



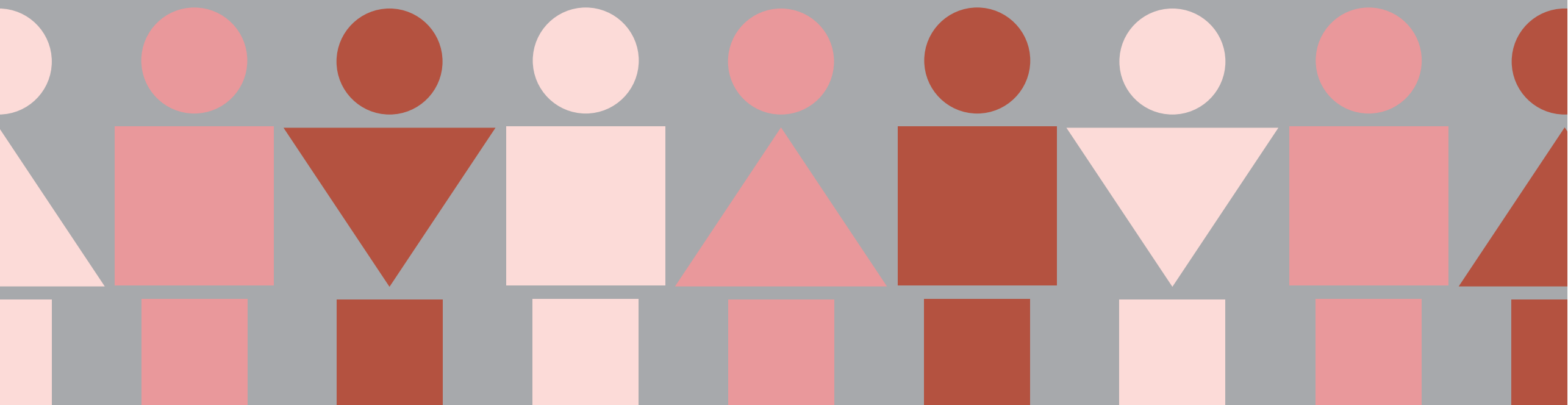
Strategic thinking  
on equality and mobility

MPG, 205 rue Belliard, Box 1  
B-1040 Brussels – Belgium  
Tel +32 2 230 5930  
Fax +32 2 280 0925  
info@migpolgroup.com  
www.migpolgroup.com



# Setting and achieving high equality standards

## Activities report 2006





# Setting and achieving high equality standards **Activities report 2006**

## **Preface**

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## Preface

MPG works and lives to set and achieve the high standards of equality and mobility implied by its vision: open and inclusive societies in which all members - those with and without an immigrant background - have equal rights, responsibilities and opportunities and a commitment to contribute to the economic, social, cultural and civic life of our diverse societies.

Strategic thinking on equality and mobility over the past decade has shown some results and MPG has made a mark on the evolving policy landscape.

### Equality

In the anti-discrimination field, MPG played a role in the design, implementation and monitoring of a legislative and policy process. MPG set and campaigned for high standards of equality, worked to incorporate these standards into the design of legislation, and monitored implementation by Member States, encouraging timely and active integration into national legislation.

As this process comes to a close, MPG can be credited for contributing to what has been a dramatic change in the anti-discrimination legislative and policy landscape over the past ten years – and engage in the next challenge. MPG now focuses on application and impact: how to make it work and how to ensure a positive impact on the lives of every individual.

Mapping the experience and needs of NGOs active in the anti-discrimination field and assessing anti-discrimination measures across Europe on grounds and in fields that are not covered by Community legislation signals a new phase in MPG's continuing efforts to set and achieve high standards of equality at each stage of evolution of European anti-discrimination policy.

### Mobility

The socio-economic approach to migration that MPG has recommended and for which it has campaigned since 2000 is growing in credence. The terms of the debate now indicate that Europe is ready to accept that migration is here to stay and needs to be dealt with. An efficient, down-to-earth approach to the phenomenon has become increasingly attractive.

With the demand for a practical, socio-economic approach in place, MPG now develops and delivers workable concepts and tools. Taking a strategic look at the rights and responsibilities of all stakeholders and the issue of integration, MPG produces best-practice handbooks, benchmarking methods and comparable data that enhance policy-makers' and practitioners' ability to act.

