

MIGRATION POLICY GROUP

Activities Report 2013-2014

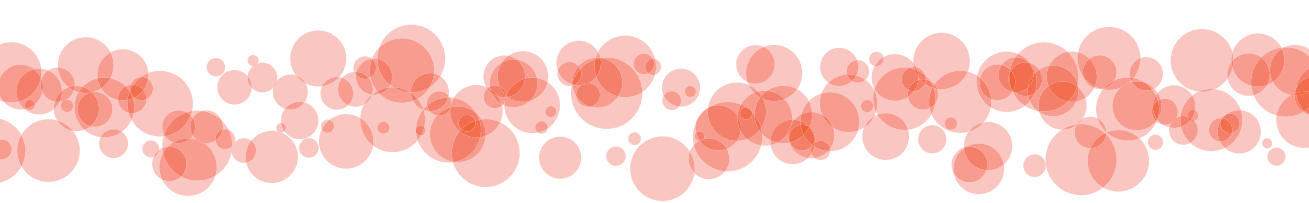


The Migration Policy Group is 20 years old!

A leading independent, non-profit think tank founded in 1995, the Migration Policy Group has a long-standing commitment to effecting durable change in today's societies.

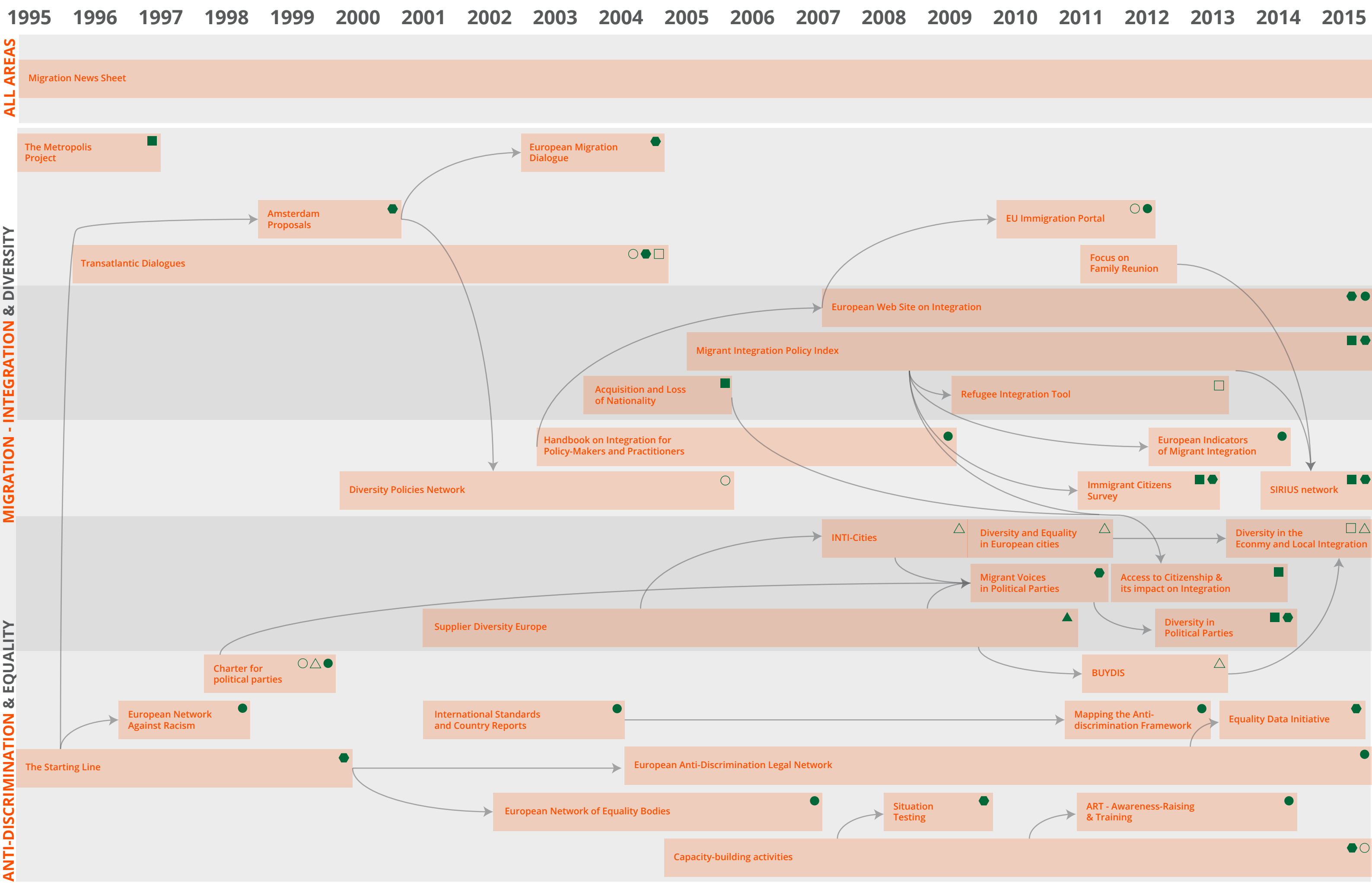
Known for its ability to influence the political agenda and provoke debate, MPG has played a key role in the fields of anti-discrimination, immigration and integration since its inception. Its work has helped bring about lasting change at both European and national levels, notably the adoption of European legislation and policy change in MPG's areas of expertise.

