

# MIGRATION POLICY GROUP

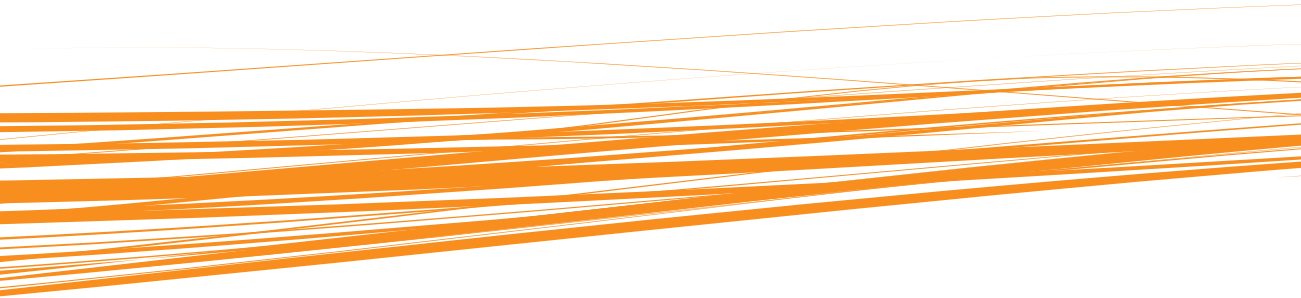
*strategic thinking on equality and mobility*



*setting standards – building networks – shaping debate*



Migration Policy Group



**Migration Policy Group**

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## Introducing MPG

At the Migration Policy Group we strive to improve policies by fostering a pragmatic approach which puts people first and by forging and inspiring purposeful networks to achieve positive change.

As a leading independent non-profit think tank, MPG is committed to achieving lasting progress towards a more open and inclusive European society.

We pursue this mission through quality independent research, expert policy analysis, network building, advocacy, benchmarking and training.

Since our establishment in 1995, we have played a pivotal role in shaping European migration, integration, and anti-discrimination policies and law - many original MPG initiatives have become established features of the European Union's legal and policy landscape.

We have consistently come up with innovative solutions based on sound research and extensive consultations. Examples range from our groundbreaking campaign for EU-wide anti-discrimination laws to our imaginative programmes and reports on migrant integration.

Working with partner organisations throughout Europe and beyond, we maintain durable relationships with activists and watchdogs, researchers, academics, opinion formers and policymakers.

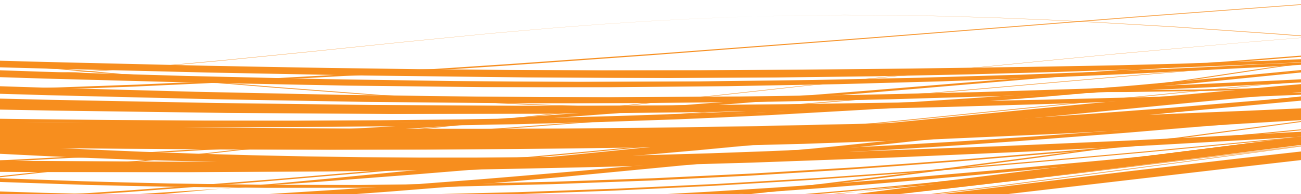
MPG has seen the Council of Europe and the European Union double their membership and has anticipated this growth by consistently working in accession countries. This approach enables our partners to remain at the forefront of policy implementation and analysis and ensures that our expert networks cover the full scope of the region.

Our office is based in Brussels with a staff of ten plus four associates. Our board and staff members are multi-lingual and multi-disciplinary and come from diverse national and ethnic backgrounds.

Our funders include private foundations, European institutions, inter-governmental agencies and corporations. Our annual reports outline our activities and project developments.

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*“During all my years of working together with MPG in the anti-discrimination and integration fields, I have always been deeply impressed by their expertise, compassion and integrity.”*

**Göran Lindqvist,  
Former Deputy Director, Ministry for Integration and Gender  
Equality Division for Integration and Urban Development, Sweden**

## **MPG’s Focus**

MPG identifies and addresses the challenges and opportunities created by international migration in a bid to help European policymakers build societies which recognise the assets of diversity. We promote people-centred and human rights-based policies which ensure migrants become an integral part of their host societies.

