



# Creative interaction

## Activities report

### 2004–2005



MPG is committed to policy development on migration and mobility, anti-discrimination and equality, and integration and diversity by facilitating international and well-informed exchanges on these issues and promoting co-operation between key stakeholders from all sectors of society.

The aim is to harness the advantages of and respond effectively to the challenges posed by migration and diversity.

MPG works towards this aim by producing and disseminating relevant and reliable information and by initiating and stimulating networks that actively link stakeholders.

The two strands of action – information and networking – permeate all the distinct, related and sometimes overlapping activities undertaken by MPG in three programme areas: migration & mobility; anti-discrimination & equality; integration & diversity.

Information and networking feed into and reinforce each other. The dynamic has proved productive and innovative. It underlies MPG's work and inspires the title of this report.

The report summarises MPG activities and developments in the period 2004–2005. The three programme areas are covered in turn, followed by a section on information, dissemination and networking and concluding with a section on the organisation itself.

The report also signals the end of MPG's first decade. To mark this anniversary, the report includes two references to MPG's path across an evolving policy landscape. An overview of publications in the annex traces the experience and knowledge that MPG has built up in its core fields since 1995. The timeline overleaf maps ten years of strategic thinking and action by MPG.

Dev Sharma  
Chair

Jan Niessen  
Director

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### Annex Publications

all areas

**Migration News Sheet**  
 Monthly bulletin on migration, asylum, integration and anti-discrimination **monitoring** since 1983

migration & mobility

**The Metropolis Project**  
 Applied research on migration and changing cities **network** since 1995

**Amsterdam Proposals**  
 Setting standards for immigration and asylum policies **design & advocacy** 2000

**EMD**  
 European Migration Dialogue **network** since 2003

**Country Reports**  
 Migration country reports **monitoring** since 2003

**Handbook** on integration for policy makers and practitioners  
 Ministers' Conference **best practices** 2003-2004

**Round Tables**  
 Community relations and immigrant integration round tables for the Council of Europe **consultation** 1996-2000

**Transatlantic dialogues**  
 Migration governance **consultation** 1996-2005

**Strategic conferences**  
 Network of European Foundations **consultation** 2005-2007

**The Index**  
 European civic citizenship and inclusion index **comparable indicators** 2005

diversity & integration

**Community Relations Report**  
 European Conference of Ministers **design & advocacy** 1996

**The Business Forum**  
 European Supplier Diversity Business Forum **network** since 2001

**DPN**  
 Diversity Policies Network **network** since 2000

**Diversity Report**  
 European Conference of Ministers **design & advocacy** 2002

**Benchmarking** integration policies **impact assessment** 2006

equality & anti-discrimination

**The Starting Line**  
 Setting anti-discrimination and equality standards **design & advocacy** 1990-2000

**Charter**  
 European political parties for a non-racist society **design & advocacy** 1998-2000

**Country Reports**  
 Anti-discrimination country reports **monitoring** since 2001

**Mapping civil society**  
 Role and experience of NGOs **monitoring** 2004-2005

**International standards**  
 Implementing anti-discrimination standards at national level **monitoring** since 2001

**Training NGOs**  
**capacity building** 2005

**Mapping** the effect of anti-discrimination measures **impact assessment** 2006

**ENAR**  
 European Network Against Racism **network** since 1998

**Equinet**  
 European Network of Equality Bodies **network** since 2002

**Training** equality bodies **capacity building** 2006

**Acquisition & loss of nationality**  
 NGO views on administrative practices **monitoring** 2004-2005

# 1 Migration & Mobility

## Recasting the migration debate

Migrants contribute to growth and prosperity. Europe is discovering that it may need its immigrants after all. By stating its case against the background of a shrinking population and an economic impasse, MPG sought to shift the migration debate into positive and constructive territory.

## Exchanging across the Atlantic

Immigration as a labour market strategy is a well-established concept in some countries such as Canada and the US. MPG examined the North-American approach alongside the experience in seven EU Member States.