### Diversity

In a strategic approach to diversity, the responsiveness of mainstream institutions and organisations to the challenges and advantages of Europe's diverse populations is key. Responsiveness means meeting the challenge of providing products and services that reflect the diversity of society and harnessing the full potential of that diversity to contribute to socio-economic arrangements and processes.

MPG's diversity programme extends this approach to the supply chain by seeking to create an environment in which diverse suppliers have the same opportunities to compete for the supply of goods and services as mainstream suppliers. The pioneering initiative brings together major corporate players to develop, implement and promote supplier diversity strategies, standards and benchmarks.

This report summarises MPG's activities and outputs in 2006. The three programme areas are covered in turn: migration and integration, anti-discrimination and equality, and diversity. The report also outlines MPG's information, dissemination and networking activities. The penultimate section focuses on the organisation itself – board members, staff, partnerships and financial resources. A list of publications brings up the rear. For quick reference, the timeline overleaf maps key initiatives and projects since MPG began in 1995.



Sukhdev Sharma  
Chair



Jan Niessen  
Director

1995 1996 1997 1998 1999 2000 2001 2002 2003 2004 2005 2006 2007 2008

all areas

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

migration & integration

**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** 2003–2006

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

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

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

diversity

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

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

**Handbook on integration**  
First and second editions **best practices** 2004 & 2007

**The Index**  
Migrant integration policy index: first and second editions **comparable indicators** 2005 & 2008

**European Integration Portal**  
EU-wide information exchange **design & advocacy** 2007–2008

**The Index Group**  
Research and advocacy partnership **network** since 2006

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

**DPN**  
Diversity Policies Network **network** 2000–2006

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

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

**Supplier Diversity Europe–UK**  
**Supplier Diversity Europe–France**  
**Supplier Diversity Europe–Germany**  
New Business Forum identity and branches **network** expansion & consolidation 2006

equality & anti-discrimination

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

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

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

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

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

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

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

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

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

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

**Mapping national measures**  
Anti-discrimination on grounds and in fields not covered by EU law **impact assessment** 2006

# 1 Migration & Integration

## Setting the terms of the debate: a socio-economic approach

Migration is increasingly cast as a potential asset with a positive and possibly necessary role to play in developing responses to Europe's demographic and economic constraints.

While immigration as a labour market strategy is now well-established in the policy debate, resting on the hard-won idea that migrants contribute to growth and prosperity, a clear perspective on the conditions that enhance or restrict that contribution remains a challenge.

The benefit of clarifying what these conditions are is that they speak to the overarching objective of social cohesion and societal integration in general - the potential opportunities and contributions of all members of society.

By focussing on the rights, responsibilities and opportunities of migrants, migration and integration policies are placed in their true and wider context - Europe's diverse societies.

## Migrant citizenship and integration

The concept of **migrant citizenship** hones in on the rights, responsibilities and opportunities that modulate the potential contribution of migrants to economic, social, cultural and civic life. This citizens-centred perspective locates the migrant within a policy and legal framework through which the pathway to integration can be mapped – and measured.

MPG set out the terms of a citizens-centred approach in a study on **benchmarking integration** commissioned by the European Parliament. In preparing the ground for a benchmarking methodology, the study clarifies key but often ill-defined questions and definitions concerning who the target groups are, what the process of integration is, how impediments to it can be identified, and what indicators can measure it.

In addition to addressing the content of the concept of migrant citizenship, the study also maps its context: the policy landscape in which approaches to integration evolve and can be developed and evaluated.

*From labour-market strategy to citizen-centred integration: harnessing the advantages of migration and responding effectively to its challenges.*

*Setting up a System of Benchmarking to Measure Integration Policies in Europe*

- What is integration?
- successful integration vs. successful integration policies
- inputs vs. outputs

## 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.

DPN members 2005-2006:  
• Australia, Canada, The Netherlands, Norway, Sweden, Switzerland, United Kingdom

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. The **annual workshop** focused on citizenship and related legislative and policy developments.

DPN workshop on emerging citizenship policies:  
• language requirements  
• knowledge tests  
• shared citizenship  
• ceremonies and oaths

## Producing comparable data

MPG began research and data collection for the **Migrant Integration Policy Index**, the second round of an innovative project (formerly known as the European Civic Citizenship and Inclusion Index) to produce the first quantitative and comparable data on integration policies in Europe.

The Index covers the EU-25, Norway, Switzerland and Canada.

The Index is unique because it enables comparisons between national policies, against European standards and, with the forthcoming second edition, over time.

