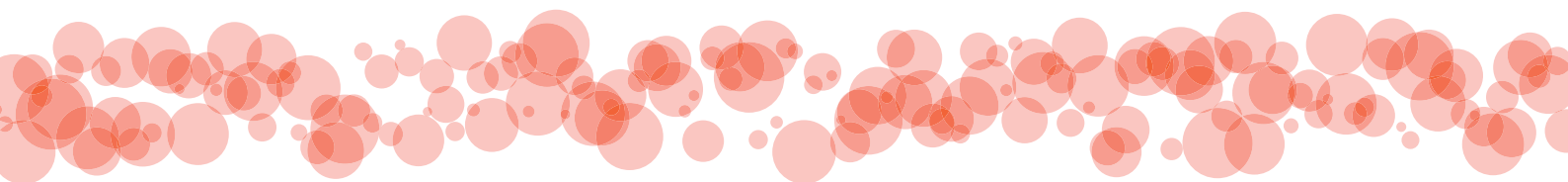


# MIGRATION POLICY GROUP

Activities  
Report

Since 1995, MPG has acted as a leading independent ‘think-and-do tank’ resulting in lasting change at European, national and increasingly local level, notably. MPG’s highly engaged and multilingual team manages what is arguably the largest and most durable networks of civil society and experts on immigrant integration and anti-discrimination at national and local level in Europe. MPG applies the highest standards of research and stakeholder consultation to come up with innovative solutions and user-friendly tools.

MPG has provided comparative evidence, tools, inspiration, dialogue and networks that policymakers and stakeholders have used extensively to create more ambitious and effective anti-discrimination laws, integration policies and legal immigration channels. At EU level, MPG’s work directly led to the adoption and implementation of anti-discrimination law on age, disability, race/ethnicity, religion/belief and sexual orientation (i.e. the 2000 Racial and Employment Equality Directives) and contributed greatly to the adoption and use of EU standards on integration. At national level, MPG’s work is directly responsible for the adoption and improvement of national anti-discrimination laws in all EU Member States and accession countries as well as the design of new policies and reforms in various areas, particularly in new and recent destinations in Central and Southern Europe. At local level, MPG’s tools and expertise are used by leading local actors to improve and open up their services to a diverse public.



After 20 years in existence, 2015 was a turning point for MPG during these troubled times for European policymakers as its new leadership team developed new solutions to make integration and anti-discrimination a top priority.

Our flagship initiatives—the European Equality Law Network, the European Website on Integration and the Migrant Integration Policy Index—allowed MPG to rapidly respond to new needs and policy debates. In addition, the Migration News Sheet – the best summary of European migration news since 1985 – was renewed in 2016, thanks to the support of UNHCR, IOM and its loyal subscribers. These projects provide the latest and best evidence on the development and effectiveness of legal migration, integration and anti-discrimination policies across all EU Member States and beyond.

New initiatives were developed to grasp gaps in policy-oriented research and to move practitioners from discussion into action.

In response to Europe’s refugee governance crisis, MPG launched its 6-year refugee integration evaluation tool in 16 EU Member States, led by the Polish Institute for Public Affairs (IPA) and two new MPG senior staff. This project has been extended the project to Turkey

to provide the 1st-ever refugee integration monitoring in the country, in cooperation with IGAM, a strong new leader within Turkish civil society.

Building on our pilot work on equality data, MPG and Human European Consultancy won and started the EC Equality Data Collection tender to gather data on the laws, availability and use of equality data on all discrimination grounds in all EU Member States, update the 2006 European Handbook on Equality Data and put forward recommendations to the EU on future actions. MPG also started an EU funded joint project on monitoring and combating hate speech, with the development of a specific application and training tools such as manuals and online courses.

Moving from knowledge to action, MPG has started to work with a diversity of partners to develop innovative pilots on immigrant entrepreneurs (DELI), public procurement (BUY-DIS) and the education of migrant and refugee pupils (SIRIUS). On 1 January 2016, after several years of preparation, MPG started to roll out promotional citizenship campaigns to get more EU and non-EU citizens to become politically active, voters and citizens in Belgium, Ireland and the United Kingdom. In mid-2016, SIRIUS received the necessary support to get on its way to become an independent legal entity with its own membership.

