



Val-de-Marne's Local Integrated Action Plan February 2018

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Preamble

"At a time when individualism tends to refer everyone to their own responsibility in their paths, we want to debate the ambition to better bring together our fellow citizens to enable them to achieve greater autonomy. In Val-de-Marne, all solidarities are at the heart of public policies," said Christian Favier, President of the Conseil départemental du Val-de-Marne as opening speech during the conference of the « Etats généraux des solidarités » of the 24th of November 2016.

In June 2016, the Conseil départemental adopted new directions for the implementation of its international action.

Reaffirming the core values of its intervention - social justice and freedom, culture of peace and human rights, solidarity, protection of the planet - we have review the strategic terms of our international commitment: to accompany democratic transition processes, particularly through the promotion of citizen participation and support for the emergence of public policies promoted by elected local authorities; contribute to the emancipation of populations through citizenship, access to autonomy and the improvement of living conditions; participate in the fight against climate change, in particular through access to water and the reduction of the vulnerability of populations; work especially for gender equality and the and the protection of childhood and youth.

Recognizing that the international is embodied today in a renewed and stronger interdependence between territories - populations face common destinies and challenges that require collective and shared responses - we have resolutely made the choice to anchor our action in the host and origin countries. Our desire has been to place international solidarity in a renewed vision supporting, encouraging and accompanying the dialogue, relations, projects and exchanges between territories. The translation of this will is guided daily by two strong and inalienable principles: reciprocity and equality. These two principles are concretely embodied in the choice we make to build our actions and commitments in host and origin countries in the context of participatory and mobilizing processes of territorial dynamics, local actors and citizen initiatives.

In this context, the Conseil départemental decided to join Arrival cities Network project on February the 2nd 2016. The main objectives of this project are to create a network of exchanges between cities and public authorities based on experiences and good practices in response to the challenges of migration and support the formalization of integrated responses to these issues.

The Val de Marne is indeed historically a land of welcome. Its location within the Ile de France has made it a migratory territory since Pre-History. Industrialization and the great wars that crossed France and the World during the twentieth century helped to develop migration to our territory. Today, the Val-de-Marne, with nearly 276,000 immigrants or 20% of its population, is located in the heart of the first region of immigration, the Ile-de-France.

In the context of international crises, armed conflicts and the reinforcement of mobility, the Val de Marne remains a land of welcome for refugees and migrants. However, the 0.3% of the 1,365,000 inhabitants of Val-de-Marne.

Integration policies are the responsibility of the state. However, the Departmental Council, with its own jurisdictions in terms of integration, social and territorial cohesion, the values and strategic and proactive orientations of its policies, is a recognized and expected institution for territorial actors, particularly in a context of tightening of asylum and immigration laws.

On the other hand, we enshrine the right to mobility and the emancipation of migrant populations through access to autonomy and citizenship at the heart of our commitment and our interventions: the objective is and must continue to be for us to allow everyone, regardless of their origin, regardless

of their social, economic, political, climate, to be an actor in their life course in host and origin countries, to be an actor of and in his work environment.

Working for the emancipation and empowerment of migrant populations also means changing the way one looks at the other, the foreigner, the migrant, the paths.

It is finally recognizing and valuing what migrant women and men are above all, what they have brought and continue to bring to Val-de-Marne society. It is to integrate the right to culture as the recognition of everyone as a carrier and relay of cultures.

Therefore, the questions raised refer to solidarity and inclusion, to the fight against discrimination by allowing real access fundamental rights, the ability to make society together, the recognition and acceptance of humans "mobility" and work of memories.

It is then a question of recognizing the diversity as a source of wealth for the territory, to make it an asset to fight against the resurgence of the prejudices, the withdrawal on oneself and the discriminations. To recognize this diversity also means respecting each person's individuality, mutual respect between cultures, ages and territories. This is why the social and civic integration of migrants across the entire migratory journey is the key.

In the current global and local context, we have therefore engaged with the actors of the territory, with a view to equality and respect for each other's competences and interventions, concerted reflections to renew the modalities of the action, to grow a civic conscience, to do otherwise and more in favour of individual and collective mobility, especially young people, the development of bridges between civil societies here and there, the promotion of the citizenship of migrants.

I. Principles, objectives and methodology for developing the action plan

The Conseil departmental's ambition, in its participation to "Arrival cities network" project and its elaboration of an integrated local action plan, is based on guiding principles:

- Exchanges and reciprocity,
- Co-construction and participation, including mobilization at all stages of migrant associations and actors acting on their behalf
- The articulation and stronger integration of policies and actions of each (institutions, associations, populations, ...) in respect of responsibilities, jurisdictions and means

In this local action plan, citizenship is considered in all its components: how is everyone involved in his own path and careers? How is everyone involved in his environment? It aims at promoting an active participation of migrants in the City.

1. Objectives of the action plan and public concerned

The development and implementation of the action plan is intended to be participatory and in a continuous process. The action plan meets three operational objectives:

- Formalizing, making legible, facilitating and coordination a departmental strategy by including :
 - Actions developed by the Conseil départemental under sectoral policies
 - Actions and projects developed by territorial actors (NGOs, municipalities and other local authorities and actors ...)
- Stimulating and facilitating a participative approach at the territorial level
- Identifying opportunities to act together to strengthen our projects and / or imagine new ones, according to the emerging needs of the territory.

The approach aims at working for all migrant population and with countries of origin: foreigners, immigrants, asylum seekers, and refugees ... as many publics that do not cover the same realities.

However, for the sake of efficiency, and given the diagnosis of the territory, special attention is paid to young people, women, elderly and people with disabilities. This attention - echoing particularly salient issues - should not, however, undermine the need to promote the diversity of migrant population, a lever for inclusive social inclusion.

French definitions related to immigration:

Immigrant: A foreign-born person living abroad and residing in France, whether or not she has acquired French nationality.

Descendant of immigrant: Person born in France of at least one immigrant parent.

Foreigner: Person residing in a country of which she does not have nationality.

