

## ANNUAL PROGRAMME

- Initial version
- Revised version (3, date 30/06/2011) following dialogue with the Commission
- Version revised for other reasons

|                               |   |
|-------------------------------|---|
| <b>MEMBER STATE:</b>          | <b>MALTA</b>  |
| <b>FUND:</b>                  | <b>EUROPEAN FUND FOR THE INTEGRATION OF THIRD-COUNTRY NATIONALS</b> |
| <b>RESPONSIBLE AUTHORITY:</b> | <b>MINISTRY OF EDUCATION, EMPLOYMENT AND THE FAMILY</b>             |
| <b>YEAR COVERED:</b>          | <b>2011</b>   |

## Acronyms

- **AA:** Audit Authority
- **AP:** Annual Programme
- **CA:** Certifying Authority
- **CBP:** Common Basic Principles
- **CfP:** Call for Proposals
- **DA:** Delegated Authority
- **EC:** European Commission
- **EIF:** European Fund for the Integration of Third-Country Nationals
- **EU:** European Union
- **EUPA:** European Union Programmes Agency
- **NGO:** Non-Governmental Organisation
- **PA:** Paying Authority
- **RA:** Responsible Authority
- **TCNs:** Third-Country Nationals

## **1. GENERAL RULES FOR SELECTION OF PROJECTS TO BE FINANCED UNDER THE PROGRAMME**

The general objective of the European Fund for the Integration of Third Country Nationals (EIF) is to support the efforts of Member States to enable third country nationals to fulfil the conditions of residence and to facilitate their integration into the European societies, in accordance with the Common Basic Principles for immigrant integration policy in the European Union. This general objective is the basis of the EIF Annual Programme for 2011. This Annual Programme is also consistent with the needs of the country and Maltese society, and in line with the operational objectives as reflected in the Multi Annual Programme 2007-2013.

The projects selected in the framework of the Annual Programme 2011 implement actions of the Multi-Annual Programme related to the fields below:

- Information, assistance and advisory services
- Education and training of persons dealing with TCNs and enhancement of the value of interculturalism;
- Creation of mechanisms for the coordination, exchange of information and experiences among all those involved in the implementation of integration policies.

As a general rule, the selection of projects to be co financed from the European Fund for the Integration of Third- Country Nationals (EIF) within the Annual Programme 2011 shall be carried out in the awarding body method. The Delegated Authority (DA) shall be responsible to coordinate the selection procedure whereas the RA shall be responsible to monitor the DA in the implementation of the projects to be financed under the programme.

The selection of projects to be financed in the framework of the Annual Programme 2011 shall take into account the cost-effectiveness relation. In particular, the selection concerns projects which are expected to be cost efficient, by ensuring the economic viability of structures and effective services to all legally residing TCNs with special emphasis on the elderly, youngsters, women, children and other vulnerable social groups.

In 2011, on behalf of the Responsible Authority (RA), EUPA as Delegated Authority (DA) will publish a call for proposals (CfP) in the national media for potential applicants. The CfP is set to open once the Commission approves this Annual Programme 2011 in line with EU regulations. The DA may re-issue the CfP if the total cost of projects selected pursuant to the first call does not exceed the amounts earmarked for such purpose.

In accordance with Article 9 of Chapter 2, Part 2 of Commission Decision 2008/457/EC laying down the rules for the implementation of Council Decision 2007/435/EC, the Responsible Authority (RA) and the DA shall publish the Call for Proposals (CfP) in a way that ensures maximum publicity amongst potential beneficiaries in Malta. The CfP shall conform with all the sections and requirements detailed both in the above mentioned document as well as Article 13(5) of the Basic Act.

Applications are open to governmental, private and/or non-governmental entities. All submitted project applications shall undergo a technical, financial and qualitative evaluation.

#### **TECHNICAL EVALUATION**

The RA shall ensure that the necessary resources and processes are made available to the DA so that a proper technical evaluation of proposals can be carried out, in order to ensure that good quality proposals are supported.

#### **FINANCIAL EVALUATION**

In order to minimise risk the DA shall ensure that during the financial evaluation applicants meet the criteria listed below :

- That requested budget is in accordance with the objectives and activities of the EIF;
- The forecasted expenditure is in accordance with the eligibility of expenditure under the EIF;
- The forecasted expenditure is realistic vis-à-vis the plan of action in the project proposal;
- The applicant provides the necessary documentation/ background information with regards to the operation capacity which would ensure a higher level of success in the implementation of the approved proposal.

#### **QUALITATIVE EVALUATION**

In its qualitative evaluation the DA shall ensure that all the actors involved are properly trained and are knowledgeable about the objectives of the EIF. Furthermore, during the qualitative evaluation all actors shall be required to follow the SMART (Specific Measurable, Achievable, Realistic & Time-bound) model as a reference to reach a decision in the adjudication process.

The selection of projects to be co-financed from the European Fund for the Integration of Third-Country Nationals (TCNs) shall be carried out in compliance with the approved Management and Control Systems (MCS) established by the

RA. The DA shall conduct an eligibility assessment upon proposal submission as shall be specified in the call for proposals. This eligibility assessment should also include the examination of the completeness of the submitted projects, in accordance with terms of the call of proposals. The results are to be endorsed by the National Coordinator and presented to the RA and to the PSC. During the selection process, special care will be taken so as to ensure that submitted projects for financing meet the criteria of experience and expertise, reliability and financial contribution of the organisation as well as of any other organisation – partner applying for financing. In this framework, the DA shall set up a Projects Selection Committee having particular expertise in migration, integration and project funding. The PSC shall be composed of a Chairperson and a Secretary and at least 3 independent Committee Members. The 3 independent Committee Members are to have voting rights, whereas the role of the Chairperson and Secretary should be to guide the PSC and facilitate information procedures. The Chairperson and Secretary do not have voting rights. The task of this Committee will be fulfilled in two different stages:

- During the first stage, the Committee will evaluate the submitted proposals, taking into consideration the type and methodology of award that is stated in the call of proposals.
- During the second stage, the Committee will evaluate the financial offers and rank them according to the Project Ranking Sheet reflecting the award criteria set in the Guide to the Application.