Now, celebrating its 20th anniversary, MPG is renewing its commitment to quality independent research, expert policy analysis, network building, advocacy, benchmarking and training. Its key areas of work will continue to be:

- ① monitoring the correct transposition and implementation of the European anti-discrimination directives, providing trainings to civil society organisations, and building the necessary tools to fight all forms of discrimination
- 
- ① developing indicators to monitor countries' integration and immigration legislation and policies, and identifying the most effective approaches
 - ① providing high quality research and analysis, allowing the comparison of legislation and policies in order to develop comprehensive recommendations
 - ① maintaining its effective working relationships with an extensive network of experts in more than 50 countries, in addition to a variety of partners including civil society organisations, academics, activists, researchers, policymakers, and governmental and quasi-governmental organisations at both national and international levels.

Headquartered in Brussels, MPG is proud of its close-knit team of highly engaged, multi-lingual and multidisciplinary experts. The strong commitment to diversity apparent in its work is further demonstrated by the broad range of nationalities and ethnic backgrounds represented among its board members, staff and associates.

MPG's work is financed through a combination of grants, project funding and contracts, awarded by a range of public and private bodies including charitable foundations, the European institutions, inter-governmental agencies, and national governments.



INTEGRATION **& DIVERSITY**

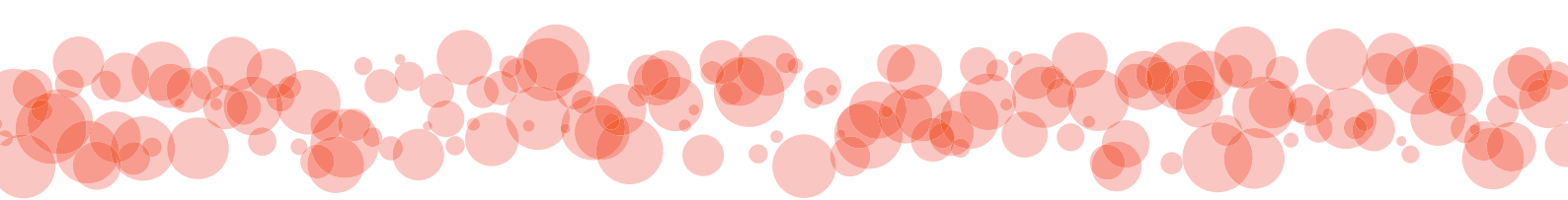
Migrant Integration Policy Index

The Migrant Integration Policy Index (MIPEX) is a unique reference tool which measures policies to integrate migrants in all EU Member States, Australia, Canada, Iceland, Japan, South Korea, New Zealand, Norway, Switzerland, Turkey and the USA.

Over 140 policy indicators have been developed to create a rich, multi-dimensional picture of migrants' opportunities to participate in society. The index is a useful tool to evaluate and compare what governments are doing to promote the integration of migrants in all the countries analysed.

Six new countries were included in MIPEX and thus assessed by MPG and its partners, bringing the count to 36 countries and consolidating MIPEX's position as the reference tool to evaluate integration policies:

- | | |
|--------------------------|---------------|
| ➤ Armenia | ➤ Japan |
| ➤ Bosnia and Herzegovina | ➤ Serbia |
| ➤ FYR of Macedonia | ➤ South Korea |



The next edition of MIPEX will be produced within the framework of the project "*Integration policies: Who benefits? The development and use of indicators in integration debates*", led by the Barcelona Centre for International Affairs (CIDOB) and MPG, and co-funded by the European Fund for the Integration of third-country nationals.