The associated universal concepts:

Migrant: According to UNESCO, this refers to anyone who lives temporarily or permanently in a country in which he or she was not born and where he / she has acquired important social links. Europe or Unesco do not use the term immigrant but that of migrant, which concerns a person born abroad.

Refugee: The Geneva Convention of 1951 describes as a refugee "any person who, having a well-founded fear of persecution on account of race, religion, nationality, membership of a particular social group or political opinion is outside the country of which she has the nationality and which can not, or, because of this fear, does not want to claim the protection of this country".

Asylum seeker: A person who has left his country and wishes to obtain refugee status. Refugees are therefore immigrants (or migrants) who have acquired this status after applying for and obtaining asylum. This concerns almost one in 10 immigrants.

2. Partnership management and a transversal approach

The Conseil départemental du Val-de-Marne's approach is a partnership approach, based on co-construction with local stakeholders, working with migrant population and / or dealing with migration issues. The development and implementation of the action plan is embodied in a participatory process.

This ambition not to act alone is part of the setting up of a steering body, the Urbact Local Group (ULG), which:

- Participates in transnational exchange and learning activities;
- Identifies practices to be shared during transnational workshops that can be carried out in the territory;
- Identifies and formalizes the issues and difficulties on the territory,
- Acts the working methods for the development of the local action plan
- Develops a territorial diagnosis
- Identifies the key actors

The ULG, chaired by the Vice-President of the Conseil départemental in charge of Youth, associative life, gender equality, human rights and migrants' rights, brings together members of different local authorities and NGOs of Val-de-Marne:

- City of Vitry-sur-Seine
- City of Ivry-sur-Seine
- Municipal Office of Migrants of Champigny-sur Marne
- FORIM (forum of international solidarity associations from immigration)
- Emmaus International
- Conseil départemental du Val-de-Marne

The process initiated in the local Authority is based in a transversal approach. In this perspective, a work of identification of the divisions, which act in favour of the citizenship of the migrants, was realized. An internal project group within the Conseil départemental was set up and it brings together the most directly concerned divisions:

- The division of Education and high schools
- The division of Departmental Archives
- The division of European and International Affairs
- The division Childhood and solidarities

- The Urban Cities and Solidarity Services and those of Planning and Territorial Development
- The division of Relations with the population.

Specific work has also been initiated with the division of Culture and the MAC / VAL, the division of Social Action and the division for the Protection of Childhood and Youth, the division of Autonomy, and Interculturality Mission.

3. A progressive and continuous method

The development of the action plan was part of a progressive approach and was part of a process built and put in perspective by a territorial diagnosis and working time with the local actors. The territory diagnosis is supplemented by bibliographic and documentary work (see Documentary Resources, Appendix 1). A territory portrait was also produced by the departmental observatory. The latter gathers historical and statistical data concerning immigration in Val-de-Marne.

Its implementation will continue this approach.

a. Knowing the existing initiatives, projects and actions.

The ULG and the internal project group have identified the actions carried out by the Conseil départemental and the ULG members (1st circle) as well as the partners involved in these actions or projects (2nd circle).

The state of the art was then enriched by the surveys carried out with the local actors of the territory working for the access to the rights, the living together, the work of memory, the commitment in host and origin countries, ... In this framework, a survey was put online in the direction of the actors of the 2nd circle in order to inventory the work carried by them and to take cognizance of their partners (3rd circle).

b. Bring new initiatives, projects and actions to the fore by synergizing actors.

In order to identify actions to be reinforced or created, the actors in the first and second circles were mobilized around five working workshops:

- A collective seminar to share the presentation of the territory portrait, identified issues and major changes in public policies concerning migrant population. It aims at crossing the work carried out with the realities of the field, to nourish it with qualitative elements and to make emerge territorial issues.
- Four workshops (one per line of work), to identify opportunities to work together to strengthen our projects and / or to imagine new ones

These workshops were facilitated by the Conseil départemental du Val-de-Marne and the NGO GRDR Migration-Citizenship-Development. They brought together 29 local actors working on the territory towards migrant population and / or countries of origin. This led to the identification of new actions to promote on the territory.

In all, more than 70 organizations of the Val-de-Marne participated to the development of the local action plan, either through their responses to the online survey and / or through their participation to the workshop consultations.

II. Territory diagnosis

1. Portrait of immigration and immigrants in Val-de-Marne

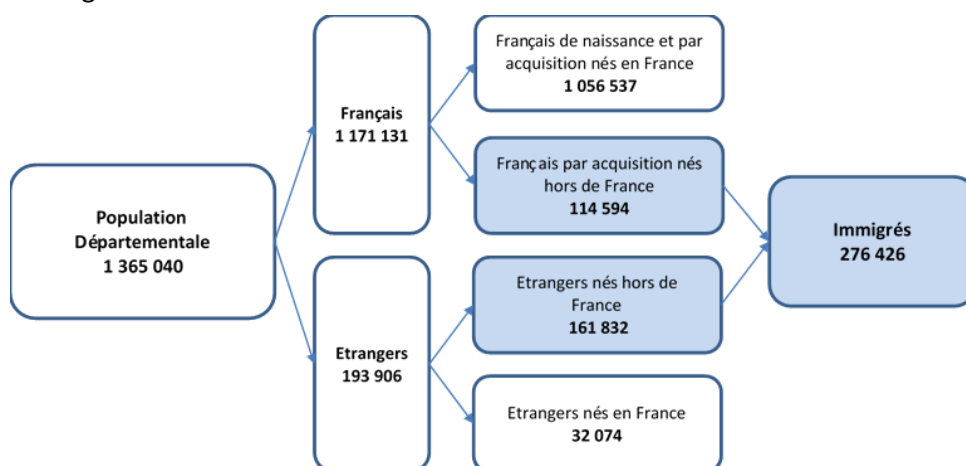
France is recognized as one of the oldest countries of immigration.

After a long tradition of welcoming political refugees (Spanish Republicans, Chileans, Hungarians ... and more recently Vietnamese and Cambodian), and manpower (until the mid-70s), France has gradually moved towards regulation and supervision of immigration.

France is now ranked 7th in the world regarding its number of migrant population (foreign-born population), behind the United States, Russia, Germany and Saudi Arabia (Source: United Nations, 2016).