MPG published its analysis in the form of comparative reports on nine countries entitled *Immigration as a Labour Market Strategy – European and North American Perspectives*.

Based on the country reports, MPG organised a Transatlantic Dialogue meeting on migration strategies and a public event at which migration and labour market field experts from both sides of the Atlantic debated **migration governance strategies**.

## Taking stock in Europe

The next step was to survey and analyse migration policy debates across Europe and examine how each country assesses its migration needs.

MPG published **country reports** on 16 European countries entitled *Current Immigration Debates in Europe*, bringing its ongoing Europe-wide policy monitoring into its fifth year of coverage.

### *Immigration as a Labour Market Strategy – European and North American Perspectives*

- ▶ assessing migration needs in terms of demographic change and labour market shortages/mismatches
- ▶ developing admissions systems to meet migration needs

### Migration governance strategies

- ▶ regularisation
- ▶ quota systems
- ▶ student migration

### Country reports

- ▶ identify main topics of debate at national level
- ▶ analyse positions of key actors
- ▶ assess role of European dimension
- ▶ list and describe governmental and non-governmental stakeholders that formulate and influence policy

## Mobilising civil-society

The policy monitoring process drives and draws on a network of 20 **civil society organisations**, each with strong links at national level, that MPG set up and built up across Europe: the European Migration Dialogue (EMD).

Through active support and stimulation of the EMD network, MPG has contributed to cementing co-operation and dialogue among the Partners, who have committed to continuing their **activities** in 2006.

## Outcome

MPG's programme on migration and mobility helped to reshape the terms of the policy debate, which increasingly casts migration as a possible asset, a potential part of the solution to demographic and economic constraints. MPG also enhanced the capacity of civil society to impact the European and national policy agendas.

### Civil society organisations

- ▶ think tanks
- ▶ policy oriented academic institutes and foundations
- ▶ advocacy NGOs
- ▶ NGOs providing direct services to migrants
- ▶ stakeholder coalitions

### Activities

- ▶ co-ordinate national networks
- ▶ disseminate information on EU policies
- ▶ link European and National Agendas
- ▶ boost involvement of other non-governmental actors in the debate
- ▶ hold European and national dialogue meetings

## 2 Anti-Discrimination & Equality

### Following equality law through to practice

The transposition and implementation of European equality law must stay in the spotlight. MPG's increasingly intensive and extensive monitoring of this process seeks to respond to such challenges as effective enforcement, not least across an enlarged Europe. Parallel efforts to further support co-operation between key actors and to deliver information to the field were also a priority.

### Mobilising expertise, intensifying coverage

MPG extended its long-standing network of legal experts to include the new Member States and candidate countries and cover all **five discrimination grounds** under the Racial Equality and Employment Equality Directives.

This enlarged network feeds into an extensive range of specifically timed and targeted **monitoring products** under a project co-managed by MPG and contracted with the European Commission.

### Building co-operation

National agencies created and mandated by European equality legislation to implement that legislation and promote equality must co-operate to be effective.

MPG laid the foundation for a partnership between equality bodies. The initiative was developed into a fully-fledged network of 25 partners in 20 countries called Equinet, the European Network of Equality Bodies. MPG functions as both international partner and secretariat, to stimulate the network and support and service its **shared objectives**.

Five discrimination grounds

- ▶ two original grounds: race and ethnicity, religion and belief
- ▶ three additional grounds: age, disability, sexual orientation

Monitoring products

- ▶ 25 baseline country reports: they cover developing anti-discrimination law, the state of transposition of European equality legislation and the political climate (in the 25 EU Member States)
- ▶ comparative analysis of the 25 country reports
- ▶ flash reports to update the Commission
- ▶ annual legal chapter of the Commission's Annual Equality Report
- ▶ periodic thematic reports on contentious issues
- ▶ bi-annual Law Review to monitor legislative development
- ▶ legal seminar

Shared objectives

- ▶ uniform implementation of EU anti-discrimination law
- ▶ levelling-up of legal protection for victims of discrimination

### Analysing concepts and strategies

The interpretation of concepts, strategies for enforcement and further policy development must be addressed if equality bodies are to achieve uniform implementation of equality law and levelling-up of legal protection. MPG encouraged examination of these issues within Equinet and published the products of **exchange, reflection and analysis**.