Societies naturally change as a result of immigration and our work encourages organisations, governments and businesses to cater for and respect diversity and to tap its socio-economic potential. This means promoting and reflecting diversity in workforces and work practices, services and procurement policies.

Our pioneering efforts to combat all forms of discrimination are driven by our desire to promote equality for all, which in turn leads to enhanced social mobility.

*"Thanks to the work of MPG, NGOs and others working in the anti-discrimination field in Europe have developed a solid foundation of understanding about equal treatment."*

**Mandana Zarrehparvar,**  
Department Director, Equality and Diversity Department,  
Danish Institute for Human Rights

*"The Migration Policy Group is an appreciated and trustworthy partner for the European Commission in the fight against discrimination and for equality."*

*"As an independent non-profit European organisation, the Migration Policy Group is renowned for its work. Its information and analyses are generally known for their quality and clarity."*

**Klaus van der Pas,**  
Former Director General, European Commission's Directorate  
General on Employment, Social Affairs and Equal Opportunities

## MPG's Impact

MPG sets agendas, drives change and monitors progress. While we realise that social change does not happen overnight, we have also learned that persistence pays.

The lasting impact of our work over the past fifteen years can be felt at local, national and European level.

Here are a few examples of how we are making a difference:

### Anti-Discrimination and Equality

**Setting Standards:** MPG's sustained campaigning contributed to the development of the racial and employment equality directives in 2000 which outlawed discrimination throughout the European Union.

**Monitoring Progress:** Following this breakthrough, we began monitoring Member States to see how the above-mentioned anti-discrimination directives are being translated into practice. Our annual country reports highlighting the gaps between EU laws and what is being implemented at national level provide sound data on which to base further reforms.

**Creating Watchdog Networks:** To help ensure that these anti-discrimination standards have a real effect on people's lives, we established several pan-European equality watchdog and monitoring networks.

These bodies help European governments to overcome any obstacles they may face in implementing the directives and assist the European Commission in holding member states to account if they fail to apply the laws.

We are confident that the body of knowledge and experience which these networks continue to generate will form a strong foundation for future MPG initiatives to both prevent discrimination and offer better protection to its victims.

These include impact assessments of equality laws and policies, needs analysis research, training and other capacity building work and positive action measures.

*"MPG has great capacity to work on migration issues. These are tough questions and knowledge sharing is critical. MPG brings a pragmatic approach to policy issues in this field."*

**Fidèle Mutwarasibo,**  
Research and Integration Officer, Immigrant Council of Ireland

*"When I was an MEP working on migration issues, I found MPG really very helpful in providing analysis and information and bringing together different stakeholders from civil society, political parties and institutions."*

*"They were able to do this on a Europe-wide level, which is really very useful and impressive. When it comes to migration issues, they play a leading role in Europe and they manage to carry real influence with European institutions."*

**Anna Terrón,**  
Regional Secretary for European Affairs in Catalan government,  
Former Spanish European Socialist Group MEP

## Migration, Integration and Diversity

**Improving Migrant Integration Policies:** Our forward-thinking research techniques assess the performance of each EU country on the integration of migrants. The Migrant Integration Policy Index, a unique biennial snapshot of EU states' integration efforts, allows countries to compare national policies with good practice benchmarks and is a potent tool in the hands of groups advocating higher standards. Our approach is recognised as raising the bar in the development of indicators on integration.

**Encouraging Integration and Diversity:** Our work has encouraged European city governments and policymakers to improve their integration policies and harness and reflect the diversity of their populations by introducing progressive policies and workplace practices. We continue to introduce businesses throughout Europe to the long-term commercial benefits and social return on investment offered by supply chain diversity. We provide expert training and access to networks of under-represented suppliers.

**Setting Standards:** MPG's detailed proposals have inspired EU directives on employment opportunities and family reunification for immigrants. We closely monitor EU-wide legislative developments on immigration issues and continuously mobilise our national-level networks to support progressive law making in this field.