The Val-de-Marne, with nearly 276 000 immigrants (20% of its population), is located in the heart of the 1st region of immigration, the Ile-de-France.

Attractiveness for foreign populations is one of the characteristics of "world-scale" metropolises, which represents Ile-de-France. This contributes greatly to the demographic and economic vitality of the region.



Source : Insee – RP2014

The Val-de-Marne population is 86% French and 14% foreigners. Of the French, 115 000 are immigrants who have acquired French nationality (8%) and among foreigners, 162,000 are immigrants (12%). Thus, in total, 40% of the immigrant population is French.

A steady increase in the number of immigrants to put into perspective and a slow down since the end of the 2000s.

The increase of 174 000 immigrants between 1968 and 2014 represents over the whole period, + 3 200 additional inhabitants per year. This increase was accentuated between 1999 and 2009 to reach 6 200 inhabitants per year. Since 2009, growth has slowed to + 5 500 a year. This contribution represents 0.3% of the 1 365 000 inhabitants of Val-de-Marne

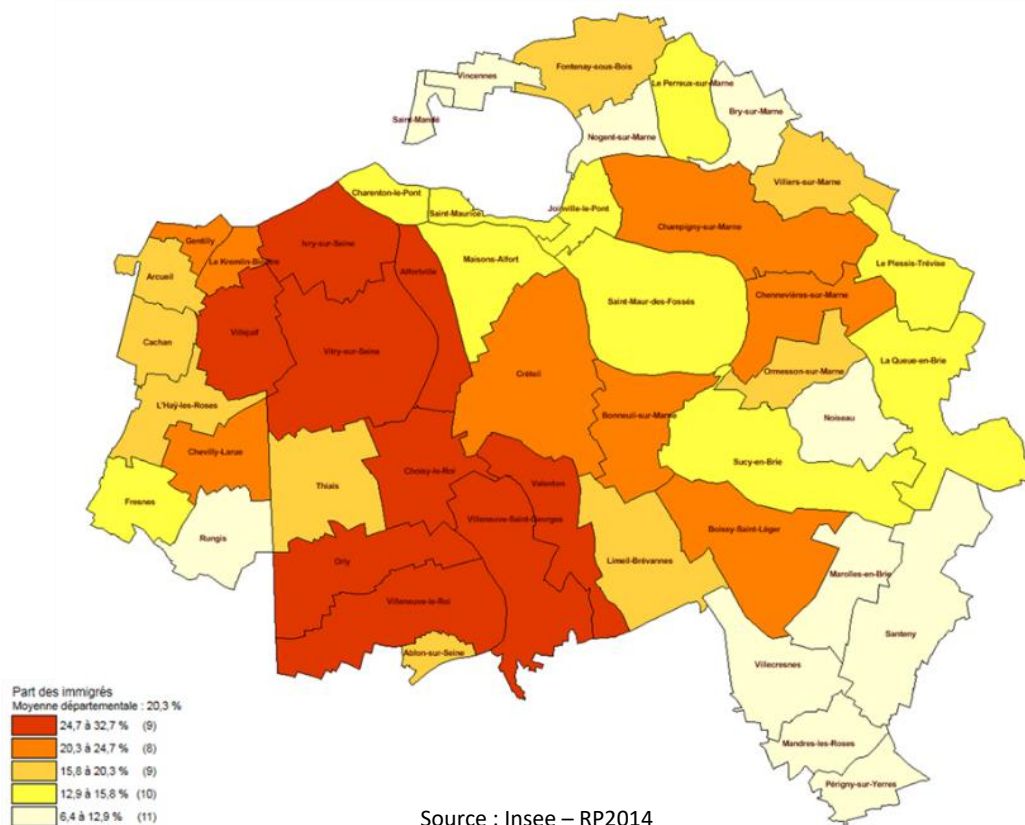
In Val-de-Marne, as in the whole of Ile-de-France, almost half of the immigrants come from African countries, nearly a third come from Europe.

At the national level, immigrants who arrived before 1945 are 90% European. From 1945, they are about 20% Maghreb and from 1975, the other countries of Africa and Asia are the areas of origin of 25% of immigrants. From 1995, the share of Europeans in the EU is growing again

Unequal distribution of immigrants in the territory

More than 25% of immigrants are distributed in the communes of the Vallée de la Seine

Part des immigrés dans la population communale



Several factors explain this distribution on the territory:

- The existence of a housing stock accessible, of more or less good quality depending on whether it is social or private with in extreme cases, the presence of "marchands de sommeil",
- An important presence of equipment dedicated to the reception of immigrants (Foyer of Migrant Workers, Cada, ...)
- A strong tradition of welcome carried by municipal policies (political refugees from Portugal, Chile, Hungary, Armenia ... more recently Roma and refugees from East Africa).

Age structure: an overrepresentation of active ages and a quarter of people aged 60 and over

Among immigrants, the share of 60 years and over remains equivalent to that of non-immigrants (25%). The average age by nationality reflects the age of arrival in France. Thus, immigrants from Europe (Portuguese, Italian, Spanish in particular), Maghreb or South East Asia are, on average, older than all Val-de-Marne and non-immigrant. Moins de personnes vivant seules et plus de familles avec enfants, avec des disparités selon l'origine et l'ancienneté de l'immigration.

Immigrants tend to be in a relationship, with or without children, including older ones. Families of African origin other than from the Maghreb are more concerned by single parenthood and the overrepresentation of large families.

Women have become the majority

While men are largely in the majority of immigrants who have arrived since 40 years or more, feminization has increased and women, as in the population as a whole, are in the majority of the entire immigrant population. This feminization can be explained by:

- The implementation, after 1975, of the family reunification policy, which mainly concerns Maghreb immigration in the years 75-85 and sub-Saharan immigration after 1995.
- The relatively recent development of female immigration for non-family reasons (studies, work ...).

