

Migrants Living Under a New Sky

THE LAYOUT OF “SMART” EDUCATION



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» INTRODUCTION

In today's world, communication happens through a variety of proprietary and corporate devices. The Bring Your Own Device (BYOD) approach, once controversial in companies, has now become a key driver of agile work. As a result, there's an increasing need to establish management policies to handle the variety of fixed and mobile devices used by people working with or collaborating with organizations. Business continuity hinges on both the governance and security of these systems and the provision of services that maximize individual productivity for workers, educators, and learners.

Standard technological equipment for remote work typically includes a laptop PC, VPN, and social collaboration services. Mobile devices such as smartphones and tablets are introduced only when necessary. The innovation and usefulness of this result primarily stem from the availability of reliable, grassroots data and information, which can inspire and support decision-making.

Additionally, this document will feature a simple yet innovative tool that integrates all previous project outcomes to enhance language teaching and learning. This tool, based on a straightforward Excel chart, is designed for visual appeal and will categorize language learning activities (reading, speaking, writing, listening) with content related to local customs, culture, and laws, utilizing the CLIL methodology. Called the "language generator," this tool will allow educators and learners to select specific learning goals, such as writing about migration laws in various countries.

» BYOD study - Lithuania

Section	
Introduction	<p data-bbox="318 279 750 311">- Bring Your Own Device (BYOD)</p> <p data-bbox="318 403 2150 507">BYOD, which stands for “bring your own device,” refers to an institution’s IT policy that determines when and how employees, contractors, and other authorized end users can use their laptops, smartphones, and other personal devices on the institution’s network to access the data and to perform their work tasks.</p> <p data-bbox="318 536 2150 603">In addition to personal computers, the most widely used mobile devices are smartphones, laptops and tablets. These devices have access to the corporate network or certain systems. They are also used to store and process internal company data.</p> <p data-bbox="318 632 2150 699">Also, the “BYOD” strategy prevails in schools all over the world. (BYOD) is a school strategy where the school encourages students to use their own personal laptops or tablets during class.</p> <p data-bbox="318 727 2150 831">From the user’s point of view, “bring your own device” should provide freedom of choice regarding the hardware used and therefore more flexibility. In addition, BYOD is driving the trend of location-independent working. BYOD policies became widespread with the introduction of iOS and Android smartphones in the late 2000s.</p> <p data-bbox="318 860 2150 963">BYOD came about when it changed the way organizations access their computer networks. Traditionally, a business or school’s information technology (IT) department would create closed networks that only the computers they owned could access. BYOD has made it possible for employees and students to connect their computers, smartphones and tablets to these more open networks.</p> <p data-bbox="318 992 2150 1059">The BYOD movement was fueled by the explosive popularity of smartphones and tablets and the lower costs of laptops. While it used to be up to organizations to release equipment for work, in most cases people now have devices that are capable enough.</p> <p data-bbox="318 1088 2150 1192">The emergence of remote and blended work/teaching/learning arrangements, especially during the COVID-19 pandemic, has accelerated the need for BYOD policies to expand beyond smartphones to adapt to changing circumstances and the latest technology opportunities.</p>

Section	
	<p>- A brief explanation of the flexible working environment</p> <p>Flexible working conditions are understood as the opportunity given to employees to organize their work flexibly, that is, to influence when, where, and how to perform work-related tasks. A flexibly organized work can be twofold: adapted to the needs of the company or to the needs of the employee.</p> <p>The most common forms of flexible workplace are:</p> <ul style="list-style-type: none">• remote work (English remote work/telework) – work functions or their parts are regularly performed remotely outside the physical workplace in a manner agreed with the employer, that is, in a place agreed upon by the parties to the employment contract other than the workplace, also using information technologies (telework); "Flexible working conditions adapted to the needs of employees are associated with higher employee job satisfaction and personal well-being." Remote work can be done both partially (for example, a certain number of days per week or month) and permanently;• work from home (English homeworking) - work is done at home both partially (for example, a certain number of days per week or month) and permanently.

Section		
	<i>Benefits of flexible working arrangements for employees and employers</i>	
	<i>Benefits for the employer</i>	<i>Benefits for the employer</i>
	<p><i>Better work-life balance</i></p> <p><i>Greater productivity (employee is not distracted by colleagues, works at a time when maximum productivity is felt)</i></p> <p><i>Less fatigue is experienced</i></p> <p><i>There is less stress and tension, less chance of burnout</i></p> <p><i>Better physical and mental health</i></p> <p><i>Greater job satisfaction and commitment to the organization</i></p> <p><i>Lower costs for use of premises, utilities, etc.</i></p> <p><i>Lower financial costs (for fuel, public transport tickets, food, child care, etc.)</i></p>	<p><i>Greater employee productivity and engagement</i></p> <p><i>Greater commitment and loyalty to the organization</i></p> <p><i>Greater opportunities to attract, retain, and motivate employees</i></p> <p><i>Activities that meet the needs of the user, better customer service</i></p> <p><i>Fewer days of absence from work due to illness, fewer lateness of employees to work</i></p> <p><i>Lower costs for use of premises, utilities, etc.</i></p> <p><i>Better image of the company in society and competitiveness</i></p> <p><i>Conservation of the environment</i></p>

Section	
2. BYOD trends	<p>- BYOD adoption rates across industries</p> <p>All over the world and in Lithuania, employees increasingly prefer to use their devices - computers, smartphones, and other mobile devices - at work.</p> <p>This desire of employees is often determined by the desire to work more freely and to combine work with personal life or work using a specific manufacturer's device, its latest version, or a specific operating system. Another reason for the development is that employees use more and more different devices for work, and employers are not always inclined to finance the purchase and maintenance of all such equipment. Nowadays, workers are no longer satisfied with a personal computer or a laptop, and they increasingly use smartphones and tablets at work, as well as in their personal lives. Although it may seem like something out of a fantasy movie for now, it won't be long before digital glasses, watches, and other wearables appear on the list of widely used events. Therefore, the issue of using personal devices at work will become even more relevant. Translators, copywriters, journalists, salespeople, consultants, etc., work on the BYOD principle. These are the professions that do not have access to extremely important company data.</p> <p>The global pandemic of COVID-19 has significantly disrupted business, the economy, the education sector, and, of course, the healthcare system in all countries. The pandemic has forced businesses and organizations to think about how to adapt as quickly as possible. It became clear that only IT technologies and their creative application can help companies to stay on the market, prevent the collapse of the education system, and the normal functioning of executive and self-government institutions.</p> <p>Most organizations have had to adapt internal operational processes for employees working remotely from home. For this, existing business management systems, customer relationship management systems, document management information systems, purchase of electronic or mobile signatures, creation and implementation of teamwork, remote communication, and training environments were required.</p> <p>It was also necessary to ensure the safe work of employees from home, to provide them with computers and software to ensure their security. Most of the employees of companies and institutions worked, and students studied remotely using their personal computers or smart devices (BYOD), so it was necessary to take care of their safe integration into the common network and data security. As technology becomes an increasingly common guest in the classroom, the Bring Your Own Device concept offers new ways for teachers and students to immerse themselves in learning. Finding cost-effective ways to use technology to engage students in the classroom remains a challenging task. This educational article presents some resources and practical tips to help your school embark on the BYOD journey.</p>

Section

- Security issues and measures in a BYOD environment

According to several studies, well over 50% of organizations and over 70% of employees use personal devices at work, and these numbers are growing rapidly. This means that BYOD security is a top priority for IT and security leaders.

Personal devices are more commonly used to break into corporate networks, whether IT-approved or not because they are less secure and more likely to have security holes compared to corporate devices. Therefore, understanding and addressing BYOD security is critical for organizations of all sizes.

- Data leakage and loss

When employees use personal devices at work, any access to the corporate network can be a risk, whether the employee is performing routine activities such as logging into work email, email accounts, or perform more sensitive activities such as viewing financial or personnel records.

Malicious users can gain access to a lost or stolen device or compromise the device through fraud or malware while it is still owned by the employee. In this way, they can benefit in the following ways:

- Steal data stored on the device.
- Use the credentials stored on the device to access the corporate network.
- Erase data on the device.

The second option is particularly dangerous because the compromised account may initially appear to be a legitimate user accessing the company's systems.

A third option can be mitigated by cloud backup systems, but these must be carefully set up or they too can become a sector of attack.

- Device infected with a virus

Smartphones are commonly infected with malware and in most cases, smartphone users are unaware that their phone is infected. Even more troubling, mobile users install many apps and use them only occasionally, and may be careless about terms of service or permissions granted to new apps.

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On desktops or laptops, the biggest risk is an operating system vulnerability. Most users are not diligent in updating their operating system with the latest security patches. The priority of any BYOD program is to identify the current OS running on employees' devices and ensure that they apply the latest updates.

Finally, the use of antivirus software on their devices is inconsistent. Some devices may be completely unprotected, while others may be protected by free or unknown antivirus programs of questionable effectiveness.

- Combining personal and business use

With BYOD, it's inevitable that employees will perform both work and personal tasks on the same device. Organizations do not control the websites that employees visit, some of which may be malicious or compromised, or will not install questionable software. The devices can be used by the employee's children or other members of their household, and they can connect to unsecured wireless networks - the list of potential threats is endless.

- Program management

Some devices and operating systems allow you to control the applications installed on the device. For example:

iOS devices can block access to the Apple App Store Android Enterprise lets you customize Google Play to show only approved apps. However, applying such restrictions to applications on a user's device is not practical.

- Ensuring a secure network and licensing operating system

All computers managed by educational institutions must have a licensed (legal) operating system. This ensures compliance with copyright laws and regulations, protects computers from cyber-attacks, provides technical support from the manufacturer, and can save the school the cost of dealing with problems caused by using a pirated operating system. Schools have the freedom to choose which operating system is used on computers. It is important that the operating system is legal. When purchasing computers, it is recommended to buy them together with an already installed operating system. It is also important to ensure that the operating system is updated to the version currently supported by the manufacturer.

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	<p>- BYOD policy and guidelines</p> <p>As the BYOD concept began to gain popularity, companies began to develop policies that set rules for the use of internal data during work, after work, and in non-work environments. This is done to protect the company information from leakage, availability to "non-employee eyes". Also, to achieve the highest possible data security, since the "clouds" used by companies have much higher reliability requirements than cloud services for personal use.</p> <p>Educational institutions operating in the digital age regulate not only the use of school-controlled devices but also have clear rules regarding the use of students' equipment at school. A common student has access to smart devices at home (usually a cell phone and a laptop or tablet). Currently, these devices used at schools in Lithuania are not regulated on a national scale, so schools have freedom and are encouraged to set their own rules.</p> <p>Possible scenarios for BYOD application in educational institutions:</p> <p>Scenario 1: Informal initiative of an individual teacher;</p> <p>Scenario 2: Voluntary use of BYOD by senior students;</p> <p>Scenario 3: A scenario is planned and supported in all schools.</p> <p>A BYOD policy, typically implemented by the IT device manager (CIO) and other high-level IT decision-makers, defines the conditions under which employee-owned devices can be used for work and the security policies that end users must follow when using them.</p>
<p>3. The impact of BYOD on agile working</p>	<p>- Flexibility and mobility in agile teams</p> <p>In today's workplace, as we know it, employee flexibility is becoming an increasingly important factor for businesses to consider, or better yet, implement immediately. Workplace flexibility usually refers to the ability of employees to work in a way that allows them to balance their work and personal responsibilities.</p> <p>Flexibility in terms of location, hours, or employee benefits is not a one-size-fits-all policy, but the freedom to tailor and apply it to your circumstances. By getting it right, companies can improve employee morale and motivation, improve work-life balance and engagement, and most importantly, attract and retain top talent.</p>

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	<p>- Better collaboration and communication</p> <p>BYOD proponents have reported the benefits of being able to do their work wherever they go. However, wherever they are located, collaboration and communication between team members and across departments remain critical to business success. Mobile Unified Communications like Inflow Communications is just the answer IT departments are looking for.</p> <p>Top apps used by mobile and BYOD participants:</p> <ul style="list-style-type: none"> ➤ email post office ➤ Browsing the Internet ➤ Contacts ➤ Calendars ➤ Instant messages <p>By implementing a BYOD policy that is supported with mobile unified communications integration, all of these best-of-breed applications are combined into a seamless user experience that offers comprehensive support for mobile workers via business phone, email, and more. by mail, instant messages, video conferencing, etc. Unified communications systems offer the tools mobile workers need to increase productivity and improve communications.</p>
	<p>- Impact on productivity and efficiency</p> <p>Many organizations are considering BYOD (Bring Your Own Device) programs, which allow employees to use personal mobile devices for work-related purposes. Based on the job demands and resources model, a study was conducted to empirically examine the effects of BYOD on employee motivation and acceptance of perceived job performance. Using data from 400 research participants who work full-time in various professional sectors of one foreign country, a study is applied in which structural equation modeling is applied to test hypotheses using AMOS version 22. The results show that BYOD has a significant positive relationship with Technology Self-Efficacy, Perceived Workload, and Perceived Work Autonomy, and Perceived Work Autonomy is a positive antecedent to perceived workload. In addition, Technology Self-Efficacy, Perceived Work Autonomy, and Perceived Workload in turn influence Perceived Work Performance.</p> <p>It was established that independence and perceived work performance are significant factors determining work and motivation.</p>

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- Challenges and disadvantages of BYOD

Information and data security is and remains a key issue when deploying BYOD solutions in a network.

Managing different devices requires a lot of effort from IT professionals. In addition to effective administration, BYOD also requires secure access paths to business data, especially from unsecured public spaces, which can be implemented with a powerful BYOD solution.

- Cost savings and reduced IT administrative burden: the employer is no longer responsible for the purchase and provision of devices to all employees. For companies that can successfully implement and manage a BYOD policy for most or all employees, these savings can be significant.

- Faster onboarding procedures for new hires: Employees no longer have to wait for the company to provide them with a device to start working. This has proven especially important with recent chip shortages and other supply chain disruptions that can prevent a company from getting computers to workers in time to get to work.

- Increased employee satisfaction and productivity, as some prefer to work on their own devices, which they find more familiar or more functional than the company's equipment.

Challenges and trade-offs for employees and employers:

- Concerns about employee privacy: Employees may be concerned about their data and activities being visible and may not feel comfortable with the IT department being forced to install software on their devices.

- A limited number of candidates, recruitment problems. If a BYOD policy is mandatory, people who cannot afford or do not have suitable personal devices may be excluded. Some people may not want to work for an organization that requires them to use their personal computer, regardless of whether the employer compensates them or not.

- Remaining privacy risks. Even with BYOD security solutions and device management in place, employees may not always follow cybersecurity best practices on their devices, such as proper password management policies or physical device security, opening the door to hackers, malware, and data breaches.

- Regulatory compliance issues: Employers in healthcare, finance, government, and other highly regulated sectors may be unable to implement BYOD policies for some or all employees due to strict regulations and costly penalties associated with handling sensitive information.

