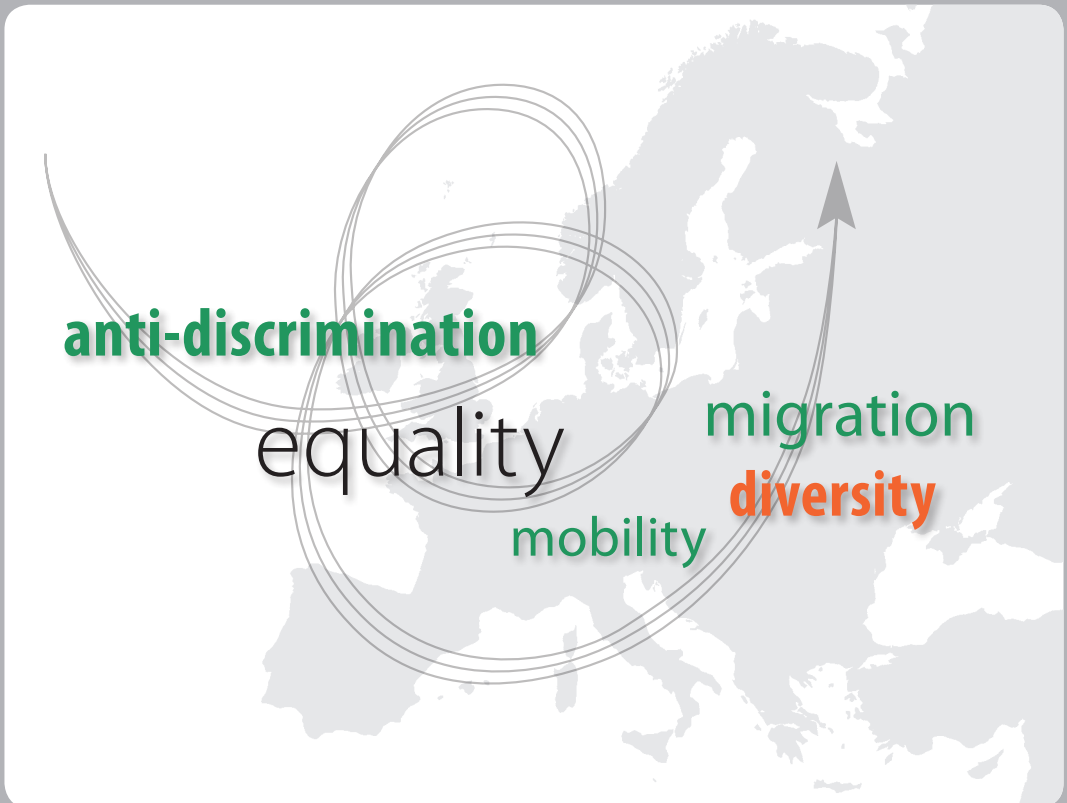




Migration Policy Group

Making it happen

Activities report 2008



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Preface

People-centred policies are needed that offer immigrants genuine opportunities to migrate to Europe; the adoption of which would help to end Europe's ambiguous attitude to immigration. More powerful measures are needed to enhance the participation of immigrants in the socio-economic, cultural and civic life of our societies. Such policies would demonstrate that we see immigrants as new citizens. Determined action against persistent discrimination is required to make organisations, and society as a whole, more open and inclusive.

Our activities this year have focused on furthering and fine-tuning effective instruments for influencing and implementing change, and putting these tools into the hands of practitioners. Often, the best placed to iron out practical obstacles, we believe in developing tools with those who use them, pioneering peer review techniques at city level with city representatives; composing handbooks with policy makers and project officers; and formulating guides to increase the capacity of organisations to develop their own approaches, whilst systematically assessing impact along the way.

Our projects took place at both EU, national and local levels and were used to assess new policies and existing practice and to ensure that new findings on integration, migration and anti-discrimination issues are readily available to all people and organisations who read them, use them or are inspired by them.