The project aims to inform and engage policy actors on how to use indicators to improve integration governance and policy effectiveness. The following questions will be addressed:

- What are the trends and differences in integration policies in eight areas across Europe and the developed world?
- How can/do different integration policies affect integration outcomes? Which immigrants (can) benefit from these policies?
- Which countries undertake robust evaluations of their policies' effects on integration? Which policies are found to be the most effective for improving integration outcomes?

European Web Site on Integration

The European Web Site on Integration (EWSI) is the European Commission's official portal on immigrant integration in Europe. It provides integration practitioners with an impressive library of content, comprising news, documents, good practices, and upcoming events throughout Europe.

In 2013, the EWSI Editorial Team, led by MPG, developed a series of briefing papers designed to provide background information on recent integration-related developments and to identify emerging trends in integration policies and practices, using the immense collection of content currently stored on the website.

Several papers were published, including:

- ⑤ language courses
- ⑤ the role of employers on immigrant integration
- ⑤ recognition of qualifications and competencies
- ⑤ migrant political participation



Using EU Indicators of Immigrant Integration

This report on the further development and use of EU immigrant integration indicators in policy debates was prepared at the request of the European Commission by the European Services Network (ESN) and MPG. It was based on research undertaken by an ad hoc research team led by MPG, including experts from the Free University of Brussels (ULB) and the International Centre for Migration Policy Development (ICMPD) in Vienna.

The initial results of the research were presented in working papers which were first discussed by the European Commission and the National Contact Points on Integration (NC-PIs), and subsequently at three expert seminars attended by around 300 governmental and non-governmental integration actors and academics from all 28 Member States and Norway.

The report is explorative and descriptive in nature. Even when the limitations of international and comparative research are taken into account, this report still represents a substantive contribution to the ongoing debate and research on the development and use of integration indicators which can be built upon by integration actors.

Diversity in Political Parties' Programmes, Organisation and Representation

This 18-month DIVPOL project, funded by the European Fund for the Integration of third-country nationals, focused on programmatic, organisational and representational diversity in political parties. It built on MPG's previous work in this field, with our benchmarking tool on diversity within political parties serving as the indicator framework for this new project.

The aim of the project was to raise awareness and develop a range of practical tools to promote diversity development within parties, particularly at a national level, and to increase the likelihood of non-EU immigrants participating in political parties.

Key among these was the Diversity Assessment Tool, designed to assess the extent to which political parties adopt measures to integrate people with an immigrant background into the life of the party. We developed a compendium of benchmarks and indicators on diversity in political parties, which was shaped into a user-friendly questionnaire. A first draft was discussed with political parties, civil society organisations and academics at workshops organised in seven European countries in 2013 and 2014.



Diversity in the Economy and Local Integration

Diversity in the Economy and Local Integration (DELI) was a project funded by the European Fund for the Integration of third-country nationals. It was co-led by the Council of Europe and MPG, and involved 10 European cities. It aimed to:

- ① support the development of local partnership platforms with a view to engaging local public & private actors in supporting migrant entrepreneurship at local level;
- ① facilitate access of migrant-owned SMEs to public and private procurement;
- ① develop quality management standards and assessment tools for local governments supporting the design and implementation of economic policies consistent with the principles of equal treatment, integration and diversity management.

This project built upon MPG's past work with municipalities (INTI-Cities and DIVE projects) and with multinational corporations (Supplier Diversity).

Access to Citizenship and its Impact on Immigrant Integration

The main goals of the ACIT research project were to explore the links between acquisition of nationality and the integration processes and to encourage effective measures for facilitating immigrants' access to citizenship in the EU. In its 18-month programme, ACIT developed four sets of citizenship indicators on:

- Citizenship laws
- The implementation of citizenship laws
- Rates of citizenship acquisition
- The impact of rates of citizenship acquisition on integration

Several ACIT reports were published in 2013 and 2014, including:

- ACIT naturalisation procedures reports
- "The Story Behind the Numbers: why Immigrants become Citizens in Europe"
- country handbooks
- European summary and standards.



Immigrant Citizenship Campaigns

This eighth-month pilot project funded by the Open Society Institute for Europe (OSIFE) laid the foundation for citizenship campaigns to be implemented in up to 10 European countries in order to promote naturalisation and political mobilisation of migrants as citizens.