MPG is solicited now more than ever as the Eurobarometer confirms that immigration has become the number one priority for the European public both at national and at EU level. MPG's growing senior staff are regularly meeting with the European institutions, national government officials, foundations and EU/national NGOs. The increasing refugee arrivals and fears of radicalisation, terrorism and social mistrust are making governments and the public aware of the needs within their own societies and the inadequacies of their current policies to provide legal immigration channels, long-term integration investments for refugees and the 2nd generation and effective protections against discrimination both for immigrants and for other groups victimised by discrimination, hate and violence. This awareness has never been so widespread across all corners of Europe and so high on the political agenda. MPG's evidence base and strategic advice have never been more relevant to promote policy reform and implementation at EU, national and local level.

# WORK AND PROJECTS



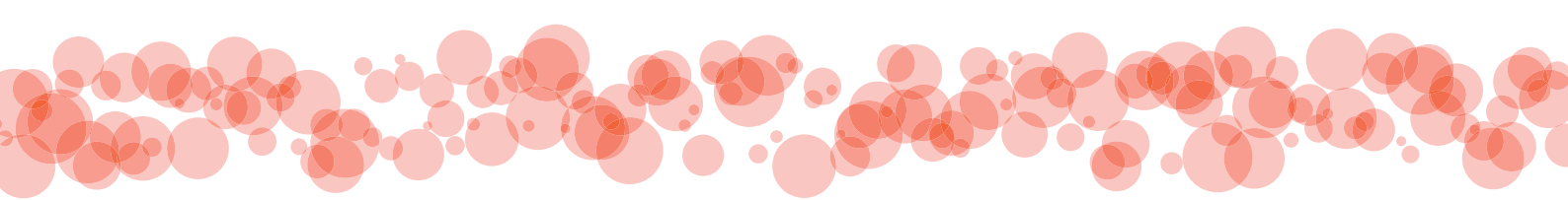
## Diversity in the Economy and Local Integration

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).

*Published in 2015*

- 
- ① DELI Assessment Tool
  - ① Enhancing the Economic Potential of Diversity: Management Standards For Local Governments
  - ① Using purchasing power to promote the socio-economic integration of persons with an immigrant background

The DELI project concluded in 2015.

## Equality Data Analysis

The collection and analysis of reliable equality data contribute to the fight against discrimination and for equality, by allowing inequalities to be measured, and targeted solutions to be developed. Equality data is also essential for monitoring whether anti-discrimination legislation, positive action measures and social policy efforts are fulfilling their intended objectives. For these reasons and others, the European Commission as well as Member States governments have on several occasions emphasised the need for equality data, as have international monitoring bodies such as the UN CERD Committee.

The aim of the Equality data project ('Analysis and comparative review of equality data collection practices in the EU') is to provide an up-to-date overview of the ways in which equality data is being regulated, collected and used throughout the EU, focusing on the grounds of racial or ethnic origin, religion or belief, disability, age, sexual orientation and gender identity. The project also aims at raising awareness of the value of and need for a variety of types of equality data related to these grounds in all areas of society. One of the hurdles to further development of equality data is the common misconception that the collection of all data on for instance religion or ethnic origin is prohibited in the framework of data protection legislation. The Equality data project therefore also emphasises the variety of means by which equality data can be – and are being – collected in full compliance with the legal framework protecting personal data.

The Equality data project contains three components.

- ① a mapping of equality data legislation, practice and policy on the national level in the 28 Member States
- ① an update of the Equality data handbook published by the European Commission in 2007

- ① a comparative analysis which focuses on the development of equality data indicators covering the extent to which equality data is regulated, valid, reliable, comprehensive and used for the different grounds in all the Member States

## 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.

*Published in 2015*

- ① Ethnic Origin and Disability Data Collection in Europe: Measuring Inequality - Combating Discrimination

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

Together with Human European Consultancy, MPG was co-managing the European Network of Legal Experts in the Non-Discrimination Field for the European Commission until the end of 2014, when the Network was dismantled. This Network produced thematic

reports, comparative analyses and country specific reports on legal developments in the field of non-discrimination relating to the grounds of racial or ethnic origin, religion or belief, disability, age and sexual orientation. The following thematic reports were published after the Network ended, in 2015