Dev Sharma
Chair

Jan Niessen
Director

1_ Diversity & Integration

MIPEX in use

Papers:

- › [MIPEX Policy Impact Assessment 1: Family Reunion](#)
- › [Learning to Welcome: Integration of immigrants in Latvia & Poland](#). Joint project with Providus and the Institute of Public Affairs
- › [Do Integration Policies Matter? The MIPEX study and a joined-up approach to measuring success](#)

Events:

- › 16th June, Barcelona: CIDOB Foundation seminar: Immigration & Citizenship Policies in the EU
- › 21st August, Riga: International conference on Learning to Welcome: the integration of immigrants in Latvia & Poland
- › 17th September, Berlin: Heinrich Böll Stiftung International conference on European Governance of Migration
- › 13th October, Paris: OECD's 2nd meeting of the Group of National Experts on the Education of Migrants
- › 19th November, Budapest: DEMOS conference on the Future of Hungary's Immigration Policy
- › 1st December, Maastricht: Seminar on Citizenship & Integration Policies in EU Member States

MPG's [Diversity & Integration programme](#) is actively engaged in projects conducting research, producing and analysing comparative data, disseminating information and good practices, furthering peer review techniques, and engaging with the business sector. The programme incorporates theory and analysis to develop tools to influence policy debates and make practical advances to promote an environment where diversity is recognised and valued.

Migrant Integration Policy : using the Index

The findings of the second edition of the [Migrant Integration Policy Index](#) were launched nationally in Slovenia, Spain, Germany, Greece, Italy, Czech Republic, France and Belgium completing a series of 21 high-level events across Europe, and Canada that began in 2007. In addition, MPG has continued to disseminate and use the Migrant Integration Policy Index expertise and data by engaging in numerous conferences and events related to migrant integration. A set of MIPEX Policy Impact Assessments was initiated with the first brief focusing on Family Reunion, revisiting the MIPEX data and indicator methodology to retell the history of the family reunion directive and assess the impact of new proposals in the EU Member States. Planning began for the third edition of the MIPEX ; to expand its scope in gathering comparative data, and increase its reach, impact and use as both a method and an interactive tool for evaluating policy. Two feasibility studies were conducted : one on the inclusion of education as an extra MIPEX strand and one on private sector sponsorship.

Building an online integration resource

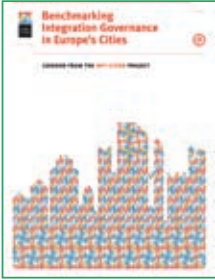
The [European Web Site on Integration](#), the European Commission's portal for information on integration, is under development. Stakeholders provided their input via in-depth consultations on structure and content, and the user-centred website was presented at the third Ministerial Conference on Integration in Vichy in November 2008 and will be launched in early 2009. MPG provides content and scientific expertise, as well as the link with practitioners and civil society, for this online interactive resource. The site hosts a growing collection of best practices, highlights funding opportunities and prospective project partners, as well as serving as a repository for news, events, documents and related links.

Developing integration policy

The third [Handbook on Integration for policy-makers and practitioners](#) is being developed to act as a driver for information and best practice and the development of policy initiatives. The product of collaboration with the European Commission, the National Contact Points on Integration and MPG in a consultative role, the content was based on the outcomes of a series of technical seminars hosted by ministries responsible for integration in six Member States. This year, technical seminars took place in Dublin, Lisbon and Athens supported by issues papers drafted by MPG and resulting in content for the Handbook chapters. The publication will be completed in 2009.

Technical seminars

- › 27th November, Lisbon: Immigrant Youth, Education & Labour Market
- › 15th May, Dublin: Dialogue Platforms
- › 31st March, Athens: Awareness-raising & Migrant Empowerment



Benchmarking city governance

- › 6 cities reviewed: Düsseldorf; Genoa; Helsinki; Lyon; Malmö; Rotterdam
- › 6 peer cities carrying out the reviews: Amaroussion; Barcelona; Belfast; Milan; Tampere; Utrecht

Local level good practice

The [INTI-Cities](#) project conducted peer reviews assessing integration policies in six European cities with peer reviews carried out by six other cities. This innovative method has been developed into a powerful new learning tool to examine integration policies, identify gaps and good practices and exchange ideas on how to make practices more effective in cities. The project, measuring effectiveness against benchmark indicators developed specifically for this context, delivered expert-validated, comparative knowledge on local practices, concluding with a final report 'Benchmarking Governance in European Cities'. The report, available in Dutch, English, Finnish, French, German and Italian, was based on city reports, analysis and benchmarking data gathered throughout the project. It also included an assessment of the peer-reviewing techniques used, and outlined how cities can provide effective structures for integration governance.

