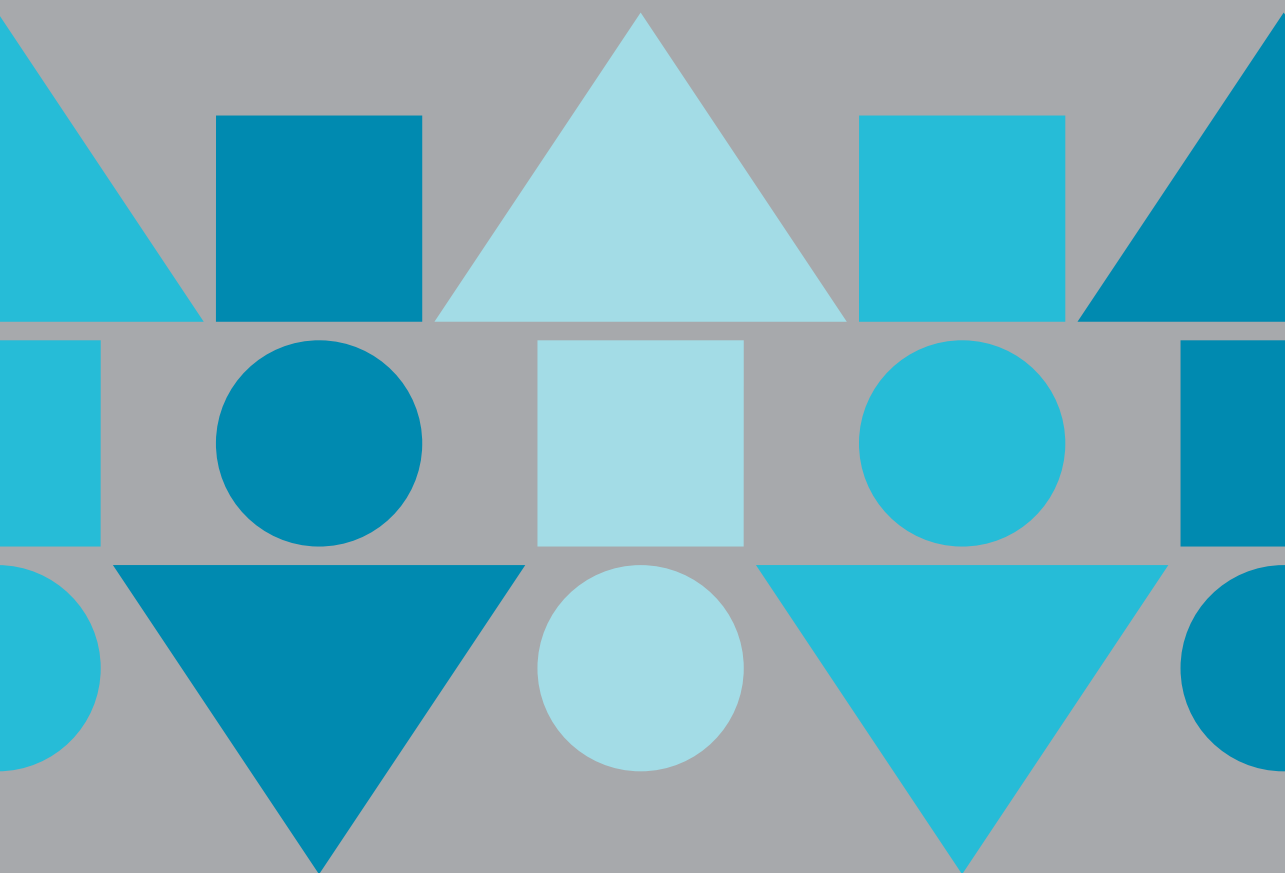




# From Principles to Practice

Activities report  
2007



# From Principles to Practice **Activities report 2007**

## **Preface**

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## Preface

This report presents an overview of MPG's activities in 2007. Building upon earlier achievements, MPG expanded its three programmes, namely migration and integration, anti-discrimination and equality, and diversity. While we continued to promote a citizen-centred approach in these three areas, we also developed practical tools for practitioners and policy-makers.