Between February and September 2014, MPG:

- consulted experienced European and US practitioners on the issues of naturalization, political mobilization and electoral participation
- developed a best practice model on citizenship campaigns with a transnational team of experienced immigrant and NGO practitioners
- secured the commitment of up to 10 national NGO lead partners and their respective collaborative partners who will then implement citizenship campaigns in countries with a large immigrant population and comparatively inclusive pathways to citizenship
- used European elections to raise awareness about the need for naturalization and political participation of migrants.

SIRIUS – European Policy Network on Migrant Education

SIRIUS is a European platform that brings together key stakeholders in migration and education from around Europe, including policymakers, researchers, and practitioners.

SIRIUS transfers knowledge and influences policy developments in order to help pupils with a migrant background achieve the same educational standards as their native peers.

MPG is responsible for the network's communications. This includes disseminating the various outputs of the project in Brussels and helping to make the work of the network more targeted and policy relevant. We do this by reaching out to and mobilising migration, education, and grassroots organisations on the issue of migrant education.

In the course of 2013 and 2014, 58 organisations became members of the network, more than 100 workshops were organised in 20 European cities, and 73 documents were published. These included "A Clear Agenda for Migrant Education in Europe", which summarises the results of the network and proposes policy recommendations.



Refugee Integration Evaluation Tool

Building on its experience designing the MIPEX and participating in international debates on integration indicators, MPG developed a tool to evaluate refugee integration policies in collaboration with the UNHCR Central Europe office.

MPG led consultations with stakeholders, authored a guide on how to use the tool to obtain EU support, and advised on how to implement the current pilot project with governments and civil society in Central Europe.

To date, the IET has been piloted in Bulgaria, Poland, Romania, and Slovakia. Specifically, data was collected on access to education, employment and lifelong learning, housing, and family reunification (118 indicators in total). Based on the data collected, the project provides expertise, awareness, training, and support to the various ministries and service providers responsible for refugee integration.

The results can be viewed on an interactive website, where users can generate their own charts according to their specific research interests.

Migration News Sheet

The Migration News Sheet is a monthly publication covering all major developments in Europe in the fields of immigration and asylum policies, asylum-seekers, controlled migration, irregular immigration, racism and discrimination.

The Migration News Sheet boasts 30 years of independent publishing. The first ever bulletin came out in 1985, and it has continued uninterrupted, with 12 issues a year, for three decades.

The rather unique character of its information and sources, its ever-conscious recognition of the need to limit coverage to facts, and its commitment to objective reporting have generated interest from a wide and varied group of subscribers, including persons of immigrant origin, lawyers, researchers, European judges, ministers, and civil servants dealing with immigrants and asylum-seekers.

In 2013 and 2014, twenty-four issues of the Migration News Sheet were published. The Migration News Sheet will cease publication at the end of 2015.



**ANTI-DISCRIMINATION
& EQUALITY**

European Network of Legal Experts in the Field of Non-Discrimination

Established and managed by the Migration Policy Group and Human European Consultancy following successful bids for European Commission calls for tender, the European network of legal experts in the non-discrimination field provides independent information and advice on the transposition and implementation of the Article 19 TFEU anti-discrimination directives (2000/43/EC and 2000/78/EC) in all 28 Member States. EU candidate countries the Former Yugoslav Republic of Macedonia and Turkey, and EFTA members Iceland, Liechtenstein and Norway, also belong to the Network.

Established in 2005, the network aims to provide the European Commission with quality, high-level information that will enable the Commission's relevant service to assess the correct transposition and proper implementation of the two EU anti-discrimination directives. It also covers national initiatives in the field of anti-discrimination legislation and related policy developments, the impact of national court rulings that have the effect of establishing jurisprudence on the level of protection provided by national law against discrimination, the impact of judgments of the Court of Justice of the European Union and the European Court of Human Rights on national law, and the potential conformity of nation-

al developments with the requirements of Community law. Such information is crucially important as the Commission may decide to launch infringement proceedings in case of improper transposition.

The network, which consists of 33 country experts (one for each of the EU Member States, EFTA countries and candidate countries), is run by a management team led by the Migration Policy Group and Human European Consultancy. An executive committee supports the management team to ensure the scientific quality of the work. The executive committee consists of senior experts covering the five grounds of discrimination and a highly qualified senior expert in EU law.