As a logical next step from the INTI-Cities project, the [Diversity and Equality in European Cities](#) (DIVE) project was launched to benchmark how municipalities use diversity and equality considerations when acting as policy-makers, employers, service providers and buyers of goods and services. The project will follow three strands: i) designing benchmarks; ii) piloting city peer reviews; and iii) invigorating the Integration Cities policy dialogue between local authorities and European institutions through conferences and a Cities charter on the role of local government in the integration of migrants. The first of four city peer reviews will take place in 2009 in Leeds followed by Berlin, Rome, and Amsterdam. These experiences will be compiled in a concluding DIVE Benchmark report for distribution across Europe. Alongside these activities, the Integrating Cities policy dialogue continues between local authorities and European institutions with two high-level conferences planned in Berlin (2009) and London (2010).

Boosting underrepresented business

The [Supplier Diversity Europe](#) project entered a new phase of development, emphasising capacity-building for its membership of corporate organisations and underrepresented small and medium enterprises. SDE has engaged with stakeholders by holding support sessions, member's workshops and featuring at the World Diversity Leadership Summit in 2008. Work began on the development of a benchmark to compare existing supplier diversity methods against current good practice. The benchmark will then be used to evaluate and rank supplier diversity activity in large purchasing organisations who are members of Supplier Diversity Europe.

Maintenance was carried out on the database forging supplier relationships between small and medium enterprises and corporate organisations to improve efficiency and sustainability of this bridge-building tool. Simultaneously the website was spun-off as a stand-alone resource providing improved access and information for the SDE membership and partners. A bi-monthly newsletter highlights relevant news and opportunities in the sector.



Building capacity

- › 23rd June, London: Supplier Diversity Europe's Business Opportunities Event introducing SMEs to buyers
- › 24th June, London: Supplier Diversity 'Pitching to the Corporate Buyer' support session
- › 1st October, London: Full Member workshop

Website and database

- › Supplier diversity news, events, case studies
- › Renovated [database](#) forging supplier relations

Impact

Integration and diversity practices are starting to build up steam across countries in Europe. Through comparison and critical assessment, successful methods and activities can be identified and inspire similar or new approaches across the EU. MPG is bridging open ground by encouraging policy-makers to take notice of implementation and building routes for practitioners to influence policy decisions. These exercises encourage policies to address practical issues and assist in developing tools to implement policies devised from an EU and national perspective.

2_ Migration & Mobility

The [Migration & Mobility programme](#) focuses on people on the move across borders. MPG's projects examine the conditions that enhance or restrict migrants' opportunities to contribute to the wellbeing, not only of Europe's diverse societies, but also of countries and regions of origin within the context of international human rights and development. Activities include information gathering, analysis, and dissemination, communicating with stakeholders and bridging the gap between academia, policy-makers and practitioners.



Finding migration policies

- › Structured on the migration pathway from migration reasons and purposes to establishment, adjustment and integration
- › Detailing the activities of each relevant Directorate General including programmes and funding
- › Evaluating policies and using indicators

Mapping EC migration policies

Due to popular demand, the second edition of the [Guide to Locating Migration Policies in the European Commission](#) was compiled and distributed to stakeholders delivering an update on the Commission's overall approach to migration. Co-published with EPIM, the Guide provides a unique navigation tool through the complex European Commission landscape by mapping policies related to migration and highlighting cooperation and consultation mechanisms and funding programmes. As well as outlining recent changes, the Guide raises the issue of evaluating policies on impact and effectiveness and using indicators. By providing hardcopies to leading networks in the field, the reports were widely distributed reaching civil society organisations and EU institutions alike, plugging the need for a comprehensive overview of the EC's work on migration, bringing together the fragmented activities spread across various departments into a practical reference tool for those working on migration and its various dimensions.