Section	
<p>4. Future perspective</p>	<p>- Predicted growth of BYOD in workplaces</p> <p>Remote work has become everyday. New research shows that in 2021 41.7 million people worked remotely across the EU. workers; this means that from 2019 the number of teleworkers has doubled. Although in 2022 this number has decreased slightly, but the trend will soon rise again as technological developments increase the number of telecommuting jobs and employees and employers are more inclined to telecommute.</p> <p>The popularity of cloud telephony is also determined by the changing communication and work habits of the employees themselves. As companies increasingly adopt the BYOD (Bring Your Own Device) policy, cloud telephony allows employees to use their mobile phones for work purposes - the phones are simply connected to the business phone system and assigned work numbers.</p>
	<p>- New technologies impacting BYOD</p> <p>The pace of technology development is so fast that current technology products become "things of the past" within months of being on the market. This rapid change in trends happens a lot, especially in mobile. However technological advances continue to drive economic growth by changing the way we work and live.</p> <p>Technological innovation in mobile devices creates new opportunities for consumers and challenges for businesses.</p> <p>In the future, we can better understand and be prepared for some of the challenges that technological progress presents us with. The much-hyped Google Glass, new smartwatches, and many other technological innovations may lead to further disruptions that will lead to BYOD 2.0.</p> <p>While the mobile ecosystem is undergoing dynamic changes, the principles remain the same. Therefore, IT teams need to create strong policies, define device limitations, and communicate and modify policies with minor changes to accommodate the next generation of devices.</p>

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	<p data-bbox="315 145 860 180">- Potential challenges and opportunities</p> <p data-bbox="315 272 2150 373">Bring Your Own Device (BYOD) is quite a mixed bag. On the one hand, it can improve company or institution morale and save costs. On the other hand, this creates several potential problems. By knowing what BYOD challenges you may face, you can tackle them head-on and increase the effectiveness of your BYOD program.</p> <p data-bbox="315 405 2150 646">The most obvious negative aspect of a BYOD policy is that the IT department loses almost all control over the hardware. System administrators cannot completely control what apps or programs employees install, how they secure their devices, or what files they download. Approximately 68% of data breaches involve the human element. Therefore, thorough and regular BYOD security training is essential. Staff should be given the skills to recognize the signs of an attack and respond appropriately. If they use personal devices for work purposes, the training should also identify what data security policies and procedures carry over to company-owned and employee-owned devices. In this way, using the BYOD strategy in the work environment, employees will feel more comfortable, and confident and will achieve positive results in a shorter time, and perform the necessary tasks.</p>

Section	
<p data-bbox="91 145 286 177">6. Conclusion</p>	<p data-bbox="315 145 1043 177">- Recommendations for organizations adopting BYOD</p> <p data-bbox="315 272 2150 443">Companies and institutions need to understand their share of risk before implementing a BYOD workplace strategy, but it would be even more risky to ignore the opportunities presented by BYOD trends. Everyone would do well to learn from the first edition of Apple's iPhone: be active! This means that you cannot fall behind the development of the latest technologies, and keep pace with them, so that using the BYOD strategy, not only the full use of the positive influence of IT technologies is ensured, but also the protection of devices and company data is ensured. It is recommended to consider the following key points:</p> <ol data-bbox="315 475 577 507" style="list-style-type: none"> <li data-bbox="315 475 577 507">1. Set expectations. <p data-bbox="315 539 2150 639">When it comes to technological innovation, it's a good idea to set expectations based on employee roles and IT requirements for device usage. This gives organizations more flexibility in streamlining the right number of users, protecting data, and ensuring efficient work productivity.</p> <ol data-bbox="315 671 555 703" style="list-style-type: none"> <li data-bbox="315 671 555 703">2. Create a policy. <p data-bbox="315 735 2150 836">Policies allow companies to define the rights and responsibilities of the IT team and employees, protecting the interests of the organization and employees. To create an effective legal policy, the legal team must ensure that the policy complies with local laws, ensures the appropriate level of privacy for employees, and ensures that the policy is enforced.</p> <ol data-bbox="315 868 763 900" style="list-style-type: none"> <li data-bbox="315 868 763 900">3. Invest in employee awareness. <p data-bbox="315 932 2150 1032">The IT team must conduct periodic educational sessions on the importance of BYOD and its benefits to employees. It is important to create a mutual understanding between the end user and the IT team. The IT team needs to familiarize employees with BYOD lifecycle procedures, from self-enrollment to device removal.</p> <ol data-bbox="315 1064 965 1096" style="list-style-type: none"> <li data-bbox="315 1064 965 1096">4. Find the right mobility management software.
	<p data-bbox="315 1174 2150 1275">BYOD stands for "bring your own device," and the commonly accepted meaning of BYOD is when employees use their devices to connect to the organization's network and access what they need to do their jobs. This includes data and information that may be sensitive or confidential.</p> <p data-bbox="315 1307 2150 1374">BYOD is becoming an increasingly popular phenomenon not only in workplaces of various fields but also in educational institutions, as everything is moving at a very fast pace to tasks performed with the help of technology.</p>

Section	
7. Literature	<p data-bbox="318 146 954 178">- List of sources and citations used in the study</p> <p data-bbox="318 271 2145 338">https://mukis.lt/uploads/documents/files/Adaparimai%20ir%20rekomendacijos%20mokiniams/lanks%C4%8Di%C5%B3%20darbo%20s%C4%85lyg%C5%B3%20sudarymas%20(2019).pdf</p> <p data-bbox="318 370 1554 402">http://www.elektronika.lt/straipsniai/komputerija/45599/byod-darbuotajoi-dirba-daugiau/</p> <p data-bbox="318 434 2145 501">https://www.emokykla.lt/upload/media/public/Kita-aktuali-medziaga/Skaitmeninio%20%C5%A1vietimo%20gair%C4%97s%20_%20galutinis%20(2).pdf</p> <p data-bbox="318 533 801 564">https://sc.bns.lt/view/item/368881</p> <p data-bbox="318 596 1361 628">https://jp.lt/prognozujamas-zenklus-virtualios-telefonijas-augimas-lietuvoje/</p> <p data-bbox="318 660 1666 692">http://www.sena.emokykla.lt/titulinis/pradzia/-atsinesk-savo-irengini-igyvendinimas-klaseje/46129</p> <p data-bbox="318 724 1541 756">https://perception-point.io/byod-security-threats-security-measures-and-best-practices/</p> <p data-bbox="318 788 2145 855">https://www.channelfutures.com/connectivity/byod-2-0-the-next-phase-of-mobile-devices-and-their-impact-on-your-client-enterprise</p>

» BYOD study – The Republic of North Macedonia

- Definition of Bring Your Own Device (BYOD)

Bring Your Own Device (BYOD) refers to a policy or practice where employees are permitted or encouraged to utilize their personal electronic devices, such as smartphones, tablets, or laptops, for work-related tasks. This approach is different from traditional corporate practices where companies provide employees with company-owned devices for work purposes. BYOD has become popular due to factors such as the widespread availability of personal devices with advanced features, the growing demand for flexible work arrangements, and potential cost savings for businesses by avoiding the need to purchase and manage a large inventory of devices. However, BYOD also poses challenges related to security, privacy, and the management of diverse devices and platforms. Organizations that implement BYOD policies must establish clear guidelines, security protocols, and management strategies to ensure data protection, compliance with regulations, and efficient use of personal devices for work.

Brief explanation of agile work environments

Agile work environments in North Macedonia, especially concerning Bring Your Own Device (BYOD) policies, follow the principles of flexibility, collaboration, and adaptability.

Flexibility: Agile environments in North Macedonia are designed to be flexible, allowing employees to work from different locations, including home or remote offices. This flexibility helps in maintaining a work-life balance and enhances productivity.

Collaboration Tools: To facilitate collaboration among team members, agile workplaces in North Macedonia leverage various tools and technologies. These may include project management platforms like Trello or Asana, communication tools like Slack or Microsoft Teams, and video conferencing software like Zoom or Google Meet.

BYOD Policy: Bring Your Own Device (BYOD) policies are common in agile work environments in North Macedonia. This policy allows employees to use their personal devices such as laptops, tablets, or smartphones for work purposes. It promotes convenience and familiarity with tools, leading to increased efficiency.

Security Measures: Despite BYOD, security remains a top priority. Companies in North Macedonia implement strict security measures such as encryption, virtual private networks (VPNs), and device management solutions to protect sensitive data and ensure compliance with regulations.

Continuous Improvement: Agile environments thrive on continuous improvement. Teams regularly review processes, gather feedback, and make iterative changes to enhance productivity, collaboration, and overall work experience.

Overall, agile work environments in North Macedonia emphasize collaboration, flexibility, and efficiency while ensuring security and compliance through BYOD policies and technological solutions.

Purpose of the research

Adoption Rate: The adoption of BYOD practices in North Macedonia varies across sectors. While some businesses and educational institutions have embraced BYOD to a significant extent, others are more cautious due to security concerns and infrastructure limitations. Government organizations generally have stricter policies regarding device usage, but there is ongoing interest in exploring BYOD frameworks to enhance productivity and cost-effectiveness.

Impact on Productivity: BYOD can positively impact productivity by allowing employees to work on familiar devices, promoting flexible work arrangements, and providing easy access to resources from anywhere. However, challenges such as device compatibility issues and security protocols may affect productivity if not managed effectively.

Security Concerns: Security risks associated with BYOD include data breaches, malware threats, and unauthorized access. Organizations in North Macedonia implement measures such as mobile device management (MDM) solutions, encryption, VPNs, and employee training on cybersecurity best practices to mitigate these risks.

Cost Savings: BYOD can lead to cost savings compared to traditional device provisioning models, as employees bear the cost of their devices, reducing the organization's expenses on purchasing and maintaining devices. However, costs related to security measures, support, and infrastructure upgrades should be considered in the overall cost analysis.

Policy Framework: The legal and regulatory framework for BYOD in North Macedonia includes data protection laws, privacy regulations, and employer-employee agreements. Organizations develop BYOD policies that comply with these regulations, outlining responsibilities, security protocols, and acceptable use guidelines.

User Experience: BYOD participants in North Macedonia generally report positive user experiences, citing benefits such as device familiarity, access to preferred software, and personalized work environments. Challenges may arise from technical issues, software compatibility, and the need for responsive technical support.

Training and Support: Organizations provide training and support mechanisms to assist BYOD users in navigating technical issues, understanding security protocols, and adopting best practices. This includes IT helpdesk support, cybersecurity training, and resources for troubleshooting common device-related problems.

Organizational Culture: BYOD can influence organizational culture by promoting collaboration, flexibility, and employee empowerment. It may also impact communication dynamics, work-life balance, and employee satisfaction and engagement levels.

Future Trends: Emerging trends related to BYOD in North Macedonia include the integration of wearables, IoT devices, and mobile applications in the workplace. Organizations are exploring innovative ways to leverage these technologies while addressing security and privacy concerns.

Comparative Analysis: Comparative studies with other countries or regions can benchmark BYOD adoption rates, strategies, and outcomes. This analysis helps identify global trends, best practices, and areas for improvement in BYOD implementation.

2. BYOD Trends

- Adoption rates of BYOD across industries

According to the last update in January 2022, BYOD (Bring Your Own Device) adoption rates can vary significantly across industries and regions. However, specific data on BYOD adoption rates in North Macedonia or any other country can be challenging to find as it's often not as extensively tracked as broader technology adoption trends.

Typically, BYOD adoption rates are influenced by factors such as industry regulations, company policies, security concerns, and employee preferences. Industries that deal heavily with sensitive data, such as finance or healthcare, may have lower BYOD adoption rates due to heightened security and compliance requirements. On the other hand, industries that prioritize flexibility and mobility, like technology or marketing, might have higher BYOD adoption rates.

- 1. IT and Tech Companies:** These industries often lead in BYOD adoption due to their familiarity with technology and the need for flexibility among employees.
- 2. Finance and Banking:** While security concerns are paramount in these sectors, they have also been adopting BYOD policies, often with stringent security protocols in place.
- 3. Healthcare:** BYOD adoption in healthcare has been increasing, especially among clinicians who prefer using their devices for accessing patient information and staying connected.
- 4. Education:** With the growing use of tablets and laptops in classrooms, BYOD policies are becoming more common in educational institutions.
- 5. Manufacturing and Retail:** These sectors may have lower BYOD adoption rates due to concerns about data security and the use of specialized equipment.

- Popular devices and platforms in BYOD setups (**Smartphones, Tablets, Laptops, Wearables, Cloud Platforms, Virtual Private Networks (VPNs), Mobile Device Management (MDM) Software, Secure Messaging and Collaboration Apps, Security Software, Remote Desktop Services**)

- Security concerns and measures in BYOD environments

In North Macedonia, similar to other regions, the adoption of BYOD (Bring Your Own Device) policies in workplaces presents both opportunities and challenges, especially regarding security. Let's discuss the specific security concerns and measures relevant to BYOD environments in North Macedonia.

In BYOD (Bring Your Own Device) environments, while the flexibility and convenience for employees are undeniable, there are several nuanced security concerns that warrant careful attention. Let's delve into these concerns and explore comprehensive measures to address them effectively.

Data Leakage and Unauthorized Access: Personal devices used in BYOD setups may lack stringent security protocols, making them susceptible to data leakage. Additionally, without proper controls, unauthorized access to sensitive company information becomes a real threat.

Measures to Address:

- Implement robust Mobile Device Management (MDM) systems to enforce policies such as encryption, remote wipe, and app whitelisting. These measures ensure that data remains secure even if the device is compromised or lost.
- Utilize strong authentication methods like biometrics, tokens, or multi-factor authentication (MFA) to strengthen access controls and prevent unauthorized access.

Device Loss or Theft: The loss or theft of an employee's personal device can lead to significant security breaches, as sensitive company data stored on these devices may be exposed to malicious actors.

Measures to Address:

- Enable remote wipe and lock capabilities to swiftly mitigate risks in case of device loss or theft. This ensures that confidential data is inaccessible to unauthorized individuals.
- Encourage employees to report lost or stolen devices immediately, triggering prompt actions such as disabling access and wiping data remotely.

Malware and Viruses: Personal devices may lack adequate antivirus protection, rendering them vulnerable to malware and viruses that can compromise both personal and company data.

Measures to Address:

- Implement regular updates and patch management protocols to keep devices and software up-to-date with the latest security patches. This minimizes vulnerabilities that could be exploited by malicious software.
- Educate employees about safe browsing habits, downloading apps only from trusted sources, and recognizing potential phishing attempts to reduce the risk of malware infections.

Compliance Issues: BYOD environments must adhere to regulatory requirements and data privacy laws, necessitating careful management and monitoring of data security measures.

Measures to Address:

- Conduct regular compliance audits to ensure that BYOD policies and security measures align with industry regulations and standards.
- Implement data encryption protocols for both data in transit and at rest, ensuring that sensitive information remains protected and compliant with regulatory mandates.

Network Segmentation and Access Control: Segregating BYOD devices into separate network segments and implementing strict access control measures are crucial to prevent unauthorized access and limit exposure to sensitive resources.

Measures to Address:

- Utilize network segmentation techniques to create distinct zones for BYOD devices, segregating them from critical infrastructure and data.
- Implement role-based access controls (RBAC) to define user permissions based on their roles and responsibilities, reducing the risk of unauthorized access to sensitive information.

User Training and Awareness: Educating employees about security best practices and fostering a culture of cybersecurity awareness are essential elements in mitigating risks in BYOD environments.

Measures to Address:

- Provide comprehensive training programs on cybersecurity best practices, including identifying phishing attempts, securing devices, and reporting security incidents promptly.
- Regularly communicate updates and reminders about security policies, emphasizing the importance of maintaining a secure environment while using personal devices for work purposes.

By implementing these comprehensive measures, organizations can effectively mitigate security concerns in BYOD environments, striking a balance between employee convenience and robust data protection.

- BYOD policies and guidelines

BYOD policies in North Macedonia, like elsewhere, are constantly evolving to accommodate modern workplace practices. These policies encompass several key areas such as security measures, acceptable usage guidelines, device compatibility, data protection, privacy considerations, legal compliance, and employee training. Security protocols include encryption, secure authentication, and remote wiping capabilities. Acceptable usage guidelines cover network access, app downloads, and data handling. Device compatibility and support are specified, along with data backup and recovery procedures. Privacy concerns address data access on personal devices, and policies ensure legal alignment with relevant regulations. Employee training covers security best practices and reporting procedures. Collaboration with legal and IT experts is recommended to ensure compliance and tailored fit to organizational needs.

Influence of BYOD on Agile Work in North Macedonia

Flexibility and Mobility in Agile Teams

Bring Your Own Device (BYOD) policies significantly enhance flexibility and mobility within agile teams, allowing team members to use personal devices they are comfortable with and access work-related resources from anywhere. This flexibility is crucial in agile work environments where responsiveness and adaptability are key.