Cooperation with governmental and non-governmental stakeholders facilitates the expeditious and timely gathering of information on developments in law and policies. It also promotes dialogue on how these developments are to be interpreted (in conformity with EU law or otherwise) and how certain legal problems can be best addressed.

The network produces annual comprehensive country reports, executive summaries, comparative analyses, thematic reports, regular flash reports, and biannual bulletins of the *European Anti-Discrimination Law Review*. It also organises a one-day annual seminar.

(In December 2014, the European network of legal experts in the non-discrimination field was replaced by a new European network of legal experts in gender equality and non-discrimination, managed by MPG together with Human European Consultancy and Utrecht University following a successful tender bid).

Numerous publications have been published by the network and its experts in 2013 and 2014, including the following:

National protection beyond the two EU anti-discrimination Directives: The grounds of religion and belief, disability, age and sexual orientation beyond employment

The purpose of this report was to provide a context in which possible legislative change could be discussed in relation to the extension of protection from discrimination beyond the existing EU anti-discrimination directives. It provides an extensive mapping of existing national regulations on discrimination outside the field of employment on the grounds of religion and belief, disability, age and sexual orientation. The report covers the 28 EU Member States as well as candidate countries (FYRO Macedonia and Turkey) and the other EEA countries (Iceland, Liechtenstein and Norway).



Reasonable accommodation beyond disability in Europe?

This report provides an extensive analysis of the concept of reasonable accommodation, which implies that an accommodation of the physical, social or normative environment is sometimes necessary to allow individuals with certain personal characteristics to access opportunities, goods and services on an equal footing with those who do not possess this specific characteristic. Under EU law, the duty to provide such accommodation is currently limited to the ground of disability, and the authors examine the extent to which it can be and has been extended to other grounds of discrimination.

The evolution and impact of the case-law of the Court of Justice of the European Union

This report provides a comprehensive overview of the evolution of the case law of the Court of Justice of the European Union on the EU anti-discrimination directives (the Racial Equality Directive and the Employment Equality Directive). In particular, it analyses how the Court has interpreted and applied the provisions of both directives, and examines the impact of its jurisprudence. The study places particular emphasis on the reasoning that the Court has used to justify its decisions.

Discrimination in Housing

This report addresses the complex issues related to discrimination in the field of housing. It aims to provide a comprehensive analysis of the trends and patterns of discrimination (including national practices) occurring in this field, against the backdrop of the relevant EU legislation as well as European and international human rights law. The report examines instances of discrimination related to the offer and attribution of housing, as well as during the occupation of different types of housing. The scope of the report goes beyond the ground of race/ethnic origin, which is protected in the field of housing available to the public by the Racial Equality Directive 2000/43/EC, by including the grounds covered by the Employment Equality Directive 2000/78/EC – namely religion/belief, age, disability and sexual orientation. The particularly complex issue of housing for the Roma and Traveller communities is highlighted by the report, which features specific case studies from different European countries.

Anti-discrimination country reports

More than 60 country reports and executive summaries were produced by the network in 2013 and 2014.

Anti-discrimination Comparative Analysis

The objective of the comparative analyses is to compare and contrast the information set out in the country reports in a format mirroring that of the reports themselves, and to provide an overview of national anti-discrimination legislation. In addition, 12 years after the adoption of the Racial Equality Directive and the Employment Equality Directive, the 2013 comparative analysis reflects on the transposition of these landmark instruments and draws some conclusions regarding the effective implementation of anti-discrimination law in Europe. The overviews are enriched by a summary of key issues and significant EU and national case law. Two comparative analyses were published in 2013 and 2014.

European Anti-discrimination Law Review

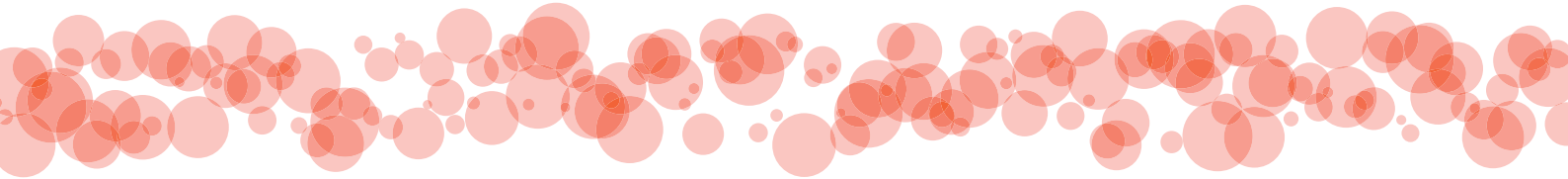
The European Anti-discrimination Law Review is a biannual publication produced by the European network of legal experts in the non-discrimination field. It provides an overview of the latest developments falling within the scope of the two EC anti-discrimination directives. Each issue contains two articles on recent legal trends, in addition to updates on legal policy developments at the European level, and on the case law of the European Court of Justice and the European Court of Human Rights. At the national level, the review