In the selection of projects great importance is given to the degree of complementarity and synergy with other actions financed from the general budget of the European Union or their being part of national programmes. In this regard, provision is made to consult with the Inter-Ministerial Co-Ordination Committee on EU Human Capital Investment Funding Programmes with the participation, amongst others of representatives from Office of the Prime Minister managing the European Social Fund (ESF), the Ministry of Employment, Education and the Family (Educ & Social Policy) dealing with PROGRESS (Social Protection & Social Inclusion Programme), Lifelong Learning Programme, Youth in Action, the Ministry for Health the Elderly and Community Care responsible for the Public Health Programme, Ministry for Justice and Home Affairs responsible for the European Refugee Fund and the National Commission for the Promotion of Equality responsible for the Anti-Discriminatory & Diversity Programme & the Gender Equality Programme. Similarly, the complementarity of projects of the European Integration Fund is being promoted through those implemented in the framework of the National Strategic Reference Framework and the National Action Plan on Social Integration.

To ensure equality of treatment between applicants, the PSC will assess and evaluate the project proposals according to the award criteria set out in the guide for applicants and transposed upon the projects ranking sheet as indicated in the

Manual of Procedures. PSC members are to sign a declaration of impartiality after reviewing the list of eligible projects.

| Timeframe  | Tasks   | Timescales/Completion dates  |
|--|---|--|
| <b>Stage 1:<br/>Programme Launch and Application Process</b> | Call for applications   | 1 <sup>st</sup> June, 2011   |
|  | Information Sessions & Information Campaigns  | June, 2011 (See <a href="http://www.eupa.org.mt">www.eupa.org.mt</a> for more details) |
|  | Deadline for applications   | 1 <sup>st</sup> August, 2011   |
|  | Appraisal of applications   | August/September 2011  |
|  | Grant Agreements issued   | September/October 2011   |
|  | Grant Agreements returned and finalised   | October 2011   |
| <b>Stage 2:<br/>Project Implementation</b>                   | <ul style="list-style-type: none"> <li>• Delivery of activities</li> <li>• EUPA (Thematic) Monitoring</li> <li>• Submission of FO2 forms</li> <li>• EUPA On-the-spot Checks</li> <li>• EUPA support to projects</li> <li>• Submission of interim reports</li> <li>• Project funding extended</li> </ul> | November onwards   |
| <b>Stage 3:<br/>Project Completion</b>                       | <ul style="list-style-type: none"> <li>• Final reporting on all implementation and financial aspects of the project</li> <li>• Finalising any legal aspects of the project</li> <li>• Submission of final report to EUPA</li> </ul>   | Within 3 months of project end date  |
| <b>End of Eligibility period for selected projects</b>       |   | 30 <sup>th</sup> June, 2013  |

The general rules for selecting the projects to be financed under the Annual Programme 2011 of the Fund follow the minimum standards set out in Decision No. 2007/435/EC. The potential beneficiaries will be informed about the selection criteria and timetables according to which the actions will be funded.

The Guidelines for Applicants and other application documents (budget, application form etc.) will be published in connection to an open Call for Proposals in the English language. The guidelines include the selection criteria set for the Call. When preparing the Call, consistency between annual programmes and the multi-annual programme will be ensured. Checks with national and other

Community instruments are made to ensure the complementarity of the actions. During the open Call for Proposals, potential applicants are provided with advice and information by the responsible authority. All the selected projects will be implemented according to the awarding body mode based on open call for proposals. There will be no projects implemented by the responsible authority as executing body.

At least the following general criteria are used in the selection of projects:

- Relevance and sustainability
- Capacity of the project leader to implement the activities
- Quality of partnership (the programme emphasizes participation of third country nationals as well as cooperation between different authorities and NGOs)
- Cost-effectiveness
- Dissemination of project results
- Complementarity with other actions funded by the EU or national programmes

The purpose of the general criteria is to intensify the effectiveness of the actions implemented under the Integration Fund and to bring added value to the national integration policy.

All proposals are evaluated according to the set award criteria defined in the Guidelines. A specific evaluation form will be prepared for the use of the Project Selection Committee evaluating the IF proposals.

The Ministry of Employment, Education and the Family's units (except IF responsible, delegated, certifying and audit authority units) or other public bodies can implement individual projects. The public bodies must submit their proposals under open call for proposals in order to ensure fair competition between the potential final beneficiaries.

## **2. CHANGES IN THE MANAGEMENT AND CONTROL SYSTEMS (if any)**

In 2011 the management processes were defined in two acts of delegation with the Delegated Authority and the Treasury respectively. Two acts of designation were signed with the Certifying Authority and the Audit Authority respectively. The Manual of Procedures was thoroughly reviewed and revised to ensure a better management and control framework.

### 3. ACTIONS TO BE SUPPORTED BY THE PROGRAMME UNDER THE PRIORITIES CHOSEN

Malta's overall strategy as detailed in the National Report on Strategies for Social Protection & Social Inclusion 2008-2010, is to strengthen a national policy that can facilitate the integration of TCN as follows:

- Building our knowledge-base in the area by undertaking research to inter alia identify barriers to employment and training faced by Non-Maltese Nationals<sup>1</sup>.
- Creating public awareness to address integration of TCNs by:
  - Providing inter-cultural training for all officials in the field;
  - Providing ongoing human rights educational campaigns;
  - Conducting research addressing public perceptions towards an inter-cultural society.
- Inclusion as vehicle towards integration within society that includes:
  - Strengthening structures by:
    - extending the remit of the National Commission for Equality;
    - consolidating the social inclusion office to enhance policy coordination and monitoring of social inclusion measures;
    - setting up of a permanent working group on the National Report on Strategies for Social Protection and Social Inclusion.
  - Encouraging service users' involvement by:
    - Undertaking further consultation processes;
    - Ensuring an on-going feedback loop between grassroots experiences and the policy formulation and implementation process.

In this regard, for the Annual Programme 2011, actions under Priorities 1, 3 and 4 from the Multi-annual programme for the European Fund for the Integration of Third-Country Nationals 2007-2013 will be carried out.

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<sup>1</sup> This study is being projected by the National Commission for Promotion of Equality.



### 3.1 Actions Implementing Priority 1

*The implementation of the events proposed for the purpose of introduction of 'Common basic principles for policy of integration of immigrants in the EU' in practice.*

#### 3.1.1 TWO INTRODUCTORY PROGRAMMES – ONE IN THE ENGLISH LANGUAGE AND THE OTHER IN THE MALTESE LANGUAGE FOCUSING ON MALTESE CULTURE AND SOCIETY

In accordance with the Common Basic Principles (CBP) for Immigrant Integration Policy in the European Union adopted by the Council and the Representatives of the Governments of the Member States in November 2004

Indicative actions of the Common Basic Principles 4 *'Basic knowledge of the host society's language, history and institutions is indispensable to integration; enabling immigrants to acquire this basic knowledge is essential to successful integration'*.