27 Immigration policies, one portal

As part of a winning consortium to establish an [EU Immigration Portal](#), MPG is providing expertise and content, as well as liaison with academics and practitioners both using and contributing to building the website, where potential migrants can access reliable information on migration issues. The portal will provide information on EU and national immigration policies and laws, and the risks of irregular migration. It will help users identify immigration opportunities and direct them to national information sources whilst hosting a directory of stakeholders. It will also cover the links between migration and development with sections on remittances and funding opportunities. The first stakeholder consultations took place in Brussels laying the foundations for a user-friendly, relevant portal to future users' migration information needs across the EU and internationally.

Spreading fact-checked information

Now in its 23rd year, with over 270 editions, the [Migration News Sheet](#) has consistently distributed monthly news and analysis on all major European developments in the fields of immigration and asylum policies, asylum-seekers, controlled migration, irregular and illegal immigration, racism and xenophobia, and issues arising out of the process of integrating ethnic minorities. This year has seen work begin on the redevelopment of this unique source of verified news and analysis on topics vulnerable to distortion, to evaluate both content and distribution measures while maintaining its loyal readership. MPG aims to ensure that our broad access to fact-checked objective information is well disseminated to counter increasing misinformation and negative stereotyping.

Building an Immigration Portal

- › Gathering expertise
- › Gathering information
- › Liaison with civil society and practitioners
- › Consulting experts and future users

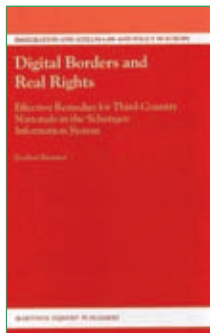


Redevelopment

- › 23 uninterrupted years, with over 270 editions
- › European and national developments in immigration, asylum, regular and irregular migration, racism and discrimination

Academic thinking on the bigger picture

MPG maintained its involvement with the [European Journal of Migration and Law](#) and the [Immigration and Asylum Law in Europe Book Series](#) to contribute expertise and support the continuation of academic thinking on immigration, asylum, and migration law and policies in Europe. The 14th and 15th books of the Immigration and Asylum Book Series were published providing a venue for academics, policy makers, law practitioners and others to find detailed analysis of this dynamic field. The 10th Volume of the European Journal of Migration and Law was produced with four new issues, focusing on both law and policy within the field of migration, as opposed to examining immigration and migration policies from a wholly sociological perspective thereby giving a broader view.



Acute analysis

- › 14th & 15th Immigration & Asylum Book Series
- › Volume 10, No.s 1-4 Journal of Migration & Law

Impact

This year has seen a significant growth in activities in the Migration programme. The main focus is on building ways for all stakeholders to access correct, updated and relevant information on migration policies and laws, and to provide penetrative analysis to guide, generate and inspire effective approaches to the realities of migration in the 21st century.

3_ Anti-Discrimination & Equality

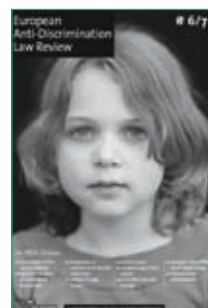
The [Anti-Discrimination & Equality programme](#) focuses on strategies to combat discrimination on all grounds. The activities are based on setting standards, campaigning for their adoption, monitoring their implementation and in turn empowering stakeholders and civil society to act on them by conducting forward-thinking research, producing handbooks, developing trainings, managing networks and facilitating transnational exchange.

European Network of independent legal experts in the anti-discrimination field

The [European Network of Independent Legal Experts in the Non-discrimination Field](#) continues to lead in the research, monitoring and analysis of the implementation of the EC's anti-discrimination legislation.

The network of 27 country experts from each EU Member State, is run by the Migration Policy Group in partnership with Human European Consultancy. It consists of a scientific Board of Directors and five ground coordinators each covering one discrimination ground, and is funded by the European Commission. MPG focuses on the quality of research and content which is of crucial importance to ensure the proper implementation of the EC directives.

The tenth thematic report was produced entitled '[Limits and Potential of the Concept of Indirect Discrimination](#)' examining the broader context of the concept of indirect discrimination. Using case studies and eye-opening charts, the report highlights the challenges of the practical application of the prohibition of indirect discrimination under EC law and emphasises potential relations with other concepts of EC social non-discrimination law. Available in English, French and German, the report informed the annual Legal seminar.