## What We Do

We run a wide range of projects across our three interrelated programme areas: migration and mobility; diversity and integration; anti-discrimination and equality. The programme areas reflect different aspects of our core focus on the challenges and opportunities presented by international migration.

In all these areas, we engage in a consistent range of activities: networking and advocacy; benchmarking and training; research and analysis. With a 'can-do' attitude we work with others to show that migration can work, that integration practices can be effective and that discrimination can be fought. We focus on solutions and highlight successful practices in order to build policies that are effective and that improve people's lives.

*"One thing I have always admired about MPG is its capacity to form strong long-term alliances with different organisations throughout Europe."*

**Udo Enwereuzor,**  
Head of Research and Policy,  
Co-operation for the Development of Emerging Countries (COSPE) Italy

*"An interesting element that came out of MPG's external evaluation was the sheer number of people with whom the organization has had long standing solid relationships; many have known them for over ten years. With the single exception of the university world, very few European organizations can count so many close partners over such a sustained period of time. This is highly noteworthy."*

**Karen Weisblatt,**  
Weisblatt & associés, Strategic Philanthropy Advising,  
External Assessor of MPG

## Networking & Advocacy

MPG brings people together to share experiences, information and analysis while working towards the common goal of raising standards across Europe.

We have established and maintain strong links with academics, policymakers and activists across Europe and beyond. We activate these networks to mobilise opinion and stimulate debate around the most important policy areas of the day.

Comparative pan-European research and analysis generated by MPG allows these groups to frame domestic policy debate and campaign for reforms. Interaction with these groups also allows MPG to remain in touch with developments in all EU states. This approach has repeatedly paid dividends in stimulating EU-wide legal, policy and social improvement.

For example, in the 1990s our widespread consultations with victims of discrimination allowed us to formulate for the first time a legally-workable definition of discrimination. We subsequently coordinated our networks across Europe to successfully campaign for EU-wide anti-discrimination laws.

Likewise, we facilitated roundtable discussions between civil society groups and governments around Europe, supported by the Council of Europe, which paved the way for a common understanding of what the integration of migrants in Europe should entail, and of how to work towards this goal.

To this end, we lead the consortium of Unisys and the European Service Network, managing [www.integration.eu](http://www.integration.eu), the European Union's Web Site on Integration, which allows policymakers and practitioners across Europe to network and share information on an interactive platform hosting good practices and updated information related to integration.

At EU level, our strong institutional links allow us to engage with those holding power and influence so that new thinking can be put into practice. We play a bridging role between various Brussels institutions and between academics, policymakers, practitioners and activists.

We have established networks of anti-discrimination legal experts, anti-racism activists and European equality watchdogs. Their Europe-wide studies produce objective comparable data and analysis for debate and advocacy.



*“Supplier Diversity Europe changes our way of apprehending the world and creates lasting and mutually beneficial relationships between large corporations and disadvantaged entrepreneurs.*

*The SDE model proves to us all that we can be responsible while doing business and it helps remove social and economic barriers between different communities.”*

**Majid El Jarroudi,**  
General Manager, Agence pour la Diversité Entrepreneuriale, France

*“Supplier Diversity has been a key activity of the Global Procurement function of Bristol-Myers Squibb for over six years. The Migration Policy Group, through the Supplier Diversity Europe project, has been instrumental in being able to better understand the landscape across Europe as to what Supplier Diversity means and how it can be incorporated into daily work practices.*

*SDE have developed invaluable tools and databases that allow organisations to implement supplier diversity programs in the most effective manner. Perhaps of even more importance, they have managed to raise the profile of supplier diversity within organisations and have gained the attention of country and European agencies in recognising this as a key element of social inclusion. The staff of SDE have always shown themselves to be totally committed to this activity and have been of great assistance in developing the program.”*