- ① Reversing the burden of proof: Practical dilemmas at the European and national levels
- ① Combating sexual orientation discrimination in the European Union

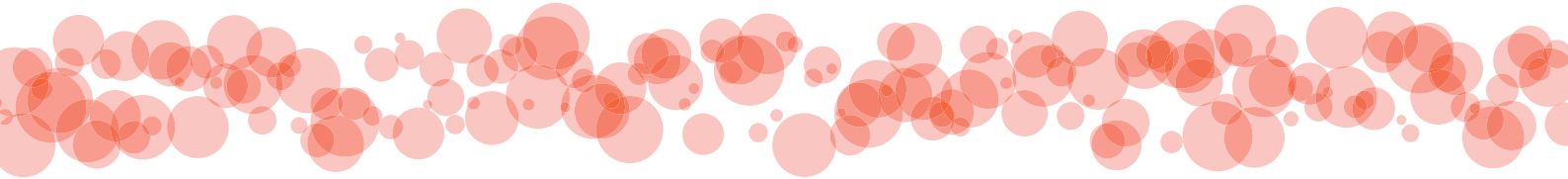
## European Network of Legal Experts in Gender Equality and Non-Discrimination

The Migration Policy Group, Human European Consultancy and Utrecht University have established and manage a European Network of legal experts in gender equality and non-discrimination which provides independent information and advice on the transposition and implementation of EU law on gender equality and non-discrimination. The Network covers: all 28 EU Member States; the candidate countries Former Yugoslav Republic of Macedonia, Iceland, Montenegro, Serbia and Turkey; as well as the EFTA countries Liechtenstein and Norway.

As of 2015, the European Network of legal experts in gender equality and non-discrimination replaces two separate previous Networks: the European Network of Legal Experts in the non-discrimination field (managed by MPG and HEC) and the European Network of Legal Experts in the field of gender equality (managed by Utrecht University). The work of the new Network covers the combined scope of the two previous networks and will produce similar products as the two previous networks combined.

The Migration Policy Group is managing the content of the work on non-discrimination law covering the grounds of race and ethnic origin, religion or belief, disability, age and sexual orientation, while Utrecht University is responsible for the content on gender equality.

The network consists in principle of two country experts for each of the 35 countries covered by the network; one expert on non-discrimination and one on gender equality. The management of the network is ensured by a team led by the Migration Policy Group, Human European Consultancy and Utrecht University. In addition, an Executive Committee supports the content coordinators to ensure the scientific quality of the work. The Executive Committee consists of senior experts covering the six grounds of discrimination and



highly qualified senior experts in overarching fields such as EU law, human rights law and social security.

The Network has its own [website](http://www.migpolgroup.com).

The task of the Network is to produce information, advice and reports. The information includes:

- ① The transposition and practical implementation of the Racial Equality Directive and of the Employment Equality Directive
- ① The transposition and practical implementation of the gender equality Directives: the Social Security Directive, the Pregnancy and Maternity Directive, the Goods and Services Directive, the Recast Directive, the Parental Leave Directive and the Self-Employment Directive.
- ① National initiatives in the fields of anti-discrimination and gender equality legislation and related policy developments
- ① The impact of national court rulings that have the effect of establishing jurisprudence on the level of protection provided by national law against discrimination on all six grounds



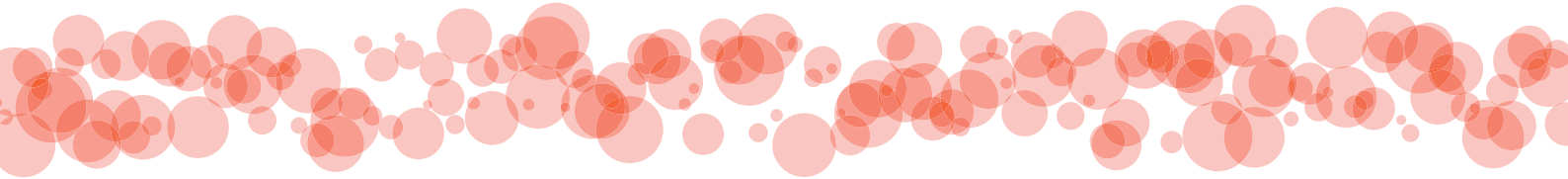
- The potential conformity of national developments with the requirements of EU law
- The impact of judgments of the Court of Justice of the European Union and the European Court of Human Rights on national law