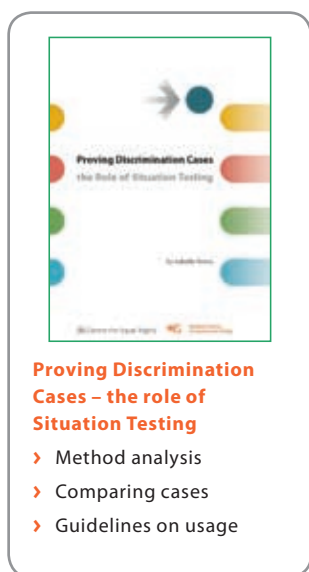


Impact of the Legal Network

- › Legal seminar addressing discrimination on all grounds, sharing experience
- › Clarifying the concept of indirect discrimination and its place in EC law
- › Updates and in-depth analysis of age discrimination; the Canadian perspective; liability; positive duties

The legal seminar focused on addressing discrimination across all grounds and sharing experience between different kinds of discrimination. The latest developments across all grounds in the field were presented, with the participation of over 200 participants including EU officials, legal experts, equality bodies and NGOs from all Member States.

The [sixth and seventh biannual Law Reviews](#) were compiled in a double issue including articles on age discrimination and mandatory retirement; the Canadian perspective of anti-discrimination law; the liability of legal persons and on positive duties in the equality field; as well as, among other items, an update of the case-law of the European Court of Justice and the European Court of Human Rights; and news from the Member States.



Situation Testing

This year MPG renewed attention on an innovative technique beginning to have an impact in the anti-discrimination field. This work involves two new projects on [Situation Testing](#):

In partnership with the Swedish Centre for Equal Rights, MPG published a Handbook: [Proving Discrimination Cases – the role of Situation Testing](#). The publication, which will be available in English and Swedish in early 2009, will provide an analysis of situation testing, with a comparative overview of its use in various cases in Europe, and guidelines on conducting situation testing.

Simultaneously, MPG initiated a parallel project to build on the Handbook exercise and raise awareness of the technique of situation testing, discuss its uses, and conclude on the best way to expand its application to the public sector. Through research, a questionnaire, and case study analysis, MPG will prepare recommendations for the practical use of situation testing and draft Model legislation on the topic.

Impact

MPG continues its long and successful history in influencing EU anti-discrimination law. Compiling first class reports and analysis with inputs from a network of rigorously selected experts across the EU, MPG ensures that anti-discrimination legislation is translated into practice. This close monitoring maintains the pressure on securing effective and real protection for all people in Europe. Simultaneously, we are furthering research into the practical application of innovative testing methods using thorough analysis and case studies to develop practical manuals and recommendations to put these tools directly into the hands of practitioners.

4_ Information & Communications



Informing stakeholders

- › [MPG website:](#)
e-newsletter; RSS
- › Information on projects, activities, events, publications

MPG stepped up its information monitoring and dissemination by implementing new monitoring and communications strategies this year.

Tracking mechanisms were installed to maximise the flow of relevant information into the organisation to maintain up-to-the-minute expertise and awareness of new knowledge, projects and funding opportunities.

On the opposite axis, the website underwent a complete overhaul to increase transparency and better provide access to information about MPG's activities. Technical management of the website was streamlined for sustainability and cost efficiency.

The result will be an online tool for policy-makers, practitioners and civil society alike. The [About Us](#) section of the website will provide information about MPG and a chronological overview of our activities. Reflecting our three-programme structure the site will showcase 35 past and current projects with tabs showing related products, news, events, and milestones outlining project progress. The [library](#) will hold over 230 reports easily navigated with multiple search filters allowing users to find what they need. Equipped with RSS and e-communications modules the website will act as a beacon of information for stakeholders where users can [subscribe to MPG's e-newsletter](#), and to email updates on our publications. Use and development of the site will be closely assessed using statistics analysis technology.

MPG is in the process of refining the distribution, and the evaluation of reach and impact of all of its products as part of its mission to equip, mobilise and engage stakeholders and networks to achieve positive change resulting in open and inclusive societies.

