous population must view each immigrant as simply another member of the community of citizens and assist them in the inclusion pro-
cess. The City Council is committed to this policy of rendering diversity visible in established networks progressively spreading to the public administration.
This paradigm shift thus requires the authorities and civil society in general to work together to ensure that diversity becomes a resource and an opportunity for personal and collective development.

Those two key ideas pave the way for the “accommodation of diversity”.

The new Barcelona Immigration Plan for 2012-2015 features three strategic lines for organising its policies and orienting its measures. Specifically, those lines consist of equity, diversity and interaction.

- The strategic line of policies for equity stems from the plan’s aim of promoting a balance between rights and duties. Equity means not treating people differently on the grounds of language, origin, religion or any other characteristic. It also entails public policies being aimed at everyone as a principle, with the application of measures that help create conditions conducive to equity. In other words, for equity to be possible, it is necessary to act against social discrimination, inequality and the barriers to genuine equal opportunities.

- The strategic line of policies for the recognition of diversity is based on diversity being a reality that we must cease to view as something unrelated to our society and embrace as one of its identifying traits. Recognition of diversity must be accompanied by work aimed at establishing values and rules common to all citizens. Diversity should not be an element of social segregation, but rather a medium for bringing people together. Citizens’ shared awareness of the factors behind diversity ought to contribute to the creation of such a medium, preventing ignorance, false rumours or the lack of visibility of cultural and religious practices fuelling prejudices and incomprehension of diversity.

- The strategic line of policies for interaction is essential to the creation of a common sphere for all citizens. It is impossible to imagine a city overcoming the barriers that exist between people without them interacting, meeting one another and forming particular relationships. Civil society organisations have a vital role to play in such interaction. Studies have shown that participation in shared activities makes people more likely to put down roots.
4.1. Good management in reception policies

GENERAL GOALS

People’s welfare depends on administrative matters being managed well. We thus intend to apply general good management to all processes related to immigrant reception. In particular, we aim to improve the procedures that fall under the City Council’s jurisdiction in relation to registering immigrants and reporting on their integration and living conditions. However, in the new situation in which we find ourselves, we need to reduce the resources assigned solely to reception on one hand, and to guarantee family reunification services on the other.

It is essential that immigrants’ initial reception provide them with the resources necessary to ensure that their introduction to their host society is as complete as possible. In accordance with Catalonia’s Reception Law, language learning resources must be made available to them, so as to foster their Catalan language skills and use of the tongue, as well as information on their host society and their basic rights and duties. In this new era, we intend to extend the scope of reception services to cover all new residents.

• To improve the way reception is managed, taking into account the new situation where immigration is concerned.
• To improve administrative processes.

SPECIFIC GOALS

• To apply Catalonia’s Reception Law.
• To extend the scope of reception services to cover all new residents.

MEASURES

1. Adaptation of immigrant reception management to the entry into force of Catalonia’s Reception Regulations. Those regulations will require us to make changes to the reception procedure and review the instruments available, such as the XESAJE (Xarxa d’Entitats Socials d’Assessorament Jurídic en Estrangeria, or Network of Associations for Legal Advice for Foreigners), the Coordinadora de la Lengua (Language Coordination Body) and the SAIER.

2. Adaptation of the SAIER to immigrants’ current needs. In recent years, the SAIER has provided a vital service as part of the reception of numerous immigrants from all over the world. We now need to rethink that service due to the fall in the number of immigrants arriving to take up residence in Barcelona. Meanwhile, we need to reinforce other services, such as reception sessions and support following inclusion in the population register, which are now available in all districts. We thus intend to adapt the SAIER to present needs, as well as in anticipation of requirements to which the Reception Law’s implementation may give rise.

3. Support for LGBT immigrants’ reception and assistance processes, and use of the SAIER to facilitate applications for asylum and refugee status made on the grounds of sexual orientation, offering advice and information in all cases.