More than 60% of immigrants are tenants and only 31% are owners

Due to the long wait times to access social housing, immigrants are twice as likely as non-immigrants to have access to a temporary housing solution, such as hotels or furnished, especially families with young children waiting to have access to social housing and cannot be housed in a community (lack of places, limited presence ...). Only 2.1% live in specific dwellings generically called "communities" (homes, social residences, student residences ...). They are mainly Africans from outside the Maghreb and especially Malians (14% of Malians live in a community).

A slightly higher activity rate

Immigrants occupy a significant place in the labour market, even if the professional motive for immigration has become very small: 10% of admissions in 2015. In Val-de-Marne, the immigrant labour force amounts to 177,000 people. 26% of all assets, while representing 20% of the total population.

Nearly 1/4 holders of a bac +2 and more

30% of immigrants from Val-de-Marne hold a higher education diploma (Bac + 2 and above) compared to 37% for non-immigrants. This level is significant for the evolution of the training of immigrants, higher than in the past due to the general rise of training in the countries of origin and the attractiveness of the students. Among arrivals for less than 5 years, 38% have a higher education diploma, which is equivalent to that of non-immigrants.

Nevertheless, 44% of immigrants do not hold any degree (27% for non-immigrants).

Workers and artisans largely overrepresented

More than half of the immigrants (58%) are employed or working (37% for non-immigrants), with a share of workers 2.5 times higher than that of the rest of the population. One-third of immigrants are employed (34%). They are the majority of "direct service personnel to individuals": 51% of the population in this category (49% of non-immigrants), 42% of whom are women. They are also significantly overrepresented among unskilled manual workers, commercial employees, and civil servants and public service employees (on a contractual basis).

Significant professional deskilling, especially for women

Immigrants with a bachelor's degree or a higher education diploma are 36% in managerial jobs, while non-immigrants holding a diploma of the same level are 46% in a managerial position. The shares are respectively 27% and 34% for graduates exercising an intermediate occupation. The gap widens from the baccalaureate (respectively 4 and 3 points of difference for non-graduates and holders of a CAP / BEP, 6 points from the BAC). The deskilling is more marked for women; it concerns executive jobs (as for men) but also intermediate professions.

Difficulties of access to employment...

Immigrants are more fragile in employment. They are 19% to be unemployed, against 13% for other assets. The gap is important for men (4 points) but it is specifically significant for women (22% are unemployed against 13% of other active), young people (unemployment rate of 47% for 15-19 year old immigrants against 36% for non-immigrants) and new arrivals (37%).

This level of unemployment can be explained in particular by the fact that a large share of jobs is not open to non-Europeans (7 million at the national level, including 5.3 million in the civil service), the lowest level immigrant populations or its origin (the probability of being unemployed is twice as high for an immigrant of Maghreb or Turkish origin as for a non-immigrant) ...

Immigrants are mostly in stable employments; 77% are on permanent contracts in Val-de-Marne. Nonetheless, they are more often in precarious contracts than French nationals by birth: 13% are on fixed-term or temporary contracts (against 11% for other employees).

Immigrants work part-time more often: 18% of immigrants do not have a full-time job compared to 13% of non-immigrants. The gap is even greater for women, 27% of whom are part-time (18% of non-immigrants).

A place of work in general closer ... but a longer journey time

Immigrant men or women work more than others in their commune or department of residence, especially artisans. However, according to the TeO survey, at the regional level, travel times are longer for immigrants, especially for immigrants from sub-Saharan Africa. This can be explained by more atypical working conditions (night hours, Sunday work ...) and a low rate of motorization.

A population more strongly confronted with situations of poverty (national data)

With an average monthly standard of living approaching 1,393 euros (after taxes and benefits), compared to 1,989 euros for non-immigrant households, immigrants have a 30% lower income level than non-immigrants.

Inequalities are particularly accentuated for households originating from Africa: on average, 1206 euros for households originating in Africa compared to 1 720 for those from a European country. In France, 40% of people living in an immigrant household are poor, compared to 14% for non-immigrant households. That's a quarter of the poor. These inequalities can be explained in particular by the family situation (number of children), the lower level of remuneration, barriers to entry into the labour market: non-mastery of the language, weak networks to be mobilized for access to internships or sustainable employment ... but also discrimination in hiring.

2. Characteristic elements of the actors and actions towards the migrant public and / or the country of origin

There are 62 territorial actors working with migrants and for projects in the origin, countries who have responded to the online survey (see the Results of the Questionnaire for Surveys of Territorial Actors, Appendix 2). Most of them are associative and most of them work on a voluntary basis. Many of these are small organizations with fewer than 20 members.

The majority of the actors who answered the questionnaire intervene on the French territory. 27.4% of them work exclusively or internationally. The first three territories benefiting from the actions are, in order, sub-Saharan Africa, the Maghreb and other European countries.

Most of the actions recorded concern adults. In addition, 59% and 57.6% of facilities benefit, respectively, to an audience over 65 years of age or with a disability.

69% of the respondents work for professional integration and participation in local life, 58.1% for access to rights, 35.5% for international solidarity and 24.2% for work. of memory.

The majority of activities identified are activities related to learning the French language and basic skills, cultural and sports activities, and then information and awareness.

51.6% of the actions identified are self-financed by the structures themselves.

The main partners identified by these actors concern communities and associations.

More than 110 Val-de-Marne structures have been identified by the community as a result of joint projects or their participation in the elaboration of the action plan (see Table of census of actors working with the County Council and / or participating in the development of the action plan, Annex 3). This work remains however non-exhaustive.

3. Current challenges in terms of accompanying migrant population

Workshops and consultations with local actors allowed to cross the portrait of territory with realities on the field. It was a question of feeding the diagnosis of the territory with qualitative elements and to identify main issues.

a. Mobilize and encourage the coordination of actors to ensure a global support offer.

Facing a growing segmentation of migrants' publics in public policies, the challenge is to be able to support all of them by ensuring a fair balance between diversity and taking into account individual trajectories and specific needs.