### Capacity building civil society

The NGO community has a vital role to play in the monitoring and implementation of European equality legislation. MPG set out to examine how the NGO community views this legislation and how it can work with the legislation most effectively – and followed up by enhancing its capacity to do so.

MPG engaged in a major operation to map the situation of national NGOs, assess their needs, develop training specifications and then actually train them. The project Capacity Building Civil Society dealing with Anti-Discrimination, undertaken through a partnership and funded by the EU, targeted the new Members States as well as Romania, Bulgaria and Turkey and produced valuable **information, tools and training**.

### Outcome

MPG's programme on anti-discrimination and equality increased the body of knowledge on anti-discrimination law in Europe, making it possible to compare and track changes in national anti-discrimination law. MPG also intensified co-operation between equality agencies across Europe and enhanced the capacity of a wide range of stakeholders to fight discrimination.

Exchange, reflection and analysis

- ▶ expert reports: on enforcement strategies and remedies, in general or linked to specific grounds or fields (8 in total)
- ▶ expert meetings (7 in total)
- ▶ analyses of legal concepts: direct and indirect discrimination, burden of proof, reasonable accommodation
- ▶ opinion on the open method of co-ordination submitted to the European Commission

Information, tools and training

- ▶ mapping of the situation of NGOs dealing with anti-discrimination in each country: 13 mapping reports
- ▶ comparative overview of the mapping exercise
- ▶ training manual on both training methodology and content of anti-discrimination law, translated into the relevant national languages
- ▶ training of trainers: 78 national trainers
- ▶ training of NGOs: over 500 national NGOs
- ▶ national seminars in each country

### 3 Integration & Diversity

#### Innovating for social cohesion

The tension between integration and diversity is a potentially creative space for exploring innovative links between the challenges and opportunities of mobility and the imperative of equality. MPG has sought to harness this space to stimulate new ideas and approaches that can contribute to social cohesion in a globalised environment.

#### Providing a platform for dialogue

Government-level dialogue continued through the Diversity Policies Network (DPN), set up by MPG to bring together a small group of senior policy-makers from **countries** that are designing and implementing integration and diversity policies.

This informal platform facilitates the exchange of successful and less successful experiences, promotes joint initiatives and new approaches and assists governments in keeping the issues on the national and international policy agendas.

#### Comparing practical experiences

MPG produced two comparative policy papers on **topics** selected by DPN participants, namely governmental departments with experience in the implementation of reception, integration and diversity policies. Each policy paper was based on a round of information-gathering visits by MPG to every participating country, and led up to a concluding seminar.

#### Developing best practices

MPG produces the *Integration Handbook for Policy Makers and Practitioners*, a compendium of practical ideas and comparison of good practices that is being translated into all community languages.

The **first edition** of the handbook (2004) was widely praised and is highly regarded by EU institutions. MPG was asked by the European Commission to produce a **second edition** (2006) and is well into the process.

##### Countries

- ▶ members 2004-2005: Australia, Canada, The Netherlands, Norway, Sweden, Switzerland, United Kingdom

##### Topics

- ▶ indicators
- ▶ barriers at work
- ▶ religion & citizenship
- ▶ anti-racist strategies

##### Integration Handbook

- ▶ first edition covered: introduction of newly arrived immigrants and recognised refugees; civic participation; indicators; annex on translating policies into programmes
- ▶ second edition will cover: housing and urban issues; labour market and economic inclusion; mainstreaming; integration governance

The Handbook is the product of **technical seminars** hosted by different Member States at which a broad range of stakeholders, from NGOs to governmental officials, exchange information and best practices.