- **Increased Mobility:** Team members can work from anywhere, leveraging their personal devices to stay connected and productive. This mobility aligns with agile methodologies that emphasize quick adaptation and responsiveness.
- **Increased Autonomy:** Team members can work from various locations, not being tied to a specific office. This autonomy aligns well with the agile principle of empowering teams to self-organize and make decisions.
- **Work-Life Balance:** BYOD can improve work-life balance by allowing team members to integrate work tasks into their daily lives more seamlessly. In North Macedonia, where commuting can be time-consuming, this flexibility is particularly beneficial.
- **Remote Work:** The ability to work remotely, supported by BYOD, is essential in the current global trend towards remote and hybrid work models. It supports continuous delivery and iteration, core aspects of agile methodologies.
- **Personalization of Tools:** Employees can choose devices and tools that best suit their working style, potentially increasing satisfaction and efficiency.

3. Influence of BYOD on Agile Work

Environments

Enhanced Collaboration and Communication

Agile methodologies emphasize continuous collaboration and communication. BYOD facilitates this by enabling seamless connectivity and access to communication tools.

- **Unified Communication Platforms:** Tools like Slack, Microsoft Teams, and Zoom, which can be easily accessed on personal devices, foster real-time communication and collaboration.
- **Real-Time Collaboration:** Personal devices often come with advanced features and apps that facilitate real-time collaboration. Tools like Trello can be seamlessly integrated into daily workflows.
- **Ease of Access:** Team members have continuous access to communication tools, reducing delays and improving the flow of information.
- **Document Sharing:** Cloud-based document sharing services like Google Drive and Dropbox enhance collaborative work, allowing team members to co-edit documents and share resources instantaneously.
- **Cross-Device Syncing:** The ability to sync work across multiple devices ensures that team members have up-to-date information, whether they are using their phone, tablet, or laptop.
- **Diverse Communication Channels:** With personal devices, teams can utilize various communication channels (video calls, messaging apps, collaborative documents), enhancing the agility and responsiveness of the team.

Impact on Productivity and Efficiency

BYOD policies can positively impact productivity and efficiency in agile teams by leveraging familiar and often more advanced personal devices.

- **Familiarity with Devices:** Employees using their own devices can work more efficiently because they are familiar with the device's operating system, applications, and shortcuts.
- **Cutting-edge Technology:** Personal devices are often more up-to-date than company-provided hardware, ensuring that team members can use the latest technology and software.
- **Reduced Downtime:** Personal devices often have fewer restrictions compared to corporate-owned devices, allowing for more uninterrupted work sessions.
- **Cost Savings:** Organizations can save on hardware costs, reallocating those resources to other productivity-enhancing areas.
- **Time Savings:** Reduced time spent on logging in and setting up company devices translates into more time focused on productive work.

5. Future Outlook

Predicted Growth of BYOD in Agile Workplaces

The adoption of Bring Your Own Device (BYOD) is expected to grow significantly in agile workplaces worldwide, including in North Macedonia. Key drivers of this trend include:

The COVID-19 pandemic has accelerated the shift towards remote work, a trend likely to persist. Agile workplaces, which value flexibility and adaptability, will increasingly adopt BYOD to enable employees to work from any location. BYOD programs can reduce business expenses by transferring the cost of purchasing and maintaining hardware to employees. This cost-saving aspect is appealing to businesses in North Macedonia aiming to streamline their operational budgets.

As personal devices become more powerful and capable, the reliance on traditional office equipment will decrease. This aligns with agile methodologies, which prioritize iterative development and constant feedback. Allowing employees to use their preferred devices can increase satisfaction and productivity. Agile methodologies, which emphasize team autonomy and responsiveness, complement the flexibility offered by BYOD.

Emerging Technologies Influencing BYOD and Agile Methodologies

Several emerging technologies are expected to shape the future of BYOD and agile practices:

- 1. 5G Connectivity:** The deployment of 5G networks will enhance mobile device performance, enabling faster data transfer and more reliable connections. This supports seamless BYOD operations and agile practices, especially in remote work settings.
- 2. Cloud Computing:** The rise of cloud services facilitates easier access to data and applications from any device. Agile teams can benefit from cloud-based collaboration tools that enable real-time updates and coordination.
- 3. Artificial Intelligence (AI) and Machine Learning:** These technologies can boost productivity by automating routine tasks and providing intelligent insights. AI-driven tools can enhance agile methodologies by optimizing workflows and improving decision-making processes.
- 4. Internet of Things (IoT):** IoT devices can create more interconnected and efficient work environments. In agile workplaces, IoT can provide real-time data and insights that drive quicker and better-informed decisions.

Potential Challenges and Opportunities in North Macedonia

Challenges:

- 1. Security Issues:** BYOD introduces security risks such as data breaches and unauthorized access. Organizations in North Macedonia will need robust security policies and measures, including encryption and mobile device management (MDM) solutions, to mitigate these risks.
- 2. Regulatory Compliance:** Navigating data protection regulations, both local and international, can be challenging. Ensuring compliance while implementing BYOD policies will require careful planning and legal expertise.
- 3. Infrastructure Constraints:** The success of BYOD and agile methodologies relies on robust internet and technological infrastructure. North Macedonia will need to invest in upgrading its digital infrastructure to support these modern work practices effectively.
- 4. Employee Training and Support:** Ensuring employees are proficient in using their devices for work and can troubleshoot basic issues is crucial. Providing adequate training and support can be resource-intensive.

Opportunities:

- 1. Enhanced Flexibility and Scalability:** BYOD allows businesses to scale their operations more flexibly. As companies in North Macedonia grow or shift operations, BYOD can provide the necessary agility without significant investment in new hardware.
- 2. Competitive Advantage:** Embracing BYOD and agile methodologies can give businesses a competitive edge by fostering innovation, improving responsiveness, and attracting top talent who value flexibility.
- 3. Economic Growth:** By adopting modern work practices, businesses in North Macedonia can contribute to the broader digital transformation of the economy, promoting growth and development.
- 4. Global Integration:** Implementing BYOD and agile methodologies can help North Macedonian companies integrate more seamlessly into the global market, enabling more effective collaboration with international partners and clients.

In summary, the future of BYOD in agile workplaces in North Macedonia looks promising, driven by technological advancements and the increasing need for flexible work arrangements. While there are challenges, they can be addressed with strategic planning and investment, unlocking significant opportunities for growth and innovation.

6. Conclusion

Bring Your Own Device (BYOD) is a transformative policy that offers numerous benefits in terms of flexibility, productivity, and cost savings. However, it also presents significant challenges and risks, particularly in the realm of cybersecurity. The importance of BYOD in cybersecurity cannot be overstated, as it expands the attack surface, requires robust endpoint security, demands data protection measures, relies on user education, and necessitates strong access control and authentication.

To successfully navigate the intersection of BYOD and cybersecurity, organizations must strike a delicate balance between enabling employee flexibility and maintaining a high level of security. This involves comprehensive risk assessments, continuous monitoring, adherence to regulatory compliance, and transparent communication with employees about privacy concerns. Implementing Mobile Device Management (MDM) and Mobile Application Management (MAM) solutions can also aid in achieving these goals.

In a digital landscape characterized by rapid technological advancements and evolving cyber threats, organizations that effectively address the challenges and risks of BYOD will be better equipped to reap the rewards of enhanced productivity and competitiveness while safeguarding their sensitive data and reputations. As BYOD continues to evolve, staying ahead of cybersecurity threats will remain a top priority for businesses seeking to thrive in the digital age.

In conclusion, the implementation of Bring Your Own Device (BYOD) policies in North Macedonia offers both promising opportunities and significant challenges across educational and professional domains. As a developing nation, North Macedonia stands at a juncture where BYOD practices can revolutionize learning and work dynamics.

Opportunities abound with BYOD, promising enhanced learning experiences for students and heightened productivity for professionals. By leveraging personal devices, institutions and businesses can also realize cost efficiencies, redirecting resources toward critical areas like infrastructure and training. Furthermore, promoting BYOD fosters technological fluency, aligning individuals with the demands of a digital economy.

However, these advantages are counterbalanced by formidable challenges. Security concerns, particularly safeguarding sensitive data on personal devices, demand robust cybersecurity measures and user education. Moreover, ensuring adequate infrastructure and bridging the digital divide are imperative for equitable BYOD participation.

To capitalize on BYOD's benefits while addressing its challenges, a comprehensive strategy encompassing policy development, stakeholder collaboration, and continuous evaluation is paramount. By embracing BYOD strategically, North Macedonia can enhance educational outcomes, bolster economic competitiveness, and position itself as a digitally progressive nation.

7. References

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Smartphones: Devices like Apple's iPhone and various Android smartphones are widely used in BYOD environments. They provide communication tools, productivity apps, and access to corporate resources through VPNs or secure apps.

- 1. Tablets:** iPads and Android tablets are popular for BYOD due to their portability and versatility. They are used for tasks like note-taking, presentations, and accessing cloud-based services.
- 2. Laptops:** Both Windows laptops and MacBook devices are commonly used in BYOD setups. They offer a full computing experience, allowing users to run business applications, access shared files, and work remotely.
- 3. Wearables:** Smartwatches and fitness trackers are increasingly integrated into BYOD environments, providing users with notifications, health tracking, and access to certain apps and services.
- 4. Cloud Platforms:** Cloud services such as Google Workspace (formerly G Suite), Microsoft 365, and Dropbox are essential in BYOD setups. They enable collaboration, file sharing, and document editing across devices.
- 5. Virtual Private Networks (VPNs):** VPN solutions are used to establish secure connections between personal devices and corporate networks. This ensures data privacy and security when accessing sensitive information remotely.
- 6. Mobile Device Management (MDM) Software:** MDM solutions like VMware Workspace ONE, Microsoft Intune, and Jamf Pro are used to manage and secure BYOD devices. They enforce policies, perform updates, and remotely wipe data if necessary.
- 7. Secure Messaging and Collaboration Apps:** Tools like Microsoft Teams, Slack, Zoom, and Cisco Webex facilitate communication, file sharing, and virtual meetings on BYOD devices while maintaining security protocols.
- 8. Endpoint Security Software:** Antivirus programs, firewalls, and encryption tools are crucial for protecting BYOD devices from malware, unauthorized access, and data breaches.
- 9. Remote Desktop Services:** Platforms like Citrix Virtual Apps and Desktops, VMware Horizon, and Microsoft Remote Desktop allow users to access their work desktops and applications securely from personal devices.

» BYOD study - Italy

Section	Description
1. Introduction	<p data-bbox="327 268 925 300">- Definition of Bring Your Own Device (BYOD)</p> <p data-bbox="327 373 2150 564">BYOD, which stands for 'bring your own device', refers to the corporate IT policy that determines when and how employees, contractors and other authorised end-users can use their laptops, smartphones and other personal devices on the corporate network to access corporate data and perform their work tasks. BYOD is a recent trend. Companies allow their employees to use their private devices for work. In addition to PCs, these are mainly mobile devices such as smartphones, notebooks and tablets. These devices have access to the company's network or certain systems. They are also used to store and process internal company data. Since these are risky in terms of data protection and IT security, BYOD must be precisely regulated on an organisational and technical level.</p> <p data-bbox="327 638 2150 798">From the user's point of view, bring-your-own-device should bring freedom of choice with regard to the hardware used and thus greater flexibility. Furthermore, BYOD fosters the trend towards location-independent working. BYOD policy became widespread with the debut of iOS and Android smartphones in the late 2000s, as more and more workers preferred these devices to the standard company-issued mobile phones of the time. The rise of remote working, hybrid working arrangements and the opening of corporate networks to suppliers and contractors accelerated the need for BYOD policy to expand beyond smartphones.</p> <p data-bbox="327 871 2150 935">More recently, the COVID-19 pandemic and the resulting chip shortage and supply chain disruptions have forced more organisations to adopt the BYOD policy to allow new hires to work while waiting for a device to be assigned to them by the company.</p>

Section	Description
	<p data-bbox="324 146 958 178">- <i>Brief explanation of agile work environments</i></p> <p data-bbox="324 252 2150 411">Through the pandemic, most companies have learnt that flexible workspaces offer several advantages, but the concept of 'agile' working emerged in the corporate world as early as the mid-1990s, initially in the context of software companies looking for faster ways to develop significant innovations. Since then, the concept of agile working has spread to many sectors, with more and more companies offering their employees greater freedom in how and where they do their work. Several companies have proposed a design centered on a collaboration hub, surrounded by spaces for meetings, socializing, training and concentrated work.</p> <p data-bbox="324 488 2150 708">The open plan office is an option that aims to facilitate collaboration while avoiding isolating employees in cubicles. Proponents of this approach argue that it promotes teamwork and transparency, minimizing secrecy and creating a sense of fairness. However, there are also drawbacks: constant noise can become annoying and distract workers, and during a pandemic, the spread of disease is a greater risk. To mitigate the negative effects of open spaces, quiet zones can be created to provide employees with places to concentrate, make private phone calls or simply take a break from the hustle and bustle. These zones help balance the benefits of collaboration with the need for privacy and concentration. This does not detract from the fact that an agile working environment offers several advantages, as it maximizes space and reduces wastage of unused desks, especially when hybrid working models are adopted.</p> <p data-bbox="324 785 2150 938">In addition, cost savings are another significant benefit, as companies can avoid investing in larger spaces than necessary. Employee productivity can increase due to the freedom to choose where to work and the ability to collaborate more easily with colleagues. Employee morale can also improve, as a dynamic workspace can inspire creativity and foster a positive atmosphere, while also promoting a more active lifestyle, encouraging employees to move around the office, use the stairs instead of lifts and even offer standing workstations, contributing to employees' overall well-being and increasing their job satisfaction.</p>

Section	Description
	<p data-bbox="327 148 672 180">- Purpose of the research</p> <p data-bbox="327 252 2150 379">The research on BYOD in Italy aims to understand how personal technologies affect productivity and how companies can manage agile work and critical situations. By analysing the risks associated with increasing dependence on technology, it is good to identify solutions to mitigate the negative effects and maximise the benefits of agile work and the Digital Workplace, while highlighting the great importance of technology in the modern workplace.</p> <p data-bbox="327 456 2150 520">The workplace, understood as technological equipment, plays a key role in employee engagement and, consequently, productivity. This focus on technological tools is directly related to the trends of remote and flexible working, which have increased during the pandemic.</p> <p data-bbox="327 544 2150 730">According to the analysis of Fondirigenti (April 2020) and Manageritalia (March 2020), the workstation and technological equipment are those that in the service industry most influence the level of productivity in organisations, in ordinary working time and even more so in critical situations, which occur episodically outside of normal time. Moreover, according to the research conducted since 2021 by the Smart Working Observatory of the School of Management of the Politecnico di Milano, it is large companies that show a marked improvement in effectiveness and efficiency (the latter improved by 59% in large companies and 30% in public administrations) following the spread of Smart Working and agile working.</p> <p data-bbox="327 807 2150 898">While on the one hand, therefore, the increasingly widespread and pervasive use of individual productivity technological equipment produces undoubted benefits for the company, on the other hand, the temporary unavailability of such equipment or even simply its sub-optimal functionality amplifies the problems, inevitably triggering secondary effects that stress organisations.</p>
<p data-bbox="96 1193 309 1225">2. BYOD Trends</p>	<p data-bbox="327 919 909 951">Adoption rates of BYOD across industries</p> <p data-bbox="327 1027 2150 1182">The most recent data (2021) come from a report by the Bank of Italy, entitled '<i>Work organisation in the new normal</i>'. In a hybrid work environment, the need for remote communication tools is even greater. In this research, the Bank of Italy states that there are about 2,800 company telephones and about 400 employees who use licenses to use company apps on their smartphones in BYOD (bring your own device) mode. The Bank of Italy announces that it intends to continue the activity of providing mobile devices to staff - with a steady increase in their diffusion - and BYOD licenses.</p> <p data-bbox="327 1259 2150 1445">The renewal initiative, which was already foreseen in the plans to upgrade individual equipment, includes the replacement of more than 5,000 laptop PCs with latest-generation models in three configurations to meet different service requirements. The new laptops have many improved features, such as a larger, high-definition screen, higher processing capacity, and connector docking station (and no longer mechanical). The refurbishment of 4,200 units is currently underway and will be completed by 2021; in 2022, the second phase will start involving approximately 800 laptops. For the new PCs, a technical support service will be provided at users' homes in the event of faults.</p>