presents the latest developments in non-discrimination law in the EU Member States, Croatia, FYRO Macedonia and Turkey. Four issues were published in 2013 and 2014 (Issue 16, Issue 17, Issue 18 and Issue 19).

Equality Data Initiative

Reliable data is needed to ensure equality and actively fight discrimination. Data does this by measuring inequalities and allowing the development of positive solutions to inequality such as targeted social policies. Data also allows us monitor whether these measures work.

The Equality Data Initiative (EDI) was initiated in 2013 by the Open Society European Policy Institute and implemented in collaboration with MPG, joined by the European Network Against Racism for the second phase of the project. It aims to develop research on, and increase awareness of, the need for data on specific minority groups in the European Union. Its ultimate goal is to increase the measurability of (in)equality for groups at risk of discrimination.



The EDI has five components including consultation with established experts, comparative policy-oriented research resulting in a report (see below), identification of, and consultation with, national stakeholders, and targeted advocacy at national and EU levels.

The project focuses on the field of public education in Bulgaria, Germany, Hungary, Ireland, Romania and Sweden, and on public employment in France.

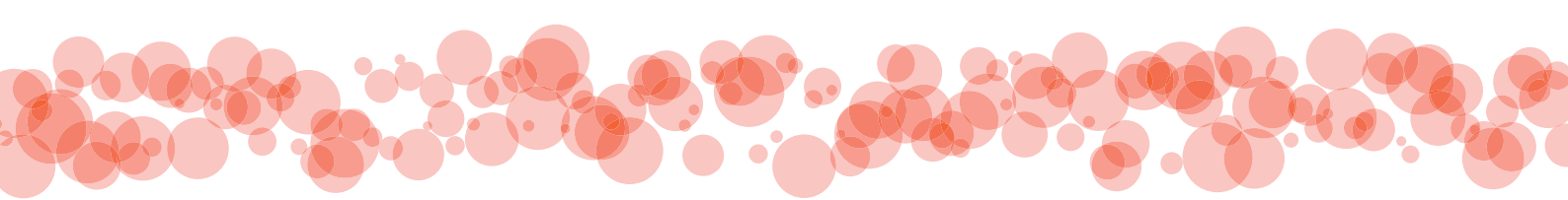
Ethnic Origin and Disability Data Collection in Europe: Measuring Inequality—Combating Discrimination

This report challenges the commonly held view in Europe that the collection of data on disability and ethnicity should be categorically prohibited. It emphasises the necessity of involving the communities affected in the process of defining best practices, and of respecting binding core principles of data collection such as the self-identification of data subjects and consent-based, voluntary, and anonymised data collection. The report makes recommendations for action at both national and EU levels in order to bring about effective change in the field of equality data, and to use data to promote equal treatment.

Strengthening Anti-discriminatory Measures in Romania

This project was carried out by the Romanian equality body (the National Council for Combating Discrimination) in cooperation with the Council of Europe, as a part of the programme “Children and Youth at Risk and Local and Regional Initiatives to Reduce National Inequalities and to Promote Social Inclusion”. While the overall programme objective was to prevent and combat discrimination at all levels in Romania, the specific aim of this project was to contribute to the development of Romania’s national strategy to prevent and combat discrimination for the period 2014-2020. Within this framework, MPG and two external experts undertook desk research and study visits in order to identify and describe those European good practices relating to non-discrimination and equality of opportunity within the field of education which are relevant for the Romanian legal and institutional context. The results were published in the report below.

Children and Youth at Risk and Local and Regional Initiatives to Reduce National Inequalities and to Promote Social Inclusion - Strengthening anti-discriminatory measures at national level through large participation of professionals and civil society



The report highlights the fact that education should be an effective entry point for tackling discrimination and effectively building a society that is more inclusive and more equal. It presents a range of successful models for pro-actively preventing and combating discrimination in education in countries across Europe, with the aim of providing fresh ideas and encouraging new initiatives for Romania in the context of the new national strategy, and of future legal and policy initiatives on education.