We strongly welcome the fact that the number of organisations actively engaged in action and debate on mobility and equality is on the increase. This calls for the setting of high quality standards for programme development and delivery. It also calls for the forging of new strategic and practical partnerships. Consequently, we have devoted much time and resources to the development of such techniques as benchmarking, peer review and training national trainers. In addition, we were able to deepen and expand our partnerships with a variety of organisations across Europe.

We hope that you enjoy reading this report.



Dev Sharma  
Chair



Jan Niessen  
Director

## Mission Statement

In 2007 MPG refined its mission statement for open and inclusive societies setting out its vision and values:

### Vision

MPG wants to see 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.

### Mission

MPG's mission is to contribute to lasting and positive change resulting in open and inclusive societies by stimulating well-informed European debate and action on migration, equality and diversity, and enhancing European co-operation between and amongst governmental agencies, civil society organisations and the private sector.

We articulate this mission through four primary activities focused on harnessing the advantages of migration, equality and diversity and responding effectively to their challenges:

- Gathering, analysing and sharing information
- Creating opportunities for dialogue and mutual learning
- Mobilising and engaging stakeholders in policy debates
- Establishing, inspiring and managing expert networks

### Values

Commitment to the cause: each member of the MPG team holds both a professional and personal commitment to the issues of migration, equality and diversity

Social entrepreneurship: we value our agility in creating innovative projects that further our vision

Partnerships: we value partnerships recognising that they are key to the achievement of our vision

Rigorous analysis: we pursue our vision through carefully researched and argued reports, strategic tools and recommendations

Independence: we seek and maintain relationships with a broad spectrum of stakeholders, ensure diversified sources of income, and implement projects and programmes in accordance with our vision and values.

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

**European Immigration Portal**  
Global information exchange **design & advocacy** 2008–2011

**Benchmarking integration policies**  
**impact assessment** 2007

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, second and third editions **comparable indicators** 2005, 2007 & 2009

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

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

**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**  
New Business Forum identity and branches **network** expansion & consolidation since 2006

**INTI-Cities**  
Benchmarking and peer review of local integration policies **comparable indicators** 2007–2009

equality & anti-discrimination

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

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

**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

**Networks of Legal Experts**  
Anti-discrimination monitoring **network** since 2000

**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 on grounds of racial & ethnic origin, religion or belief at national level **monitoring** since 2002

**National implementation**  
Implementing anti-discrimination standards on all Article 13 grounds **monitoring** since 2004

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

# 1 Anti-Discrimination & Equality

## Expanding anti-discrimination policies

All 27 EU Member States were required to change or adopt their anti-discrimination laws in order to comply with the two European anti-discrimination directives. The European Commission facilitated the monitoring of this process by working with the group of independent legal experts that is coordinated by MPG together with the Human European Consultancy.

The numerous reports and information provided by the [European network of independent legal experts in the non-discrimination field](#) to the European Commission enabled the institution to take informed action towards Member States which had not correctly nor timely translated European norms into national law.

## The Racial Equality Directive as a benchmark

Of the anti-discrimination directives, the Racial Equality Directive offers better protection outside the employment field as it also covers social protection including social security and healthcare, social advantages, education, provision of and access to goods and services including housing. The Directive granting protection on the basis of religion or belief, age, sexual orientation and disability is limited to the employment field.

In an [Inventory](#) prepared for the Commission, MPG explored to what extent this European difference was reflected in national situations. The analysis investigated what it would take to bring protection against discrimination on all grounds to the same level as protection for race and ethnicity. It was undertaken against the backdrop of the European Year of Equal Opportunities for All, during which such an expansion was debated.