Supplier Diversity Europe's [website](#) was spun-off as a stand-alone website better catering to the needs of stakeholders, members and partners of the project; and joint management of the Migrant Integration Policy Index [website](#) was maintained as an online resource for the MIPEX results.

5_ Networks

A dynamic source of information exchange, MPG's networks stimulate ideas, debate and collaboration whilst providing expert data collection and analysis. MPG has a long and successful history of finding the right people to work together in productive expert groups across Europe and beyond.

MPG is currently managing content-generating networks in all three programme areas. Regarding anti-discrimination, the [European Network of Independent Legal Experts in the Non-discrimination Field](#) consists of senior researchers on all grounds of discrimination, coordinators and country experts in all EU Members States. On integration, the [Migrant Integration Policy Index](#) provides expertise from across Europe as well as Canada, and correspondents from across the EU feed information into the [European Web Site on Integration](#). The [Supplier Diversity Europe](#) network consists of large corporate organisations as well as small and medium sized enterprises working together towards inclusive procurement strategies in the UK. This year also saw a revitalisation of the [European Migration Dialogue](#).

These networks not only further knowledge and contribute to policy debate and development; they also allow MPG to reach grass roots organisations and remain up to date on changes and needs on the ground. Through day to day contact MPG acts as liaison and content manager of the networks and their products, as well as reaching out through events, seminars, workshops and other network meetings solidifying relationships with the aim of maintaining these crucial sources of relevant and reliable expertise.

6_ 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
Ms Litt-Woon Long	Former Director General of the Norwegian Centre for Gender Equality; Partner, Long & Olsen
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

MPG's [staff](#) is multi-disciplinary, multi-lingual and of different national and ethnic origin.

Jo-Ann Butler	Programme Manager
Isabelle Chopin	Deputy Director
Antonio Cruz	Editor of the Migration News Sheet
Uyen Do	Policy Analyst
Lilla Farkas	Associate Legal Policy Analyst
Beth Ginsburg	Programme Manager
Eirini Gounari	Legal Policy Analyst
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
Emilie White	Communications Officer

Strategic partnerships

MPG values partnerships and co-operation with other persons and organisations. In 2008, MPG strengthened 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 our major partner in the Migrant Integration Policy Index project.
Legal Experts	The European Network of Legal Experts in the Non-Discrimination Field is co-managed with Human European Consultancy .
Local integration policies	MPG teams up with EUROCITIES for integration related projects such as INTI-Cities and the European Web Site on Integration.
ICT expertise	MPG works with Social Change Online to develop innovative and targeted communication methods and network support tools and with Unisys to build an EU-wide platform for information and good practice exchange on integration.

Financial partnerships

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

7_ Publications 2008

Overview of publications and papers produced by MPG or in partnership with other organisations in 2008:

Issues Papers towards the Handbook on Integration for Policy makers and Practitioners III, Thomas Huddleston, MPG, European Commission, 2008

European Anti-Discrimination Law Review Issue Six/Seven Human European Consultancy / MPG (eds.), 2008

Guide to Locating Migration Policies in the European Commission – 2nd Edition, Jan Niessen, Mary-Anne Kate, MPG, 2008

Learning to Welcome: Integration of immigrants in Latvia and Poland, Thomas Huddleston, Dace Akule, Rita Kasa, Iveta Kesane, Mirosław Bieniecki, Piotr Kaźmierkiewicz, MPG, Center for Public Policy Providus Latvia, Institute of Public Affairs Poland, 2008

Limits and Potential of the Concept of Indirect Discrimination, Christ Tobler, European network of legal experts in the non-discrimination field, Isabelle Chopin, Eirini Gounari (eds.), MPG, European Commission, 2008

No. 1. MIPEX Policy Impact Assesment on Family Reunion, Thomas Huddleston, MPG, 2008

Volume 10, Number 3, Journal of Migration and Law, MPG, Centre for Migration Law of the University of Nijmegen, 2008

Further information and additional reports and publications are available on www.migpolgroup.org

Migration News Sheet

- › monthly information on policy developments at the national and European level 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

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

Supplier Diversity Europe newsletters

- › bi-monthly editions

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

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