The Network produces:

- Comprehensive country reporting on non-discrimination and on gender equality
- Comparative analyses
- Thematic reports
- Regular flash reports
- Bi-annual bulletins of the European Equality Law Review
- One-day annual seminar

*Published in 2015 and 2016*

- European equality law review – Issue 2015/1
- European equality law review – Issue 2015/2
- Non-discrimination country reports 2015

- 
- Reasonable accommodation for disabled people in employment
  - Disability law and reasonable accommodation beyond employment
  - A comparative analysis of non-discrimination law in Europe 2015
  - Intersectional discrimination in EU gender equality and non-discrimination law
  - Links between migration and discrimination 2016
  - European equality law review – Issue 2016/1
  - Non-discrimination Country Reports 2016
  - European equality law review – Issue 2016/2
  - The Employment Equality Directive and supporting people with psychosocial disabilities in the workplace: a legal analysis of the situation in the EU Member States

## 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.

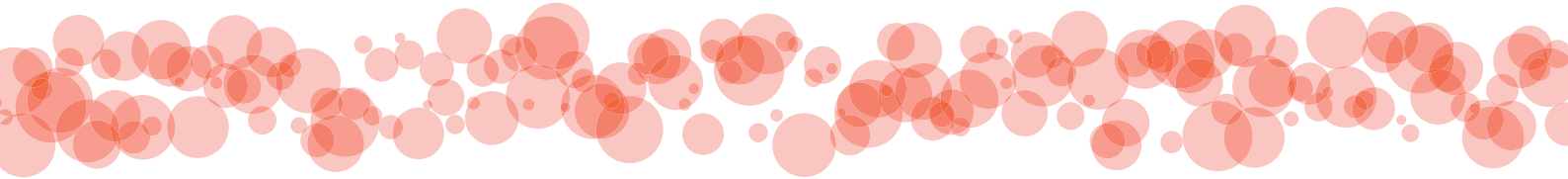
In 2015 and 2016, the EWSI Editorial Team, led by MPG, developed a series of briefing papers designed to provide background information on recent integration-related developments and to identify emerging trends in integration policies and practices, using the immense collection of content currently stored on the website.

Several papers were published, including:

- ① Immigrant Housing in Europe
- ① Voluntary and citizens' initiatives before and after 2015
- ① Intolerance and Racism in Europe

## Investigation of Equality and Anti-Discrimination Clauses in Public Procurement

Public authorities can play a crucial role in striving for and realising a more equal society for all, both as employers and – more widely – as key actors in society. Putting in place a strategy for equality and anti-discrimination in public procurement is one key step that such authorities can take, using their purchasing power as a direct tool to foster social



change. The EU legal framework regulating public procurement, adopted in 2014 and in force as of April 2016, offers public authorities a range of opportunities to be socially as well as environmentally responsible.

This project is capitalising on the previous BUYDIS project which focused on the French legal and political frameworks for anti-discrimination clauses in public procurement. It is supported by the Dutch Ministry of Social Affairs and Employment and seeks to investigate the scope for equality and anti-discrimination clauses throughout the different steps of the procurement process, within the new EU legal framework. The main aim of the project is to explore, analyse and compare good practice examples of such clauses in public contracts passed by the following local authorities: the cities of Ghent (Belgium), Lyon, Nantes and Paris (France) and the region of Gipuzkoa (Spain, Basque country).