Today we are witnessing a division of the fields of intervention and the policies entail fragmented accompaniments, a difficulty of identification of the existing services, renunciation and non-recourse. The challenge is to be able to propose a better coordination of the actors working towards the migrant public and / or for countries of origin. This leads to promoting the mutual acquaintance of the associative actors and to perpetuate their actions in a "mutual capacity building" and questioning the relation of the public actors to the associations. It is a matter of changing the modes of intervention, in particular by the intersection of intersectorial approaches (education, social, culture ...), and of being able to propose real courses of accompaniment and insertion migrant people throughout their lives and without disruption.

Accompanying citizen engagement is also an issue. Thus, it seems important to promote experiential skills in order to generate this commitment, to strengthen the capacities of the actors and the quality of the accompanying offers.

b. Act closer to the public by involving them in the development and appreciation of initiatives and actions to ensure an adapted and adaptable support offer

It is a question of adapting the offer of accompaniment to the evolution of the contexts. In particular, we are witnessing a structural change in audiences. In 2014, women make up the majority of immigrants (51%). This feminisation of immigration can be explained, among other things, by the framework of family reunion, the exercise of the right of asylum and migrations with academic and professional aims.

Today there is also an aging migrant population that represents many former migrant workers. In particular, they face financial difficulties due to small pensions. The consideration of widows, often younger, is to be questioned, particularly in terms of social integration and support in administrative procedures. The regularized and stable population also brings in the parents who are themselves aging populations and who have, in particular, difficulties in understanding the French language. This

requires support in several acts of daily life and in administrative procedures, especially to access the right to retirement.

It is also important to take into account the specific issues of migrant people with disabilities. Indeed, the aging of the migrant population, its socio-economic situation or the life course, particularly asylum seekers (flight from a country at war, gender-based violence and torture, etc.), can lead to health problems, even disabilities (motor disabilities, sensory, psychological trauma ...). There is a risk of a breakdown of medical expenses or access to rights due to different cultural approaches, but also a brake in the administrative and daily procedures to be performed, in case of reduced mobility or mental disorders.

The offer also has to adapt to changes in usage, and in particular digital, given the dematerialization of administrative procedures. In particular, we are witnessing a new form of exclusion given the difficulties of access to services and therefore rights. Many factors come into play: the language barrier, age, culture, access to equipment, etc. The challenge is to promote access to digital tools.

The actors of the territory also raise the need for awareness-raising actions and training, particularly concerning the management of interculturality, conflict management and access to specific rights.

Ensuring an adapted offer also requires keeping an eye on the situation and regularly updating the diagnosis of the territory, as well as continuing and reinforcing the approach taken: a bottom-up approach to identifying needs.

c. Provide an offer of accompaniment in the host and origin countries

The majority of international development actions are carried by diasporas here and there. However, it seems necessary to work with local authorities on social and political issues (democratic governance, health, education, professional integration, etc.). Similarly, in view of decentralization processes, consultation between village governments, civil societies and local authorities is required and sometimes requires support.

One of the central issues is to promote dialogue between citizens, associations, diasporas and local authorities here and there, in terms of co-development in the countries of origin, support for the migrant public in France, strengthening of capabilities of civil society and citizen participation.

Promoting the link between host and origin countries depends in particular on the valorisation and the legitimization of the cultures of origin, through the accessibility to the common History and the production of the collective memory.

d. Work at the local level in a regulatory, European and national framework, moving and binding

One of the central issues here is to go beyond crisis management to think of a global approach open to all. This is to ensure that emergency solutions do not perpetuate at the expense of a comprehensive consideration of the migratory paths. This also raises the right to mobility.

The actors also report a complexity of regulations in a changing legislative framework questioning their ability to mobilize actions in an egalitarian approach but also questioning the ability of migrants to effectively use their rights.

III. Local Integrated Action Plan

In order to elaborate the Local integrated action plan four axis of work were defined by the ULG:

- **Axis 1 Access to rights:** access to fundamental rights, legal and social rights: access to housing, health, education, culture, etc. This includes allowing migrants to be actors of their own paths.
- **Axis 2 : Living together / Making society:** promoting interculturality, enabling migrants to be actors in their environment, to be part of society, particularly through integration into local life and professional integration
- **Axis 3: Migrant paths, links between host and origin countries:** articulating the implication in host countries and the commitment in the origin countries, joining international solidarity, building a world of peace, making territories more inclusive. It is about working on a "transnational citizenship", anchoring reciprocity as a foundation for solidarity policies and projects (going beyond traditional North / South development models) and accompanying migration and the right to mobility.
- **Axis 4 : Migrations and memory:** to promote the recognition and sharing of cultures, to create a community of "destinies" around the Val de Marne, a land of welcome and solidarity around France and its construction, to share with one another common and objectified history and put into dialogue the memories to collectively build a plural identity.

1. Actions towards migrant public led by the Conseil départemental

Different actions dealing with migration issues, towards migrant populations and / or countries of origin are supported by the Conseil départemental. A census, by axis of work, was therefore conducted internally . The census is not exhaustive and continues to be completed. It will be updated regularly.

a. Axis 1 – Access to rights

Within the departmental divisions, various divisions, permanence's and training towards the departmental agents are set up in order to promote support and adapted support integrating the question of interculturality. Thus partnerships are set up such as with ISM Interpreting, the CAFAM, Women Intercultural Relay, Media of Champigny, the AHUEFA International France, ...

Interventions with unaccompanied minors (learning the language, administrative regularization, integration ...) are set up, in partnership with France Terre d'Asile, the Parquet and the Juvenile Court, the Prefecture, associative actors and consular offices, organizations working on integration issues.

Reception, orientation and information services for migrant audiences are also provided, such as with the association Solidarity Actions for Networking of Hay-les Roses.

Several sociolinguistic workshops are conducted in different towns of the Val-de-Marne area, particularly with local associations of social housing districts.

Training courses for professionals on teaching French in a multilingual context are organized by AMERI and DULALA associations

As far as health is concerned, health prevention actions and information concerning retirement rights are set up in migrant worker's homes, in partnership with the National Old Age Insurance Fund, the

Regional Insurance Fund Disease (CRAMIF), the Primary Health Insurance Fund, Community Social Action Centres, Local Information and Coordination Centres and the Little Brothers of the Poor.

b. Axis 2 – Living together / Making society

Social and cultural mediations are taking place in several cities of the Val-de-Marne with the Intercultural Women Relay Intercultural Champigny, the National Federation of Franco-African associations of Fontenay-sous-Bois, Major Asset of Ivry-sur-Seine, International Solidarity Association of Vitry-sur-Seine, or the Leo Lagrange Club of Bonneuil-sur-Marne.