##### Technical seminars

- ▶ held in Copenhagen, Lisbon, London, Tallinn, Rome, Dublin, Berlin and Madrid

#### Developing benchmarks

MPG engaged in an innovative project to produce the first quantitative and comparable data on integration policies in Europe: the European Civic Citizenship and Inclusion Index.

The Index is unique because it enables comparisons between national policies and against European standards. Member States are scored against a series of specific **policy indicators in five policy areas**, with the ultimate benchmark of granting immigrants rights and obligations comparable to EU citizens.

The groundwork for the Index, which was produced in conjunction with partners, was provided by MPG's mapping exercise published as *Civic Citizenship and Immigrant Inclusion: a Guide for the Implementation of Civic Citizenship Policies*.

The Index was successfully launched in 2005 in Brussels, Barcelona, Madrid and Dublin at well-attended press and public events. MPG has secured follow-up to the achievements of the Index by winning a project on benchmarking integration policies tendered by the European Parliament.

##### Policy indicators in five policy areas

- ▶ labour market inclusion
- ▶ family reunion
- ▶ long-term residence
- ▶ naturalisation
- ▶ anti-discrimination

##### Civic Citizenship and Immigrant Inclusion: a Guide for the Implementation of Civic Citizenship Policies

- ▶ maps citizenship and inclusion policies in the EU-15
- ▶ proposes a framework for citizenship standards

#### Monitoring practices

NGOs play an important role in the implementation of citizenship and inclusion policies. MPG surveyed NGOs' views of administrative practices governing the acquisition of nationality in 15 EU countries through a reporting exercise. Experts in each country assessed information, policies and campaigns concerning naturalisation.

MPG's comparative analysis of the reports will form a chapter of the forthcoming publication *Acquisition and Loss of Nationality – Policies and Trends in 15 European States* and is part of a project with five other partners to produce a comprehensive comparison of rules regulating the acquisition and loss of nationality in the EU-15.

## 4 Information, Dissemination & Networking

Information and networking activities feed into each other. MPG's capacity to inform policy debates and enhance co-operation depends on building access to more or less formalised networks of expertise and stakeholders from which the production of reliable information can draw and through which that information can be disseminated.

### Generating information

The principal information resources produced in 2004–2005 by MPG or in partnership with other organisations, or to which MPG has contributed, are mentioned in the first three sections of this report, under the specific projects or programme areas to which they relate.

Reliability and continuity as an information source is established progressively. An overview of MPG's publications since the organisation was set up in 1995 is provided in the annex. Highlighted below are the regularly updated MPG products and contributions that over time, including 2004–2005, add up to **sustained monitoring and analysis**.

The *Migration News Sheet*, over twenty years old and published every month, continues to keep subscribers abreast of current affairs in the areas of immigration, asylum, integration and anti-discrimination. The recently launched bi-annual *European Anti-Discrimination Law Review* focuses on legislative developments.

MPG's *Country Reports* monitor policy and legislative developments as well as debates at national level across Europe. The two sets of periodically updated reports – one on anti-discrimination and one on migration – also provide comparisons with European standards.

MPG reports regularly on NGO activities in the migration and anti-racism fields in the quarterly *European Journal of Migration and Law* (of which it is co-publisher) and co-edits the *Immigration and Asylum Book Series*, a venue for detailed analysis of European immigration and asylum law and policies.