Reference to art. 4 'Eligible actions in the Member States'. Par. 2, point (a) of Council Decision of 25 June, 2007 – 2007/435/EC

#### A) Purpose and Scope of the Action

The main objective of this activity is to facilitate TCNs' integration in Malta's society, through the development of language learning programmes with a focus on cultural awareness, thus bridging the gap between diverse cultures. This is based on the premise that communication is part and parcel of everyday living.

Having a common language together with an awareness/knowledge of common key values enables TCNs to interact more effectively with others. Apart from assisting TCN's in acquiring/improving their basic skills for everyday life, a common language is crucial in terms of employment opportunities. This would in turn lead to better equal opportunities for TCNs residing in Malta.

Malta's official languages are Maltese and English. Since it is more probable that TCNs, at some point in time of their life, learnt or were exposed to the English language and as English is more of an international language than Maltese, learning or improving their English language skills would be beneficial.

This is not to say that learning Maltese is not important, however, one might argue that for newly-arrived TCNs learning a more common language like English than Maltese is valuable. Learning Maltese might come best after gaining a better command of English in view of the objectives mentioned above.

On the other hand, learning Maltese would serve as a better integration in and better understanding of Maltese culture which should still be taken into consideration when developing such programmes.

The cultural aspect of English/Maltese language programme should be aimed at the acquisition of knowledge of various areas such as: Maltese arts, crafts, traditions & folklore, food and drink, history, social and economic situation and information on Maltese institutions. Information on the above-mentioned aspects of Maltese society and culture would help to facilitate TCNs integration.

**B) Expected Grant Recipients**

Expected grant recipients are NGOs, university training centres, public and training companies/institutions. Grants will be awarded through call for proposals.

**C) Where appropriate, justification regarding project(s) implemented directly by the responsible authority acting as an executing body**

Grants will be awarded through call for proposals

**D) Expected quantified results and indicators to be used**

**Indicators**

| Action from the Multi-Annual Programme 2007-2013 | Cross Reference from the 2007/435/EC | Output  | Outcomes  | Impact   |
|--|--------------------------------------|---|---|--|
| Action 2 under Priority Axis 1                   | Article 4, - 2 (a)                   | <p>- 2 types of Introductory programmes may be developed during the execution period of AP 2011 to AP2013</p> <p>Programme 1: English Language Learning Programme with a focus on Maltese society and culture</p> <p>Programme 2: Maltese Language Learning Programme with a focus on Maltese society and culture</p> <p>- Each introductory programme should consist of at least 24 hours spread over eight to twelve weeks</p> <p>- Lessons to be held once or twice a week in the evenings</p> <p>- Each language course should target at least 15 TCNs</p> <p>- Courses to be held on a quarterly basis</p> | <p>- Increased TCNs' awareness of Maltese culture and society</p> <p>- Increased TCNs' knowledge of the 2 official languages in Malta</p> | <p>- Improvement of newly arrived TCNs' knowledge of Malta's official languages and the Maltese society</p> <p>- Strengthening of understanding about Maltese culture and values</p> |

The implementation of this activity in question carries out:

- Specific Action 2 under Priority Axis 1 of the Multi Annual Programme 2007 – 2013 'Development and improvement of programmes and activities for the

introduction of newly arrived third-country nationals to the Maltese society and knowledge about Malta’.

#### **E) Visibility of EC Funding**

Final beneficiaries are responsible to provide information related to the co-financing of the action in question from the European Integration Fund (EIF) in accordance with the visibility principle of the community financing. In particular, the logo of the European Union (EU) as well as the indication about the EIF contribution will appear for all activities to be implemented. Especially, the visibility will include the placing of relevant indications to all products and deliverables as well as to any announcement or publication to be produced by the Ministry of Employment, Education and the Family and other involved parties or beneficiaries to contribution, as well as the placement of the European flag at the premises where the lectures will take place. Moreover, the logo of the EU will appear at the promotional or other printed material to be eventually produced as well as at the offices of final beneficiaries. In addition, the applications to be submitted by potential final beneficiaries will include relevant information on the appropriate visibility methods of the EIF co-financing. Moreover, the final beneficiaries are obliged, inter alia, to ensure that all eventual participants to the project in question have been informed about its being co-financed by the EIF. Finally, final beneficiaries are obliged to declare to each document related to that particular project that it is being co-financed by the European Integration Fund.

#### **F) Complementarity with similar actions financed by other EC instruments, if appropriate**

During the selection process, special attention will be paid to the complementarity i.e. co-financed actions complement national migration and integration policy and other actions co-financed by the other EC instruments. In general these kind of projects have not been funded under the ESF in Malta. However, specific regard will be drawn to make sure that projects funded under this Action do not overlap with ESF.

Double funding will be avoided by participating in the Inter-Ministerial Co-Ordination Committee on Human Capital which is composed by the representatives managing and/or co-ordinating all other EC instruments in Malta, such as the Structural Funds and non-structural funds. Before granting the funding for IF projects, the Managing Authority of the ESF shall be forwarded a list of chosen proposals for its verification that such proposals have not been funded by the ESF for the same project.

Moreover it shall be stated in the Guidelines for Applicants that it is prohibited to finance an activity by the EIF and other EC instruments as well as national programmes at the same time etc.

- Actions of social inclusion at the host society implemented by the European Social Fund which finances similar categories of actions, despite its different scope

- Actions of social inclusion implemented by the PROGRESS (Social Protection & Social Inclusion Programme), which finances similar categories of actions, despite its different scope

### **G) Financial Information**

The 2011 activity requires a total financing amounting of €146,666.67, with a community co-financing of 75% of the total contribution, that is €110,000 and a national financing of 25%, that is €36,666.67.

### **3.1.2 PROGRAMMES & ACTIVITIES TO ENHANCE RELATIONS BETWEEN MALTESE CITIZENS AND TCNs**

In accordance with the Common Basic Principles (CBP) for Immigrant Integration Policy in the European Union adopted by the Council and the Representatives of the Governments of the Member States in November 2004.

Indicative actions of the Common Basic Principles 1 *'Integration is a dynamic, two-way process of mutual accommodation by all immigrants and residents of Member States'*.