There are also workshops aiming at the appropriation of the values of the Republic and the French society with the Vitry-sur-Seine Solidarity International Association, the Relais Champigny-sur-Marne Women and the African Women's Initiatives of France. of Arcueil.

Sharing workshops around daily activities and understanding of the school system are aimed at parents, in partnership with the Municipal Office of Migrants of Champigny-sur-Marne and the Social Asphalt Center of Villeneuve-Saint-Georges. Spaces are also dedicated to parents in different colleges.

Actions to promote living together are organized. Workshops for the prevention of discrimination and in favor of equality are being developed in Val-de-Marne's area, with, in particular, Gentilly's Gents' Workshop, the Léo Lagrange Club in Bonneuil-sur-Marne, the Social Center Asphalt of Villeneuve-Saint-Georges, the National Federation of Franco-African Associations, the Forum of International Solidarity Organizations resulting from Migrations. Sharing workshops, discovering the world, valuing all cultures and fighting against communitarianism are also set up by the Social Asphalt Center of Villeneuve-Saint-Georges, the parent company in Alfortville, the Citizens Council of Villiers-sur-Marne and the Portes de Paris, the Leo Lagrange Club of Bonneuil-sur-Marne. There are also photography workshops on inter-neighbourhood relations with Orly Scriptures.

The Museum of Contemporary Art, MAC / VAL, organizes artistic and cultural activities for migrant audiences, in partnership with Emmaus, the Red Cross, social centres, and national institutions. Exhibitions are set up, such as on the theme of hospitality, in partnership with the National Museum of the History of Immigration.

Actions are directed towards allophone audiences and plurilingual youth with media libraries, early childhood professionals and associations. A Territory Reading Agreement (conversation workshops, meetings between public reading professionals ...) is set up. It is a three-year agreement with the State, territorial partnerships and collaborative actions with public reading establishments. Reading workshops are supervised by the Mozaïk association of Hay-les-Roses, and projects such as Vocabulons, aiming in particular at getting a grip on the digital tool for language learning, Digital learning actions are being conducted on the entire territory.

With regard to professional integration, professional language training courses are set up in partnership with various training organizations: local associations of social housing districts, Impact formation, Astrolabe formation or Omnivorous creations. Permanent reception and support to the employment of migrants are also carried out by the Initiatives of African Women of France and Europe Arcueil, the Association Care, Prevention and Insertion and the House Trades of Val-de-Marne. Work placement courses are offered by the Municipal Office of Migrants of Champigny-sur-Marne.

Employment assistance schemes, professional sponsorships and short-term qualifying courses are also set up for unaccompanied minors with "Mandar" company, the INFA, Comité de Bassin d'Emplois Sud 94, Face94 and Omnivorous Creations.

c. Axe 3 – Migrant paths, links between host and origin countries

International solidarity and co-development projects are developed with the Health for All Association, the Loumoumba Village Development Process Association - Guinea, the Metishima Association, the Association for the Development of Tinguit - Mauritania, the Association for the Development of Faleya - Mali, the association Les Etincelles, the association Korem, the Association for the Development Cacham - Soroma - Mali, and the Association for the Economic and Social Development in Africa. This concerns in particular electrification and motorized water supply, drinking water supply systems, sustainable development, construction of secure schools, etc.

Support to International Solidarity Organizations from Immigration and international solidarity project sponsors are set up with the Val-de-Marne community projects portal (Proj'aide), the Forum des Organizations of International Solidarity from Migration and the Association for Economic and Social Development in Africa

A Kurdish Women's Festival was organized in 2017 in solidarity with the Kurds of Kobané with the association Femmes Solidaires, the World March Association, the Association Solidarité Femmes Kobané, the Association des Femmes Kurdes Zin and the Kurdish Women's Movement in Europe Tjk-E.

Finally, a "Solidaires Ici et là bas" commission was created within the Departmental Council of College Students.

d. Axis 4 – Migrations and Memory

Actions to promote the sharing of an objectified common history take place in schools. Thus, transmissions and work around films are made in the UPE2A classes of four colleges of the department, in partnership with them and the association "Cinéma Public".

Workshops to learn the basics of historical criticism and the analysis of documents and images by placing them in context are led by the Departmental Archives Department in schools. A traveling exhibition on the History of Senegalese tirailleurs was created by the International Solidarity Association of Vitry-sur-Seine and is intended to be presented in one or more schools of the Department.

Work is being done on neighbourhood memoirs, notably with the Champigny-sur-Marne's Theatre company and association "Kokoya International".

Actions aimed at sharing cultural heritage are taking place in Val-de-Marne. A festival to share Vietnamese culture took place in 2016 and cooking classes are led by the associations such as "Espoir" and "Chance" Villiers-sur-Marne.

4. Future actions to develop

Based on the workshops and the responses to the online survey, which brought together more than 70 Val-de-Marne structures, various leads of new actions to develop have been identified in order to reinforce existing actions and to promote the establishment of new shares

a. Networking

In order to provide a global support offer, it now seems necessary for the actors to work in a network to boost and pool local resources and to allow bridges between the different devices. Developing the

interaction of actors helps to heal the public's orientation. This one becomes more adapted and presenting the future interlocutor as an acquaintance favours the "going towards".

Favouring networking would also allow networking on financial issues in a logic of pooling resources.