*Migration News Sheet*  
▶ monthly information on policy developments at national and European level since 1983

*European Anti-Discrimination Law Review*  
▶ bi-annual review of legislative developments at national and European level since 2005  
▶ in English, French and German

*Anti-Discrimination Country Reports*  
▶ on 28 countries since 2001

*Migration Country Reports*  
▶ on 18 countries since 2003

*European Journal of Migration and Law*  
▶ quarterly journal since 1999  
▶ co-published by MPG

*Immigration and Asylum Book Series*  
▶ 10 books since 2001  
▶ co-edited by MPG

### Mobilising businesses

MPG has added a new dimension to the concept of diversity: **supplier diversity**. MPG's initiative was to bring together and encourage a group of multinationals to adopt, develop and promote the supplier diversity case, namely that businesses can benefit from a diverse supply base and ensure that recruitment processes for suppliers are non-discriminatory.

MPG set up a network to design and implement supplier diversity programmes and promote their adoption by a wider group of companies. The European Supplier Diversity Business Forum is now well established and highly active in the UK, with a range of regular and well-attended **activities**, and is poised to engage in France and Germany, followed by the Netherlands and Sweden.

### Outcome

MPG's programme has contributed to a greater understanding of diversity and integration issues amongst a wide range of stakeholders across Europe. MPG also helped create an instrument that enables the comparison and benchmarking of policies. MPG contributed to a greater awareness of the socio-economic advantages of diversity and enhanced the capacity of stakeholders to act at their level and in their sphere of competence.

#### Supplier diversity

▶ supplier diversity is a procurement initiative undertaken to ensure that under-represented businesses, including but not limited to ethnic-minority-owned, women-owned and disabled-owned companies, have equal opportunities to compete for the supply of goods and services with multinational companies

#### Activities

▶ workshops: regular programme development sessions hosted by member companies and attended by key procurement executives  
▶ briefings: regular information sessions for primary contractors working with Forum members

Creating **platforms for dialogue and exchange** is integral to the process of generating information. A raft of seminars and workshops, some of which are highlighted in the programme summaries, are organised to this end. These events are always highly targeted in terms of participants and objectives, in order to bring together key practitioners, experts and stakeholders in a specific field and to produce relevant and reliable contributions to that field.

### Disseminating information

MPG staff are regularly invited to write articles in scientific journals and other publications, and to speak or moderate at seminars and conferences. MPG's advice is sought by officials and non-governmental actors at both national and European level.

MPG's online presence was overhauled in 2005 to provide more effective access to a growing body of information as well as a persuasive snapshot of the organisation.

The MPG website [www.migpolgroup.com](http://www.migpolgroup.com) has become a dynamic and reliable resource with a news-based homepage, multiple search options and intuitive navigation resulting in a more productive research and browsing experience for old friends and newcomers alike.

From online library to business card, the new website strengthens the dissemination of MPG's information and brand.

### Networking

A new element to network support and servicing was introduced in 2005. MPG developed, set up and now manages extranets for four of the networks that it operates.

These online platforms facilitate information exchange between participants, disseminate information of interest to participants or produced by participants, and constitute an archive of this co-operation.

Examples of platforms for dialogue and exchange include:

- ▶ technical seminars for the Integration Handbook (p. 9)
- ▶ Equinet expert meetings (p. 7)
- ▶ Business Forum workshops and briefings (p. 10)
- ▶ migration dialogue meetings (p. 5)
- ▶ diversity policy seminars (p. 8)
- ▶ anti-discrimination legal seminars (p. 6)

[www.migpolgroup.com](http://www.migpolgroup.com)

- ▶ homepage: highlights the latest MPG news and products, promotes forthcoming events involving MPG and provides links to further details
- ▶ search facilities: a variety of search functions are available across the site, catering to different interests and objectives and serving a wide range of users
- ▶ navigation: the site structure provides intuitive and multiple access points to the body of content

The Diversity Policies Network (DPN) and the European Migration Dialogue (EMD) have password-protected extranets that are hosted by the MPG website.

More extensive, functionally tailor-made and visually distinct extranets that function as **independent websites** have been created for Equinet and for the Business Forum.

MPG e-news is also part of the "MPG on-line" communications project. This electronic brief makes regular contact with the larger MPG network, keeps it up to date on MPG's activities, disseminates products and publicises the MPG website and extranets.