Indicative actions of the Common Basic Principles 7 *'Frequent integration between immigrants and Member State citizens is a fundamental mechanism for integration. Shared forums, intercultural dialogue, education about immigrants and immigrant cultures, and stimulating living conditions in urban environments enhance the interactions between immigrants and Member State citizens'*.

Reference to art. 4 'Eligible actions in the Member States'. Par. 3, points (g & j) of Council Decision of 25 June, 2007 – 2007/435/EC

### **A) Purpose and Scope of the Action**

The objective of this action is to involve the host country in the TCNs' integration process. It is based on the premise that integration is a two-way process involving the mutual adjustment between both TCNs and the national population.

In order to facilitate communication between citizens and legal immigrants, it is essential to raise awareness and understanding on the immigration and integration processes through the use of relevant programmes and activities.

This can be achieved by promoting participation in common activities. In addition, the promotion of such activities by mass media would serve to enhance awareness of the general public, consequently bringing the whole population into play.

Projects can consist of long or short-term joint activities and should be aimed at promoting and enhancing awareness of diverse nationalities and cultures. The following are some examples of various projects, in joint cooperation with native citizens and TCNs, which can fall under this action:

- International Food Days
- International Art &/or Crafts Exhibitions
- Traditional Games &/or Sports
- Traditional Dance &/or Music
- Drama activities/performances

**B) Expected Grant Recipients**

Expected grant recipients are TCNs, government organisations, educational establishments, NGOs, social partners, general public.

**C) Where appropriate, justification regarding project(s) implemented directly by the responsible authority acting as an executing body**

Grants will be awarded through a call for proposals

**D) Expected quantified results and indicators to be used**

**Indicators**

| Action from the Multi-Annual Programme 2007-2013 | Cross Reference from the 2007/435/EC | Output   | Outcomes  | Impact |
|--|--------------------------------------|--|---|--------|
| Action 6 under Priority Axis 1                   | Article 4, - 3 (g & j)               | <ul style="list-style-type: none"> <li>- Minimum of 2 activities will be supported with the joint participation of TCNs and Maltese nationals, given media coverage</li> <li>- About 20 participants (TCNs &amp; Maltese nationals) to take part in each activity</li> </ul> | <ul style="list-style-type: none"> <li>- Provision of activities aimed at promoting contact between Third-Country nationals and national populations</li> <li>- Increased awareness, understanding and/or acceptance of diverse nationalities and cultures</li> <li>- Improved conditions for integration process of third-country nationals</li> </ul> | -      |

The implementation of this activity in question carries out:

- Specific Action 6 under Priority Axis 1 of the Multi Annual Programme 2007 – 2013 ‘Development and improvement of programmes and activities to strengthen the capacity of the Maltese society to adapt to diversity, to maintain trustful relations with third-country nationals as well as to strengthen the assent to integration’

**E) Visibility of EC Funding**

Final beneficiaries are responsible to provide information related to the co-financing of the action in question from the European Integration Fund (EIF) in accordance with the visibility principle of the community financing. In particular, the logo of the European Union (EU) as well as the indication about the EIF contribution will appear for all activities to be implemented. Especially, the visibility will include the placing of relevant indications to all products and deliverables as well as to any announcement or publication to be produced by the Ministry of Employment, Education and the Family and other involved parties or beneficiaries to contribution, as well as the placement of the European flag at the premises where the events will take place. Moreover, the logo of the EU will appear at the promotional or other printed material to be eventually produced as well as at the offices of final beneficiaries. In addition, the applications to be submitted by potential final beneficiaries will include relevant information on the appropriate visibility methods of the EIF co-financing. Moreover, the final beneficiaries are obliged, inter alia, to ensure that all eventual participants to the project in question have been informed about its being co-financed by the EIF. Finally, final beneficiaries are obliged to declare to each document related to that particular project that it is being co-financed by the European Integration Fund.

**F) Complementarity with Similar Actions financed by other EC instruments, if appropriate**

When the projects for co-financing will be selected, special attention will be paid to the complementarity i.e. co-financed actions complete national migration and integration policy and other actions co-financed by the other EC instruments.

- Actions of social inclusion at the host society implemented by the European Social Fund which finances similar categories of actions, despite its different scope
- Actions of social inclusion implemented by the PROGRESS (Social Protection & Social Inclusion Programme), which finances similar categories of actions, despite its different scope

**G) Financial Information**

This activity requires a total financing amounting of €145,553.96 with a community co-financing of 75% of the total contribution, that is €109,165.47 and a national financing of 25%, that is €36,388.49.

### **3.1.3 WORKSHOPS TO SENSITISE JOURNALISTS, INFORMATION & POLICY OFFICERS TO THE ISSUES OF IMMIGRATION AND INTEGRATION**

Indicative actions of the Common Basic Principles 1 *'Integration is a dynamic, two-way process of mutual accommodation by all immigrants and residents of Member States'*

Indicative actions of the Common Basic Principles 7 *'Frequent integration between immigrants and Member State citizens is a fundamental mechanism for integration. Shared forums, intercultural dialogue, education about immigrants and immigrant cultures, and stimulating living conditions in urban environments enhance the interactions between immigrants and Member State citizens'*.

Reference to art. 4 'Eligible actions in the Member States'. Par. 3, point (a) and (c) of Council Decision of 25 June, 2007 – 2007/435/EC

#### **A) Purpose and Scope of the Action**

With a view of consolidating social cohesion and avoiding phobic syndromes within local societies, which in the framework of the principle of proximity have an important role to play in the smooth integration of immigrants, action will be taken on raising awareness of journalists. The main purpose of this activity in question is to help the main media actors, information and policy officers promote a positive image of immigrants and their contribution to the Maltese society.

#### **B) Expected Grant Recipients**

The final beneficiaries of this activity are all bodies potentially involved in the integration process, that is national bodies, legal entities supervised by them, local authorities and civil society. Grants will be awarded through a call for proposals.

#### **C) Justification regarding project(s) implemented directly by the responsible authority acting as an executing body**

N/A

#### **D) Expected quantified results and indicators to be used**

The expected results from the implementation of this activity are conferences with some 80 folders of relative informative material distributed. The conference/s will aim to sensitise journalists, information and policy officers in the direction of a multilevel intervention with a view to addressing the issues of immigration and integration. The information documents presented to journalists might be used as reference documents, thus will be made available on the EUPA website (under Integration Fund).