4. Reinforcement of the immigrant reception network. It is necessary to support the reception organisations within the XESAJE and the Coordinadora d’Entitats per la LLengua (Pro-Catalan Language Organisation Coordination Body), as they are vital to social cohesion and society’s involvement in immigrants’ integration.

5. Consolidation of the “Noves famílies” project. Once the Assistance Programme for Families in the Process of Reunification has been introduced in all districts and neighbourhoods, the next step will be to keep it running with the aim of helping 90% of families undergoing reunification. Indicators show that it is the most effective means of facilitating the integration of immigrants living in Barcelona.

6. Reinforcement of programmes that facilitate young immigrants’ integration, involving the “A l’estiu, Barcelona t’acull”, “Punt de trobada”, “EmMou” and “Rossinyol” projects, as well as the introduction of “JIP-Jove, Informa’t i participa!” information points in 46 of the city’s secondary schools.

7. Reinforcement of immigrant women’s role as mediators in reception and family reunification processes, with the involvement of women’s associations, for the purpose of providing specific guidance on women’s rights and the resources and networks available.
4.2. Cross-cutting action and territoriality in immigration policies

GENERAL GOALS

More cross-cutting action is necessary in this new era of immigration policies, as it paves the way for deeper integration of diversity into the different spheres of social policies. Such action affects each of the City Council’s different areas, between which there must be effective coordination for the purpose of carrying out joint projects geared to integration. In the new paradigm that is the backdrop to this plan, we are seeking greater coordination between City Council areas that have not habitually done a lot of work on immigration-related matters. Our aim is to raise the profile of and to provide resources and ideas for the plan’s new approach, which revolves around diversity and interculturalism as positive aspects of Barcelona.

Such cross-cutting action must extend to the city’s different stakeholders, entailing more and more joint work between organisations, companies and the City Council, starting with the political parties represented within the council. Increased coordination between all stakeholders is required in the new era of immigration policies in order to generate greater consensus, greater commitment and a greater ability to internalise diversity in the life of the city, in a context of unhindered interaction.

There are two aspects to the territorial implementation of such cross-cutting action. Firstly, there is an internal aspect, related to the plan’s activities reaching all Barcelona’s districts and neighbourhoods. It is vital that they spread to as much of the city as possible, so as to contribute to real social cohesion. It is thus important that all the main projects be put into practice throughout Barcelona. There should also be scope for initiatives that have developed into best practices in a particular place to be adopted in other neighbourhoods and districts.

Secondly, Barcelona must think of its metropolitan area as a natural reference point, Barcelona always sets the standard for Catalonia, as its capital city, and other cities pay attention to the things that Barcelona does well. That capacity for leadership entails an element of responsibility, on the basis of which Barcelona has a duty to share and spread its projects (as has already happened in the case of its “Estratègia Antirumors” project). The city must therefore collaborate and coordinate its work with Catalonia’s institutions where immigration and diversity management policies are concerned.

- To attain the greatest possible degree of political consensus on immigration policies.
- To achieve effective coordination between the different areas of the City Council.
- To achieve effective coordination between the City Council and social stakeholders.
- To ensure that projects are of a cross-cutting nature, with a view to them reaching all the city’s neighbourhoods and districts.
- To establish effective coordination between the different territorial levels within Barcelona’s metropolitam area and within Catalonia.
SPECIFIC GOALS

- To reinforce political consensus on immigration policies.
- To reinforce coordination between the different areas of the City Council.
- To reinforce coordination between technical staff involved in immigration policies.
- To reinforce territorial coordination at district and neighbourhood level.

- To establish effective coordination with social and cultural organisations.
- To establish smooth coordination between Catalonia’s different administrative bodies, so as to link Barcelona’s diversity policies with those of other Catalan cities and towns.

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MEASURES

14. Consolidation of the political consensus reached in relation to immigration policies, developing dialogue based on transparency, stakeholder involvement and commitment to social cohesion.

15. Strengthening of the role of the Cross-sector Immigration Committee as a means of promoting technical coordination and common guidelines among the areas of the City Council.