**Alan Goring,**  
Director, Indirect Sourcing EME, Bristol-Myers Squibb

## → Lasting Networks – Strong Voices

The **European Network of Legal Experts in the Non Discrimination Field** provides independent information and advice to the European Commission on how EU Member States are implementing community-wide anti-discrimination directives. This helps the European Commission to decide whether or not to take legal action against a Member State for failure to comply with the directives. The network of 27 country experts – one for each Member State – is run by a management team led by MPG and the Human European Consultancy, with funding from the European Commission. [www.non-discrimination.net](http://www.non-discrimination.net)

The **European Network Against Racism** represents 600 non-governmental organisations working to combat racism in all EU Member States. This activist group was established in 1998 following a consultation process led by MPG. [www.enar-eu.org](http://www.enar-eu.org)

**Equinet** is the network of European national equality bodies – watchdog organisations which were established throughout EU Member States to promote equality and combat discrimination in the areas covered by EU anti-discrimination directives. Equinet has 32 member organisations in 28 European countries and its members exchange legal expertise and compare enforcement strategies and good practice. The organisation is also a valuable platform for co-ordinating dialogue with European institutions. Our work, alongside the Dutch Equal Treatment Commission, laid the foundations for the creation of Equinet and MPG served briefly as its secretariat before it became a stand-alone organisation. [www.equineteurope.org](http://www.equineteurope.org)

## → Businesses Profit from Supply Chain Diversity

MPG is rolling out a unique business diversity forum to assist small and medium size enterprises (SMEs) owned or run by minority groups to find new markets for their goods and services.

**Supplier Diversity Europe (SDE)** allows multinationals and large companies to harness the considerable business benefits of diversity in their supply chains whilst boosting market opportunities for under-represented SMEs.

SDE adds a new dimension to the economic model of supply and demand. It provides opportunities for businesses owned or run by immigrants, women or other minority groups to break out of niche markets and participate in the mainstream economy. Likewise, large purchasing companies can improve profitability while transforming their supply chains to reflect the demographics of the communities in which they operate.

The membership-based organisation provides tailored professional support to help large companies establish supply chain diversity programmes. Support includes seminars, training, direct introductions and access to a database of sellers.

The project currently operates in the UK and France with significant government support. Its corporate members have included Accenture, Bristol-Myers Squibb, Citigroup, Goldman Sachs, Hewlett-Packard, IBM, Johnson & Johnson and Staples. We plan to extend the project across Europe.

[www.supplierdiversityeurope.eu](http://www.supplierdiversityeurope.eu)

## Benchmarking & Training

MPG has pioneered the use of benchmarking studies and peer review techniques to assess and compare how EU Member States and city administrations are implementing migrant integration policies.

In the fields of anti-discrimination and immigrant integration we run extensive training programmes and seminars on law, policy and good practice for government officials, city administrators, equality practitioners, trade unions, employer groups, judges and civil society organisations.

We are promoting the use of the Situation Testing technique for proving alleged cases of discrimination. This is part of our wider drive to encourage and empower organisations and individuals to take legal action to realise their rights.

We will continue to develop benchmarking and peer review tools to bridge the gaps between theory, national policies and the reality on the ground.

### → Training Provides Tools for Fighting Discrimination

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Hundreds of civil society groups working to combat discrimination in the EU and beyond have benefited from MPG's training programmes and materials. We view training as a key way to build capacity at national level among non-governmental and governmental organisations, corporate groups and trade unions.

Our training combines both theory and practice; in addition to providing situational analyses, explaining concepts and legal definitions we offer practical tools to empower people to fight discrimination and understand and implement diversity strategies.

Our capacity building work includes an ambitious training course for NGOs in EU member states and pre-accession countries on European and national anti-discrimination laws and policies. We implemented the first tier of this cascade training project, a 'training of trainers' course for six trainers from each of the then ten new EU member states as well as Romania, Bulgaria and Turkey. These trainers in turn used their new expertise to train more than 500 NGOs in the 13 countries.

As part of this project, MPG co-produced a training methods manual as well as a manual outlining the role of the EU and its institutions, its legal framework and its anti-discrimination laws and policies. A country-specific version was produced for each country, in the respective language, including a dedicated chapter on domestic laws and policies produced in collaboration with national NGO partners.