**Indicators**

| Action from the Multi-Annual Programme 2007-2013 | Cross Reference from the 2007/435/EC | Output   | Outcomes  | Impact   |
|--|--------------------------------------|--|---|--|
| Action 8 under Priority Axis 1                   | Article 4, - 3 (j)                   | <ul style="list-style-type: none"> <li>- Minimum of 1 conference organised</li> <li>- About 80 participants including journalists, information and policy officers</li> <li>- 80 folders of relative informative material distributed</li> </ul> | <ul style="list-style-type: none"> <li>- Increased knowledge, by journalists and the Maltese society, of everyday problems confronted by TCNs</li> <li>- Increased awareness of journalists/information officers of the rights and obligations of TCNs</li> </ul> | <ul style="list-style-type: none"> <li>- Mutual understanding of diverse societies' cultures and values improved.</li> </ul> |

The implementation of this activity in question carries out:

- Specific Action 8 under Priority Axis 1 of the Multi Annual Programme 2007 – 2013 'Development of other programmes and activities related to the objective and actions established in the Communication of the Commission on a *Common Agenda for Integration: Framework for the Integration of Third-country Nationals in the European Union* and Council Decision 2007/435/EC'.

**E) Visibility of EC Funding**

Final beneficiaries are responsible to provide information related to the co-financing of the action in question from the European Integration Fund (EIF) in accordance with the visibility principle of the community financing. In particular, the logo of the European Union (EU) as well as the indication about the EIF contribution will appear for all activities to be implemented. Especially, the visibility will include the placing of relevant indications to all products and deliverables as well as to any announcement or publication to be produced by the Ministry of Employment, Education and the Family and other involved parties or beneficiaries to contribution, as well as the placement of the European flag at the premises where the events will take place. Moreover, the logo of the EU will appear at the promotional or other printed material to be eventually produced as well as at the offices of final beneficiaries. In addition, the applications to be submitted by potential final beneficiaries will include relevant information on the appropriate visibility methods of the EIF co-financing. Moreover, the final beneficiaries are obliged, inter alia, to ensure that all eventual participants to the project in question have been informed about its being co-financed by the EIF. Finally, final beneficiaries are obliged to declare to each document related to that particular project that it is being co-financed by the European Integration Fund.

**F) Complementarity with similar actions financed by other EC instruments, if appropriate**



When the projects for co-financing will be selected, special attention will be paid to the complementarity i.e. co-financed actions complete national migration and integration policy and other actions co-financed by the other EC instruments.

The activity complements:

- Actions on information and awareness raising of the host society implemented by the European Refugee Fund which finance similar categories of actions, despite its different scope.
- Actions on information and awareness raising of the host society implemented by the European Social Fund (ESF 2007 – 2013) aimed at reducing disparities in prosperity and the standard of living among member states, thus promoting the financial and social cohesion and in particular, the strengthening of the integration of disadvantaged. The ESF, inter alia, has used the experience gained from the implementation of the Community Initiative EQUAL.

### **G) Financial Information**

The activity requires a total financing amounting to €200,000 with a community co-financing of 75% of the total contribution, that is €150,000 and a national financing of 25%, that is €50,000.

### **3.2 Actions Implementing Priority 3**

***Building capacities within policy, coordination and building intercultural knowledge on various levels and governmental departments***

#### **3.2.1 PROMOTING INTER-CULTURAL AWARENESS & DEVELOPING INTER-CULTURAL COMMUNICATING SKILLS AMONG FRONT-LINERS**

Indicative actions of the Common Basic Principles 1 *'Integration is a dynamic, two-way process of mutual accommodation by all immigrants and residents of Member States'*

Reference to art. 4 'Eligible actions in the Member States'. Par. 3, point (c) of Council Decision of 25 June, 2007 – 2007/435/EC

#### **A) Purpose and Scope of the Action**

Training people who come in direct contact with TCNs, especially front liners and staff providing the first line of response, is essential in facilitating the integration of TCNs. Such training courses are especially important for staff working in the sectors of public services provision such as workers in institutions or services responsible for the

admission policy, recognition of qualification of third-country nationals and education.

Activities under this action are aimed at the promotion of intercultural skills among public service officials as well as professionals and volunteers of social organisations working at local level dealing with care and/or solving issues of intercultural nature. The training will have practical approach to prepare staff for the work with TCNs and increase their relevant knowledge. Participants in these training courses will obtain knowledge of cultural differences and communication issues.

**B) Expected Grant Recipients**

Non-profit organisations, government organisations, expertise centres, educational establishments, social partners and non-government organisations.

This is a multiannual activity. A call for proposal for the activity financed from the Annual Program 2011 and 2012.

**C) Where appropriate, justification regarding project(s) implemented directly by the responsible authority acting as an executing body**

The activity will be implemented via the calls for proposals organised by the DA.

**D) Expected quantified results and indicators to be used**

**Indicators**

| Action from the Multi-Annual Programme 2007-2013 | Cross Reference from the 2007/435/EC | Output   | Outcomes  | Impact   |
|--|--------------------------------------|--|---|--|
| Action 12 under Priority Axis 3                  | Article 4, - 3 (c)                   | <ul style="list-style-type: none"> <li>- 1 training course will be organised relating to intercultural skills and the integration process in Malta</li> <li>- This course/ seminar should consist of at least 6 hours</li> <li>- About 12 participants to be targeted in each course</li> <li>- Courses/ seminars to be held on a quarterly basis</li> </ul> | <ul style="list-style-type: none"> <li>- Improved understanding that integration is a two-way process</li> <li>- Increased awareness, understanding and/or acceptance of diverse nationalities and cultures</li> <li>- Improved knowledge on diversity management and intercultural competence</li> </ul> | <ul style="list-style-type: none"> <li>- Easier access for TCN's to information ,goods and services</li> <li>- Facilitate the integration process</li> <li>- Strengthening of knowledge related to the integration process and migration policy</li> </ul> |

The implementation of this activity in question carries out:

- Specific Action 12 under Priority Axis 3 of the Multi Annual Programme 2007 – 2013 ‘Training on the intercultural competence, capacity strengthening and

diversity management for policy makers, servants and other persons working in the areas pertinent to the objectives of the EIF'.