Making the Most of EU Funding for Roma

In 2012, the Open Society Foundation commissioned MPG to carry out desk research and make recommendations on the principles of non-discrimination and equality in the programming and implementation of structural funds, with a particular focus on the Roma, Europe’s largest ethnic minority community. This research, which covered Bulgaria, the Czech Republic, Hungary, Romania and Slovakia, led to the publication of the following report:

Promoting the implementation of European Union equality and non-discrimination standards in the programming and implementation of structural funds with respect to Roma

The report analyses how these Member States comply in practice with their obligations under Article 16 of the General Regulation on Structural Funds with respect to the Roma. It recommends that Roma mainstreaming should be developed on a par with gender mainstreaming and accorded the same level of attention.

Equality and Diversity in Employment through Public Procurement

Funded by the French Ministry of the Interior, this project sought to study the legal possibility of including equality clauses in public contracts. Such clauses require contractors to change their employment practices in order to prevent discrimination and promote equal opportunities. The project involved the cities of Lyon and Nantes, with additional input from the city of Vienna. It is part of MPG's strategy to promote the use of public procurement, particularly the purchasing power that public entities exert on their suppliers of goods and services, as an important tool to foster social change.

Lutte contre les Discriminations et Promotion de l'Égalité dans l'Emploi à travers les Clauses des Marchés Publics : un Premier Guide pour les Collectivités

This publication, available in French only, was the final output of the project. Most notably, it includes an analysis of the opportunities generated and the conditions laid down by the public procurement code, and of the most recent case law. It also features examples of clauses combatting discrimination and promoting employment equality.

Capacity Building

Following a long tradition of training provision (see in particular the training manuals "Awareness-raising seminars in the areas of non-discrimination and equality targeted at civil society organisations", published in 2012 in more than 30 languages), MPG remains committed to enhancing the capacity of national civil society organisations (CSOs) to fight discrimination or to promote integration. In this context, we have continued our involvement in providing trainings at a national level.

- In the framework of the information and awareness campaign initiated by the Luxembourg Reception and Integration Agency (OLAI) in the run-up to the 2014 European elections, MPG developed "multiplier trainings" targeting local CSOs in cooperation with the CEFIS (Intercultural and Social Research and Training Centre). These

training sessions aimed to provide participants with the necessary tools to raise awareness among citizens of other European countries resident in Luxembourg of their right to vote in the European elections, of the practicalities of voting, and of the added value brought by the European Union to daily life.

- ① Specific trainings on situation testing were specifically designed, adapted and made available to Macedonian CSOs at the request of the OSCE (July 2013) and the Macedonian Helsinki Committee (April 2014), and in Croatia at the request of the Center for Peace Studies in June 2014. Subsequent to the trainings, publications tailored to the specific national contexts were initiated by the national partners, as were activities such as national situation testing aiming at proving discrimination.

PEOPLE & FUNDING

MPG STAFF IN 2013 AND 2014

- ⊗ Isabelle Chopin, *Acting Director (since mid-2014) and Programme Director on Anti-Discrimination*
- ⊗ Thomas Huddleston, *Programme Director on Migration and Integration*
- ⊗ Catharina Germaine-Sahl, *Legal Policy Analyst*
- ⊗ Frédéric Goffard, *Office Manager*
- ⊗ Antonio Cruz, *Editor of the Migration News Sheet*
- ⊗ Lilla Farkas, *Associate Legal Policy Analyst*
- ⊗ Beth Ginsburg, *Associate Programme Manager*
- ⊗ Alexandre Kirchberger, *Associate Programme and Information Manager*

MPG said goodbye to several staff members in 2014 as they finalised their project, started new jobs, enrolled for PhDs or retired. MPG's accomplishments over the past few years would not have been possible without the hard work of Katharina Buerkin, Sarah Cooke O'Dowd, Jasper Dag Tjaden, Uyen Do, Anne Friel, Anne-Linde Joki, Jan Niessen and Zvezda Vankova.

MPG would like to thank its retiring director, Jan Niessen, for all of his work founding and leading the organisation since 1995. Through MPG, Jan has fought ceaselessly for equality and mobility across borders to create a level playing field for immigrants that will enable them to build a life that matches their skills and aspirations.