The website, in turn, allows users to sign up to the MPG e-news distribution list: the larger MPG network grew by 40% in the five months following the launch of "MPG on-line".

### Outcome

MPG's investment in on-line communications eased and increased access to topical information, available on the website or through links. MPG has produced an instrument that enhances stakeholders' ability to act and generates better-informed policies. MPG's capacity to support co-operation and service networks is also greatly enhanced, thus strengthening and extending links between stakeholders.

Equinet and Business Forum websites:

- ▶ [www.equineteurope.org](http://www.equineteurope.org) is a password-protected site with an online forum and a developing database of information on anti-discrimination legislation and cases
- ▶ [www.europeansupplierdiversity.com](http://www.europeansupplierdiversity.com) has a public area to promote the supplier diversity concept and the Forum brand and a closed area for internal documentation



## 5 The Organisation

	<p><b>Board members</b></p> <p>MPG's Board members are selected to ensure a diversity of expertise and ethnic and national origin.</p>	First half of reporting period	<p>Ms Janet Cormack, Programme Officer (until January 2005)</p> <p>Ms Raphaële Magoni, Research Assistant (until July 2004)</p> <p>Ms María José Peiro, Research Assistant (until March 2005)</p>
Mr Dev Sharma	Chair; former Chief Executive of the British Commission for Racial Equality and a member of the EU Social and Economic Committee		<p><b>Strategic alliances</b></p> <p>MPG values the partnerships and co-operation with other persons and organisations. In the period 2004-2005, MPG established strategic alliances with several of its partners to maximise the outcome and impact of a number of projects.</p> <p>The British Council Brussels was one of the major partners in the European Civic Citizenship and Inclusion Index project (p. 9).</p> <p>The Equal Treatment Commission in the Netherlands is the lead equality body in the project to strengthen co-operation between equality bodies, now known as Equinet (p. 6).</p> <p>Human European Consultancy co-manages the European Network of Legal Experts in the Non-Discrimination Field and is MPG's partner in the project Capacity Building Civil Society dealing with Anti-Discrimination (p. 6-7).</p> <p>MPG's alliance with the University of Nijmegen's Centre for Migration Law is behind the <i>European Journal of Migration and Law</i> and the <i>Immigration and Asylum Book Series</i> (p. 11).</p> <p><b>Financial resources</b></p> <p>MPG receives support from a variety of sponsors, primarily inter-governmental agencies and private foundations. MPG also collects fees from national governmental agencies and the private sector for participation in networks run by MPG. Finally, MPG receives payment for service contracts with inter-governmental agencies.</p>
Mr Hermann Bünz	Director of the Tel Aviv Office of the Friedrich Ebert Stiftung		
Ms Litt-Woon Long	Former Director General of the Norwegian Centre for Gender Equality; Partner, Long & Olsen	The Index	
Ms J.R.H. Maij-Weggen	Her Majesty's Governor in the Province of Noord-Brabant in The Netherlands	Equinet	
Mr Jan Niessen	Director of MPG		
Mr Walter Schmid	Director of a High School for social work and vice-Chair of a Swiss governmental Commission on migration and integration	Legal Experts	
Ms Carmen Claudin Urondo	Deputy Director of Cidob, Barcelona	Journal & Book Series	
	<p><b>Staff members</b></p> <p>MPG's staff is multi-disciplinary, multi-lingual and of different national and ethnic origin.</p>		
Throughout reporting period	<p>Ms Isabelle Chopin, Deputy Director</p> <p>Mr Antonio Cruz, Editor of the Migration News Sheet</p> <p>Ms Beth Ginsburg, Programme Director</p> <p>Ms Karin Hunin, Office Manager</p> <p>Mr Jan Niessen, Director</p> <p>Ms Yongmi Schibel, Programme Officer</p>		
Joined during reporting period:	<p>Ms Soraya Obura, Communications Officer (since February 2005)</p> <p>Ms Fiona Palmer, Legal Analyst (since February 2005)</p>		Sponsorship
Associate staff and internships:	<p>Ms Alison Bird, Associate Staff</p> <p>Ms Jo-Ann Butler, Associate Staff</p> <p>Mr Duncan Pruett, Associate Staff</p> <p>Ms Cressida Thompson, Intern (May 2005 - November 2005)</p> <p>Ms Sandrine Van der Velde, Intern (October 2003 - April 2004)</p>	Inter-governmental agencies	<p>European Commission</p> <p>European Parliament</p> <p>International Organisation for Migration (IOM)</p> <p>United Nations High Commission for Refugees (UNHCR)</p>