This project was followed by a series of training seminars on anti-discrimination and diversity management which targeted new audiences including over 800 trade unions, employers' associations and private companies. Diversity management focuses on capitalising on the benefits of diversity and minimising workplace challenges. It remains a young discipline in Europe and one which MPG continues to promote by developing 'how-to' manuals, handbooks, seminars and training programmes.

In addition to these broad training programmes we also introduce new techniques such as [Situation Testing](#), which is growing in importance as a method to lobby for equality measures.

*“With its peer-review projects, MPG has helped us to assess the strengths and weaknesses of our migrant integration policies and to identify the steps needed to open our institutions to migrants, for instance in terms of public employment and procurement.*

*By bridging policy developments at European and local levels, MPG has provided our city with meaningful opportunities to share knowledge and good practice with other cities across Europe.”*

**Dr. Annika Forsander,  
Director of Immigration Affairs, Municipality of Helsinki**

*“MPG has contributed to better knowledge and a more in-depth understanding of all key elements of a truly European migration policy.*

*I consider MIPEX to be one of the most eloquent tools to assess, evaluate and monitor the challenges posed to us all by the integration of migrants.”*

**António Vitorino,  
Former EU Commissioner for Justice and Home Affairs**

## → Cities Share Immigrant Integration Know-How

Cities throughout Europe are playing host to increasingly diverse immigrant populations. Whether they work in Malmö or Milan, practitioners face similar issues as they seek to develop local integration policies and practices.

The Cities projects brought together selected city administrations from EU Member States to identify the strengths and weaknesses of their integration governance policies and practices and to capitalise on the diversity of their populations in their capacity as policymakers, employers, service providers and buyers of goods and services.

MPG's innovative use of peer-review techniques to investigate how cities could provide effective structures for integration governance encourages city officials to evaluate their colleagues' policies and programmes, simultaneously exposing them to new ideas on supplier and workplace diversity.

Two reports: [Benchmarking Integration Governance in Europe's Cities](#) and [Cities Accommodating Diversity](#), published with Eurocities and ethical partnership, share the wealth of learning the projects have produced.

By identifying common standards for cities to aspire to – and against which their performances can be assessed – these projects promote better city governance and service-delivery.

## → Improving Migrant Integration Policies

[MIPEX – the Migrant Integration Policy Index](#) - analyses and compares national policies on the integration of migrants in 27 EU Member States and 3 non-EU countries, reporting on a biennial basis.

Countries are scored and ranked on how well they cater for their immigrant populations in seven key policy areas, with the information compared against good practice benchmarks.

MIPEX data allows countries to review their national policies against European standards and track their performances over time. It is a powerful instrument in the hands of advocacy groups and governments seeking to raise standards in their countries.

MIPEX helps countries to improve their migrant integration policies by providing objective, accessible and comparable data for scrutiny and debate.

It is a tool for asking pertinent questions: Do governments respect migrants' rights to live as families? How is residence status acquired and protected? Do government policies facilitate or prevent migrants becoming naturalised citizens?

MIPEX grew out of MPG's network-building efforts and is a collaborative effort involving 30 national partners and more than 100 independent legal experts. It is jointly managed by MPG and the British Council.

[www.integrationindex.eu](http://www.integrationindex.eu)



## 10 Research & Analysis

MPG's robust and independent research and analysis is characterised by its breadth and rigour. It drives agendas, introduces new ideas and analyses emerging trends.

We aim to provide as wide an audience as possible with accurate, timely and relevant information on key policies and laws in our programme areas.

We produce a variety of publications, ranging from hands-on guidebooks on EU and national laws to research journals targeted at academics, policymakers and lawyers.

We publish in a number of EU languages, and our extensive back-catalogue is available on our web site, providing a rich online tool for practitioners, researchers, opinion leaders, civil society organisations, the press and the general public.