## Migrant Integration Policy Index

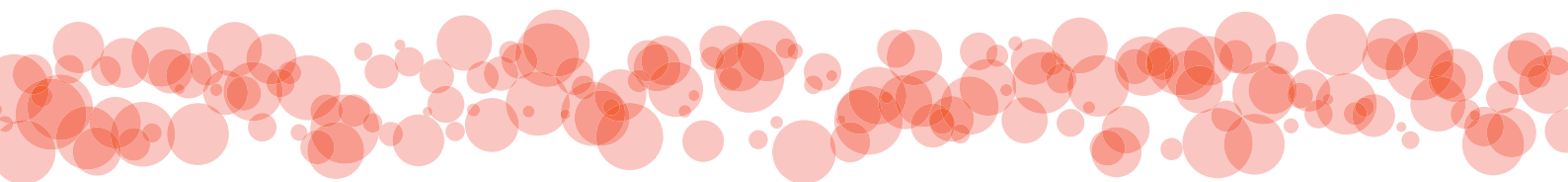
The Migrant Integration Policy Index (MIPEX) is a unique tool which measures policies to integrate migrants in all EU Member States, Australia, Canada, Iceland, Japan, South Korea, New Zealand, Norway, Switzerland, Turkey and the USA.

167 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.

The project informs and engages key policy actors about how to use indicators to improve integration governance and policy effectiveness.

To that end, the project identifies and measures integration outcomes, integration policies, and other contextual factors that can impact policy effectiveness; describes the real and potential beneficiaries of policies; and collects and analyses high-quality evaluations of integration policy effects.

Thanks to the relevance and rigor of its indicators, the MIPEX has been recognised as a common quick reference guide across Europe. Policymakers, NGOs, researchers, and European and international institutions are using its data not only to understand and compare national integration policies, but also to improve standards for equal treatment.



Building on its ongoing success, the MIPEX project entered its fourth edition in 2015 with a new policy strand and additional indicators.

*Published in 2015 and 2016*

- ① MIPEX 2015
- ① Moldova: a MIPEX Assessment
- ① The Dynamics between Integration Policies and Outcomes: a Synthesis of the Literature
- ① Integration policies and public opinion: in conflict or in harmony?
- ① Time for Europe to get migrant integration right
- ① Routledge Handbook of Immigration and Refugee Studies
- ① Client-friendly immigration and citizenship policies: Policies in developed countries of immigration

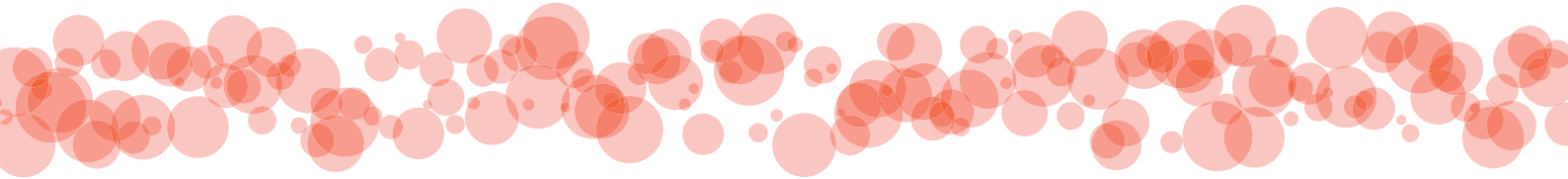
## Monitoring and reporting online hate speech in Europe

Hate speech and hate crime are prevalent in our everyday lives in Europe, creating a hos-

tile and violent environment, in particular online. It is crucial under these circumstances to gain a sound understanding of the phenomena of hate crime and hate speech and of the current trends both online and offline.

The aim of the Monitoring and Reporting Online Hate Speech in Europe project (eMORE) is to contribute to developing, testing and transferring a knowledge model on online hate speech and offline hate crime in a number of EU Member States. This knowledge model will be based on comparative desk research, surveys, a mobile phone app aimed at collecting reports of hate speech and hate crime, and a 'crawler' exploring the web to search for expressions of hate online. The project further aims at disseminating the collected data and the knowledge model, through various initiatives of visibility, networking and capacity building, including pilot cases and trainings. MPG will be the lead partner in developing e-learning training courses on the phenomena of hate crime and hate speech, using the combined results of the other aspects of the project.

The project uses a definition of hate crime which covers 'all forms of expression or action that constitute a criminal offence with a bias component based on race, ethnicity, nationality, religion, sexual orientation, gender identity and disability', while hate speech is defined,



for the purposes of the project, as 'all forms of expression (with specific reference to written words and symbols) based on intolerance and hostility' on the same grounds.