## Annex Publications

Overview of publications and papers produced by MPG or in partnership with other organisations. Further information and additional reports and publications are available on [www.migpolgroup.com](http://www.migpolgroup.com)

### 2006

*Administrative Practices in the Acquisition of Nationality.* Isabelle Chopin. In *Acquisition and Loss of Nationality – Policy and Trends in 15 European States.* Rainer Bauböck et al. (eds.) (Vol. 1, Ch. 5). Amsterdam University Press, IMISCOE series, forthcoming 2006.

*Equality for Roma in Europe: A Roadmap for Action.* Lanna Hollo, with Sheila Quinn. European Roma Information Office/ERRC/Interdisciplinary Research Cell in Human Rights/MPG/Open Society Institute, 2006.

*Strategic Enforcement: Powers and Competences of Equality Bodies.* Soraya Obura, Fiona Palmer (eds.). Equinet, 2006.

### 2005

*Age Discrimination and European Law.* Colm O’Cinneide. Human European Consultancy/MPG (eds.). European Commission, 2005.

*Capacity Building of Civil Society dealing with Anti-Discrimination – Training Manual.* Human European Consultancy/MPG (eds.). European Commission, 2005.

*Civic Citizenship and Immigrant Inclusion: A Guide for the Implementation of Civic Citizenship Policies.* Jan Niessen, Maria José Peiro and Yongmi Schibel MPG, 2005.

*Current Immigration Debates in Europe.* Jan Niessen, Yongmi Schibel and Cressida Thompson (eds.) MPG, 2005.

*Developing Anti-Discrimination Law in Europe.* Mark Bell, Janet Cormack (eds.). European Commission, 2005.

*European Anti-Discrimination Law Review, Issue One.* Human European Consultancy/MPG (eds.). European Commission, 2005.

*European Anti-Discrimination Law Review, Issue Two.* Human European Consultancy/MPG (eds.). European Commission, 2005.

*European Civic Citizenship and Inclusion Index.* British Council Brussels/Foreign Policy Centre/MPG. British Council, 2005.

*Immigration as a Labour Market Strategy: European and North American Perspectives.* Jan Niessen and Yongmi Schibel (eds.). MPG, 2005.

*Migration and the Media.* Cressida Thompson. EMD Issue Paper. MPG, 2005.

*The Prohibition of Discrimination under Human Rights Law.* Olivier De Schutter. Human European Consultancy/MPG (eds.). European Commission, 2005.

*Remedies and Sanctions in EC Non-Discrimination Law.* Christa Tolber. Human European Consultancy/MPG (eds.). European Commission, 2005.

*Summary Report on Religious Symbols in 15 EU Member States* Emmanuelle Bribosia, Isabelle Chopin and Isabelle Rorive. MPG, 2005.

### 2004

*Combating Discrimination in Goods and Services.* Janet Cormack (ed.). Equinet, 2004.

*Considerations for Establishing Single Equality Bodies and Integrated Equality Legislatio* Janet Cormack (ed.). Equinet, 2004.

*The Development of Legal Instruments to Combat Racism in a Diverse Europe.* Jan Niessen and Isabelle Chopin (eds.). Part of Immigration and Asylum Law and Policy in Europe Book Series. Martinus Nijhoff Publishers, 2004.