In this detailed snap-shot of current anti-discrimination policies and assessment of their impact, the [Inventory of Existing National Measures Combating Discrimination outside Employment and their Impact](#), took a two-fold approach:

Strand I sets out the laws across EU Member States and five 'comparator' countries (Australia, Canada, New Zealand,

### Impact of the Legal Network

- On the basis of the Legal Network's output, in 2007 the Commission sent formal requests to 14 Member States to fully translate the Racial Equality Directive into national law
- Critical points included: protection limited to the work-place; definitions divergent from the Directive; inconsistencies in provisions designed to help victims of discrimination (shift of the burden of proof; protection against victimisation; legal standing for organisations)

### Inventory and impact of national measures to combat discrimination outside employment

- The law in EU Member States and 5 comparator countries
- Discrimination grounds: sex, sexual orientation, disability, religion & belief, age
- Application of national measures outside employment
- Comparison of prospective impact assessments

South Africa, and the USA) on discrimination on grounds of sex; sexual orientation; disability; religion and belief; and age, where it falls outside the scope of EC law.

Strand II provides information on the impact of existing national measures combating discrimination. It considers the methodologies of impact assessments and the impact which anti-discrimination legislation has had in various jurisdictions along with a summary of conclusions reached by the selected impact assessments.

By outlining the impact assessments undertaken by the countries involved, the study fed directly into the prospective impact assessment the Commission would undertake after the focus Year.

## Making anti-discrimination law work

With anti-discrimination legislation in place, MPG turned to its implementation. NGOs, lawyers, trade unions and employers are well positioned to make anti-discrimination law work. These actors were informed about the law, by for example, sharing reports with them produced by the network of legal experts as well as delivering expertise at conferences.

The [European Network of Legal Experts](#) continues to monitor the appropriate transposition and implementation of the two European Anti-discrimination Directives.

## Training national trainers

MPG also rolled out training programmes across the European Union providing [training on Anti-discrimination on all grounds](#) and [Diversity Management](#) in a series of seminars across Europe (all EU member states, Iceland, Liechtenstein, Norway and Turkey were involved in the project).

Anti-discrimination training manuals for the use of NGOs and trade unions were updated for the existing manuals as a follow-up to the 2005 project "Capacity building for civil society dealing with anti-discrimination", and new manuals were written for the countries joining the project.

### The Legal Network produced:

- 25 updated country reports on developing anti-discrimination law, the state of transposition of European equality legislation and the political climate (in all EU Member States)
- Comparative analysis of the 25 updated country reports
- Annual legal chapter of the Commission's Annual Equality Report
- Thematic reports to deepen the understanding of stakeholders: Segregation of Roma children in education; Beyond formal equality; Equal Rights versus Special Rights
- Bi-annual Law Review to monitor legislative development
- Annual legal seminar: Experts and stakeholders from the EU-25 discuss challenges met in transposing the two Directives

### Anti-discrimination and Diversity Management Training seminars:

- Training national NGOs and trade unions on fighting discrimination in 27 countries
- Cities include: Athens; Bratislava; Bucharest; Budapest; Copenhagen; Edinburgh; Helsinki; Innsbruck; Lefkosa; Lisbon; Ljubljana; London; Luxembourg; Lyon; Madrid; Oslo; Paris; Prague; Riga; Rome; Sofia; Stockholm; Tallinn; Thessaloniki; Vienna; Warsaw
- Updating and translating of both Anti-discrimination and Diversity Training Manuals into all EU official languages, Norwegian, Icelandic and Turkish

## 2 Migration & Integration

### Responding to a greater need for information and analysis

In recent years migration and immigrant integration moved up on the agendas of a growing group of governmental and non-governmental actors at local, national and European levels. As a result, there has been a growing need for sharing information and analysis as well as comparing policies and exchanging practices.

### Comparing policies

Riding on the success of the first edition, MPG has continued research and data collection, publishing the second edition of the [Migrant Integration Policy Index](#) in 2007, and paving the way for the third. The project not only provides comparable data on integration policies in Europe but assists stakeholders in using the data for policy-making.