## National Integration Evaluation Mechanism

Starting 2016, the Migration Policy Group is the coordinating research partner for a six-year long monitoring of refugee integration in 14 EU member states. The National Integration Evaluation Mechanism (NIEM) evaluates policies according to the needs and situation of beneficiaries of international protection and asylum seekers. Assessments completed in 2017, 2019 and 2021 will contribute to national and European debates on improved refugee integration and provide governments with evidence for more efficient and effective policies.

Funded from the EU's Asylum, Migration and Integration Fund (AMIF), the NIEM project builds on the Pilot Refugee Integration Tool developed in collaboration with UNHCR Budapest and MPG's experience designing the Migrant Integration Policy Index (MIPEX) and participating in international debates on integration indicators. Led by the Institute of Public Affairs (IPA) in Warsaw, partners in Bulgaria, the Czech Republic, France, Germany,

Hungary, Italy, Latvia, Lithuania, the Netherlands, Poland, Portugal, Romania, Slovenia and Spain contribute to NIEM and further national alliances for better and faster refugee integration across Europe.

Through a set of over 150 indicators, NIEM partners collaborate to gather the evidence needed to evaluate integration policies for beneficiaries of international protection. The tool investigates how to:

- ① Set priorities to improve the state of refugee integration
- ① Build national capacity to gather data and evaluate policies
- ① Build relationships to mainstream refugees into the relevant public policies and services
- ① Plug into greater national and EU support for mutual learning and policy improvement

The integration evaluation tool comprises twelve sets of indicators, covering governance, legal, socio-economic and socio-cultural aspects of refugee integration, and thus every aspect of the daily life of beneficiaries of international protection and asylum seekers. It

captures their particular needs, vulnerabilities, but also their unique opportunities for integration. It asks questions like:

- ① Do their jobs meet their skills and qualifications?
- ① What can refugees do if they can't travel home to get documents?
- ① Are they placed in housing and towns that helps them participate in society?
- ① Do education authorities know about the special needs of vulnerable pupils like unaccompanied minors?
- ① Do all beneficiaries of international protection have access to an effective nationality?

It links up the different types of indicators needed to evaluate the implementation and impact of policy, while highlighting the special needs and opportunities for beneficiaries of international protection.

*Published in 2016*

- ① New asylum recast may undermine the EU's greatest impact on refugee integration

- NIEM Project Presentation
- Lost in transition? The European standards behind refugee integration

## Piloting Immigrant Citizens Campaigns Across Europe: Full Citizenship is Within Reach

Based on MPG's 2014 handbook on citizenship campaigns, NGOs in three European countries have obtained funding from the European Commission (DG JUSTICE) and Open Society Institute to pilot one-stop-shop community events to encourage both mobile EU citizens (EC-funding) and non-EU citizens (Open Society funding) to register and turn out to vote, to naturalise and to volunteer with local civil society organisations.

The aim of this new project is to unleash the enormous potential for immigrants to become citizens and voters by encouraging and assisting them to apply for naturalisation, become citizens, register to vote, and turn out to vote in on-going elections.

*Published in 2016*

- More EU citizens becoming Belgians: disinterested expats no more?

## SIRIUS – European Policy Network on Migrant Education

SIRIUS is a European Policy Network on the education of children and young people with a migrant background. This project was run by the Autonomous University of Barcelona (UAB) over a 3 year period (2012-2014) funded by the Lifelong Learning Programme of the European Commission. MPG served as SIRIUS' Communication Officer during this period. After 2014, the network continued as a voluntary initiative led by an elected board consisting of MPG, University of Bamberg (efms), the Network of Education Policy Centres (NEPC), PPMI and Erasmus University Rotterdam (Risbo). In 2016, MPG as coordinator, along with the SIRIUS board, obtained core funding for SIRIUS from Open Society Foundation.