*Discrimination in Working Life - Remedies and Enforcement.* Janet Cormack (ed.). Equinet, 2004.

*Five Years of EU Migration and Asylum Policy-Making under the Amsterdam and Tampere Mandates.* Jan Niessen. MPG, 2004.

*The Implementation of European Anti-Discrimination Legislation: Work in Progress.* Isabelle Chopin, Janet Cormack and Jan Niessen (eds.) MPG, 2004.

*International Migration and Relations with Third Countries: European and US Approaches.* Jan Niessen, Yongmi Schibel (eds.) (Including: *EU Report on International Migration and Relations with Third Countries.* Jan Niessen.) MPG, 2004.

### Private foundations

Atlantic Philanthropies  
German Marshall Fund of the US  
Joseph Rowntree Charitable Trust  
Mott Foundation  
Network of European Foundations  
Open Society Institute

### Network fees

### National governmental agencies<sup>1</sup>

Australia  
Canada  
The Netherlands  
Norway  
Sweden  
Switzerland  
United Kingdom

### Private sector<sup>2</sup>

Bristol-Myers Squibb  
Capital Consulting  
Cisco Systems  
Citigroup  
Corporate Express  
Credit Suisse  
Deutsche Bank  
Goldman Sachs International  
Hewlett Packard  
IBM  
Merrill Lynch  
Morgan Stanley  
Spring Group plc  
Weil, Gotshal and Manges

### Inter-governmental agencies

### Contracts

European Commission  
European Parliament

<sup>1</sup> DPN members (Diversity Policies Network)

<sup>2</sup> Business Forum members (European Supplier Diversity Business Forum)

*Monitoring and Influencing the Transposition of EU Immigration Law.* Yongmi Schibel. EMD Issue Paper. MPG, 2004.

*Strategic Enforcement and the EC Equal Treatment Directives.* Janet Cormack (ed.). Equinet, 2004.

*Strategic Litigation of Race Discrimination in Europe: from Principles to Practice.* ERRC/Interights/MPG, 2004.

*Transposing EU Law on Legal Migration.* Yongmi Schibel. In *European Journal of Migration and Law* (Vol. 6, No. 4, 2004, pp. 395-404). Martinus Nijhoff Publishers, 2004.

### 2003

*Demographic Changes and the Consequences for Europe's Future: Is Immigration an Option?* Jan Niessen, Yongmi Schibel. MPG, 2003.

*Equality, Diversity and Enlargement – Report on Measures to Combat Discrimination in Acceding and Candidate Countries.* MEDE European Consultancy/MPG (eds.). European Commission, 2003.

*Equal Pay and Working Conditions.* Janet Cormack (ed.). Equinet, 2003.

*EU and US Approaches to the Management of Immigration.* Jan Niessen and Yongmi Schibel. MPG, 2003.

*Immigrant and Minority Businesses: Making the Policy Case.* Janet Cormack, Jan Niessen. In *European Journal of Migration and Law* (Vol. 4, No. 3, 2003, pp. 329-337). Martinus Nijhoff Publishers, 2003.

*Integration and the Role of Public Authorities.* Yongmi Schibel. In *European Journal of Migration and Law* (Vol. 5, No. 1, 2003, pp. 99-106). Martinus Nijhoff Publishers, 2003.

*Making the Law Work: The Enforcement and Implementation of Anti-Discrimination Legislation.* Jan Niessen. In *European Journal of Migration and Law* (Vol. 5, No. 2, 2003, pp. 249-257). Martinus Nijhoff Publishers, 2003.

*Protection Against Discrimination and Gender Equality: How to Meet Both Requirements.* Janet Cormack (ed.). Equinet, 2003.

*Proving Discrimination: The Dynamic Implementation of EU Anti-Discrimination Law – The Role of Specialised Bodies.* Janet Cormack (ed.). Equinet, 2003.

### 2002

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