→ **Action idea** : « *Val-de-Marne's migration network* »

Description of the action: Creation of a network of actors working with migrant publics, countries of origin and / or dealing with migration issues. It is a question of creating a dynamic space of exchanges, setting up accompaniments in the implementation of associative projects, trainings, thematic working hours (example on the work of memory: to put in common the archives and the memories and establish joint projects to make these memories visible)

Objectives:

- Support the development of community projects for migrant audiences
- Exchange of practices
- Mutualization of skills and knowledge
- Mutualisation of means
- Professionalization of the actors
- Identify existing actions to allow, among other things, a better orientation of the public and the identification of potential partners

Target audience: actors in the territory working with migrant publics, countries of origin and / or dealing with migration issues.

b. *Accompanying aging migrant population and the digital divide*

Taking into account the structural evolution of the contexts, in terms of audiences and uses, is, in particular, to apprehend the aging of the migrant population and the digital divide in order to adapt the access offer of rights access .

→ **Actions ideas identified:**

- *- Integrate the issue of aging migrant populations into the Departmental Council for Citizenship and Autonomy (CDCA)*
- *- Strengthen or develop awareness-raising actions on the digital tool for professionals and for migrant audiences.*

Example of some social centres that set up computer courses in connection with French courses. In addition, French courses can also be done with, e-tablets (public remote from the written word).

c. Mobilization of diasporas and taking into account civil society and citizen participation

In order to ensure an offer of accompaniment here and there, the diasporas seem to constitute an essential lever, whether in terms of co-development or access to the rights of the migrant public.

The actors of the territory want to stimulate the dialogue between civil societies (citizens, citizen groups, diasporas ...) and local authorities on social issues (democratic governance, health, education, professional integration ...).

→ **Actions ideas identified**

- *"Civil Society Capacity Building and Citizen Participation"*

Objectives:

- Strengthen the capacities of civil societies and citizen participation
- Engage in a dialogue between civil societies and local authorities

Natures of possible actions:

- Thematic day based on citizen forums (democratic governance, gender equality, the defense of fundamental rights, access to rights ...)
- Spaces for multi-stakeholder consultations (government, associations, communities, village governments ...)

Identified partners: AFD, Ministry of Europe and Foreign Affairs

Target audience: civil societies, associations, local governments, local and national authorities

- *"Partnerships between the territories of origin and the host territories"*

Description of the action: Create partnerships between the territories of origin and the host territories in order to be part of a process of co-development in which migration is a choice, a voluntary mobility and not a constraint.

Examples of themes of work: unaccompanied minors, the aging of the migrant population and mobility, access to drinking water...

Objectives:

- Reduce vulnerabilities
- Exchange skills

Partners identified: AFD, Ministry of Europe and Foreign Affairs, FORIM

Target audience: associations, governances and local authorities

- *Organizing thematic workshops during "International Solidarity meetings"*

The touring workshops are the result of international solidarity meetings and are set up by the international relations division. It includes many international migrant organizations (OSIM), including many members from the Sahel.

Description of the action: Setting up of a thematic day on the Sahel

Objectives:

- Better identify needs
- Exchanging on action tracks
- Pooling resources and skills

Target audience: actors of international solidarity

- d. Mobilization of university actors

The Val-de-Marne has a university within it. It seems interesting to value this resource which can, in particular, be leveraged in the promotion of social mix.

→ **Actions ideas identified:**

- *"Cultural or sports projects common to students and young migrants"*

Description of the action: Organization of cultural or sports projects common to students and young migrants.

Objectives:

- Galvanize the social mix and the knowledge of the other
- Deconstruct representations and prejudices

Identified partners: AFEV, UPEC, Cultural and Sports Associations, Museums, ASL, associations working with refugees and asylum seekers...

Target audience: students, young migrants

- *Supporting University Paris Est Créteil's " Gateway to University "program.*

University Paris Est Créteil's " Gateway to University "program provides support for refugees, asylum seekers and persons under subsidiary protection who present a university project. It is a question of allowing these students to acquire the level of French required to integrate disciplinary trainings at the French university, but also to accompany them in their projects in order to register, to leave University Diploma of Teaching French, Bachelor or Master. In particular, work is being done on possible equivalences of diplomas received in the countries of origin. Lastly, the scheme exempts its beneficiaries from tuition fees at the university, which amounts to 18,250 euros per year.

So far, this was taken from the own funds of the Department of Teaching Language, Culture, and French Institutions to Foreigners, but this operation cannot go on without further funds.

Description of the action:

- Integrating the "gateway to the university" system into the framework agreement between the Conseil départemental du Val-de-Marne and the university.
- Studying funding opportunities, in particular EU funds (FAMI) to allow the program to continue.

e. *Production and accessibility to the Memory*

The memory allows taking a step back, and in particular the questioning of a system of values and living together.

There is the common history, but also the individual histories that feed it (notion of migratory routes to live). It seems necessary to establish links between these different levels, between here and there and to value a common history while making the local memories live.

How to make the archives more alive? How to connect different memory spaces? How to make them accessible to the youngest?

→ *Actions ideas identified:*

Description of the action: Work with the students on the valorisation of the collection of stories of migrant life conducted by the departmental archives.

Objectives:

- Fight against preconceived ideas
- Changing the eyes on migrants

Identified partners: Departmental Archives, Colleges, Departmental Council of College Students

Target audience: middle school students

5. Funding

The proposed action program consolidates into a single vision the actions proposed and supported by the community under its sectoral policies. The courses of action are also part of an objective to strengthen the consideration of migrant audiences in the sectoral and common law provisions of the community and the territory.

For the community, their funding is therefore part of the community budget as voted annually, and without specific development.

European funding

Different types of European funding have been identified by the Department of European Affairs of the County Council. Depending on the themes of the actions, the European Social Fund (ESF) or the Asylum Migration Integration Fund (FAMI) may be mobilized. According to the calls for projects, this financing can be up to 80% of the total cost of the projects.

In addition, the thematic calls for projects issued by the Directorates-General of the European Commission, in particular DG Migration and Home Affairs and DG Employment, Social Affairs and Inclusion, could also be interesting opportunities.