The Index is unique because it enables comparisons between national policies against European standards, and highlights policy changes enabling countries to track their performance over time against a back-drop of best practices.

Member States are scored against a series of specific [policy indicators in six policy areas](#), with the goal of reaching equal opportunities and active participation of immigrants comparable to the rights and responsibilities of EU citizens.

The Index was launched in 21 countries across Europe at [high-level events](#) from Helsinki to Lisbon, and from Dublin to Warsaw, as well as in Ottawa, Canada. The launches took on a range of formats from parliamentary debates to migrant consultations and training seminars, fuelling fact-based debates relating the MIPEX results to the hot-topics in each national context.

### Energising the network

The partnership producing the MIPEX, the European Migration Dialogue (now the Index Group) led by MPG and the British Council, has expanded considerably in 2007, growing from 6 to 21 national partners. These partners represent a wide range of civil society actors from foundations

These anti-discrimination training manuals were translated into the national languages and include specific information on training methodology; European anti-discrimination law; national information; funding possibilities on both national and European levels; and a mapping section analysing the situation of NGOs and trade unions on the national level. National anti-discrimination trainers were trained, and in return trained national NGOs and trade unions in two seminars.

Similarly, Diversity training manuals were written and translated into EU national languages. A National Diversity Trainer was given training, and in turn delivered training for companies on diversity at the national level.

### A new network of equality agencies

Equality agencies are now established across Europe and they play an important role in supporting victims of discrimination, designing preventative strategies and formulating anti-racist policies.

MPG, together with a number of these agencies, created the [European Network of Equality Bodies](#) (Equinet) and served as its secretariat. Equinet aims for full implementation of equal protection from discrimination by stimulating exchange and analysis, supported by a series of expert papers. Mid-2007, the network was developed into a fully-fledged organisation and MPG transferred the secretariat to the newly created administration with 28 member organisations in 22 countries.

### Outcome

MPG's work is increasing academic attention for, and knowledge of, anti-discrimination policies and law. It is effectively enabling stakeholders (including the European Commission) to remind national governments of their obligations under Community anti-discrimination law. MPG is powerfully strengthening the implementation of anti-discrimination policies and laws, having put in place a network of enforcement agencies, NGOs, and legal experts, by raising awareness among key actors thus enhancing their capacity to combat discrimination and support its victims.

#### Products in 2007

- 12 x [Migration News Sheets](#) providing factual monthly news
- [European Journal of Migration and Law](#), a scholarly source of information and platform for discussion on migration law and policy in Europe
- [Immigration & Asylum Book Series](#) with detailed analysis on these issues

#### The Index uses over 140 indicators in 6 key policy areas:

- Labour Market Access
- Family Reunion
- Long Term Residence
- Access to Nationality
- Anti-Discrimination
- Political Participation

#### Endorsing the MIPEX

- 21 national launch events in 21 different countries
- Parliamentary debates; academic roundtables; local press conferences; political briefings; migrant consultations and training seminars
- 9 translations
- 113 signatories
- 1.6 million website hits
- 400 press articles

#### Equinet

- Resource base for exchange of legal expertise, enforcement strategies, training and best practice
- Platform for dialogue with EU institutions
- Production of expert papers

to NGO service-providers, think-tanks, universities, and migrant consultative bodies. In addition, the study brings together over a hundred independent legal experts.

### Providing tools for exchange of good practices

In a study for the European Parliament, MPG made the case for using benchmarking as a tool to improve integration policies and practices. The report, [Benchmarking Integration](#), was published in French and English.

The report was delivered to the European Parliament, who distributed it at the Potsdam meeting of EU Ministers responsible for Integration, thereby directly reaching policy-makers as well as further influential stakeholders. The report can be seen as MPG's contribution to the ensuing debates on the use of integration indicators.