16. Coordination between neighbourhoods and districts. We intend to establish territorial coordination mechanisms to implement every measure envisaged in the plan in all the city’s districts and neighbourhoods. Technical staff working at neighbourhood level should become reference figures and nurture ties between associations’ activities and institutional programmes.

17. Reinforcement of the role of council technical staff. There should be at least eight territorial technical staff and six territorial immigrant reception workers.

18. Training for staff of the City Council’s different areas. A training programme on intercultural skills is to be developed, in conjunction with the Human Resources Directorate, for as many council workers as possible, particularly technical staff working at neighbourhood level.

19. Implementation, over the coming years, of the entire Barcelona Interculturalism Plan, as the best means of guaranteeing a city-wide diversity management strategy that, in addition to overcoming other models’ limitations, places emphasis on ensuring equal rights, duties and social opportunities, and on encouraging people to interact to reinforce the common ground between them and their shared sense of belonging.

20. Incorporation of a metropolitan perspective into immigration policies, reinforcing cooperation and the sharing of strategies with the metropolitan area’s other cities and towns. This particularly involves reinforcing cooperation with Barcelona’s neighbouring cities (L’Hospitalet, Sant Adrià, Santa Coloma and Badalona), so as to foster common reception and diversity management policies.

4.3. Social policies for the promotion of equity

**GENERAL GOALS**

The principle of equity must be put into practice in two ways. The first consists of all citizens accepting the same rights and duties, entailing recognition that everyone has to make the same effort to benefit from the opportunities society offers. The second consists of combating discrimination, inequality and the obstacles to equal opportunities.

Bearing in mind the current context, marked by the financial crisis and the turn of the economic cycle, and in which we have to provide people with the resources they need to cope with growing competitiveness, we intend to create conditions in which public policies contribute to citizens’ success in education and work, with particular emphasis on second-generation immigrants. We will promote training, talent, resource accessibility and a welfare society.

- To promote success in education among second-generation immigrants.
- To promote training for and the talent of second-generation immigrants, to improve their job prospects.
- To promote the latent talent for languages of youngsters who speak different tongues at home, as the potential plurilingualism involved would broaden their career opportunities.
- To foster access to public services for all, regardless of each individual’s origin.
- To facilitate second-generation immigrants’ access to the job market in the same conditions as the rest of the population.
- To create conditions conducive to a welfare society, promoting health, prevention, recreation and sporting activity.
- To combat discrimination and exclusion by raising awareness among social stakeholders and people liable to suffer discrimination of some kind, disseminating the Citizens’ Charter and publicising the services of the Oficina per la No Discriminació (Anti-discrimination Office).
- To prevent immigrants finding themselves in irregular situations or affected by social exclusion.

**SPECIFIC GOALS**

- To incorporate diversity into public services.
- To promote health and wellbeing for all.
- To combat discrimination, inequalities and social barriers.
- To foster equity and equal opportunities for immigrants, especially women and youngsters.
- To train people to succeed in education and work, making the most of the talent that arises from diversity.

**MEASURES**

22. Study of the implementation of initiatives of the “magnet schools” variety for education centres with a high proportion of students of immigrant origin, creating specific conditions to ensure excellence, with the aim of overcoming segregation in schools.

23. Awareness raising for teachers on educational guidance, with a view to students who make the grade taking part in post-compulsory education, be it optional secondary education or university training. The aim is to encourage youngsters who might otherwise drop out of the education process prematurely to continue studying.

24. Guarantee of guidance, extra educational support and initial monitoring by educational psychologists for youngsters arriving in Barcelona as a result of family reunification, particularly those aged 14 to 17. Extra support for Catalan language learning will be further boosted through institutional resources.

25. Guarantee of subsidised school meals for all children who meet the established criteria.

26. Improvement of the flexibility of procedures for the official recognition of qualifications, so as to reinforce the talents that immigrants contribute to the economy.

27. Encouragement for foreigners to participate in the programmes run by Barcelona Activa. In its capacity as an economic driving force and a creator of employment in the city, increasing immigrants’ involvement in training courses and with resources for entrepreneurship.