*“MPG is one of the leading European think tanks. It has played a pivotal role in bringing issues of migration and anti-discrimination to the attention of European policymakers.*

*MPG was the first think tank to take up the issue of migration and anti-discrimination at the European level years before it became an ‘obvious’ topic. Moreover, it is partly thanks to MPG that questions of migration and integration are now so prominently placed at the level of European politics and civil society.*

*MPG is a valuable source of information publishing the highly interesting Migration News Sheet – a wonderful working tool for all migration researchers. As a partner of the European Journal of Migration and Law, MPG is also contributing to the analysis of European developments in the field of migration.*

*MPG should be proud to look back at 15 successful years working for a more progressive migration regime.”*

**Prof Dr Klaus J. Bade,**  
Chair of the Expert Council of German Foundations on  
Integration and Migration

## → Verified News on Immigration, Asylum and Discrimination

MPG's enduringly popular in-house monthly [Migration News Sheet](#) includes all major European developments in the fields of immigration, asylum, controlled migration, irregular and illegal immigration, racism, xenophobia and the integration of ethnic minorities. The subscription-based publication has been offering accurate and reliable information for over 25 years to a loyal readership. We offer online access to the monthly magazine and a database of back issues.

## → Handbooks on Integration

The three editions of the highly-regarded [EU Integration Handbook for Policy Makers and Practitioners](#), authored by MPG, are a comprehensive compendium of practical ideas and good practices, led by the European Commission.

The Handbooks are available in all EU languages and have been produced following extensive technical seminars and consultations involving the widest possible range of stakeholders, including the network of National Contact Points on Integration established by the European Commission.

## → Monitoring Anti-discrimination Law and Policies

The [European Network of Legal Experts in the Non-discrimination Field](#) produces a number of studies and reports including the bi-annual [European Anti-discrimination Law Review](#). Published in three languages, the Review provides an overview of developments in anti-discrimination law and policies. It provides country-by-country news, analysis and information on the implementation of anti-discrimination law and policies in the EU, and tracks case law in national and European courts.

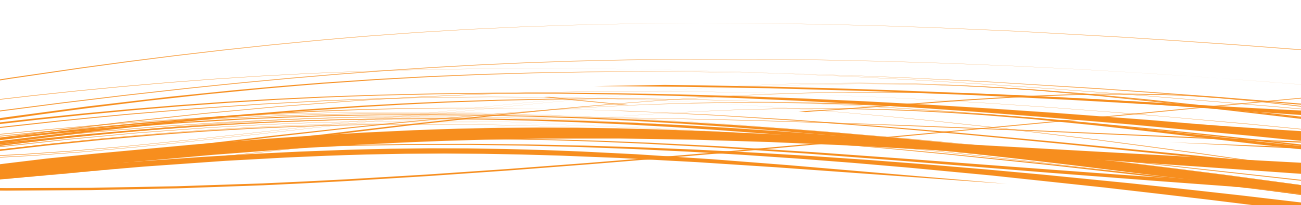
## Support Us

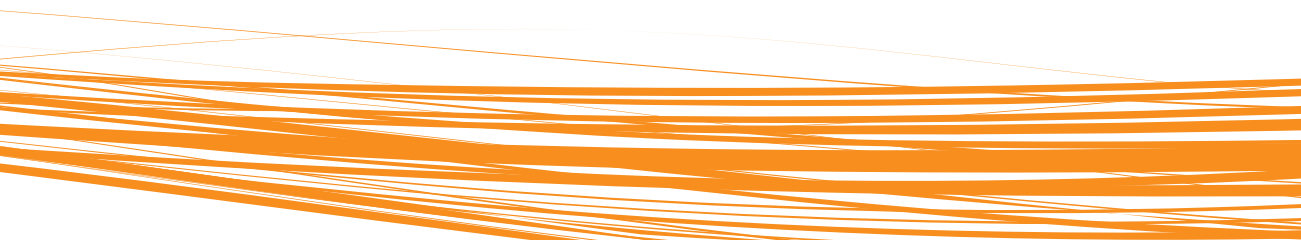
MPG is a registered charity. We rely upon the generosity of our funders, to whom we are grateful. Our funders include trusts, foundations, businesses, trade unions, voluntary organisations and individuals.

We publish an annual report which outlines our activities and project developments.

## Contact Us

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