#### **E) Visibility of EC Funding**

Final beneficiaries are responsible to provide information related to the co-financing of the activity in question from the European Integration Fund in accordance with the visibility principle of the community financing. In particular, the logo of the European Union as well as the indication about the EIF contribution will appear at all training activities deliverables, to any announcement or publication to be produced by the Ministry of Employment, Education and the Family and other parties involved or beneficiaries to contribution, as well as the placement of the European flag at the premises of the seminars. Moreover, the logo of the EU will appear at the equipment to be eventually purchased and the promotional material to be eventually produced as well as at the offices of final beneficiaries. In addition, the applications to be submitted by potential final beneficiaries will include relevant information on the appropriate visibility methods of EIF co-financing. Moreover, the final beneficiaries are obliged, inter alia, to ensure that all eventual participants to the project in question have been informed about the co-financing from the EIF. Finally, final beneficiaries are obliged to declare at each document related to that particular project that it is being co-financed by the European Integration Fund.

#### **F) Complementarity with Similar Actions financed by other EC instruments, if appropriate**

When the projects for co-financing will be selected, special attention will be paid to the complementarity i.e. co-financed actions complete national migration and integration policy and other actions co-financed by the other EC instruments.

- Actions of social inclusion at the host society implemented by the European Social Fund which finance similar categories of actions, despite its different scope
- Actions of social inclusion implemented by the PROGRESS (Social Protection & Social Inclusion Programme), which finances similar categories of actions, despite its different scope

#### **G) Financial Information**

The activity requires a total financing amounting to €53,333.33 with a community co-financing of 75% of the total contribution, that is €40,000 and a national financing of 25%, that is €13,333.33.

### **3.2.2 PROGRAMMES OF INTERCULTURAL TRAINING FOR STAFF DEALING WITH THIRD-COUNTRY NATIONALS IN THE FIELDS OF HEALTH & EDUCATION.**

Indicative actions of the Common Basic Principles 1 *'Integration is a dynamic, two-way process of mutual accommodation by all immigrants and residents of Member States'*

Reference to art. 4 'Eligible actions in the Member States'. Par. 3, point (a) and (c) of Council Decision of 25 June, 2007 – 2007/435/EC

### **A) Purpose and Scope of the Action**

The programmes in question aim at including the value of interculturalism in the field of health and education. They address employees who deal with TCNs or handle issues related to them in health centres, state hospitals, public and private schools and any related educational centres/institutions. The educational objectives of the programme suggested include the provision of adequate theoretical and practical training in the field of intercultural communication, the conjunction of theory and practice the acquisition of specialised knowledge and the learning of new methods, with a view to provide quality services to immigrants and respecting their fundamental rights. The aim is to improve the existing capacities of trainees and provide them with the necessary communicative skills and professional knowledge of the proper provision of services.

The objectives of the seminars include the understanding and acceptance of the right of immigrants to cultural recognition, the equal participation and harmonious co-existence with the Maltese society, the overcoming of stereotyped attitudes and the adoption of an open framework for communication and contact.

#### Training units of the seminars

- i) Brief presentation of the basic fundamental principles of the notion of interculturalism: cultural identity, cultural diversity, intercultural ability/skills, intercultural communication etc.
- ii) Brief presentation of international and national institutions and mechanisms to protect fundamental human rights
- iii) Development of modern techniques to improve verbal and non-verbal communication: tools and practical information/advice to help participants put basic principles of intercultural communication into practice.

### **B) Expected grant recipients**

The final beneficiaries of the activity are all bodies potentially involved in the field of health and education including national bodies, legal entities supervised by them, local authorities, NGOs and civil society.

**C) Where appropriate, justification regarding project(s) implemented directly by the responsible authority acting as an executing body**

Grants will be awarded through a call for proposals.

**D) Expected quantified results and indicators to be used**

The activity includes a series of thematic units which are expected to provide employees with the necessary skills that will allow them to handle successfully any situation related to persons with a different perception of the world and of the notion of communication – due to their culture – with a view of improving the services provided to immigrants in the field of health. The organisation of 26 five-days seminars is provided.

**Indicators**

| Action from the Multi-Annual Programme 2007-2013 | Cross Reference from the 2007/435/EC | Output   | Outcomes  | Impact  |
|--|--------------------------------------|--|---|---|
| Action 12 under Priority Axis 3                  | Article 4, - 3 (a) & (c)             | <ul style="list-style-type: none"> <li>- 20 seminars organised</li> <li>- 200 participants in the seminars undertaken, aged between 22 - 60.</li> <li>- 8 hours for Training Unit 'Presentation of international and national institutions and mechanisms to protect fundamental human rights'.</li> <li>- 24 hours for Training Unit 'Development of modern techniques to improve verbal and non-verbal communication'.</li> <li>- 70% of staff who, having attended seminars, develop their intercultural abilities at work</li> <li>- 75% of beneficiaries are satisfied with the seminars organised</li> </ul> | <ul style="list-style-type: none"> <li>- Strengthening of the intercultural ability of trained employees to provide more quality services</li> <li>- Increased knowledge of issues related to the management of multiculturalism</li> <li>- Highlight the integration process as a two-way process</li> </ul> | <ul style="list-style-type: none"> <li>- Facilitate the integration process</li> <li>- Strengthening of knowledge related to the integration process and migration policy</li> <li>- Better management of migration and integration policies</li> </ul> |

The implementation of this activity in question carries out:

- Specific Action 12 under Priority Axis 3 of the Multi Annual Programme 2007 – 2013 'Training on the intercultural competence, capacity strengthening and diversity management for policy makers, servants and other persons working in the areas pertinent to the objectives of the EIF'.

**E) Visibility of EC funding**

Final beneficiaries are responsible to provide information related to the co-financing of the activity in question from the European Integration Fund in accordance with the visibility principle of the community financing. In particular, the logo of the European

Union as well as the indication about the EIF contribution will appear at all training activities deliverables, to any announcement or publication to be produced by the Ministry of Employment, Education and the Family and other parties involved or beneficiaries to contribution, as well as the placement of the European flag at the premises of the seminars. Moreover, the logo of the EU will appear at the equipment to be eventually purchased and the promotional material to be eventually produced as well as at the offices of final beneficiaries. In addition, the applications to be submitted by potential final beneficiaries will include relevant information on the appropriate visibility methods of EIF co-financing. Moreover, the final beneficiaries are obliged, inter alia, to ensure that all eventual participants to the project in question have been informed about the co-financing from the EIF. Finally, final beneficiaries are obliged to declare at each document related to that particular project that it is being co-financed by the European Integration Fund.