28. Establishment of a city-wide strategy to facilitate social entrepreneurship among the most disadvantaged communities.

29. Promotion of programmes to encourage children and teenagers of immigrant origin to participate in sporting activities and join the city’s clubs. We intend to design initiatives to foster a healthy lifestyle and sporting activity among youngsters with little to do with their time.

30. Promotion of inclusive sport in schools, so as to help bring children and teenagers of different origins together, through initiatives such as the “Convivim esportiva-ment” project (affordably priced school sport in neighbourhoods where such activities are not readily available, geared to people who lack resources).

31. Promotion of sport among immigrant women (be it sport with an official governing body or otherwise), as well as of their use of the city’s sports facilities.
32. Creation of the Xarxa d’Escoles pels Drets Humans (Schools for Human Rights Network), under the responsibility of the City Council’s Women’s Directorate and Civil Rights Directorate, to provide teachers and students with educational resources for learning about the principles and values of the Declaration of Human Rights.

33. Guarantee of healthcare and health monitoring for the immigrant population, involving making health programmes more accessible (e.g. vaccination record in different languages, information on infectious diseases), establishing community health monitoring mechanisms (reportable diseases), reinforcing women’s role in contributing to health, and encouraging teenagers to participate in school health programmes (e.g. the “CANVIS” and “Parlem-ne no et tallis” programmes).

34. Reinforcement of guidance for young people on training and employment, providing information on job-seeking skills.

35. Use of the Xarxa PiJ (Youth Information Point Network) to provide youngsters with information on the issues that affect them most directly. The intention is to deal with topics such as their rights and duties, the implications the new Immigration Regulations hold for them, procedures for the validation and official recognition of previous studies, and health-related and sexual matters.

36. Development of the programmes that provide services for the vulnerable and excluded. We intend to develop a strategy for looking after foreign minors on the streets; to continue to support mechanisms for caring for the young and the elderly; to guarantee social care for homeless foreigners through the SIS (Servei d’Inserció Social, or Social Inclusion Service); to study the factors that contribute to vulnerability among immigrant women and children, with particular emphasis on preventing gender-based violence; and to guarantee immigrants the necessary care by facilitating their access to and providing them with information on the resources available, as well as by giving the staff of public services more training on immigration and specific situations.

37. Help for vulnerable immigrants, who freely recognise their vulnerability through the SIS, to voluntarily return to their country of origin in the company of another person.

38. Work with immigrant mothers who have left their children behind in their country of origin, geared to empowering them in the fulfilment of their role. We will also provide support for single mothers and for women involved in the process of reunification with their children.

39. Work to analyse and tackle the causes of irregularity, particularly in the case of communities with very high rates thereof. We intend to look at alternatives to hawking and peddling and collecting scrap iron as the only ways out of exclusion, and to provide support, as far as possible, in the form of legal advice in the event of unforeseen loss of legal status.

40. Establishment of an action plan against substandard housing in Barcelona, to prevent people living in extremely poor conditions.

41. Establishment of an action plan against illegal settlements to avoid immigrants being placed at risk.
4.4 Policies for the recognition of diversity

GENERAL GOALS

The diversity of the people of Barcelona has to be evident. It must be regarded as a positive aspect of the city, a source of creativity and economic opportunities, making it a key factor in Barcelona’s international competitiveness. Diversity is part of the essence of Barcelona, a city that has constantly opened itself up to new inhabitants from all over the world. It is a place that draws people to it, and where they choose to settle, grow and prosper. Barcelona must be aware of its nature, which ought to be reflected in its citizens, without distinctions. Furthermore, as diversity is a cornerstone of social transformation, Barcelona must take pride in that nature, looking upon the challenge entailed thereby as an opportunity for the future.

With that in mind, we intend to make a particular effort to learn more about every aspect of Barcelona’s cultural and social diversity, as well as to make the city’s inhabitants more aware of that diversity, so it becomes a shared part of everyday life.