Member States are scored against a series of specific **policy indicators** in six policy areas, with the ultimate benchmark of granting immigrants rights and obligations comparable to EU citizens.

The Index uses over 100 indicators in 6 key policy areas:  
• Labour Market Access  
• Family Reunion  
• Long Term Residence  
• Naturalisation  
• Anti-Discrimination  
• Political Participation (new for Index 2006)

## Mobilizing expertise

The Index drives and draws on a growing network of partners known as the **Index Group**, lead by MPG and the British Council. While the first Index was researched and produced by 4 partners, this second round mobilises more than 20 partner organisations.

The Index Group:  
• think tanks  
• policy oriented academic institutes and foundations  
• advocacy NGOs  
• NGOs providing direct services to migrants  
• stakeholder coalitions  
• research partners at the University of Sheffield and the Université Libre de Bruxelles  
• scientific board of integration experts

The Index Group owes half its membership to the European Migration Dialogue (EMD), a civil society network that MPG set up and built up across Europe and which contributed to and has now been absorbed by the Index Group.

The Index will be launched in Brussels and London at a series of high-profile events for the European press, policy and academic communities, followed by national launches and seminars in 21 countries across the EU.

### Developing best practices

The *Integration Handbook for Policy Makers and Practitioners* is a compendium of practical ideas and comparison of good practices that is made available in all community languages.

After the success of the first edition (2004), which was widely praised and is highly regarded by EU institutions, MPG produced the second edition of the handbook, at the request of the European Commission.

The Handbook was the product of a series of *technical seminars* at which a broad range of stakeholders, from NGOs to governmental officials, exchange information and best practices. The seminars were hosted by different Member States and supported by issue papers drafted by MPG.

This second Handbook, like the first, served as a background document for an EU Integration Ministers' Conference.

### Promoting relevant exchange

MPG put together a consortium to develop and implement the *European Integration Website Portal*, a European Commission project to create an EU-wide one-stop-shop for integration related documents and platform for information and best practice exchange.

The project partners command a strong blend of expertise in IT services, public sector web projects, social marketing, network management and of course integration. MPG's role is to define the content and the context of integration – what it is about and who the stakeholders are – in order to set appropriate targets and produce relevant and reliable material.

#### Handbook I topics:

- ♦ introduction of newly arrived immigrants and recognised refugees;
- ♦ civic participation;
- ♦ indicators;
- ♦ annex on translating policies into programmes

#### Handbook II topics:

- ♦ housing and urban issues;
- ♦ labour market and economic inclusion;
- ♦ mainstreaming;
- ♦ integration governance

#### Technical seminars:

- ♦ Copenhagen, Lisbon, London, Tallinn, Rome, Dublin, Berlin and Madrid

#### Integration Portal consortium:

- ♦ MPG: Think tank - *scientific expertise*
- ♦ EURO CITIES: Network of major European cities – *stakeholder network*
- ♦ Social Change Online: public sector web services – *social marketing*
- ♦ Unisys: IT services – *project manager*

### Enabling co-operation

MPG facilitates an initiative of the Network of European Foundations (NEF) to bring together a group of high-profile foundations active in the field of integration and migration.

The *European Programme for Integration and Migration* (EPIM) aims to build co-operation between the foundations and increase their visibility in the field, in order to engage a wide range of stakeholders in the promotion of constructive integration policies.

The foundations have engaged in a series of *national consultations* and have agreed on a joint programme.

### Outcome

MPG's programme on migration and integration 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.

#### EPIM partners:

Atlantic Philanthropies, Bernard van Leer Foundation, Compagnia di San Paolo, European Cultural Foundation, Freudenberg Stiftung, Fondation Bernheim, Fundação Calouste Gulbenkian, Joseph Rowntree Charitable Trust, King Baudouin Foundation, Mother and Child Education Foundation, Robert Bosch Stiftung

#### National consultations:

Brussels, Lisbon, London, Stuttgart

## 2 Anti-Discrimination & Equality

### Beyond transposition

The implementation of European equality law is nearing completion. As the issue of transposition recedes, other priorities take centre stage: the effective enforcement of the legislation and the very limits of the law.

MPG's extensive monitoring of legislative and policy developments across the EU continued to track the deployment of standards and flag up anomalies. This growing body of knowledge and experience prepared the ground for reflection on key issues, such as positive action and mainstreaming; for increasingly intensive field exercises, namely impact assessment, needs analysis and capacity building; and the first steps of further standard setting.