### Mutual learning

MPG has continued developing the [Handbook on Integration for policy-makers and practitioners](#), building on the success of the first edition to publish a second handbook and is now working on the third edition.

The second edition contains a mix of methodological and substantive subjects including analyses of mechanisms for implementing successful integration strategies and details of best practices and lessons learned.

The Handbook is developed in cooperation with the National Contact Points on Integration and is based on the outcomes of a series of thematic technical seminars hosted by ministries responsible for integration in Member States at which a broad range of stakeholders, from NGOs to governmental officials, exchange information and best practices. The seminars are hosted in different European cities and supported by issue papers drafted by MPG.

The second Handbook was presented at the EU Inter-ministerial conference on Integration in Potsdam by the European Commission, just as the first edition was presented at the Inter-ministerial Conference in Groningen in 2004.

- Benchmarking Integration:**
- Setting up a System of Benchmarking to Measure the Success of Integration Policies in Europe
  - Clarifying integration and its processes
  - Identifying target groups, obstacles and indicators
  - Mapping the policy landscape

- Expanding the **Handbook on Integration** for policy-makers and practitioners
- Technical seminars across Europe
  - Structures for implementing successful integration
  - Best practices in housing and economic integration

### Providing a platform for exchange

In order to provide an EU-wide platform for information and best practice exchange on integration, MPG has been developing the [European Web Site on Integration](#) for the European Commission. Having brought together a consortium to develop the portal, MPG entered the first phase of the project, contributing scientific expertise including content, methodology and governance documents to the user-centred website for launch in 2008. MPG's role is to define and collect 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.

#### European Web Site on Integration

- Policy & practice exchange
- Official EU information
- National legislation and country information
- Civil society resources
- Case studies of integration practices
- Contacts directory

### Learning from ground-level

Continuing MPG's advances in providing useable, practical tools for integration, MPG is developing new methods to benchmark integration governance in European cities.

In partnership with the Eurocities network and Ethics etc, the [INTI-Cities](#) project focuses on benchmarking successful integration governance structures in European cities and promoting innovative models based on forging links between key actors at local, national and European levels.

Combining good practice identification methods in selected cities, with a comprehensive dissemination and dialogue strategy, the benchmarking is achieved through a pilot peer review system delivering expert-validated comparative data on integration practices. These results will feed into a report giving practical guidance on integration governance.

#### INTI-Cities

- Analysis of preparatory reports
- Peer review sessions in European cities
- Cities reports and comparative analysis
- Practical tools for implementing new integration governance methods
- 6 cities to be reviewed: Düsseldorf; Genoa; Helsinki; Lyon; Malmö; Rotterdam
- 6 peer cities carrying out the reviews: Amarooussion; Barcelona; Belfast; Milan; Tampere; Utrecht

### Outcome

MPG's work is enabling stakeholders (including authorities) to review national and European migration and integration policies. For that purpose MPG designed a creative instrument for a rights-based and citizens-centred approach to migration. MPG's work is raising awareness of the linkages as well as the gaps between national and European policies. MPG is enhancing the capacity of stakeholders to act by authoring handbooks, providing platforms for exchange and co-operation, and by developing tools for mutual learning.

## 3 Diversity

### Bringing supplier diversity to business

Recognising the benefits diversity can bring to businesses, not only through corporate social responsibility programmes but through increasing supplier diversity, MPG continued to run the business-led initiative [Supplier Diversity Europe](#). Taking creative and proactive steps, Supplier Diversity Europe works towards ensuring equal opportunities for under-represented businesses such as minority ethnic-owned, women-owned and disabled people-owned organisations in their procurement bids. With the aim of creating a free and fair environment for under-represented small and medium sized enterprises (SMEs) to compete for private and public sector contracts, the network facilitates business relationships based on fair competition, equal opportunities and corporate citizenship.