State funding

Calls for proposals and state funding are also interesting sources of funding. In particular:

- Calls for proposals of the Ministry of Europe and Foreign Affairs to carry out projects by associating the diasporas in accordance with the report of the working group of the National Council for Development and International Solidarity "Migration and Development".
- The calls for proposals of the Departmental Directorate of Social Cohesion;
- The calls for proposals and specific financing of the French Development Agency (AFD)

IV. Monitoring and evaluation of the action plan

Monitoring

Monitoring of the action plan is intended to be cooperative and representative of the territory's stakeholders. Thus, it is proposed that a partnership committee should include, in addition to the members of the ULG, other territorial actors working with migrant publics and / or countries of origin. This committee would be co-chaired by the Conseil départemental du Val de Marne and the FORIM.

The partnership committee will be responsible for respecting the orientations identified in the action plan; the operational follow-up of the action plan; territorial animation - networking and programming thematic meetings, workshops...

1. Follow up and evaluation of the LAP

Evaluating the action plan amounts to appreciating both its approach, its objectives and its implementation through the existing actions on the territory, and responding to the challenges of migration, as well as the actions resulting from the participatory workshops of work.

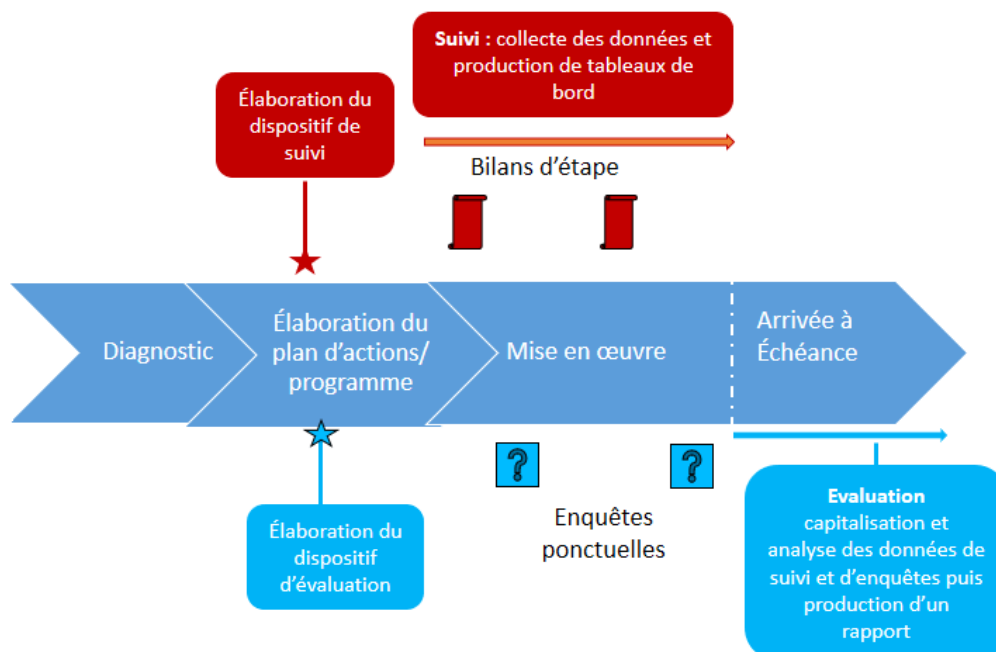
In particular, the partnership committee will ensure the implementation of an operational, annual and shared monitoring approach. In this context, it will propose a consolidated and analytical balance sheet based on the indicators identified by the equity holders.

In addition, the partnership committee will ensure the implementation of an evaluative framework of the approach through the collection of stakeholders' point of view or complementary thematic studies on the answers to the stakes. A regular update of the territory portrait will also put the action program into perspective.

The evaluation will focus on crosscutting themes of the action plan and will aim to answer evaluation questions, to be defined by the partnership committee, which will have to answer at least the following central issues:

- Has the action plan fostered partnerships, synergies in local initiatives or the emergence of more integrated approaches?
- Did the action plan make visible and accessible the actions carried out on the territory?
- Do the new actions proposed in the action plan respond well to the needs raised by the actors of the territory?

It will be a question of starting a process of qualitative evaluation through the collection of the points of view of the stakeholders or complementary thematic studies.



Given the ongoing process of developing and implementing the action plan, this monitoring and evaluation program is part of a cyclical process, with re-evaluations of the context and proposed adjustments. In this context, updates of the portrait of territory will be made.

2. Risks analysis

In order to ensure effective implementation of the action plan, it will be necessary to be vigilant on several points.

The mobilization of the actors of the territory over time is an essential element. To ensure this mobilization, monitoring should involve and promote the effective dialogue of diverse actors (institutions, associations, businesses, populations ...).

Without claiming completeness, so that the action plan can be representative of the reality of the territory, **its scope should be as wide as possible** (diversity of audiences and situations, multiple levers). However, it will be a matter of prioritizing without excluding and building effective routes. Finally, it will be necessary to evaluate the action plan regularly and objectively.

Given the budgetary constraints suffered by public and non-profit actors, **their financial capacity to provide long-term support can be questioned.** In addition, **a regulatory and institutional environment that is moving and entangled with a non-stable distribution of skills is a major challenge.** In addition, it seems essential to associate and involve the actors widely and to promote innovation and pooling.

Finally, it seems important to avoid the "perpetuation" of emergency solutions, particularly in terms of accommodation. In addition, it will be appropriate to adopt responses that are part of **a long-term approach** by taking into account different parameters such as the capacity of structures and the integration of insertion paths among others.

V. Communication plan

A communication plan will be put in place to make the existing Val-de-Marne visible and valued, in favour of migrant citizenship and commitment here and there.

Each of the actions will be accompanied by a relay in the media of the community:

- Website and social networks
- Press releases
- Internal communication supports
- Articles in Val-de-Marne magazine

For flagship actions, more precise communication programs with dedicated tools, in response to pre-defined objectives will be developed.

Appendixes

DIAGNOSTIC

- **Appendix 1:** DEPARTMENTAL OBSERVATORY OF THE VAL DE MARNE, Documentary Resources, 2018
- **Appendix 2:** Results of the survey of the actors of the territory, February 2018

ACTION PLAN

- **Appendix 3:** Table listing actors/stakeholders working with the Conseil départemental and / or participating in the development of the action plan, 2018
- **Appendix 4:** Table listing actions implemented by the Conseil départemental Val-de-Marne, 2018