### Monitoring equality across the EU

MPG's long-standing network of legal experts continues to grow in step with the EU to cover the five discrimination grounds under the Racial and Employment Equality directives in all the Member States.

The network feeds into an extensive range of **monitoring products** under a project co-managed by MPG and contracted with the European Commission. Legal seminars bring together Member State and Commission officials and representatives from equality bodies, national organisations and European networks working against discrimination.

This work has laid a solid foundation for the development of legal and policy impact assessments with a view to better protection of victims of discrimination, as well as more effective prevention of discrimination.

### Stimulating 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 and, functioning as both international partner and secretariat, stimulated and facilitated its development

towards a fully-fledged network of 28 partners in 22 countries known as **Equinet**, the European Network of Equality Bodies.

Equinet is now poised to establish itself as a legal entity with its own secretariat. MPG continues to service Equinet during the transition period, in particular to facilitate exchange, reflection and analysis and produce a series of **expert papers**.

### Capacity building

MPG also contributes to the design and delivery of targeted **training** for equality body staff, drawing among other things on its experience mapping the situation and needs of NGOs dealing with anti-discrimination legislation and subsequently designing and delivering training to them (2004-2005).

These exchange and capacity building exercises articulate and address key issues for the uniform implementation of equality law and the levelling-up of legal protection, namely the interpretation of concepts, enforcement strategies and policy development.

### Mapping uncharted ground

Community law does not cover all grounds of discrimination in all fields. In the final phase of implementation of existing legislation, the question of whether to extend it starts to arise and a new phase of policy development begins to take shape.

MPG has entered this early stage of the debate by **mapping and assessing** national measures to combat discrimination in fields and on grounds where community legislation has not been introduced. The study was conducted on behalf of the European Commission.

### Outcome

MPG's anti-discrimination programme increased the body of knowledge on equality 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.

Equinet objectives:

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

Equinet expert papers:

- ♦ *Strategic Enforcement: Powers and Competences of Equality Bodies*
- ♦ *Dynamic Interpretation: European Anti-Discrimination Law in Practice*
- ♦ *Equality Mainstreaming: A Perspective from the Equality Bodies*

Equinet training seminars:

- ♦ **Budapest:** Practical implementation of European Anti-discrimination Law – obstacles, best practices and case law
- ♦ **Vienna:** Policy-making strategies: compliance through codes of conduct
- ♦ **Bucharest:** Solving discrimination cases on grounds of disability, sexual orientation and multiple discrimination (race, religion and gender)

Mapping and impact assessment of national measures to combat discrimination on the grounds of sex, religion or belief, disability, age and sexual orientation outside the field of employment

Legal network products:

- ♦ 25 baseline country reports covering 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 seminars



### 3 Diversity

#### Adding a new dimension to diversity

Europe's populations are diverse. Social and economic imperatives of equality and efficiency demand that mainstream organisations in the public and private sector develop strategic responses to diversity that successfully address its challenges and harness its potential.

MPG's focus on supply chain diversity adds a new dimension to the diversity debate and to corporate diversity policies in particular.

#### Mobilising businesses

MPG continued to grow its supplier diversity initiative 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 sourcing and selection 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. **Supplier Diversity Europe** has expanded its UK corporate membership from 12 to 18 and successfully launched programmes in France and Germany, to be followed by the Netherlands and Sweden.

#### Raising awareness

Supplier Diversity Europe is increasingly pushing its agenda into national and European policy arenas. Working relationships with supplier relations organisations have been developed through an intensive series of MPG-facilitated roundtables. MPG also secured high-level government participation for the launch of the French and German programmes.

#### Developing tools

Supplier Diversity Europe and MPG run trademark workshops and briefings for members, suppliers and other stakeholders; produce information and research packages for

members' internal and external use; and maintain a website to support both promotional activities and internal communications.

In addition to the **tools** listed above, Supplier Diversity Europe has set up a supplier database. Developed through consultations with suppliers and buyers, the self-registration system backed up by meet and greet events actively links corporate members to a pool of eligible potential suppliers.

#### Outcome

MPG contributed to a greater awareness of the socio-economic advantages of diversity and enhanced the capacity of stakeholders, in particular in the private sector, to act at their level and in their sphere of competence.