#### Supplier Diversity Europe

- Strengthens supplier diversity programmes
- Facilitates new business relationships with under-represented suppliers
- Informs key audiences on supplier diversity
- Recommends public policy options to national and EU governments

addresses this need for information by increasing understanding through research, and tracking legislative developments in the European Union. The network builds support for supply chain diversity and provides public policy recommendations as well as delivering expertise at numerous high-level events.

### Outcome

The concept of supplier diversity is itself becoming more widely understood and, when put into practice, will improve the socio-economic position of disadvantaged groups in society. Employees of public and private organisations have a greater awareness of the potential of minority and immigrant-owned businesses, and increasingly, they are finding ways and means to meet and engage with each other.

### Building capacity

Members from varied business sectors drive the network's agenda and, facilitated by workshops and round-tables, share obstacles and achievements to building effective supplier diversity programmes for implementation. Members are further supported with materials such as briefing papers and training manuals, as well as assistance to evaluate their existing supplier profiles and to measure progress.

### Forging business relationships

Wide [engagement](#) and partnership with supplier relationship organisations, regional development agencies, corporate members, as well as over 200 SMEs registered on a dedicated database, enables the network to host 'meet and greet' events providing a forum for new business opportunities. Two Supplier Diversity Days were held where businesses had the opportunity to meet ambassadors and buyers from member companies.

#### Engagement

- 2 x Supplier Diversity Days, workshops and roundtables
- 'Meet and greet' events
- Database of under-represented SMEs
- Corporate membership
- Engagement with stakeholders
- Research on demographic change and the make-up of under-represented businesses in Europe
- Briefing on EU legislative developments
- Delivering information to external events
- Public and members-only website

### Widening the field

Raising awareness of the merits of supplier diversity increases corporate interest and provides more opportunities for the business environment. Supplier Diversity Europe



## 4 Information, Dissemination & Networking

MPG continues to build on its information, dissemination and networking activities to stimulate well-informed policy debates and enhance cooperation between stakeholders. MPG draws on the extensive expertise developed within productive networks which define and deliver relevant and reliable information. Targeted dissemination ensures that this fact-based knowledge attains its highest impact.

### 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 and third round of the *Integration Index*, MPG's expertise and experience in this field has 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

#### *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 27 European countries since 2003

#### *European Journal of Migration and Law*

- ♦ quarterly journal since 1999 co-published by MPG

#### *Immigration and Asylum Book Series*

- ♦ 15 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

#### **Platforms for dialogue and exchange include:**

- ♦ technical seminars for the Integration Handbook (p. 10)
- ♦ Equinet expert meetings (p. 8)
- ♦ Supplier Diversity Europe workshops and briefings (p. 12)
- ♦ diversity policy seminars (p. 13)
- ♦ anti-discrimination legal seminars (p. 7)
- ♦ Index Group meetings (p.9)

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.

MPG continued to manage and develop a series of **network websites**. The online platforms facilitate information exchange between participants, disseminate information to the networks participants, and document this 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 MPG e-news keeps stakeholders abreast of MPG's most recent and upcoming publications, events and developments.

### Outcome

Through its varied and multi-lingual publications, MPG is achieving the right balance in providing information and analysis. The handbook and manuals are extensively used by a targeted group of stakeholders, enhancing their capacity to act. Through MPG's networks, partners, website and subscribers, MPG reaches out to a community of actors in the migration, anti-discrimination and diversity fields.

#### **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 outcomes and progress, supports communication with partners, and provides 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 Dev 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 (until November 2007)
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
Isabelle Chopin	Deputy Director
Antonio Cruz	Editor of the Migration News Sheet
Beth Ginsburg	Programme Manager
Liz Holford	Supplier Diversity Europe Manager
Thomas Huddleston	Policy Analyst
Karin Hunin	Office Manager
Mary-Anne Kate	Associate Researcher
Alexandre Kirchberger	Programme Manager
Jan Niessen	Director
Soraya Obura	Communications Officer (until June 2007)
Fiona Palmer	Legal Analyst (until June 2007)