- To make diversity visible so it becomes the norm.
- To accept diversity as an inherent characteristic of the city.
- To increase familiarity with different forms of cultural expression.

SPECIFIC GOALS

- To acquire a detailed knowledge of the characteristics of the diversity corresponding to Barcelona’s cosmopolitan population, taking great care to avoid pigeonholing and merely classifying communities, so as to gain an insight into the forms of hybridisation and cultural interaction which occur within individuals.
- To generate awareness and raise the profile of the diversity of Barcelona’s citizens, as a positive value that is a source of innovation, creativity and ties with cultures across the planet.
- To use new technologies to help disseminate the different forms of cultural expression of Barcelona’s communities, as part of creative, innovative projects that bring the city to the world’s attention.
- To raise awareness of Barcelona’s cultural traditions and symbols, with the aim of ensuring that everyone who has recently taken up residence in the city is familiar with them.
- To raise awareness of the history of migrations in Barcelona, as a way for all its citizens to share a common past.

MEASURES

42. Production of a report on cultural diversity in Barcelona, based on the data directly available to the City Council, secondary data from other institutions and studies on the city’s population carried out in the last five years. The report’s results will be shared with experts and researchers from universities.

43. Updating of the migration situation indicator system to include elements related to diversity. We will continue to generate new data that provides a steady flow of information over time.

44. Design of a strategy to increase the visibility of Barcelona’s citizens of foreign origin in all areas of public life and as City Council employees in particular, always strictly respecting the criterion of professional merit.

45. Work to raise awareness of the website www.interculturalitat.cat and broaden its content to ensure that it continues to serve as a tool for boosting the visibility of diversity in Barcelona. The new content will include interviews and case studies on best practices carried out by the City Council and other bodies.

46. Establishment of an agreement with the institutions whose work involves immigration’s past (e.g. the Catalonia History Museum and the Catalonia Immigration Museum) to promote familiarity with the history of immigration in Barcelona, encompassing input from researchers and immigrants themselves.

47. Boosting of the profile of diversity in the local media, through agreements with neighbourhood newspapers and publications aimed at immigrants, with a view to them cooperating and running shared content. We intend to open dialogue with the major local media, geared to them adopting best practices in terms of rendering Barcelona’s diversity visible.

48. Strengthening of the role of the Espai Avinyó – Llengua i Cultura (Avinyó Language and Culture Centre) as a place of interaction, knowledge and social innovation, by arranging activities open to experts, organisations and all citizens, prioritising intercultural encounters between young people.

49. Reformulation of national celebration days, in conjunction with the relevant institutions, to make them city celebration days.

50. Work to increase the number of schools that teach languages through the “Llengües d’origen” programme of the Government of Catalonia’s Ministry of Education, to consolidate the linguistic talent of students of different origins.

51. Work to increase familiarity with the different physical and sporting activities of the foreign communities that coexist in Barcelona, involving initiatives geared to the school-age population, including activities that complement physical education lessons and other ideas aimed at the city’s schools. We intend to pave the way for such sporting activities to be made available in municipal sports centres and facilities.

52. Encouragement for companies to sign the Diversity Charter. We intend to involve companies in reception and support programmes for immigrants’ integration into society, and to generate appreciation of diversity as a factor that makes companies stronger.

53. Promotion of Catalan language learning and provision of guidance on the use of the tongue in shops run by immigrants, in conjunction with Barcelona’s business organisations (Foment, Pimec and Confederació de Comerc), with a view to enhancing their integration into the city’s trade network and different neighbourhood traders’ associations.

54. Fostering of multilingualism in Barcelona’s companies. We intend to work with the 22@ district and Barcelona Activa to create a specific programme for encouraging the use of the languages of emerging countries, so as to aid companies’ internationalisation and improve the job prospects of those proficient in such tongues.

55. Work to combat discrimination and racism by encouraging education through programmes and campaigns promoted by the Oficina per la No Discriminació (which seeks to prevent rights being violated on the grounds of race, ethnic group, sexual orientation or origin), or by organisations and associations.