Supplier Diversity Europe:

- Encourages companies to create and execute Supplier Diversity programmes
- Raises awareness and builds support amongst governments at national and European levels
- Recommends public policy options to push the Supplier Diversity agenda forward

Tools:

- **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
- **information and research package:** topics include the business case for supplier diversity; European anti-discrimination policies
- **database:** gives corporate members access to a growing pool of eligible, potential suppliers

## 4 Information, Dissemination & Networking

Information, dissemination 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

MPG has established its reliability as an information source through a series of **regularly updated products** and contributions that provide sustained monitoring and analysis.

The *Migration News Sheet*, over twenty years old and published every month, continues to keep subscribers abreast of immigration, integration and anti-discrimination affairs. The 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. 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.

With the second edition of the *Handbook on Integration* and the second round of the *Integration Index*, MPG's expertise and experience in this field have become a reference for policy-makers and practitioners alike.

### Mobilizing expert and stakeholder networks

Creating **platforms for dialogue and exchange** is integral to the process of generating information. A raft of seminars and workshops 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

#### *Migration News Sheet*

- ♦ monthly information on policy developments at the national and European levels in the areas of immigration and asylum, integration and anti-discrimination since 1983

#### *European Anti-Discrimination Law Review*

- ♦ bi-annual information on legislative developments at national and European level since 2005, available in English, French and German

#### *Anti-Discrimination Country Reports*

- ♦ on 28 European countries since 2001

#### *Migration Country Reports*

- ♦ on 18 European 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

#### *Handbook on Integration for Policy Makers and Practitioners*

- ♦ 2 editions: 2004 & 2007

#### *Migrant Integration Policy Index*

- ♦ 2 editions: 2005 & 2007 (forthcoming)

Platforms for dialogue and exchange include:

- ♦ technical seminars for the Integration Handbook (p.8)
- ♦ Equinet expert meetings (p.11)
- ♦ Supplier Diversity Europe workshops and briefings (p.13)
- ♦ diversity policy seminars (p.7)
- ♦ anti-discrimination legal seminars (p.10)
- ♦ Index Group meetings (p.7)

a specific field and to produce relevant and reliable contributions to that field.

MPG continued to manage and develop a series of **network websites**. These online platforms facilitate information exchange between participants, disseminate information to network participants, and document their co-operation.

### 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.

The MPG website [www.migpolgroup.com](http://www.migpolgroup.com) provides access to all MPG products and the monthly **MPG e-news** keeps stakeholders abreast of MPG's most recent and upcoming publications, events and developments.

### Outcome

MPG generates and delivers topical and targeted information through a variety of channels and in different formats to a wide range of stakeholders, enhancing their ability to act and contributing to better-informed policies. MPG's capacity to support co-operation and service networks strengthens and extends links between stakeholders.

Network websites:

- ♦ [www.equineteurope.org](http://www.equineteurope.org) provides Equinet partners with an online forum and a database of information on anti-discrimination legislation and cases
- ♦ [www.supplierdiversityeurope.eu](http://www.supplierdiversityeurope.eu) promotes the supplier diversity concept and brand, provides an internal communication platform and hosts a supplier database to link eligible suppliers and corporate members.
- ♦ [www.integrationindex.eu](http://www.integrationindex.eu) informs the public of project progress, supports communication with partners and will provide a sophisticated search function for users to easily find and graphically display the datasets of their choice.

## 5 The Organisation

### Board members

MPG's Board members are selected to ensure a diversity of expertise and ethnic and national origin.

Mr Sukhdev Sharma	Chair; former Chief Executive of the British Commission for Racial Equality and a member of the EU Social and Economic Committee
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
Ms J.R.H. Maij-Weggen	Her Majesty's Governor in the Province of Noord-Brabant in The Netherlands
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 & integration
Ms Carmen Claudin Urondo	Deputy Director of Cidob, Barcelona

### Staff members

MPG's staff is multi-disciplinary, multi-lingual and of different national and ethnic origin.

Jo-Ann Butler	Programme Director
Zoe Catsaras	Project Coordinator (since September 2006)
Isabelle Chopin	Deputy Director
Antonio Cruz	Editor of the Migration News Sheet
Beth Ginsburg	Programme Manager
Liz Holford	Supplier Relations Manager (since 2007)
Thomas Huddleston	Policy Analyst (since October 2006)
Karin Hunin	Office Manager
Jan Niessen	Director
Soraya Obura	Communications Officer
Fiona Palmer	Legal Analyst
Yongmi Schibel	Programme Officer (until June 2006)
Emilie Tourneau	Intern (from March to July 2006)
Nele Verbruggen	Policy Analyst (from February to October 2006)

### Strategic alliances

MPG values partnerships and co-operation with other persons and organisations. In 2006, MPG established strategic alliances with several of its partners to maximise the outcome and impact of a number of projects.