**F) Complementarity with similar actions financed by other EC instruments, if appropriate**

When the projects for co-financing will be selected, special attention will be paid to the complementarity i.e. co-financed actions complete national migration and integration policy and other actions co-financed by the other EC instruments.

The activity complements:

- Actions of social inclusion at the host society implemented by the European Social Fund which finances similar categories of actions, despite its different scope
- Actions of better health policies implemented by the Public Health Programme which finances similar categories of actions, despite its different scope.

**G) Financial information**

The activity requires a total financing amounting to €73,333.33 with a community co-financing of 75% of the total contribution, that is €55,000 and a national financing of 25%, that is €18,333.33.

**3.3 Actions Implementing Priority 4**

*Exchange of experience, verified procedures and information in the field of integration among member states*

**3.3.1 PAN-EUROPEAN CONFERENCE ON 'GOOD PRACTICES IN INTEGRATING IMMIGRANTS WITHIN SOCIETY'.**

Reference to art. 3 'Specific objectives' Council Decision of 25 June, 2007 – 2007/435/EC

**A) Purpose and Scope of the Action**

The organised and disinterested provision of services to a community is the very essence of democracy. In this respect, the idea of an embracing society is called forth, with a double contribution both to the Maltese society and to TCNs in order to obtain the conjunction of the national consciousness of TCNs and the European identity they are called to acquire. Within the framework of this activity, good practices from member states will be presented in relation to the undertaking of ways to enhance the effectiveness of the concept of integration in systems, procedures and policies.

**B) Expected quantified results and indicators to be used**

The final beneficiaries of the action are all bodies potentially involved in the integration process.

**C) Justification regarding project(s) implemented directly by the responsible authority acting as an executing body**

Grants will be awarded through a call for proposals.

**D) Expected quantified results and indicators to be used**

The expected results from the implementation of the activity in question is the organisation of one Pan-European Conference on ‘Good Practices in Integrating Immigrants Within Society’ with the participation of representatives and experts from the member states and civil society.

**Indicators**

| Action from the Multi-Annual Programme 2007-2013 | Cross Reference from the 2007/435/EC | Output  | Outcomes  | Impact  |
|--|--------------------------------------|---|---|---|
| Action 14 under Priority Axis 4                  | Article 3 (d)                        | <ul style="list-style-type: none"> <li>- One Pan-European conference organised</li> <li>- 40 Maltese representatives from all levels of government (national and local)</li> <li>- 10 representatives of member states from all levels of government (national, regional, local)</li> <li>- 20 representatives of the civil society in Malta</li> <li>- 10 representatives of the civil society in the member states</li> </ul> | <ul style="list-style-type: none"> <li>- Wider knowledge of best practices and experience on streamlining procedures, as a means of facilitating the integration process of TCNs</li> <li>- Wider knowledge of the possibility of TCNs to have access to goods and services in other member states</li> </ul> | <ul style="list-style-type: none"> <li>- Enhancement of transnational cooperation and partnership</li> <li>- Cohesive European policy on the integration of TCNs</li> </ul> |

The implementation of this activity in question carries out:

- Specific Action 14 under Priority Axis 3 of the Multi Annual Programme 2007 – 2013: The main objective of the priority is to support cooperation, exchange of experience and good practice among involved Member States on all levels of the integration process. The objectives of the priority shall be achieved especially via following activities:
  - a. creation of networks between Member States in order to exchange the experience, verified procedures, and information within the integration process;
  - b. support of pilot projects in the field of enhancement of approach of migrants to services, goods, cultural and social life;
  - c. support of comparative research with specific impact on integration of vulnerable groups such as women, youth and children, the elderly, illiterate persons and persons with disabilities between Member States.

### **E) Visibility of EC funding**

Final beneficiaries are responsible to provide information related to the co-financing of the activity from the European Integration Fund in accordance with the visibility principle of the community financing. In particular, the logo of the European Union as well as the indication about the EIF contribution will appear for all training actions to be implemented. Especially, the visibility will include the placing of relevant indications to all products and deliverables as well as to any announcement or publication to be produced by the Ministry of Employment, Education and the Family and other parties involved or beneficiaries to the contribution, as well as the placement of the European flag at the premises where the conference is conducted. Moreover, the logo of the European Union will appear at the equipment to be eventually purchased and the promotional or other printed material to be eventually produced as well as at the offices of final beneficiaries. In addition the applications to be submitted by potential final beneficiaries will include relevant information on the appropriate visibility methods of EIF co-financing. Moreover, the final beneficiaries are obliged, inter alia, to ensure that all eventual participants to the project in question have been informed about its being co-financed by the EIF. Finally, final beneficiaries are obliged to declare at each document related to that particular project that it is being co-financed by the EIF.

### **F) Complementarity with similar actions financed by other EC instruments, if appropriate**

When the projects for co-financing will be selected, special attention will be paid to the complementarity i.e. co-financed actions complete national migration and integration policy and other actions co-financed by the other EC instruments.

The activity complements:



- Actions to be implemented in the framework of Malta's National Strategic Reference Framework (NSRF 2007 – 2013) in relation to the networking of social partners.
- Actions of the European Refugee Fund which finances similar categories of actions in a different scope.
- EQUAL Initiative – to promote a better model for working life by fighting discrimination and exclusion on the basis of gender, racial or ethnic origin, religion or belief, disability, age or sexual orientation. Funded through the European Social Fund (ESF).

**G) Financial information**

The activity requires a total financing amounting to €40,000, with a community co-financing of 75% of the total contribution, that is €30,000 and a national financing of 25%, that is €10,000.

## **4. TECHNICAL ASSISTANCE**

### **4.1 Purpose of the technical assistance**

The general objective of the Technical Assistance (TA) is to prepare and assist the Responsible Authority, the Designated Authority, the Certifying Authority and the Audit Authority in the implementation of the Annual Programme 2011 through Priorities 1, 2, 3 and 4. In this direction, it will include financing of preparatory actions, of actions related to the management, monitoring and evaluation of the Annual Programme. Moreover, it will finance actions related to the strengthening of the administrative capacity of the Responsible Authority (RA) and the Designated Authority (DA). In accordance with article 15 of the Council Decision on 25 June 2007, 2007/435/EC) the amount intended for TA in the framework of the Annual Programme 2011 may not exceed 4% of the total annual co-financing granted to a member state increased by €30,000. Therefore, the amount of TA for the Annual Programme 2011 amounts to €51,840.