Section	Description
	<p>- Popular devices and platforms in BYOD setups (Smartphones, Tablets, Laptops, Wearables, Cloud Platforms, Virtual Private Networks (VPNs), Mobile Device Management (MDM) Software, Secure Messaging and Collaboration Apps, Security Software, Remote Desktop Services)</p> <p>Again, the aforementioned report, entitled '<i>Work Organisation in the New Normal</i>', by the Bank of Italy, states that it has gradually adopted services offered by new collaboration platforms (e.g. Microsoft Teams) and that, in the immediate future, any additional ICT services to support task management (e.g. for scheduling, assigning and monitoring activities) and brainstorming processes (which would benefit from the use of shared virtual whiteboards) will be evaluated. The Cisco WebEx platform, often used in communication with international interlocutors (e.g. the European Central Bank) and recently introduced also in the Bank of Italy, complements the services offered by Skype for business; it meets, in particular, the needs of organizing events with a large number of participants. With the acquisition of new licences, there will be a shift from centralized to partially decentralised management to the various departments.</p> <p>For the communication needs of deaf staff in the Bank of Italy, the adoption of the Padius application was completed (the dissemination campaign of which is under way in the structures), which allows, for example, to subtitle conversations in a call conference and to interact with the service desk for assistance. To support specific work processes in which it is necessary to make calls outside the Bank and when a company smartphone is not available, the 'Enterprise Voice' feature was introduced, which allows users to receive and make calls with their own fixed office number using Skype for Business.</p> <p>A notification service is being finalised for external and internal websites managed by the Bank of Italy, which will allow users, according to their preferences, to be informed, through various channels (e.g. sms, email), of the publication of new content as well as information related to events (conferences, live videos) and communication campaigns. Possible extensions of the access modes to the extranet are being evaluated in the event of unavailability or failure of the smart card.</p>

Section	Description
	<p data-bbox="327 148 1122 177">- Security concerns and measures in BYOD environments</p> <p data-bbox="327 252 2145 316">BYOD programmes raise device security issues that IT departments often do not encounter, or encounter to a lesser extent, with company-provided devices.</p> <p data-bbox="327 339 2145 432">Hardware or system vulnerabilities in employee devices could expand the company's attack surface, giving hackers new ways to breach the corporate network and access sensitive data. Employees could engage in more risky surfing, emailing or messaging behaviour on personal devices than they would on a company-provided device.</p> <p data-bbox="327 507 2145 667">Malware that infects an employee's computer due to personal use could easily spread throughout the corporate network. On company-provided devices, the IT department can avoid these and similar problems by directly monitoring and managing the devices' settings, configurations, application software and authorizations. But IT security teams are unlikely to have the same control over employees' personal devices, and employees would probably not like such a level of control. Over time, companies have turned to a variety of other technologies to mitigate the security risks of adopting BYOD policy.</p> <p data-bbox="327 742 2145 834">Virtual desktops: Virtual desktops, also known as virtual desktop infrastructure (VDI) or desktops as a service (DaaS), are fully provisioned instances of desktop computing that run on virtual machines hosted on remote servers. Employees access these desktops and essentially run them remotely from their personal devices, usually over an encrypted connection or VPN.</p> <p data-bbox="327 858 2145 986">With a virtual desktop, everything happens at the other end of the connection: no applications are installed on the personal device and no corporate data is processed or stored on the personal device, which effectively eliminates most of the security issues related to personal devices. But virtual desktops can be expensive to implement and manage; since they depend on an Internet connection, there is no way for employees to work offline.</p> <p data-bbox="327 1061 2145 1125">Software-as-a-service (SaaS) on the cloud can provide a similar security advantage with less management overhead, but also slightly less control over end-user behaviour.</p> <p data-bbox="327 1157 741 1185">Device management solutions</p> <p data-bbox="327 1209 2145 1302">Prior to BYOD policies, organisations managed their assigned mobile devices using mobile device management (MDM) software. MDM tools give administrators total control over devices, they can enforce access policies and data encryption, install corporate apps, push app updates, track device location and lock and/or wipe a device if it is lost, stolen or otherwise.</p> <p data-bbox="327 1326 2145 1422">MDM was an acceptable mobile management solution until employees started using their own smartphones at work and quickly became irate about giving IT teams this level of control over their devices, apps and personal data. Since then, new device management solutions have emerged as personal device users and employee work styles have changed:</p>

Section	Description
	<p>Mobile application management (MAM): Instead of controlling the device itself, MAM focuses on app management, granting IT administrators control only over apps and corporate data. MAM often achieves this through containerisation, the creation of secure enclaves for corporate data and apps on personal devices. Containerisation gives the IT department complete control over the apps, data and device functionality within the container, but they will not be able to touch or even view the employee's personal data or device activity beyond the container.</p> <p>Enterprise mobility management (EMM): With the growth of BYOD policy adoption and its extension beyond smartphones and tablets, and beyond Blackberry OS and Apple iOS to Android, EMM has found it difficult to keep up with all the new employee-owned devices being introduced into corporate networks. EMM tools therefore quickly emerged to solve this problem. EMM tools combine the functionality of MDM, MAM and Identity and Access Management (IAM), providing IT departments with a single platform and single pane view of all personal and company-owned mobile devices on the network.</p> <p>UEM (unified endpoint management) The only drawback of EMM was that it could not handle Microsoft Windows, Apple MacOS and Google Chromebook computers, which was a problem as the BYOD policy had to expand to include employees and third parties working remotely using their own PCs. Thus, the UEM platform emerged to fill this gap, combining the management of mobile devices, laptops and desktops into a single platform. With UEM, IT departments can manage IT security tools, policies and workflows for all types of devices, running any operating system, regardless of where they connect.</p>

Section	Description
	<p data-bbox="324 148 757 180">- BYOD policies and guidelines</p> <p data-bbox="324 252 2150 379">Typically implemented by the IT device manager (CIO) and other high-level IT decision makers, the BYOD policy defines the terms under which employee-owned devices may be used for work and the security policies that end-users must observe during use. Although the specifics of a BYOD policy vary depending on the objectives of an organisation's BYOD strategy, most device policies define something close to the following:</p> <p data-bbox="324 456 2150 643">Acceptable use: BYOD policies generally describe how and when employees may use personal devices for work-related activities. For example, acceptable use guidelines may include information on secure connection to company resources via a virtual private network (VPN) and a list of approved work apps. Acceptable use policies often specify how sensitive corporate data should be managed, stored and transmitted using employee-owned devices. Where applicable, BYOD policies may also include data security and retention policies that comply with regulations such as the Health Insurance Portability and Accountability Act (HIPAA), the Sarbanes-Oxley Act and the General Data Protection Regulation (GDPR).</p> <p data-bbox="324 719 2150 783">Permitted devices: A BYOD policy may define the types of personal devices that employees may use for work-related activities and the specifications of those devices, such as the minimum version of the operating system.</p> <p data-bbox="324 860 2150 1015">Security measures: BYOD policies generally set security standards for employee devices. These may include minimum requirements for passwords and two-factor authentication policies, protocols for backing up confidential information, and procedures to be followed in the event a device is lost or stolen. Security measures may also specify security software that employees must install on their devices, such as mobile device management (MDM) or mobile application management (MAM) tools. These BYOD security solutions are discussed in detail below.</p> <p data-bbox="324 1091 2150 1219">Privacy and authorisation: BYOD policies typically define the procedures that the IT department will put in place to respect employees' privacy on their devices, including how the organisation will maintain separation between employees' personal data and corporate data. The policy may also detail the specific permissions the IT department needs on the employee's device, including certain software that may need to be installed and apps that may need to be controlled.</p> <p data-bbox="324 1295 2150 1390">Reimbursement: if the company provides reimbursement for employees who use their personal devices, for example by offering a subsidy for the purchase of devices or subsidising Internet or mobile data plans, the BYOD policy will outline how reimbursement is handled and the amounts employees can receive.</p>

Section	Description
	<p>IT support: the BYOD policy may specify the extent to which a company's IT department will or will not be available to help employees troubleshoot faulty or malfunctioning personal devices.</p> <p>Off-boarding: finally, BYOD policies typically outline procedures to be followed if an employee leaves the company or cancels the registration of their device with the BYOD programme. These exit procedures often include plans for removing sensitive company data from the device, revoking the device's access to network resources, and deactivating the user account or device.</p>
<p>3. Influence of BYOD on Agile Work</p>	<p>- Flexibility and mobility in agile teams</p> <p>The benefits that led companies to introduce these policies are numerous. Among the most obvious is the reduction in costs associated with company devices and their maintenance, expenses that could be shared with the employee. In addition, there is a greater focus on the care of the devices themselves, as they are the property of the employee. However, the most significant benefits relate to increased productivity and the resolution of mobility-related problems.</p> <p>The adoption of BYOD allows employees to work more flexibly, without being restricted to company equipment. This allows employees to use devices they are already comfortable with. Furthermore, the ability to access company resources at any time and from anywhere gives employees greater freedom, being able to carry out their activities in the office, from home or on the move, as well as during business trips. By being able to use their own personal devices for work, employees not only gain greater autonomy in deciding where and how to work, but the use of personal devices also allows them to work outside of traditional working hours, fostering greater work-life compatibility. This is particularly useful for agile teams, where tasks may require quick response times and adaptability.</p>

Section	Description
	<p data-bbox="324 146 969 175">- Enhanced collaboration and communication</p> <p data-bbox="324 252 2150 347">The digital workplace is revolutionising the usual way of working, thanks to a series of technologies capable of improving the work environment: a change that is also affecting Italian companies, as shown by the recent <i>'Empowering Digital Workplace'</i> survey conducted by Censuswide in 2018 on behalf of Ricoh (a consulting, software and hardware company for businesses).</p> <p data-bbox="324 424 2150 679">The survey, which involved 23 countries for a total of 3600 workers, found in Italy full confidence in 38% of the employees interviewed, and even enthusiasm in 65% of the sample. Driving this positive attitude was above all the use of technology as a means of improving access to data (46%), being able to work more often from home (42%), and reducing monotonous activities (30%). Added to this are appreciations of the reduction of time wasted managing e-mails (40%), meetings held at home (37%) and travelling from one place to another (31%). All benefits can be achieved with the help of at least three technologies associated with the digital workplace. If hardware devices are obsolete, the digital workplace remains a good project that lacks the foundations to be implemented in the company. The spread of the so-called BYOD approach in recent years, whereby employees are offered the option of using their own notebook or smartphone, in the office and in smart working, has often led to a mismatch between corporate and personal IT equipment.</p> <p data-bbox="324 699 2150 826">The latter is often more modern and efficient than the one offered by the company. But since BYOD opens up a number of problems in terms of security and integration with corporate legacy systems, more compelling alternatives have emerged. For example, CYOD (Choose Your Own Device), in which the choice of device, whether bought by the employee or by the company, is made from a list of pre-approved devices.</p> <p data-bbox="324 845 2150 1165">Or, especially in large companies, COPE (Corporate Owned, Personal Use): it is the company that takes charge of the purchase or rental, allowing the employee to use it also for personal reasons. Whichever of the above options is adopted, it should be emphasised that, in order to guarantee high productivity standards that take advantage of the digital workplace, efficient, constantly updated and high-performance devices cannot be omitted. For this reason, the best solution might be to embed the hardware supply within a broader outsourcing and system engineering model involving design, installation, configuration, management, maintenance and upgrading. In this way, the availability of desktops, accessories and mobile devices would be closely linked to the release of software for communication & collaboration. The digital workplace, in fact, works if it enables both regardless of the employee's location. As emphasised by the responses from the Censuswide survey, data access that does not require proximity and sharing that does not require being in the same physical space, but is just as effective, is only possible in the presence of technologies such as Cisco's WebEx for communication or Microsoft's Office 365 suite for collaboration.</p>

Section	Description
	<p data-bbox="324 148 869 180">- Impact on productivity and efficiency</p> <p data-bbox="324 252 2150 319">According to '<i>The Financial Impact of BYOD: A Model of BYOD's Benefits to Global Companies</i>' (Cisco IBSG), 36% of people who adopt BYOD save at least four hours per week when working on their personal devices.</p> <p data-bbox="324 339 2150 595">Allowing team members to use their own devices can significantly increase their productivity. This is mainly due to the fact that employees are more comfortable with the interface of their devices, reducing the time spent learning new configurations. Furthermore, by being able to customise their device, users can better adapt it to their needs, a flexibility that is often lacking with corporate devices. Allowing employees to use their own device also eliminates the need for specialised training. When companies hire new employees or purchase new hardware, it is necessary to provide training on how to use the devices. This requires time and resources for each new hire or each time new devices are introduced. With a BYOD policy, this step becomes unnecessary, as employees already know how to use their devices. This not only speeds up the integration process, but also reduces the costs associated with training and technical support for learning new systems.</p>

Section	Description
	<p data-bbox="315 148 1059 180">- Challenges and drawbacks of BYOD in agile setups</p> <p data-bbox="315 252 1240 284">The most cited benefits for the organisation from BYOD policies are:</p> <ul style="list-style-type: none"> <li data-bbox="315 331 2157 427">- Cost savings and reduced IT administrative burden: the employer is no longer responsible for purchasing and providing devices for all employees. For companies that can successfully implement and manage BYOD policies for most or all employees, these savings can be considerable. <li data-bbox="315 499 2157 595">- Faster onboarding procedures for new hires: employees no longer have to wait for a device to be provided to them by the company to start work. This has proven particularly important during recent chip shortages and other supply chain disruptions, which can prevent a company from providing computers to employees in time to start work. <li data-bbox="315 667 2157 730">- More employee satisfaction and productivity, as some prefer to work with their own devices, which they find more familiar or functional than company equipment. <p data-bbox="315 810 1099 842">Challenges and trade-offs for employees and employers:</p> <ul style="list-style-type: none"> <li data-bbox="315 890 2157 954">- Employee privacy concerns: Employees may worry about the visibility of their personal data and activities and may not feel comfortable being forced by the IT department to install software on their personal devices. <li data-bbox="315 1026 2157 1121">- Limited candidate pool, inclusion issues. If the BYOD policy is mandatory, people who cannot afford or do not own adequate personal devices may not be considered. And some people may prefer not to work for an organisation that requires them to use their own personal computer, regardless of whether the employer reimburses them or not. <li data-bbox="315 1193 2157 1289">- Residual privacy risks. Even with BYOD security solutions and device management in place, employees may not always adhere to cybersecurity best practices on their personal devices, such as a proper password management policy or physical device security, opening the door to hackers, malware and data breaches. <li data-bbox="315 1361 2157 1457">- Regulatory compliance issues: employers in healthcare, finance, government and other highly regulated sectors may not be able to implement BYOD policies for some or any employees due to stringent regulations and costly penalties related to handling sensitive information.

Section	Description
4. Future Outlook	<p>- Predicted growth of BYOD in agile workplaces</p> <p>According to research data from the Smart Working Observatory of the School of Management of the Politecnico di Milano, the growth of Smart Working is set to continue, especially in large companies, where almost all expect to maintain it in the future, with only 6% remaining uncertain.</p> <p>In public administrations (PA), on the other hand, there is more uncertainty, with 20% unsure of how this initiative will evolve, especially in smaller organisations. Among small and medium-sized enterprises (SMEs), 19% do not know if and how they will adopt Smart Working. As for BYOD, a central aspect of Smart Working, its use is likely to grow in line with the increase of workers involved in agile working. By 2024, the number of workers using these practices is expected to rise to 3.65 million. With this expansion of Smart Working, BYOD could become an increasingly popular option, offering flexibility to workers who can use their own devices to perform their tasks.</p> <p>Large enterprises, which already widely adopt Smart Working, are likely to be the main users of BYOD, while PAs and SMEs may show slower growth due to their greater uncertainty about the evolution of Smart Working. However, with the overall increase in remote and flexible working, BYOD is likely to become increasingly common, enabling employees to work in a more personalised and adaptable way.</p>
	<p>- Emerging technologies influencing BYOD and agile methodologies</p> <p>An interview with Michele Apa, SE Manager Italy South of VMware, (a company that develops virtualisation software) examines the topic of artificial intelligence in the business context. The digital revolution in the office is constantly changing: from the first employees bringing their own personal devices to the workplace, it has rapidly evolved towards the consumerisation of apps and now emerging technologies such as artificial intelligence (AI) are making their way into both the consumer and professional worlds.</p> <p>The bring-your-own-device (BYOD) trend exploded over a decade ago, but many IT organisations did not fully support the concept until a few years later, with some banning it and others adopting a limited BYOD policy. Now IT knows that allowing employees to securely and seamlessly access any app on any device leads to improved productivity.</p> <p>According to <i>Forbes Insights</i> research, 'empowered' employees:</p> <ul style="list-style-type: none"> - spend 16 per cent less time on manual processes; - collaborate better with each other (+15% compared to traditional employees); - are twice as likely to consider apps important for accelerating decision-making processes; - are five times more likely to increase their productivity.