His professional activities included designing and conducting international comparative research projects, undertaking feasibility studies and establishing and managing international expertise networks. He advised public and private sector organisations at local, national and international levels on matters related to international migration, immigrant integration, anti-discrimination and diversity. He was at the origin and is a member of the Editorial Board of the European Journal of Migration and Law, co-founding member of European Anti-discrimination Law Review and co-editor of the book series on immigration and asylum law and policy in Europe. He has written reports, handbooks and manuals for the European Commission, European Parliament, Council of Europe and OSCE. Through MPG, he created and co-authored the EU Handbooks on Integration and previous editions of the Migrant Integration Policy Index (MIPEX), the EU Website on Integration and the EU Immigration Portal. This work is continued by MPG's Migration and Integration Programme.

MPG BOARD OF DIRECTORS IN 2013 AND 2014

- ⊙ Ilze Brands Kehris (Acting Chair), *Director of the Office of the OSCE High Commissioner on National Minorities, Former Chairperson of the Management Board of the EU Fundamental Rights Agency*
- ⊙ Carmen Claudin Urondo, *Deputy Director, CIDOB Foundation Barcelona, Spain*
- ⊙ Patrick Lozès, *Former President, Representative Council of Black Associations in France (CRAN), Paris, France*
- ⊙ Mekonnen Mesghena, *Head of the Migration & Diversity Department at the Heinrich Boell Foundation, Berlin, Germany*
- ⊙ Jan Niessen, *Former Director, Migration Policy Group, Brussels, Belgium*
- ⊙ Walter Schmid, *Rector, HSA Luzern (Hochschule für Soziale Arbeit Luzern), Vice-Chair, Swiss governmental Commission on migration & integration, Luzern, Switzerland*



AN IMPORTANT ACKNOWLEDGEMENT

Renowned photographer Mariana Cook's recent book *Justice* introduces us to some of the women and men around the world who have played a key role in the "human rights revolution".

Among the 99 activists profiled is MPG's Acting Director Isabelle Chopin, who is acknowledged for her work on fighting discrimination and notably her efforts to promote changes to the European treaty to include an anti-discrimination clause, and on the campaign that led to the adoption of the Racial Equality Directive and subsequently of the Employment Equality Directive in 2000. Since then, Isabelle has been monitoring the correct transposition and implementation of both directives at the national level in EU Member States and some accession countries, as well as advocating for the more effective protection of civil society organisations and training on anti-discrimination legislation and policies.

The book also features MPG board member Patrick Lozès, founder of the Representative Council of Black Associations in France (Conseil Représentatif des Associations Noires de France – CRAN).

Justice, Faces of the Human Rights Revolution is edited by Damiani editor (April 30, 2013), ISBN 978-8862082617.

MPG FUNDING

MPG thanks the Atlantic Philanthropies for its core support in 2013 and 2014, and is grateful to have received project subsidies and contracts from a variety of organisations and sponsors:

- ① Private foundations, including the Open Society Foundation and the European Programme for Integration and Migration (EPIM).
- ① European institutions, including the Directorates General for Home Affairs, Justice and Consumers; and Education and Culture of the European Commission.
- ① Inter-governmental agencies, including the Council of Europe (CoE), the International Organisation for Migration (IOM), the United Nations High Commissioner for Refugees (UNHCR) and the Organisation for Security and Co-operation in Europe (OSCE).
- ① National governments, including the French Ministry of the Interior.

ABOUT THE MIGRATION POLICY GROUP

The Migration Policy Group is an independent, non-profit European organisation dedicated to strategic thinking and action on equality and mobility. These two areas are inextricably linked.

Mobility refers to *geographic mobility* and the international movement of people leading to migration, settlement and integration, and to *social mobility* that is hampered by discrimination and is promoted by equal opportunities.

Our work is organised into three inter-related programmes with shared core concepts:

International movement of persons

Offering opportunities for people to cross borders in dignity and safety, and to build lives matching their skills and aspirations.

Integration and diversity

Creating a level playing field and inclusive forms of active citizenship so that all people, regardless of their backgrounds, can contribute to the well-being of diverse societies.

Anti-discrimination and equality

Designing strategies to combat discrimination on all grounds, with a particular focus on nationality, ethnicity, race and religion, and to promote equality for all.

As a think and do-tank, MPG:

- collects and disseminates information and provides expert analysis
- activates organisations, builds capacity and manages European networks
- formulates policy recommendations.

MPG takes a consistent and dynamic approach to all three programmes, details of which can be found on our website.