### **4.2 Expected quantified results**

The technical assistance will mainly be directed towards activities as outlined in Chapter III Article 11 of the 2007/435/EC and will respect the eligibility rules set out in the Annex:

- a. Expenditure relating to the preparation, selection, appraisal, management and monitoring of actions (including computer equipment and consumables).**
  - Travel cost for RA, DA, CA, PA, AA representatives
  - Consumables cost
  
- b. Expenditure relating to audits and on-the-spot checks of action or projects**
  
- c. Expenditure relation to evaluation of actions or projects**
  - Organisation of selection;
  
- d. Expenditure relating to information, dissemination and transparency in relation to actions**
  - Publicity cost in relation to the Call for Proposal;
  - Development of documentation to promote and support the EIF in Malta;

- e. **Expenditure on the acquisition, installation and maintenance of computerised systems for the management, monitoring and evaluation of the Funds.**
  
- f. **Expenditure on meetings of monitoring committees and sub-committees, relating to the implementation of actions. This expenditure may also include the costs of experts and other participants in these committees, including third-country participants where their presence is essential to the effective implementation of actions.**
  - Information Sessions/Training of staff/beneficiaries involved in the implementation of the Fund;
  
- g. **Expenditure on salaries, including social security contributions**
  - RA - 25% of FTE for two Task officers;
  - DA – 75% of FTE for Programme officer;

The following results are expected to increase:

- awareness of the Fund ;
- awareness of TCNs within mainstream society;
- absorption rate of the EC funds;
- the number of quality projects funded within the framework of the EIF under the specific priorities indicated above;

### **4.3 Visibility of EC funding**

In accordance with the visibility principle of the community financing, the Responsible Authority (RA), the Delegated Authority (DA), the Certifying Authority (CA) and the Audit Authority (AA) have to provide indication about the EIF contribution for all actions to be financed in the framework of the Technical Assistance. In particular, the visibility will include the placing of the European Union logo and of the indication of the EIF financing to all products of logistic equipment and software as well as to all deliverables which relate to information and publicity activities. Moreover, the placement of the European flag at the premises where information and publicity activities are undertaken by the Responsible Authority for the general public as well as at the offices of the above Authorities and the Company of Advisors providing logistic support to the RA and DA. Finally the above mentioned Authorities as well as the Company of Advisors are obliged to declare at each document or announcement related to the actions to at points 4.1 and 4.2 of the present chapter, their being co-financed by the EIF.

The RA shall ensure:

Informing the public on the programme and projects co-financed from the European Fund for the Integration of third-country nationals.

5. As foreseen in Article 33.2 of the Implementing Rules, the RA is to organise an information meeting after the approval of the annual programme which shall be aimed at the presentation of priorities and objectives of the annual programme during the first week of June 2011. The information meeting shall also present the achievements of former annual programmes. The approved multi-annual programme shall be placed on the internet site <http://www.eupa.org.mt> with the information on the European Fund for the Integration of Third-Country Nationals on which the programme for the life cycle of the programme and all annual programmes shall be published. The site shall also contain a list of approved projects co-financed from the European Fund for the Integration of third-country nationals, list of grant recipients and amount of the allocated grant. The reference to the stated internet site shall be notified by the RA to the Commission.

**6. Draft Financial Plan**

| Annual Programme - Draft Financial Plan  |               |                            |                         |                        |                      |                |                               |
|--|---------------|----------------------------|-------------------------|------------------------|----------------------|----------------|-------------------------------|
| Member State: Malta  |               |                            |                         |                        |                      |                |                               |
| Annual programme concerned: Year 2011  |               |                            |                         |                        |                      |                |                               |
| Fund: The European Integration Fund of Third-Country Nationals   |               |                            |                         |                        |                      |                |                               |
| <i>(all figures in EUR)</i>  | Ref. Priority | Community contribution (a) | Public allocation * (b) | Private allocation (c) | Total (d= a + b + c) | % EC (e = a/d) | Share of total (f= d/total d) |
| Action 3.1.1: Two introductory Programmes- One in the English language and the other in the Maltese Language focusing on Maltese Culture and Society | 1             | €110,000                   | €0                      | €36,666.67             | €146,666.67          | 75%            | 20.64%                        |
| Action 3.1.2 : Programmes & activities to enhance relations between Maltese citizens and TCNs  | 1             | €109,165.47                | €0                      | €36,388.49             | €145,553.96          | 75%            | 20.48%                        |
| Action 3.1.3: Workshops to sensitise journalists, information & policy officers to the issues of immigration & integration.                          | 1             | €150,000                   | €0                      | €50,000                | €200,000             | 75%            | 28.14%                        |
| Action 3.2.1 : Promoting inter-cultural awareness and developing inter-cultural communicating skills among front-liners                              | 3             | €40,000                    | €0                      | €13,333.33             | €53,333.33           | 75%            | 7.5%                          |
| Action 3.2.2: Programmes of intercultural training for staff dealing with third-country nationals in the fields of health & education                | 3             | €55,000                    | €0                      | €18,333.33             | €73,333.33           | 75%            | 10.32%                        |

**EIF ANNUAL PROGRAMME 2011**  
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|  |   |             |    |             |             |        |       |
|--|---|-------------|----|-------------|-------------|--------|-------|
| Action 3.3.1: Pan-European conference on 'Good practices in integrating immigrants within society' | 4 | €30,000     | €0 | €10,000     | €40,000     | 75%    | 5.63% |
| Technical Assistance   |   | €51,840     | €0 | €0          | €51,840     | 100%   | 7.29% |
| <b>TOTAL</b>   |   | €546,005.47 | €0 | €164,721.82 | €710,727.29 | 76.82% | 100%  |

\* In case of projects undertaken by a public entity, the public allocation is of €54,000

\*\* The amounts of private co-financing mentioned are based on estimates. The relation between these amounts depends on grant applications and may therefore deviate both upwards and downwards.

For 2011, the financial allocation for Malta will be distributed as indicated in the financial table above to focus on integration through education, cultural awareness, reporting and best practices. Priority Axis 2 intended to review migration policy in Malta, will not be open in 2011 since to date the imminent requirements at national level are the objectives to be met by Priority Axes 1, 3 and 4.



Dr. James Calleja  
 Permanent Secretary  
 Ministry of Education, Employment and the Family

30/6/2011  
 Date