Section	Description
	<p>For IT, AI offers an opportunity to move beyond the passive and resigned BYOD mindset towards a new active mindset that anticipates and accelerates innovation. By adopting AI at work, IT can not only help companies make huge strides ahead of the technology curve, but also grant greater flexibility to workers and enable a remarkable advancement of business paradigms. Machine-driven technologies are helping employees at an ever-increasing rate to work better with each other and with their customers, so we can imagine how much IT could support collaboration and innovation by combining multiple AI applications. Intelligent workflows like this enable IT to improve the employee work experience, optimise resources and strengthen security.</p> <p>By putting employees first and adopting AI applications in the workplace, it is IT that drives innovation, banishing the bogeyman of another BYOD-style revolution.</p> <p>According to 2020 research by <i>PwC</i> (a network of professional audit, legal and tax advisory services), more than 1 in 5 companies planned to implement artificial intelligence technologies. To unlock the potential of AI for employees, IT should:</p> <ol style="list-style-type: none"> 1. Prepare to adopt AI: establish an AI experience area within IT and an employee support team; focus on an AI manager and leverage all available data and devices. 2. Optimise for AI: make small implementations quickly, collect feedback, review based on feedback and then implement again. 3. Create opportunities with AI: evaluate existing processes and rethink them from an AI perspective to improve customisation, efficiency and service. <p>The innovation created by artificial intelligence has the potential to drive digital transformation faster than anyone could have imagined and the possible benefits are hard to ignore. AI-powered automation saves employees time spent on mundane, repetitive tasks, so they can devote more energy to solving more difficult challenges.</p>
	<p>- Potential challenges and opportunities</p> <p>On the one hand, the increasing use of individual technological devices brings undoubted benefits to companies. However, when these devices are temporarily unavailable, or do not function properly, problems can arise that lead to side effects that put the organisation under stress. The crux of the Digital Workplace for business users at all levels is the complete integration of all technological tools used daily to do their work. To maintain this integration, the people in charge in the company must have adequate tools to analyse performance, manage disruptions and reports, design processes to resolve problems and incidents as quickly as possible, and measure user satisfaction within the organisation. In this context, companies must adopt strategies to strengthen end-user services, following five main guidelines: improve the user experience, increase individual productivity, evolve the service model, simplify device management, and reduce service costs.</p>

Section	Description
<p>6. Conclusion</p>	<p>- Recommendations for organizations adopting BYOD in agile environments</p> <p>Companies should implement documented protocols to manage the entire lifecycle of mobile devices. These protocols should cover all stages, from purchase to disposal, considering all necessary operations on the devices. As part of this lifecycle management, it is crucial that the company keeps a complete inventory of mobile devices.</p> <p>This inventory should include at least the following information for each device</p> <ul style="list-style-type: none"> -Identification of the device and, if present, the SIM identifier. -Status of the device (new, under maintenance, assigned, to be disposed of, etc.). -User to whom the device was assigned, with start and end dates of the assignment, if applicable (e.g. temporary devices assigned from a pool). -Device ownership (institutional, BYOD, etc.). -Defining a mobile device decommissioning policy. <p>The decommissioning policy should outline user responsibilities and include a complete inventory of devices marked for decommissioning. The selection of decommissioning methods should be based on an analysis of the security vulnerabilities associated with each method and ensure the permanent deletion of all personal data. It is essential to adopt an information security policy for mobile devices and provide privacy information. Organisational processes must be established to ensure compliance with the company's device policies and provide support to users to configure devices in accordance with these policies. In addition, it is important to have security procedures in place to respond promptly and effectively to any security incident, such as the loss or theft of a mobile device. Employees should be informed on how to report such incidents and which entity within the company to contact.</p>

Section	Description
	<p data-bbox="324 148 577 180">- Closing remarks</p> <p data-bbox="324 252 2145 347">Although technology is evolving at an incredibly fast pace, often faster than legislators or regulators can keep up, organisations still have a way to maintain security and privacy. By applying the fundamental principles of the General Data Protection Regulation (GDPR), particularly those relating to 'privacy by design' and 'privacy by default', employers can ensure that the use of mobile devices is secure.</p> <p data-bbox="324 427 2145 547">Privacy by design involves designing systems and processes with a preventive approach to privacy, ensuring that data protection measures are built in from the outset. This means that, from the initial stages of technology development and implementation, companies should provide security mechanisms that protect employees' personal data. Adopting a privacy by design approach means building infrastructures that, by default, minimise the collection of personal data, limit data access and implement robust security measures.</p> <p data-bbox="324 627 2145 715">Privacy by default, on the other hand, ensures that the default settings of a system guarantee the highest level of protection for personal data. In practice, it means that even if an employee does not take steps to protect his or her data, the system is already configured to do so. This approach is crucial to protect sensitive information in increasingly digitised work environments.</p> <p data-bbox="324 794 2145 882">By adopting these principles, companies can enable the use of mobile devices and other digital technologies without compromising the security of employees' personal data. In addition, these principles can help create a work environment that respects privacy and ensures confidentiality, which are essential for maintaining trust between employers and employees.</p>

Section	Description
7. References	<p data-bbox="327 148 1030 180">- List of sources and citations used in the research</p> <p data-bbox="327 252 2145 320">Pejtersen J. H., Feveile H., Christensen K. B. & Burr H. (2011). <i>Sickness absence associated with shared and open-plan offices—a national cross sectional questionnaire survey</i>. Scandinavian journal of work, environment & health.</p> <p data-bbox="327 339 1518 371">https://www.peoplechange360.it/smart-working/smart-working-scatta-lora-del-byom/</p> <p data-bbox="327 391 1084 422">https://www.bipxtech.it/nuovi-trend-digital-workplace/</p> <p data-bbox="327 442 1688 474">https://techfromthenet.it/2019/04/01/vmware-ai-in-ufficio-e-byod-ecco-cosa-possiamo-imparare/</p> <p data-bbox="327 493 1279 525">https://www.forbes.com/connect/content-solutions/forbes-insights/</p> <p data-bbox="327 544 1431 576">https://blog.westpole.it/digital-workplace-3-tecnologie-per-lambiente-di-lavoro/</p> <p data-bbox="327 595 1583 627">https://www.ricoh.it/notizie/notizie/digital-workplace-gli-esami-non-dovrebbero-finire-mai/</p> <p data-bbox="327 646 1178 678">https://it.deskbird.com/blog/byod-advantages-disadvantages</p> <p data-bbox="327 697 1610 729">https://www.cisco.com/c/dam/global/ru_ua/assets/pdf/byod-economics_econ_analysis.pdf</p> <p data-bbox="327 748 1317 780">https://www.osservatori.net/it/ricerche/osservatori-attivi/smart-working</p> <p data-bbox="327 799 1792 831">https://www.bancaditalia.it/chi-siamo/organizzazione/organizzazione_del_lavoro_nella_nuova_normalita.pdf</p>

» SMART LANGUAGE LEARNING TOOL -Gynta Projektai

READING ADVENTURES	SPEECH SUMMARY	WRITING ANGLE	LISTENING CHANNEL	ACTIVITY	LEARNING ROOM
<p>Literature</p> <p>Immerse yourself in short stories and poetry by acclaimed local authors, and learn and develop an ongoing appreciation of local literature, while improving your language reading and comprehension skills.</p> <p>1. "Metai" was published for the first time in 1818. Ludvikas Rėza published in Kraliaučius. He somewhat shortened the text of Donelaitis' cycle of 4 seasons, edited it, combined it into one work, and called it "The Year" (German: Das Jahr). Published together with a German translation and dedicated to Wilhelm von Humboldt. The first two parts of Donelaitis' original text have survived, and the entire text is known from J. Hohlfelt's transcript.</p>	<p>Coffee shop conversation</p> <p>Learn how to hold conversations with a native speaker by exploring structured dialogues on a variety of everyday topics</p> <p><i>Offer a set of short structured audio/video dialogues on various topics of everyday life - buying food at the supermarket or market, ordering coffee at the local cafe, talking on the bus or on the street.</i></p> <p>1. Portal's LRT.lt talk show, where participants meet in a very uncertain but recognizable space. When people meet, they share both the bed and the joys of life, in which worries are not emphasized.</p>	<p>Creative Corner</p> <p>Express yourself creatively by writing short stories, poems, or essays inspired by local traditions, culture, and nature.</p> <p>1. Video consultation on how to write a reasoning essay: https://www.youtube.com/watch?v=PTp2YvGP2So</p> <p>2. Reasoning and literary essay. Writing an introduction: https://www.youtube.com/watch?v=Uaml-JWezXZY</p> <p>Grammar nerds</p> <p>Strengthen your writing skills with grammar exercises</p>	<p>Audio Plaza</p> <p><i>Offer a list of audio/video podcasts on topics ranging from local movies to local music and events, traditions, cultural heritage, history, and more.</i></p> <p>1. History shelf: conversations covering not only the history of Lithuania but also the history of the whole world: https://www.youtube.com/@Istori-josLentyna</p> <p>2. Open the history of Lithuanian cinema. Conversation with Juoz Budraitis: https://www.facebook.com/watch/live/?ref=watch_permalink&v=151765906511667</p>	<p>Activity</p> <p>Find activities related to local customs, culture, and laws in the language learning categories</p> <p>Take a day out to local farmers markets, the city's Old Town, and shops with local craft businesses</p> <p>1. Lithuanian crafts, fairs and places to visit</p> <p>Introduction to culture</p> <p>Talk to locals while you say goodbye to food or otherwise, ask for directions, ride public transport, and learn the streets</p>	<p>Learn by doing</p> <p><i>Learn how to find a job, find an apartment, write a CV and go to an interview, learn about local employment laws and everything.</i></p> <p>1. Links to websites to find a job in Lithuania</p> <p>Documents to be used</p> <p>1. Write your CV according to the provided templates: https://cv-lite.com/lt?utm_source=google&utm_source=google_ads&utm_account=blyat&gad_source=1&gclid=C-jwKCAjw4f6zBhBVEi-wATEHFVtpV--BAS-7M4UaBwfW-dEIBPFs-FKL5y70prP68QcRms_b8aXrTGpPRoCT2YQA-vD_BwE</p>

<p>These texts are stored in the Institute of Lithuanian Literature and Folklore. The entire text consists of 2997 hexameters.</p> <p>"Metai" by Donalaitis is considered the first beautiful work of Lithuanian literature, this work is considered one of the greatest masterpieces written in the Lithuanian language.</p> <p>https://www.youtube.com/watch?v=zxMEXh-CgFDQ</p> <p>2. "Anykščiai šilelis" - poem by Antanas Baranauskas, published in 1861. Lauryn Ivinskis. The poem is considered very important for the history of Lithuanian literature.</p> <p>"Anykščių šilelėj" expresses the connection between Lithuanians and their forests. The poem was influenced by the work of Adam Mickevičius. There are similarities with William Wordsworth and other 19th-century works.</p>	<p>"Lengvai su Igna" - warm, cozy, and easy conversations of the journalist, former host of "Labas rytas, Lietuva" Igna Krupavičius with Lithuanian personalities who know how to enjoy life.</p> <p>https://www.lrt.lt/media/teka/video/lengvai-su-ignu</p> <p>2. The Last Supper is a program in which various famous people in Lithuania are interviewed at the dinner table and various topics are discussed https://www.youtube.com/results?search_query=Paskutin%C4%97+vakarien%C4%97</p> <p>Speak like a local</p> <p>Practice pronunciation and intonation in audio clips by imitating native speakers.</p>	<p>Lithuanian grammar lessons:</p> <p>https://www.youtube.com/playlist?list=PLL-7Mgg7kAPONoHK-TwtwqbiQaQKNyk2mTR</p> <p>https://www.youtube.com/playlist?list=PLSQksm_zWpTgE73VmVh4VK-4MeU-lquxVG</p> <p>https://www.youtube.com/@spokenlithuanian7186</p> <p>Website of the Lithuanian National Martynas Mažvydas Library: https://www.lnb.lt/</p>			<p>2. Lithuanian laws on the employment of foreigners: https://uzt.lt/teisine-informacija/teis-es-aktai/uzsie-nieciu-idarbinimas/186</p> <p>3. Top 5 job interview questions: https://www.youtube.com/watch?v=Us_ik-FLL_Xk</p>
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<p>creators of romantic poetry, there are also references to the 19th century. Lithuania's political situation, especially the oppression of Tsarist Russia.</p> <p>https://www.youtube.com/watch?v=LKtAggtiMkY</p> <p>News Digest</p> <p>Read about current events in the country and learn to read and understand common journalistic expressions</p> <p><i>Offer local information (news articles) from newspapers and/or online media covering topics ranging from politics to economics, cultural events and society.</i></p> <p><i>Provide guidance on understanding news articles, vocabulary and idioms commonly used in journalistic writing</i></p>	<p>1. Comprehensible Lithuanian is a YouTube channel that creates excellent content on various topics for a special audience - Lithuanian language learners who deepen their knowledge of the language.</p> <p>https://www.youtube.com/@Learnlithuanian-naturally</p>				
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1. Lietuvos rytas - daily newspaper, portal where you can find breaking news, video news, "Lietuvos ryto" newspaper, weather forecasts, TV programs and other information.

<https://www.lrytas.lt/>

Cultural insights

Learn more about local culture by reading articles about local customs, traditions, and historical events

Offer articles on local customs, traditional ceremonies, festivals, and religious celebrations, including historical events.

1. Customs of Lithuanian calendar holidays: <https://www.vle.lt/straipsnis/lietuviu-kalendoriniu-svenciu-papročiai/>

<p>2. Lithuanian holiday traditions: https://welovelithuania.com/lietuvoje/tradicijos/#google_vignette</p> <p>3. The most important historical events of Lithuania: https://plus.lrytas.lt/lietuvos-istorijos-ivykiai/</p>					
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» LITHUANIAN CRAFTS, FAIRS, AND PLACES TO VISIT

Lithuania has long been famous for ceramics, textiles, blacksmithing, and jewelry. Lithuanian crusades and cross symbolism, straw gardens, song festivals, strains are included in the UNESCO (United Nations Educational, Scientific and Cultural Organization) list of masterpieces of the intangible heritage of humanity.

In 2007 The Seimas of the Republic of Lithuania adopted the Law on National Heritage Products, which ensures state protection of national heritage products, enables the preservation and dissemination of the accumulated experience of traditional crafts, giving it modern significance, providing state aid and creating favorable conditions for traditional craftsmen to create, realize and popularize national heritage products.

National heritage products are non-mass-produced certified artisan products, made by hand from traditional raw materials or using old or corresponding new technologies, preserving the unique qualitative characteristics and composition of the products. Currently, 3,300 traditional products produced by more than 800 traditional artisans are certified. More than 200 craftsmen are certified as masters of traditional crafts.

Traditional craftsmen, whose products are recognized as national heritage products, are provided with state aid for national heritage activities: to participate and present their products at exhibitions and other events in Lithuania and abroad, to publish publications promoting national heritage products, to organize traditional crafts educational classes. National heritage products are presented every year at the "Kaziuk" fairs in Vilnius and Kaunas, "AgroBalt", "Sea Festival" in Klaipėda, the international folklore festival "Skamba skamba kankliai" and the traditional Bartholomew fair in Vilnius and other events in the country's cities.