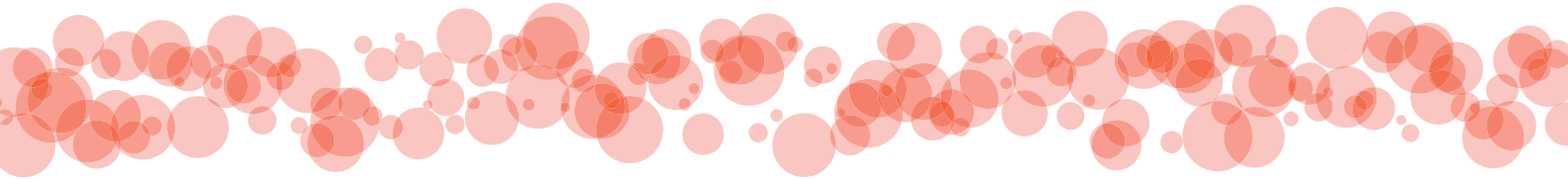
SIRIUS organised a major conference in Brussels in November 2014 entitled "*Helping children and youth with migrant background succeed: Making schools matter for all*". During the conference, the results of SIRIUS' work in the areas of implementing education policies, improving interactions in the classroom and involving communities in schooling were pre-



sented. 125 participants, including national and EU policy makers, practitioners and stakeholders, gathered in the European Parliament and the Committee of the Regions to discuss these results and highlight appropriate targeted measures and mainstreaming policies to promote the development of national and EU policies on high quality inclusive education based on evidence and tested in practice. The Conference Report was published in 2015.

### Strengthening anti-discriminatory measures at national level through large participation of professionals and civil society

Late December 2014, the Romanian National Council for Combating Discrimination (NCCD) hold a conference aimed at promoting the project *"Strengthening anti-discriminatory measures at national level through large participation of professionals and civil society"*. This project was carried out by the NCCD together 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"* within the European Economic Area Financial Mechanism 2009-2014. While the overall programme objective is preventing and combating discrimination at all levels in Romania, this project's purpose is to contribute to the



development of Romania's national strategy to prevent and combat discrimination for the period 2014-2020.

Within this framework, MPG drafted a report aiming at identifying and describing 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 report highlights the fact that the field of education should be an effective entry point for tackling discrimination and effectively building a more inclusive, more equal society. It presents different models of pro-actively preventing and combating discrimination in education in countries across Europe. These identified successful practices that triggered encouraging results aim at providing new ideas and encouraging new initiatives for Romania in the context of the new strategy and of future legal and policy initiatives on education.

*Published in 2015*

- ① European good practices relating to non-discrimination and equality of opportunity within the field of education

# PEOPLE & FUNDING



## **MPG STAFF IN 2015 AND 2016**

- ⊙ Flavia Buiarelli, *SIRIUS Coordinator*
- ⊙ 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, *part-time Financial Support*
- ⊙ Paola Mikaba, *Content Officer*
- ⊙ Judit Tanczos, *Legal Policy Analyst*
- ⊙ Marion Tomsett, *Office Manager*
- ⊙ Alexander Wolffhardt, *Integration Policy Analyst*
- ⊙ 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*
- ⊙ Zvezda Vankova, *Associate Policy Analyst*

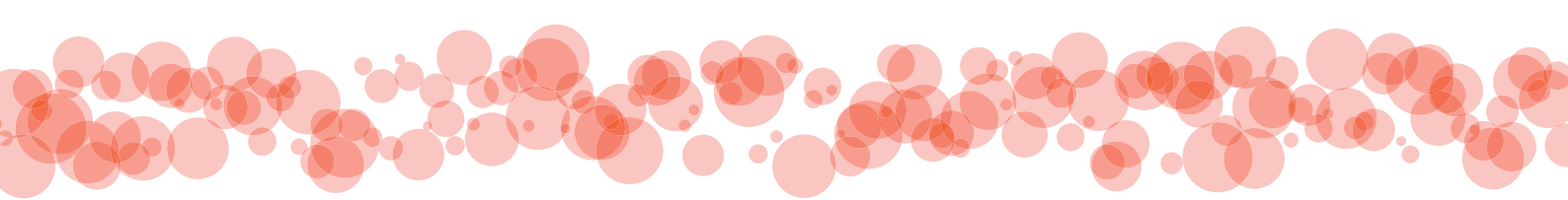
## **MPG BOARD OF DIRECTORS IN 2015 AND 2016**

- ⊙ 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*
- ⊙ Walter Schmid, *Rector, HSA Luzern (Hochschule für Soziale Arbeit Luzern), Vice-Chair, Swiss governmental Commission on migration & integration, Luzern, Switzerland*

## **MPG FUNDING**

MPG 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.



# 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.