4.5. Policies for interaction, coexistence, mutual adaptation and a shared sense of belonging

GENERAL GOALS

Our pro-interaction policies are the culmination of our social and cultural policies related to Barcelona’s immigrants and the diversity stemming from the current composition of the city’s population. They are policies that must contribute to social cohesion on the basis of citizens’ active commitment and of a welfare society model in which social stakeholders work to bring about mutual adaptation.

Interaction is the materialisation, in public and civil society policies, of the idea of an intercultural Barcelona whose citizens share more than just their day-to-day needs. Our pro-interaction policies are thus geared to seeking common ground between Barcelona’s citizens, in all their diversity. However, social cohesion cannot be developed through public policies alone; it also requires citizens’ participation and commitment, their aptitude for getting involved, organising themselves and formulating proposals that contribute to making them active members of a city in constant motion.

• To stimulate interculturalism as a cornerstone of public policies.

SPECIFIC GOALS

• To encourage immigrants to participate in all aspects of life in Barcelona.

• To strengthen the role of “intercultural” projects as a basis for organisations with different cultural references to interact and work together.

• To boost communication between the initiatives of different types of immigrant organisations, and between such initiatives and all areas of life in the city.

• To reinforce neighbourhood life through initiatives that contribute to mutual familiarity between residents of different origins.

• To promote a policy of participation aimed at increasing immigrants’ involvement, through channels designed for Barcelona’s entire community of citizens.
MEASURES

56. Revitalisation of outlying neighbourhoods by basing activities related to new technologies in places where few large companies are present, as well as by paving the way for the introduction of public facilities there.

57. Analysis and proposal of activities for uses of time and coexistence in Barcelona’s public spaces. We intend to regulate and organise the way individuals and groups use public parks, so as to establish guidelines that contribute to harmony among local residents, involving general and immigrant associations alike in the social use of public facilities.

58. Involvement of immigrant parents in school dynamics (parents’ associations). Given how important they are in terms of bringing families together, as well as their role in various initiatives geared to integration (e.g. language lessons for students’ parents), schools must be viewed as an essential reference point in relation to fostering interaction and interculturalism.

59. Promotion of interculturalism projects in schools. Actively participating in projects on their cultures of origin is a form of empowerment for immigrant students and their families. It boosts such students’ self-esteem and fosters acceptance of diversity among all students, thus putting an end to stereotyping and hostility between groups of youngsters.

60. Work to make public libraries places of exchange and knowledge, involving educational initiatives designed to close the digital divide and cultural activities featuring the values of cohesion.

61. Provision of resources to foster the full participation of people of immigrant origin in Barcelona’s network of associations, with a view to their involvement and voluntaryism contributing to giving them an active presence in the city. The aim of promoting two-way volunteering in this fashion is to put an end to immigrants’ condition and image as passive beneficiaries of the work of social organisations. We also intend to encourage interrelation and joint projects between autochthonous and immigrant women’s associations to boost interculturalism.

62. Promotion of territorial committees encompassing organisations, institutional representatives and individuals, for the purpose of promoting dialogue between associations and people from different areas of society, as well as of adapting the Barcelona Immigration Plan to local situations.

63. Creation of the “Quedem al barri?” programme to encourage all local residents to get to know their neighbourhood better, with the participation of immigrants and autochthonous inhabitants alike. The programme involves the creation of a route featuring a given neighbourhood’s markets, shops, organisations, etc. The aim is to put an end to people being isolated, promote mutual familiarity among local residents and foster social capital on the basis of neighbourhood.

64. Inclusion of activities for raising awareness of immigration, diversity and coexistence in the Community Development Plans implemented in the city of Barcelona’s different neighbourhoods (e.g. joint volunteering programmes, which promote good neighbourliness).

65. Promotion of mediation as a means of resolving conflicts between local residents. We must seek ways of making conflict resolution itself an opportunity to stimulate social integration, with the participation of civil society stakeholders liable to contribute to cohesion and help transform conflicts into sources of opportunity and development for the city, thus reinforcing the community of citizens.