Traditional crafts are one of the alternative activities and can bring considerable positive economic and social benefits to rural areas. This activity is a source of new jobs and income for the villagers, and another very important aspect is that the production of traditional craft products enables the preservation of ethnic cultural values.

Mugiucentras.lt - organizers of trade fairs and exhibitions, operating since the fall of 2016.

We apply the accumulated long-term experience in the fields of event organization and marketing in the implementation of trade fairs and exhibitions throughout Lithuania and neighboring countries. Organized fairs: "Kaziuk Fairs" in six Lithuanian cities, the series of events "Lithuanian Crafts" traveled through various Lithuanian cities, as well as relevant seasonal fairs and festivals. The fair center also participates in competitions announced by cities to organize city holiday fairs.

<https://mugiucentras.lt/>

» LOCAL CRAFTS AND WORKSHOPS

Traditional crafts are one of the alternative activities and can bring considerable positive economic and social benefits to rural areas. This activity is a source of new jobs and income for the villagers, and another very important aspect is that the production of traditional craft products enables the preservation of ethnic cultural values.

<https://www.tautinispaveldas.lt/tradiciniu-amatu-centrai/>

- Educational classes and creative activities:

In workshops of various crafts, masters teach their craft to both adults and children. Shadow theater, amber tasting, glass necklace making, leatherwork, bone work, ceramics, bookmaking, quilting or doll sewing, as well as many other activities - can become the program of an exclusive, creative birthday, bachelor/bachelorette party, graduation or other celebration.

You can see the entire list of educations here:

<http://www.seniejamatai.lt/edukacijos.html>

- Live artisan workshops

A living museum of old crafts, it is an exhibition workshop that is interesting even in the absence of the craftsman: work tools and products are exhibited, and the work process is visible. The workshop presents the history of craftsmanship in the city of Vilnius from the first letters of Gediminas, in which the grand duke invited craftsmen from Europe. Baltic, ethnographic, and contemporary crafts are represented. For visitors, this is a great opportunity to feel a part of old Vilnius, to take a piece of history with them. In addition, there are informative and educational tours of the Old Crafts Workshop for individual visitors, groups of tourists, and classes.

The workshop of old crafts also houses a shop where you can buy reconstructions of archaeological finds, works representing historical crafts, and traditional and modern Lithuanian souvenirs.

<https://www.seniejamatai.lt/>

- The Old Crafts Workshop of the Vilnius Fine Arts Association is intended for those who are very curious, about handicrafts, history, and folklore, and simply want to get to know the Lithuanian heritage better. In the museum-type expositions, you will find work tools, articles, and the processes of various works that are originally depicted. The history of craftsmanship and crafts that are brought from Lithuania are also introduced in more detail. If you want to get to know the crafts promoted by the Lithuanians better, in that case, the Workshop of Old Crafts is one of the best places in the entire capital. In this place, you can not only familiarize yourself with the expositions but also actually try out certain crafts: scout-textile, bookmaking, paper folding and marbling, spinning, weaving, basket weaving, bone work, tanner's hoof, glassware, stained glass and shadow theater.

<https://turizmo-info.lt/lankytnos-vietos-vilniuje/senuju-amatu-dirbtuves/>

» TIPS FOR EXPERIENCING LITHUANIA

Travel portal to Lithuania, where everyone will discover new, interesting places, which will allow you to get to know Lithuania and its history better, and see the most beautiful places:

<https://www.pamatyklietuvoje.lt/>

The portal of the Lithuanian Tourism Center, where you can find useful information for those who want to get to know this country better:

<https://turizmo-info.lt/>

Journalistic terms

Overview- a short message that provides summarized information about events or specific facts of a certain period.

Spokesman- the representative of the organization, who publicly announces the agreed position of the organization to the media.

Dialogue- a process in which two or more persons send and receive communication messages. Dialogue involves the exchange of ideas or opinions on a particular issue to reach a consensus or solution.

Discussion is:

1. A conversation between two or more people on a certain topic, where positions, ideas, and opinions are expressed.
2. An event during which certain controversial issues are discussed.

Public information- publicly disseminated information.

Interview is:

1. Interview with a person for publication.
2. Research method, when information about the subject under investigation is collected during a conversation with an informant. The purpose, structure, and course of the interview are determined by the researcher.

Commentator- a person who expresses his opinion, or comments on a certain situation, event, problem, or decision. In the field of public relations, it can be an expert commenting on the situation to various interested groups, including the media.

Communication- social interaction of people through the exchange of information. Communication takes place using sign systems common to the organization and its audiences. To achieve the goals of an organization or an individual, various communication tools are used to transmit communicative messages.

Publication- a document usually issued in many copies and intended for public distribution or accessible only to a specific audience.

Public opinion, public opinion- opinion about political, economic, and social affairs is common to the majority of the society. The formation of public opinion is influenced by the media, social media, mass actions, various life circumstances, and experiences. The opinion of the public can be found from surveys carried out using special methods or by analyzing and summarizing the diversity of opinions reflected in public information media.

Press release, media release- a media relations tool, which aims to convey relevant news to an organization or person and attract media attention. Journalists can use the information provided in the press release to prepare original articles, and reports, or they can publish it in their curated section of the news portal without charging for it. A press release is a short text that provides the most important information about an organization event, planned changes, new products, etc.

How to find a job in Lithuania

LI There are many employment agencies in Lithuania offering job vacations for workers from another country. Most popular positions are lorry or taxi driver, factory worker, and positions in the building industry (such as bricklayer, plumber, electrician, plasterer, and so on), but also Lithuania is high-tech country and always seeking professionals in IT, laser manufacturing industry, engineering, and robotics. Information on work visa requirements can be found here: <https://www.renkuosilietuva.lt/en/work-in-lithuania/>

Here are a few most popular sites to search for jobs for non-Lithuanian citizens:

- Work In Lithuania: This site offers not only job positions but also gives information about the country, explains how to relocate if the job is offered, and gives guidance on how to get a successful outcome when applying for a job in Lithuania. <https://workinlithuania.com/>

- Užimtumo tarnyba – is the Lithuanian Employment Service that offers job positions nationwide, and provides training and apprenticeships for the unemployed to help them to reach for new careers and opportunities:

<https://uzt.lt/en/for-jobseekers/246>

- EU citizens have an opportunity to use the services of EURES – a cooperation network designed to facilitate the free movement of workers within the EU/EEA member states. EURES advisers will provide information on the labour market, employment and training opportunities, recognition of qualifications, and other relevant information

https://europa.eu/eures/portal/jv-se/home?lang=en&pageCode=find_a_job

- Aliens For Recruitment is the largest recruitment consultancy in the Baltics measured by capacity, number of successful placements, and annual growth <https://www.afr.lt/en>

- <https://manpower.lt/en/> well-known agency offering positions in biggest companies in Lithuania

- <https://www.biuro.lt/en/>
- <https://headex.eu/en/>
- <https://simplika.lt/en/>

Another very convenient way of finding a job in Lithuanian is by using a CV to hunt for the best job offer in the market:

- <https://www.cvonline.lt/en>
- <https://en.cvbankas.lt/>
- <https://www.lovejob.lt/>
- <https://startupcv.lt/>
- <https://voodoosales.lt/en/>
- <https://www.cv.lt/>

SMART LANGUAGE LEARNING TOOL

» SMART LANGUAGE LEARNING TOOL - Eco Logic

READING ADVENTURES	SPEAKING JUNCTION	WRITING CORNER	LISTENING CHANNEL	ACTIVITY	LEARNING ROOM
<p>Local Literature Section</p> <p>Dive into the short stories and poetry of acclaimed local authors, and learn to enjoy and appreciate the local literature by simultaneously enhancing your language reading and understanding skills</p> <p><i>Offer a collection of short stories, and poetry from acclaimed local authors</i></p> <p>https://www.literatura.mk/knigi https://toper.mk/ https://slushnikniga.mk/biblioteka-za-vozasni/poezija/</p>	<p>Café Talk</p> <p>Learn how to engage in conversations with native speakers by exploring through the structured dialogues on diverse everyday topics</p> <p><i>Offer a collection of short structured audio/video dialogues on diverse topics from everyday life – buying food in the supermarket or on the market, ordering coffee at the local coffee shop, engaging into small talk in the bus or on the street</i></p> <p>https://shorturl.at/wOE46</p>	<p>Cultural Insights</p> <p>Learn more about the local culture by reading articles on local customs, traditions, and historical events</p> <p>https://rb.gy/muodz</p> <p>https://www.crnobelo.com/zabava/evergrini/25716-makedonski-svadbeni-obici-butkanje-vrata-gledanje-niz-burma-krsenje-pogaca</p>	<p>Audio Plaza</p> <p>Offer list of audio/video podcasts on diverse topics from local movies, to local music and events, traditions, cultural heritage, history, etc.</p> <p>https://podcasts.mk/</p>	<p>Activities</p> <p>Find activities related to local customs, culture and laws in language learning categories</p> <p>https://www.mrsc.vic.gov.au/See-Do/Events-and-Awards/Markets</p> <p>https://shorturl.at/qQ-1FI</p>	<p>Learning by doing</p> <p>Learn about finding job, finding apartment, writing a CV and going on an interview, learning local laws about work and everything</p> <p>https://shorturl.at/LlmbB</p>

<p>News Digest</p> <p>Read about current events in the country and practice reading and understanding common journalistic expressions</p> <p>https://rb.gy/muodzdz</p> <p>https://www.crnobelo.com/zabava/evergrini/103419-magijata-na-starite-make-donski-tradicii-i-obi-chai-chevli-za-stro-jnikot-blaga-rakija-i-mekici-za-novorodenche</p>		<p>Grammar Nerds</p> <p>Strengthen your writing skills with grammar exercises</p> <p>https://rb.gy/muodzdz</p>		<p>Introducing the culture</p> <p>Speak with locals while your bye food or else, ask for directions, drive the public transportation and learn the streets</p>	<p>Documents to use</p> <p>Offer template for CV, offer sites for looking for jobs, apartments, introduce to local laws</p> <p>https://www.cv-template.com/en</p> <p>https://www.canva.com/resumes/templates/</p> <p>https://novoresume.com/cv-templates</p>
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Skopje as capital of North Macedonia has many open markets where you can find fresh home-grown food, talk to the locals and enjoy the home made drink they offer you occasionally. With favorites like Old Bazaar, Skopje City Mall, and Bit Pazar and more, get ready to experience the best places in Skopje.

Old Bazaar

The Old Bazaar in Skopje is a popular tourist destination with its beautiful architecture and mix of Ottoman and European culture. It's the perfect place to find antique items at incredibly low prices, as well as enjoy a variety of precious gold jewelry. The market also offers a fascinating mix of modern and ancient technology, handmade crafts, luxury jewelry and more.

Lovely area for spending some quality time in central Skopje indoors and out. Lots of amazing architecture of various sorts in and around the Old Bazaar too from churches to mosques to museums and shops, restaurants, coffee shops and more. It's all winding streets so ambling is your best bet. Go, explore, get lost and find yourself again later.

Located in the heart of Skopje, a place rich with history and cultural heritage. Warm and welcoming to tourists. Local food abounds as well as fashion, jewelry and anything you can primarily think of. Amazing and a sight to see.

A great selection of small winding streets with a wide range of shops and restaurants. One of the nicest aspects is that none of the shop keepers are forceful or hassle you when walking past, and it doesn't have any of the expected pressure you'd imagine when reading up on the area. There's clearly a lot of history and some nice monuments as you're passing through, and with plenty of cafes and restaurants you can easily spend a whole day exploring at a leisurely pace. Definitely one of the highlights of the city.



Bit Pazar



Bit Pazar, Skopje's largest and oldest green market, is located at the northern end of the Old Bazaar. Although it is a separate entity, vendors and shoppers seamlessly move between the two spaces, creating a cohesive market experience. The name "Bit Pazar" translates to "Flea Market" in Turkish, and this bustling marketplace features a mix of tarpaulin-covered and open-air stalls offering an array of goods.

The vegetable market is one of the most impressive in the Balkans. There are so many different kinds of fruits and vegetables. You can spend hours, just looking around.

It is closed - type bazaar, probably the biggest and the best in Skopje. They have everything here you can find all type of things, from food, fresh veggies and fruits, meat, cheese all you can think of, to clothing, electronic goods, old and new mobile phones... There is no person on Skopje that don't know where/what Bit Pazar is

Mustafa Paša

The Mustafa Pasha Mosque was built by Islamic general Mustafa in the 15th century and is a popular destination for tourists in Skopje. The mosque features a rose garden and a tomb next to it, both of which are attractions in their own right. The mosque was damaged by an earthquake in 1963 but has since been restored by TIKA.

You can visit the mosque inside when there is no religious practice. You have to leave your shoes at the entrance of the mosque. This is an Ottoman-era Mosque located in the Old Bazaar. It was built in 1492 by Mustafa Pasha. Interesting thing that the mosque is largely intact from its original state, and no additions have been made through the years. The mosque has a beautiful rose garden and a türbe .

Simple but nice. Can also see the skyline of the capital city, worth visiting. However, women may be required to have their hair covered at least by a hat.

Beautiful historic mosque. Bathrooms/toilets are outside. Pay 50 cents for use. They are standing toilets now western raised ones. No fee to enter the mosque. Must remove shoes and women need their headscarf.



National Gallery of Macedonia Daut Pasha Hammam

Davut Pasha's bathhouse is a well-known historical site located in the Skopje area of North Macedonia. The Hamam features separate areas for men and women, has marble floors and walls, and originally had two sections serving different types of baths. The National Gallery Davut Paşa Hammam is located inside the bathhouse.

Daut Pasha Hamam is part of the National Gallery of North Macedonia. This place is full of modern art as I realized but there are not so much items. The exhibition is situated in the hammam's halls. You can see the original walls inside of the hammam at the top. 15-20 minutes are enough for the visit. The fee is 50 MKD.

Macedonian art from the late 19th century to the beginning of the 21st. Diverse collection of styles and media, arranged roughly chronologically. The building is also a work of art, and it's a stunning, contrasting backdrop for the modern art inside.



Shopping mall

The Ramstore Mall

This mall is a popular retail destination in Skopje, Macedonia. It has about 50 stores and offers unique products not found at other locations in the city. There is a mix of Turkish and Italian brands, as well as clothing for all ages, genders and occasions. The mall is easy to find and navigate, and there are plenty of dining options nearby if you're looking for something to eat.

Shopping Center Vero

The large western style shopping mall Vero Center Mall is located just east of the city center and offers a great shopping experience with numerous discounts on products. There are also several other shops such as DM, New Yorker, Anchoch and more.

Shopping Center Capitol Mall

The shopping mall Capitol Mall has a modest mix of cafes and stores selling apparel, food and gifts. It is small compared to other big malls in the city but it offers a good variety of stores.