The Index	The <b>British Council Brussels</b> is one of the major partners in the Migrant Integration Policy Index project (p.7).
Legal Experts	The European Network of Legal Experts in the Non-Discrimination Field is co-managed with <b>Human European Consultancy</b> (p.10).
Journal & Book Series	MPG's alliance with the <b>University of Nijmegen's</b> Centre for Migration Law is behind the European Journal of Migration Law and the Immigration and Asylum Book Series (p.14).
Stakeholder network	MPG teams up with <b>EUROCITIES</b> for integration related projects such as the European Integration Portal (p.8).
ICT expertise	MPG works with <b>Social Change Online</b> to develop innovative and targeted communication methods and network support tools (p.8, p.15).

### Financial resources

MPG receives support from a variety of sponsors, primarily inter-governmental agencies and private foundations. MPG also collects membership 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.

### Sponsorship

Inter-governmental agencies	European Commission European Parliament International Organisation for Migration (IOM) United Nations High Commission for Refugees (UNHCR)
Private foundations	Atlantic Philanthropies Network of European Foundations Joseph Rowntree Charitable Trust

<b>Membership fees</b>	
National governmental agencies <sup>1</sup>	Australia Canada The Netherlands Norway Sweden Switzerland United Kingdom
Private sector <sup>2</sup>	Accenture Adecco Bristol-Myers Squibb Capital Consulting Cisco Systems Citigroup Corporate Express Credit Suisse Deutsche Bank Goldman Sachs International Hewlett Packard IBM Merrill Lynch Morgan Stanley Pfizer Spring Group plc Weil, Gotshal and Manges Williams Lea
<b>Contracts</b>	
Inter-governmental agencies	European Commission European Parliament Organisation for Security and Co-operation in Europe (OSCE)

## 6 Publications 2006

Overview of publications and papers prepared in 2006 by MPG or MPG partnerships.

*Benchmarking Integration: A European System to learn from successful integration policies.* Thomas Huddleston, Jan Niessen. European Parliament, 2007.

*Handbook on Integration for Policy Makers and Practitioners – Second Edition.* Jan Niessen, Yongmi Schiebel. European Commission 2007.

*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, 2006.

*Catalysts for Change? Equality Bodies according to Directive 2000/43/EC – existence, independence, effectiveness.* Rikki Holtmaat, European Network of Legal Experts in the non-discrimination field. European Commission, 2006.

*Comparative analysis on national measures to combat discrimination outside employment and occupation.* Aileen McColgan, Jan Niessen, Fiona Palmer. European Commission, 2006.

*Developing Anti-Discrimination Law in Europe: The 25 EU Member States compared.* Mark Bell, Isabelle Chopin and Fiona Palmer, European Network of Legal Experts in the non-discrimination field. European Commission, 2006

*Dynamic Interpretation: European Anti-Discrimination Law in Practice.* Soraya Obura, Fiona Palmer (eds.). Equinet, 2007

*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.

*Equality Mainstreaming: A Perspective from the Equality Bodies.* Soraya Obura, Fiona Palmer (eds.). Equinet, 2007.

*European Anti-Discrimination Law Review, Issue Three.* Human European Consultancy/MPG (eds.). European Commission, 2006

*European Anti-Discrimination Law Review, Issue Four.* Human European Consultancy/MPG (eds.). European Commission, 2006

*Measuring Discrimination: Data Collection and EU Equality Law.* Timo Makkonen, European Network of Legal Experts in the non-discrimination field. European Commission, 2006.

*Migrant Citizenship: Shaping Integration Agendas in Europe.* MPG/NEF 2006.

*Policies on integration and diversity in some OSCE participating States.* MPG. OSCE, 2006

*Religion and Belief Discrimination in Employment – the EU law.* Lucy Vickers, European Network of Legal Experts in the non-discrimination field. European Commission, 2006.

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

Further information and additional reports and publications are available on [www.migpolgroup.com](http://www.migpolgroup.com)

<sup>1</sup> DPN Members (Diversity Policies Network)  
<sup>2</sup> Supplier Diversity Europe Members



## Strategic thinking on equality and mobility

Policy development across Europe

policy **design & advocacy**

broad **consultations**

policy **monitoring**

building stakeholder **networks**

disseminating **best practices**

developing **indicators**

enhancing **capacity**

assessing **impact**