66. Creation of a programme for encouraging artistic activity among youngsters of different origins. We intend to promote an agreement with Barcelona’s art museums, under which they will carry out projects in which such youngsters will participate in artistic activities of all kinds (music, plastic arts, etc.). The initiative will be linked with the “Art i Barri” project (www.artibarri.org).
4.6. Leadership, city-wide commitment and international profile

GENERAL GOALS

The things Barcelona does well in terms of managing diversity must become the common heritage of all its citizens, rather than going no further than constituting a specific plan or programme, as social cohesion is a goal that is beyond any specific policy. Barcelona should therefore seek collective leadership in diversity policies, a form of leadership that allows its citizens to be co-participants in the city’s best practices and successful projects in the diversity management arena. We have to provide information on and explain the things we do in Barcelona, not by resorting to pure media hype but in a way geared to generating participation in and collective commitment to diversity policies. Public communication is part of the awareness-raising work required at a time of social change, new values and new challenges to social cohesion.

Such public communication on diversity has two purposes. The first is communication itself, explanation. The second consists of securing the commitment of the city’s different social stakeholders to the common goal of making Barcelona a community of citizens. Leadership and collective commitment are thus two sides of the same coin.

For many years, Barcelona has been part of international networks and forums for sharing and discussing ideas on integration and diversity management. Like other cities, Barcelona presents projects that become benchmarks internationally. Barcelona must increase its ability to make such an impact in order to participate fully in a process of social change taking place on an international scale. It is on the international stage that the ideas and proposals of the cities of the future are debated, and where major cities’ cultural diversity is becoming one of the most relevant topics. Barcelona must not simply take part in but be at the forefront of the work carried out, along with other cities from the Mediterranean region, Europe and the world.

- To disseminate intercultural Barcelona’s values.
- To generate conditions conducive to common commitment and shared identity.
- To share Barcelona’s integration policies with other cities.
- To learn about other cities’ integration policies and draw on them to generate new measures.

SPECIFIC GOALS

- To raise awareness of diversity, recognising it as a positive value and an identifying trait of the city of Barcelona.
- To carry out awareness-raising work so that immigrants are perceived as active members of the city instead of as passive beneficiaries of public services.
- To promote and generate awareness of specific standard-setting projects that encourage Barcelona’s citizens to make a commitment to diversity.
- To link diversity to the identity of the city, thus helping to generate a sense of belonging among its inhabitants.
- To bring Barcelona’s best practices to international attention.
- To participate, as a standard setter, in international discussions on immigration and diversity.

MEASURES

67. Promotion and generation of awareness of specific standard-setting projects that encourage Barcelona’s citizens to make a commitment to diversity. We intend to link diversity to the identity of the city, thus helping to generate a sense of belonging among its inhabitants. Particularly worthwhile projects already underway include:

a. “Estratègia antirumors”
b. “No sóc diferent, sóc un referent”
c. “Quedem?”

68. Provision of platforms for Barcelona to internationally disseminate its knowledge of and best practices in managing immigrant reception and diversity, through the organisation of an international conference.

69. Participation, as a city, in the leading international networks and forums, such as EUROCITIES, Intercultural Cities, the Spanish Network of Intercultural Cities (RECI), Union for the Mediterranean, etc. At present, Barcelona is chairing the EUROCITIES Migration and Integration Working Group, the Barcelona Interculturalism Plan is regarded as a benchmark by the Council of Europe and the Intercultural Cities Network, and the Family Reunion Support Programme is recognised as an innovative best practice in Catalonia, Spain and Europe.

70. Support for calls for recognition of the local sphere in diversity and immigration policy management. Along with other cities, Barcelona intends to press for EU recognition of the role of local governments in the field in question, taking advantage of the fact that the EU Committee of the Regions has already stated its aim of doing likewise.
4.7. New stakeholders in Barcelona’s “community of citizens”

GENERAL GOALS

Barcelona City Council’s public policies are fundamentally geared to people. Accordingly, the Barcelona Immigration Plan has been designed with the intention of providing immigrants with resources, skills and a suitable environment to allow for their full development as new, active members of the city.