Links where to find a job in North Macedonia

<https://kariera.mk/>

<https://www.vrabortuvanje.com.mk/>

<https://vraboti.se/>

<https://www.pazar3.mk/oglas/rabota-biznis/rabota/rabota-od-doma>

<https://www.najdirabota.com.mk/>

https://macedo.mk/pocetna/?gad_source=1&gclid=CjoKCQjwhb6oBhCIARIsABGGtwgZW0N44DKXmE6Xb4pTe27AaY2lHV0DAFzaNT_RFZ-v3bRDNjxl-v1waAse2EALw_wcB

<https://e-rabota.av.gov.mk/OglasSearch.aspx>

<https://av.gov.mk/>

» SMART LANGUAGE LEARNING TOOL PROMETEO

READING ADVENTURES	SPEAKING JUNCTION	WRITING CORNER	LISTENING CHANNEL	ACTIVITY	LEARNING ROOM
<p>Local Literature Section</p> <p>1. Link to an article listing the best Italian authors specifically recommended to a foreigner to improve his or her Italian language skills.</p> <p>https://www.superprof.it/blog/corso-italiano-progressi-libri/</p> <p>2. An extensive collection of books by Italian authors. The link provides many free and downloadable works, as well as providing articles (in the 'Home' part) and literary news.</p> <p>https://liberliber.it/autori/autori-r/</p>	<p>Cafe' Talk</p> <p>1. At the link, various audios of numerous examples of everyday dialogues, such as asking for directions, buying a computer, at the supermarket, talking to policemen, etc.</p> <p>https://italianoperstraniericonmarco.it/testi-italiano-audio/</p> <p>2. Other examples of daily dialogues, renting a flat, such as in a hotel, declaring one's nationality, at the newsstand, introducing oneself, etc.</p> <p>https://oneworlditaliano.com/ascolto-italiano/dialoghi/</p>	<p>Creative Corner</p> <p>1. Links to the forum for writing poems</p> <p>https://www.oggiscrivo.it/</p> <p>2. Some advice for those who want to write poetry, giving vent to their creativity</p> <p>https://www.euroinnovaformazione.it/blog/come-scrivere-una-poesia</p>	<p>Audio Plaza</p> <p>1. Interesting documentaries on great Italian cinema: italian Neorealismo, Roberto Rossellini and Vittorio De Sica.</p> <p>https://www.raiscuola.rai.it/cinema</p> <p>2. Also on the Rai education channel, you can find documentaries on Italian politics, history, society and customs.</p> <p>https://www.raiscuola.rai.it/percorsi</p> <p>3. Documentaries on music</p> <p>https://www.raiscuola.rai.it/archivio/musica/percorsi</p> <p>4. Documentaries on art history</p> <p>https://www.raiscuola.rai.it/archivio/storiadellarte/percorsi</p>	<p>Activities</p> <p>1. Attached is the word sheet with a list of local farmers' markets, the historic city centre, shops with local craft activities.</p>	<p>Learning by doing</p> <p>1. Attached in the word sheet, links to sites to find work in Italy.</p>

<p>3. Link to the free on-line book 'Il Cavaliere inesistente' ("The non-existent knight") by Italo Calvino. The novel, set in the time of Charlemagne, tells the story of Agilulfo, a valiant knight who does not exist, but whose armour can be seen and whose will-power, the only thing keeping him alive, can be perceived.</p> <p>https://emirarmentano.jimdofree.com/lezioni-1/italiano/il-cavaliere-inesistente/</p> <p>4. Link to the novel "Il Sergente nella neve" ("The Sergeant in the Snow") by Mario Rigoni Stern. The author participated as a volunteer in the Second World War and his wartime experience, and the Russian campaign in particular, contributed not only to providing him with a great deal of material for his books, but also to making him experience first-hand what life and war meant.</p> <p>https://issuu.com/rivista.militare1/docs/il-sergente-nella-neve-testo</p>	<p>3. Other examples of everyday dialogues: at the bar, giving health information to a doctor, shopping, at the station, taxi, at the restaurant.</p> <p>http://nonparloitaliano.com/dialogo-in-italiano-110-bar/</p> <p>4. At the link more teaching material in audio from the portal dedicated to learning Italian for foreign students</p> <p>https://italianoperstranieri.loescher.it/news/con-tatto-vol-1a-audio-level-lo-a1-3152</p> <p>5. Edited by Rai Scuola, audio and video materials of the Italian Course for Foreign Adults. Docufiction, video lessons and vocabulary to learn Italian</p> <p>https://www.raiscuola.rai.it/percorsi/corsoditalianoperstranieri</p>	<p>3: 'Vita d'aula' is the new blog on teaching Italian to foreigners. Edited by Nadia Fiamenghi and enriched by the contributions of other Loescher authors, it recounts experiences lived in the everyday life of the classroom, focusing in particular on the new challenges and realities that the teacher encounters, such as the management of the multilevel and/or multicultural class, the use of new technologies, the choice of effective cooperative learning proposals, the personalisation of learning paths and so on.</p> <p>https://italianoperstranieri.loescher.it/blog-vita-d-aula</p> <p>4. Blog collecting users' stories, with advice and a part dedicated to help with writing</p> <p>https://www.giovanna-martiniello.it/mi-presento/</p>	<p>5. Italian history documentaries</p> <p>https://www.raiscuola.rai.it/archivio/storia/percorsi</p> <p>6. Italian dance documentaries</p> <p>https://www.raiscuola.rai.it/percorsi/danza</p> <p>7. Documentaries on Italian literature</p> <p>https://www.raiscuola.rai.it/letteraturaitaliana</p> <p>8. Video: The Real Teatro di San Carlo in Naples</p> <p>https://www.youtube.com/watch?v=Zm4lN-4m9x0o</p> <p>9. Video: Italian for foreigners - Unesco sites in Italy. On the Loescher Editore Channel, you can find many more videos on Italian cultural heritage</p> <p>https://www.youtube.com/watch?v=6LH-79f8YPsc</p>		
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<p>5. Links to simple poems and nursery rhymes by Gianni Rodari, author for adults and children. His simple and direct language is useful for those who need to practise their Italian language skills.</p> <p>https://libreriamo.it/ poesie/gianni-rodari- poesie-filastrocche-piu- belle/</p> <p>6. Link to the novel 'Il fu Mattia Pascal' ('He was Mattia Pascal') by Luigi Pirandello, one of Italy's greatest authors. The novel tells the story of Mattia Pascal who, tired of his life and mistakenly given up for dead, flees his country inventing a new identity but soon realises that not having a past forces him to tell continuous lies.</p> <p>https://skylabstudios.it/mattiapascal/pirandello_il_fu_mattia_pascal.pdf</p>		<p>5. Accademia del Giglio is a school for teaching Italian language as L2, founded in Florence in 1995. Since the staff is made up of average young people, however eager to experiment new methodologies, the decision was taken in August 2006 to put a didactic-informative blog online. First of all, the target audience was chosen: students of Italian L2 from the school itself and not only, teachers of Italian L2, students of Art and History of Art, lovers of Italy and in particular of Florence and Tuscany. The basic idea of departure is to form a multilingual space, a sort of small Babel that can always be drawn on to create new channels of cultural irrigation.</p> <p>https://www.adgblog.it/</p>	<p>10.Video: ALL ITALIAN REGIONS EXPLAINED IN 27 MINUTES</p> <p>https://www.youtube.com/watch?v=OdZl-7afV6eA</p>		
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<p>Links to the sites of major public libraries</p> <p>7. All public libraries in the city of Rome. https://www.bibliotechediroma.it/opac/do</p> <p>8. All public libraries in the city of Milan. https://milano.biblioteche.it/</p>		<p>6. Tell me your story - An activity for levels B1 upwards. A stimulus to get students talking about Italian? Here is the 'Raccontami la tua storia' wheel! https://www.lit-school.com/raccontami-la-tua-storia-un-attivita-per-livelli-dal-b1-in-su.html</p> <p>7. Examples of stories created specifically for foreigners to learn Italian https://www.howtomammamia.com/racconti-brevi-italiano-per-stranieri/</p> <p>8. Examples of stories created specifically for foreigners to learn Italian https://www.funandeasy-italian.com/category/brevi-storie/</p>			
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<p>News Digest</p> <p>1. Link to the ANSA page dedicated to Italian politics https://www.ansa.it/sito/notizie/politica/politica.shtml</p> <p>2. Link to the IL SOLE 24 page dedicated to Italian politics https://www.ilsole24ore.com/sez/italia/politica</p> <p>3. Link to the ANSA page dedicated to the Italian economy https://www.ansa.it/sito/notizie/economia/economia.shtml</p> <p>4. Link to the IL SOLE 24 page dedicated to the Italian economy https://www.ilsole24ore.com/</p> <p>5. Link to the ANSA page dedicated to culture and events and society https://www.ansa.it/sito/notizie/cultura/cultura.shtml</p>	<p>Speak Like Local</p> <p>1. At the link, more audios to listen to and practise pronunciation. The links offer various simple speech examples relating to everyday life. http://nonparloitaliano.com/ascolti-in-italiano-101-il-genere-2/</p> <p>2. Video: listen and repeat. Italian dialogue in PHARMACY: Lexicon (Words and Expressions) https://www.youtube.com/watch?v=UlwitoBBAtY</p> <p>3. At the link, video listen and repeat - GOSSIP slang in Italian: Words and Expressions https://www.youtube.com/watch?v=02oW-Z3YngSA</p> <p>4. At the link, video listen and repeat - Don't Say 'It's Easy' Anymore: Use These ALTERNATIVES Instead! Expand Your Italian Vocabulary https://www.youtube.com/watch?v=AopGAZRBo1k</p>				
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<p>6. Link to the Lifegate page dedicated to art and cultural events https://www.lifegate.it/arte-e-cultura</p> <p><i>In the attached word file, some journalistic terms found in the articles in the links are listed and explained.</i></p>	<p>5. Video: listen and repeat. 50 Phrases In Italian That You Will Use Every Day https://www.youtube.com/watch?v=IVIBI49jzw4</p> <p>6. Video: listen and repeat. How long have you been here? https://www.youtube.com/watch?v=Xqp_Z11mgzI</p>				
<p>Cultural Insight</p> <p>1. Italy is rich in traditions and folklore, which still live on in the popular festivals in all the regions of Italy. These festivities are often linked to popular saints, patron saints or the Virgin Mary, and are felt with passion and experienced with faith, but are also pleasantly revisited with new touches and public performances, which often combine historical re-enactments or typical customs.</p>	<p>Community Podcast</p> <p>1. By Rai Radio 3, listen to the famous Italian novel "Il nome della Rosa" ('The Name of the Rose') by Umberto Eco. On the same site, you can listen to many other novels read by Italian actors free of charge. https://www.raiplaysound.it/audiolibri/ilnomedellarosa</p>	<p>Grammar Nerds</p> <p>1. At the link, many Italian exercises for foreigners, suitable for beginners and non-beginners. You can practise grammar, vocabulary and many other topics. You will find entertaining questionnaires that will not only test your knowledge, but will also immediately provide you with an assessment http://nonparloitaliano.com/esercizi/</p> <p>2. Other downloadable grammar exercises https://italianoperstranieri.loescher.it/archivio-di-grammatica</p>		<p>Introducing the culture</p> <p>1. Official tourist site of the city of Rome https://www.turismoroma.it/it/page/roma-breve</p> <p>2. Find out how to get around Rome by scheduled public transport, taxis, micro-mobility (scooters, bicycles), on foot or with Roma Mobilità's sharing scheme. https://romamobilita.it/it/muoversiaroma</p>	<p>Documents to use</p> <p>1. Italian for foreigners: how to write a CV in Italian. Here are some useful words and phrases you can use when writing a CV to find a job in Italy. A template is available. If you need advice on writing, you can contact them directly at the link. https://www.italianodelafinanza.it/2022/11/09/italiano-per-stranieri-come-scrivere-un-cv-in-lingua-italiana/</p>

<p>At the link you will find lots of information on:</p> <p>SICILY- Catania, Sant'Agata summer, 17 August - The city's devotion to the saint is indescribable.</p> <p>Although the patron saint's feast is regularly held on 3, 4 and 5 February, there is a 'summer version' that takes place on 17 August and celebrates the return of the stolen relics, hence the name of the Feast of the Translation of the Sacred Relics of Saint Agatha. During the procession, devotees wearing the traditional white devotional dress and black cap carry the precious silver bust and reliquary on their shoulders through the streets around the cathedral.</p> <p>VENETO- Venice, Feast of the Redeemer, third Saturday and Sunday in July- This is a festival much loved by the Venetians: the lagoon comes alive with boats and regattas, parties on the quays and fireworks on St Mark's basin and the island of Giudecca .</p>	<p>2. Listen to this short video about the Colosseum in Rome and answer the questions asked while watching. https://oneworlditaliano.com/ascolto-italiano/esercizi-documentari/colosseo-roma/</p> <p>3. At this link, interesting podcasts dedicated to learning Italian for foreigners: you can find various topics, from books to typical Italian sayings and proverbs, to fashion and cooking. https://italianoperstranieri.loescher.it/podcast-voce-d-italia</p> <p>4. Coffee break italian: The podcast of Radio Lingua Coffee Break Italian consists of several seasons, each with a reference level: for example, if you are at a basic level, Season 1 is the one for you. You will find lessons of about 15 minutes with teacher Mark, Katie (also a student of Italian) and native speaker Francesca. https://pod.link/958179457</p>	<p>3. At the link, grammar and pronunciation exercises, quizzes, idioms and typical native speaker phrases. https://www.impariamoitaliano.com/</p> <p>4. Fun interactive exercises on many everyday topics, very useful for learning. By registering on the site, you can download many useful resources. https://www.cdl-edizioni.com/esercizi-interattivi/</p> <p>5. Here you can find different types of Italian grammar exercises for foreigners that you can use to practise what you are learning. The exercises are divided by level and every week new exercises and activities are added from level A1 up to level C2. The activities are completely free and free to use. https://grammaticaitaliana.net/esercizi-di-grammatica-italiana-per-stranieri/</p>		<p>3. Choose the ticket best suited to your needs here and also take a look at other solutions reserved for you, such as Roma Pass, the card promoted by Rome and the Ministry of Culture and Tourism, in collaboration with ATAC, to offer reductions and services to tourists and the curious public who want to appreciate all the beauties of Rome in a simple way. https://www.atac.roma.it/frequently-asked-questions/sono-un-turista-che-biglietto-scelgo</p> <p>4. Getting around Rome? Here's how: all the timetables and useful info for getting around on Atac public transport: bus, metro and tram. Maps, waiting times, mobile apps. https://civitavecchia.portmobility.it/it/come-moversi-roma</p>	<p>2. Various templates available for writing a CV in Italian https://www.cvlavoro.com/esempio-di-curriculum-vitae-in-italiano.html#google_vignette</p> <p>3. Winning a job in the Italian market can be a challenge, but creating a CV tailored to the characteristics of that market can make all the difference. In fact, the Italian labour market requires particular rigour in presentation and a careful balance between technical and personal skills. Which format is most appreciated by Italian companies? How best to enhance one's skills? What are the most common mistakes to avoid when drafting a CV for the Italian market? https://modellocv.com/cv/italiano-language</p>
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<p>TUSCANY- Siena, Palio dell'Assunta, 16 August- One of the most heart-felt (and followed and filmed by television) festivals in Italy: the palio, which is organised in honour of Our Lady of the Assumption, transforms the Piazza del Campo into a large city theatre, in which contrade, flags and gonfalons parade, the so-called Passeggiata storica, in which more than 600 actors and figurants in traditional costumes take part.</p> <p>Ten contrade (quarters into which Siena is divided) out of 17 compete in the palio: the horses are drawn by lot and the jockeys of the contrade ride them, the protagonists of a breathtaking race. The race takes place without a saddle. Although this horse race is much opposed by animal-rights associations (serious accidents to horses are very frequent), the Palio race is a cherished tradition.</p>	<p>5. News in Slow Italian (for Beginners): This podcast consists of 22 lessons designed for beginners and focuses mainly on grammar, idioms and verb tenses. It is presented in an original and different way from the usual, like a play (from Act 1 to Act 22), in order to involve the students more and learn the language faster and more naturally.</p> <p>https://pod.link/986153424</p> <p>6. Simple Italian Podcast: Among the best audios to learn Italian, we could not miss Simple Italian, a project by Simone Pols that aims to propose an understandable podcast, easy to follow, but with natural language. Simone is Italian, speaks several languages, and learning foreign idioms is one of his passions, so much so that it led him to create a learning method based on the techniques most used by polyglots.</p> <p>https://pod.link/1535661441</p>			<p>5. Visiting the many beauties of Rome - monuments, churches, works of art and world-famous sites - on foot can be a challenging undertaking. The public transport network, which includes metro lines, trams and buses, makes it possible to reach the major sights in less time.</p> <p>https://www.turismoroma.it/it/pagina/bus-tram-e-metro</p> <p>6. Video: Getting around ROME BY PUBLIC TRANSPORTATION: the ultimate guide!</p> <p>https://www.youtube.com/watch?v=Q74bBcW-Cgsk</p> <p>7. Video: Asking for directions - Italian for foreigners</p> <p>https://www.youtube.com/watch?v=iqRhce-PR-zE</p>	<p>4. Job interviews</p> <p>https://italianoperstranieri.loescher.it/news/colloqui-di-lavoro-7198</p> <p>5. If you are a foreigner, live in Italy, study Italian for foreigners and want to find a job, here are some tips to help you prepare for your job interview in Italian.</p> <p>https://www.italianodellafinanza.it/2023/01/11/italiano-per-stranieri-il-colloquio-di-lavoro/</p> <p>6. Video: The words of Italian: a job interview</p> <p>https://www.raiscuola.rai.it/italianoperstranieri/articoli/2021/06/Le-parole-dellitaliano-un-colloquio-di-lavoro--fra-amici-643233ca-2aa2-456c-8f87-5a9884fb0c06.html</p> <p>7. Video: Italian for foreigners - Job interview</p> <p>https://www.youtube.com/watch?v=y51zqKUL-HUA</p>
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<p>BASILICATA- Pisticci, Festa di San Rocco, 15-16-17 August 2018 - From Baragiano to Irsina, from Grottole to Montescaglioso, there are many towns in Basilicata where the pilgrim saint, San Rocco, is celebrated. One of the largest and most popular festivals is that of Pisticci, which combines processions with the installation of spectacular illuminations and evenings dedicated to music and fireworks.</p> <p>UMBRIA- Assisi, Festa del Perdono (Feast of the Forgiveness), 1 and 2 August - According to tradition, in 1216, while praying inside the Porziuncola (the small church located inside the Basilica of Santa Maria degli Angeli), St. Francis of Assisi saw Jesus and Mary appear: the saint asked them that every repentant and confessed person who visited the church be granted an indulgence, i.e., that all sins be forgiven.</p>					<p>8. Non-EU workers</p> <p>https://www.cliclavoro.gov.it/pages/it/my_homepage/focus_on_stranieri_in_italia/lavoratori_extra_ue/</p> <p>Laws</p> <p>1.Entry and stay for work in Italy, Ministry of Labour and Social Policies</p> <p>lavoro.gov.it/temi-e-priorita/immigrazione/focus-on/ingresso-e-soggiorno-per-lavoro-in-italia/pagine/ingresso-e-soggiorno-per-lavoro-in-italia</p> <p>2. What are the rights of foreign workers? What is labour exploitation?</p> <p>https://integrazioneimmigranti.gov.it/it-it/Ricerca-news/Dettaglio-news/id/1992/Quali-sono-i-diritti-dei-lavoratori-stranieri-Cosa-si-intende-per-sfruttamento-lavorativo</p>
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<p>The night between 1 and 2 August is therefore the Feast of the Forgiveness of Assisi, the date on which the church was consecrated and forgiveness was granted by the Pope for all pilgrims.</p> <p>LIGURIA- Pietra Ligure, Feast of the Miracle of St Nicholas, 8 July- The procession of the patron saint carried on his shoulders winds through the historic streets and along the seafront, where the blessing of the boats and the sea takes place. It has been celebrated since 1525, considered the year of the miracle in which St Nicholas freed the city from the plague.</p>					<p>3. Recruitment of EU citizen worker in Italy</p> <p>https://www.lavoro.gov.it/sportello-unico-digitale/assunzione-lavoratore-comunitario/assunzione-del-lavoratore-cittadino-ue#:~:text=%20cittadini%20dell'Unione%20Europea,applicate%20per</p> <p>4. The recruitment of foreign workers already resident in Italy</p> <p>https://integrazionemigranti.gov.it/it-it/Altre-info/e/4/o/6///id/6/Lassunzione-di-lavoratori-stranieri-gia-residenti-in-Italia</p>
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<p>LAZIO-Gaeta, Festa della Madonna di Porto Salvo, second Sunday in August- Also known as the festa del mare, it has been celebrated every year since 1927: the faithful carry the statue of the Madonna in procession from the Chiesa degli Scalzi (barefoot church) to the port, and then transport it by sea on a boat to the centre of the Gulf of Gaeta. Protector of sailors, the Madonna of Porto Salvo, covered in gold and flowers, has been venerated since 1655, when according to tradition she appeared to some shipwrecked sailors, rescuing them from the storm.</p>					<p>Looking for apartments</p> <p>1. Video: Some tips for renting a house in Italy https://www.youtube.com/watch?v=BRt575_a1cw</p> <p>2. Looking for a house to rent, the rules for expats in Italy. All the rules and tips for finding a house to rent in Italy, from contract types and costs in the various cities to the documents you need. https://n26.com/it-it/blog/affitto-in-italia</p> <p>3. Online the new guide for foreign nationals on 'how to look for housing' by CIR https://stranieriinitalia.it/attualita/on-line-la-nuova-guida-per-i-cittadini-stranieri-su-come-cercare-casa-a-cura-del-cir/</p>
<p>LOMBARDY - Bergamo, Feast of St Alexander, 26 August - The city is transformed into a veritable theatre for the historical re-enactment of the Passion of St Alexander:</p>					<p>4. DOCUMENTS NEEDED TO RENT TO NON-EU CITIZENS https://www.immobiliare.it/news/i-documenti-necessari-per-affittare-ai-cittadini-non-ue-145931/</p>