### 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 British Council Brussels is one of the major partners in the Migrant Integration Policy Index project (p. 9).
Legal Experts	The European Network of Legal Experts in the Non-Discrimination Field is co-managed with Human European Consultancy (p. 6, 7).
Journal & Book Series	MPG's alliance with the University of Nijmegen's Centre for Migration Law is behind the European Journal of Migration Law and the Immigration and Asylum Book Series (p. 14).
European Web Site on Integration	MPG teams up with Unisys and EUROCITIES to build an EU-wide platform for information and good practice exchange on integration (p.11).
ICT expertise	MPG works with Social Change Online to develop innovative and targeted communication methods and network support tools (p.11, 15).

### Financial resources

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.

### Sponsorship

European Institutions	European Commission European Parliament
Inter-governmental agencies	International Organisation for Migration (IOM) United Nations High Commission for Refugees (UNHCR)

Private foundations Atlantic Philanthropies  
Network of European Foundations  
Joseph Rowntree Charitable Trust

**Programme Membership fees**

Private sector<sup>1</sup> Accenture  
Adecco  
Bristol-Myers Squibb  
Capital Consulting  
Cisco Systems  
Citi  
Corporate Express UK  
Credit Suisse  
Deutsche Bank  
Goldman Sachs International  
Hewlett Packard  
IBM  
Merrill Lynch  
Morgan Stanley  
Pfizer  
Pitney Bowes  
Spring Group plc  
Weil, Gotshal and Manges  
Williams Lea

**Contracts**

European Institutions European Commission  
European Parliament  
Council of Europe  
European Economic and Social Committee (ECOSOC)

Inter-governmental agencies Organisation for Security and Co-operation in Europe (OSCE)

**6 Publications 2007**

Overview of publications and papers produced by MPG or in partnership with other organisations in 2007

*Equal Rights versus Special Rights: Minority Protection and the Prohibition of Discrimination*, Kristin Henrard, European Commission, 2007

*Segregation of Roma Children in Education: Addressing Structural Discrimination through the Race Equality Directive*, Lilla Farkas, European Commission, 2007

*Developing Anti-Discrimination Law in Europe: A review of the transposition of the EC Racial Equality and the Employment Equality directives in the national law of 25 EU Member States*, Mark Bell, Isabelle Chopin, Fiona Palmer, European Commission, 2007

*Good as far as it goes, but does it go far enough? A Report on Norway's Anti-discrimination Laws and Policies*, Timo Makkonen, MPG, 2007

*Migration Integration Policy Index (MIPEX); A unique tool which measures policies to integrate migrants in 25 EU Member States and 3 non-EU countries*, Jan Niessen, Thomas Huddleston, Laura Citron, in cooperation with Andrew Geddes and Dirk Jacobs, British Council, European Commission, 2007

*Inventory of Existing National Measures Combating Discrimination outside Employment and their Impact: A comprehensive and independent picture of measures to combat discrimination outside employment and occupation, Strands I & II*, Aileen McColgan, Todd Landmann, Marco Larizza, Jan Niessen, Fiona Palmer and Chloe Wallace, MPG, HEC, European Commission, 2007

*European Anti-Discrimination Law Review: Issue Five*, Human European Consultancy / MPG (eds.), 2007

*From Principles to Practice: The Common Basic Principles on Integration and the Handbook Conclusions*, Jan Niessen, Mary-Anne Kate, 2007

*Locating immigrant integration policy measures in the machinery of the European Commission*, Mary-Anne Kate, Jan Niessen. MPG, European Programme on Integration and Migration, 2007

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

*Benchmarking Integration: Setting up a System of Benchmarking to Measure the Success of Integration Policies in Europe*, Jan Niessen, Thomas Huddleston. MPG, European Parliament, 2007

*Combating Discrimination: a Training Manual: Training manuals for capacity building of civil society organisations dealing with anti-discrimination*, Human European Consultancy and MPG, European Commission, 2006

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

<sup>1</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](#)



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