This section of the plan looks to underline that intention, making people whose development requires a boost the focal point of political action. The proposals set out here are linked to those presented in the previous sections. They constitute not only measures but also guidelines aimed at particular care being taken to ensure that the activities proposed so far promote immigrants as stakeholders, as active members of the community of citizens which Barcelona aspires to be.

- To encourage immigrants, especially women, members of second generations and entrepreneurs, to participate in all areas of life in the city.
- To promote an active role for immigrants.

SPECIFIC GOALS

- To ensure the visibility of those who need it most, contributing to putting an end to clichés related to immigration and an image excessively based on prejudices and negativity.
- To promote immigrants’ active participation in the city of Barcelona, as individuals or through organisations.
- To promote dialogue between organisations, and between organisations and the City Council at all levels.
- To ensure that the commitment of Barcelona and its City Council to endeavouring to aid immigrants’ integration enjoys a high profile.
- To encourage civil society (organisations, media, companies, etc.) to make a commitment to the integration of diversity.

MEASURES

71. Simplification of registering on the electoral roll for foreigners entitled to do so, to enable them to exercise their right to vote in local elections, in accordance with regulations.

72. Work to ensure the visibility of young second-generation immigrants, with the aim of putting an end to clichés regarding “difference” and avoiding social exclusion on the grounds of cultural origin (e.g., the “No sóc diferent, sóc un referent” project).

73. Empowerment of youngsters of immigrant origin by involving them in youth association activity and recreation associations, cooperating with the Barcelona Youth Council and local youth platforms.

74. Reinforcement of the empowerment of immigrant women through participation. We intend to promote the creation of immigrant women’s associations and to boost the visibility of such females as an active part of the city, increasing their participation in public activities.

75. Promotion of agreements with the media operating in Barcelona geared to changing the image of immigrants through positive news reports featuring such people.

76. Promotion of a volunteer network via a joint platform for organisations. The network’s purpose will be to contribute to the fulfilment of the plan’s goals by supporting the activities it proposes (reception work and volunteer-run language initiatives, mediation and coexistence, familiarisation with neighbourhoods, etc.).

77. Introduction of new blood to the City Assembly and district councils, in such a way as to guarantee the participation of people and organisations of different origins.

78. Work to guarantee the institutional visibility of best practices carried out by individuals or organisations and which share the plan’s goals (receptions in the City Hall for people who have obtained language certificates and for organisations that have carried out interculturalism projects, project presentations in the Espai Avinyó, the “Festa de la Diversitat”, etc.).

79. Consolidation of the Municipal Immigration Council as a participatory body for immigrant associations. We intend to get the city’s different associations involved and to promote a balance between men and women on the council.
The measures established in this plan will be monitored by the City Council’s Immigration Directorate, which has technical responsibility for the fulfilment of the document’s goals. The Cross-sector Immigration Committee will also carry out monitoring to ensure that the measures are sufficiently cross-cutting and have the required territorial scope.

Technical monitoring will be conducted using a scoreboard that will allow for subsequent assessment. The scoreboard must cover the context of the measures’ application and the actors involved (those of the City Council’s areas, of institutions and of civil society organisations and other bodies alike). It must also encompass the measures’ territorial scope. A calendar and a budget must be established for the specific activities arising from the measures, and shall be reflected in a record to be produced for each measure included in the plan. Lastly, quantitative and qualitative indicators are to be established for each activity, for the purpose of gauging its overall level of fulfilment.

In the political arena, and as part of the work of the City Council’s Immigration Policy Committee, each group’s immigration policy makers will meet periodically to closely monitor the progress of the plan and the extent of its fulfilment.

The Commissioner for Immigration of the Office of the Mayor will present an annual monitoring report on the plan.
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Immigration Plan 2012-2015