					<p>5. Tenancy contracts, types, documents: a guide for foreign nationals</p> <p>https://www.piuculture.it/2021/07/contratti-di-affitto-tipologie-e-documenti-la-guida-per-i-cittadini-stranieri/</p> <p>6. How to rent a flat in Italy: step by step, average price and which sites</p> <p>https://it.vitanuova.com.br/loca%C3%A7%C3%A3o-i</p>
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the patron saint is commemorated through a performance of figures and actors, recounting the martyrdom of the Roman soldier who was persecuted and beheaded because he was a Christian.

<https://viaggi.corriere.it/weekend/feste-religiose-italia-fede-e-folclore-destate-tutte-le-regioni/>

2. Feast of San Giovanni Battista (St John the Baptist)

The feast of San Giovanni Battista, or the Night of St John the Baptist, is a festival of Catholicism, celebrated throughout Italy on 24 June, also on the eve of the Day of Veneration of St John the Baptist, when it is customary in several countries to light fires in the evening.

The origin of this custom is associated with the celebrations for the arrival of the summer solstice, which falls on 21 June in the northern hemisphere, whose main rite was to light a fire.

In its more properly pagan version, the purpose of the ritual was to give more 'strength' to the Sun, which from that day on became increasingly 'weaker' as the days grew shorter and shorter until the winter solstice. Symbolically, the fire had a 'purifying' function in the people watching it. Being together in front of the fire still has a high symbolic value today, and there is still a strong tradition of people jumping together, holding hands and shouting out certain magic formulas.

https://it.wikipedia.org/wiki/Festa_di_san_Giovanni_Battista

3. Venezia, Lo Sposalizio del Mare (the rite of the Marriage of the Sea)

The rite of the Marriage of the Sea has its roots in the early Middle Ages.

Tradition has it that the feast dates back to the Peace of Venice, during which the pope granted the Republic, in the person of Doge Pietro II Orseolo, to marry the sea to confirm Venetian dominance over it.

The Doge (former governor of the city), entrusted a ring to the sea to celebrate its deep bond with Venice. The rite, still alive and celebrated today (by the person of the mayor) is one of the city's centuries-old traditions.

https://it.wikipedia.org/wiki/Sposalizio_del_Mare

4. Historical events in Italy

At the link a summary of 50 key dates in Italian history: from the birth of the Kingdom of Italy (17 March 1861) to the end of the fascist dictatorship.

<https://pillolodistoriaefilosofia.com/2023/04/11/cinquanta-date-fondamentali-per-conoscere-la-storia-ditalia/>

<p>5. Links to some history video lessons specially designed for foreigners. The videos are edited by Rai Radio Televisione Italiana</p> <p>https://www.raiscuola.rai.it/percorsi/piccolatoriadellitaliano</p>					
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Talking about Apps, for example, this is the Moodle App but it is only for the course:

Google Play: <https://play.google.com/store/apps/details?id=com.moodle.moodlemobile&hl=it&gl=US>

App Store: <https://apps.apple.com/it/app/moodle/id633359593>

LIST OF LOCAL FARMERS' MARKETS, THE HISTORIC CITY CENTRE, SHOPS WITH LOCAL CRAFT ACTIVITIES ITALY

LOCAL FARMERS' MARKET

<https://www.tripadvisor.it/Attractions-g187789-Activities-c26-t207-Lazio.html>

- **Mercato di Campagna Amica del Circo Massimo (Rome centre, Via del Circo Massimo):** All products on sale are grown or bred directly by the local producers themselves. These are agricultural products from Campagna Amica Coldiretti farms located in Lazio, zero km products, guaranteed, safe and quality. You can always find fruit, vegetables, cheese, dairy products, fish, bread and baked goods, cereals, flour and pasta, pulses, oil, fresh meat, cured meats, honey, preserves, fresh raw milk on tap, plants and flowers, and much More. We follow the rhythm of seasonality and every Saturday and Sunday you can have lunch with us thanks to our 'Agrichef' who will propose new dishes cooked according to tradition. Weekly workshops for children and adults.
- **Mercato Tuscolano III (Rome centre, Viale Spartaco):** Very well stocked indoor market with air conditioning. Prices are good. You can find a bit of everything and on Tuesdays and Fridays the fish is fresh and reasonably priced.
- **Mercato di Civitavecchia (Civitavecchia, Via XXIV Maggio):** The Antico Mercato has existed since 1805. In the fish market building you will find the best caught fish, you will also find the most prestigious butcher's shops with all kinds of meat, delicatessens and pork butchers stocked with local and national products of the highest level, horse dogs and sausages of all kinds made on the spot.
- **Mercato di Via Tiburtina (Rome, Via Tiburtina):** Excellent market with good prices. Vegetables and fruit always fresh, meat and cheese.
- **Serra Madre (Rome, Via di Macchia Palocco):** Both foodstuffs and plants can be purchased.
- **Mercato Contadino del Litorale Laziale (Nettuno, Via Santa Marina):** The 'Mercato Contadino del Litorale Laziale' is reserved for the direct sale of own products by local farmers. You can find wine, extra virgin olive oil, bread from local flours, seasonal fruit and vegetables, cheese and buffalo mozzarella. An opportunity to get to know directly who produces what we eat and to buy local food specialities.
- **Orto di Roma (Rome, Via della Marcigliana):** L'Orto di Roma is managed by the Cooperativa Sociale Agricola Parsec Agri Cultura founded in 2014. The main activity is the cultivation of seasonal vegetables following the natural growing cycle. The garden is approximately 45,000 square metres in size. There is also a small orchard of about 40 plants. The cooperative adopts production techniques with a low environmental impact; in fact, to combat pests, the cooperative has chosen to use natural products.

LOCAL HANDICRAFT ACTIVITIES

<https://illaziodeimisteri.wordpress.com/tag/artigianato/>

- **The ceramics of Tuscia (Viterbo, province of Rome):** housed in the historic Palazzo Brugiotti (16th century), the Tuscia Ceramics Museum is one of the 'secret pearls' of Viterbo. Tuscia is a territory named after its ancient inhabitants, the Tusci (known as the Etruscans). There are exhibits from the Middle Ages to the Renaissance, skilfully restored and preserved in a truly beautiful collection. Especially striking are the 'medieval bestiary' and the faces of 15th- and 16th-century ladies depicted on vases and plates. It should be emphasised that you are welcomed with kindness and professionalism and that admission is free: an added value for a museum (founded in 1996) that should definitely be visited and better promoted, as it provides an insight into a little-known yet very important aspect, that of the art of ceramics, which has affected the 'capital' of Tuscia and its territory to a remarkable degree.
- **Ancient crafts in Vignanello:** in November in Vignanello (province of Viterbo) - a village famous for its splendid Ruspoli Castle - is hosts the Festival of Olive Oil and New Wine, which, among many other initiatives, re-enacts ancient crafts that are now 'dying out'. The festival bears witness to the care taken to revive our precious craft traditions.
- **The art of medieval bookbinding in Soriano nel Cimino (province of Viterbo):** Soriano nel Cimino is home to the Medieval Market, where skilled craftsmen reintroduce ancient and precious crafts that have been lost. One of these is manual bookbinding, revived with a technique used by the monks of the abbeys.

TIPS FOR EXPERIENCING THE HISTORIC CENTRE

<https://le-strade.com/roma/centro-storico/>

- At the link, tips for 'not getting lost' in the city: on this page you can find a list of all the neighbourhoods in the city. By clicking on each neighbourhood you will find a map of all the places we recommend and things to do in Rome organised neighbourhood by neighbourhood so that wherever you are in the city you can open the page of the neighbourhood where you are and find only the best that this area has to offer. Nightclubs, restaurants, taverns, street food, but also bars, bookshops, shops and places to do your shopping just a tap away.
- **Official tourist site of the City of Rome:** <https://www.turismoroma.it/it/page/roma-breve>
- **Transport apps:** <https://mobile.060608.it/it/trasporti/muoversi-in-citta/in-bus-e-tram-pubblici/roma-servizi-per-la-mobilita-le-app-dedicate-al-trasporto.html>

LINKS TO SITES TO FIND WORK IN ITALY

- How to find a job in Italy if you are a foreigner. European or non-EU citizens, students or workers: in Italy, job hunting is subject to written and unwritten rules, here's how to get your bearings: <https://n26.com/it-it/blog/cercare-lavoro-in-italia>
- 6 jobs in Italy for foreigners: opportunities and requirements: <https://it.indeed.com/guida-alla-carriera/trovare-lavoro/lavori-in-italia-per-stranieri>
- Finding work for foreigners in Italy : <https://kairositalia.it/come-trovare-lavoro-per-stranieri-in-italia/>
- Job search sites and platforms in Italy: the vademecum: <https://www.university2business.it/vita-universitaria/iniziare-a-lavorare/siti-e-piattaforme-per-cercare-lavoro-in-italia/>
- Where to look for work in Italy: top regions, cities and sectors. Here are the top Italian cities offering jobs.: <https://www.monster.it/consigli-di-lavoro/articolo/dove-cercare-lavoro-in-italia>
- Working in Italy. Do you want to work in Italy? Find out how to find a job and what documents are required to apply for a work permit for foreigners. Access professional training courses and more than a thousand job offers designed for you. <https://www.randstad.it/lavorare-in-italia/>
- ORIENTA - Looking for work in Italy: practical guide for asylum seekers (Audio: Italian): <https://www.youtube.com/watch?v=opyM-mqmTCaY>

JOURNALISTIC TERMS

Blinda: i.e. to protect, to cover with a protective armour. Derived from military jargon, 'to armour a tank'.

Used in journalistic jargon, it means to protect someone or something with all one's might.

Kermesse: festival in the folkloric sense. In journalistic terms, it means a public demonstration (of a political party, for example) of considerable size and resonance.

Braccio di ferro: in the journalistic sense, it means a showdown in which two (political, usually) opponents try to bend the other.

Stralcio: means a fragment. In the case of one of the articles concerning the latest book by a famous Italian author, it is called an 'excerpt' because only a short part of the work is presented.

Pestaggio: i.e. the 'action of beating', hitting violently. It indicates the clear action of a series of beatings violently inflicted by a group of people on a single, often defenceless person.

Democratura: a fusion of two words, 'democracy' and 'dictatorship'. This word obviously indicates an ambiguous state of affairs, where the boundary between democracy and dictatorship is unclear. The term is negative and indicates a strong dictatorial presence hidden in what is to all intents and purposes a democratic state.

Concertone: i.e. 'big concert'. Journalistic term used in a slang sense to refer to the traditional 1 May concert held in Rome.

Manganellato: i.e. 'beaten by the truncheon', a tool used by the police. It indicates a strong aversion to the power of the state which, through police truncheons, authorises them to intervene violently against protesting citizens.

'La Mala': a journalistic and slang term for a criminal association.

LEARNING LANGUAGE TABLE



Learning language
table, Eco Logic.xlsx



Learning language
table LT.en.xlsx



Learning language
table, PROMETEO.xlsx

(this tables will be directly on the platform for the user to fill them or download and fill them)

