



European Network Against Racism
Réseau européen contre le racisme

Thinking beyond Migration: Opening up New Integration Paths

CONFERENCE REPORT



Brussels, 26 November 2011

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INTRODUCTION AND BACKGROUND

As a reflection of the debates in the European Union Member States, the current EU discussions on integration repeatedly maintain a restrictive approach to integration policy by focusing primarily and sometimes exclusively on the integration of “migrants”, a term that often lumps categories of people together, whose collective and individual stories differ hugely in terms of past and future issues and challenges. This often includes: third country nationals, mobile EU citizens, Roma, people from a migrant background born in Europe or people from a European minority ethnic or religious background, among others. In particular, the latter categories can no longer be considered as migrants since they face an entirely different set of challenges and hurdles in their integration process. The linkages between migration, anti-discrimination, integration and social inclusion therefore need to be rethought to develop a new, viable approach to this important policy area, and strengthened to enhance policy coherence from the EU level on to national and local levels.



ENAR’s conference “Thinking beyond Migration: Opening up New Integration Paths” aimed to foster the debate on what ENAR means by integration and what possibilities there are for influencing policy and understandings of integration for the future, by reflecting, exchanging ideas and debating the multiple and varying understandings of integration. The conference also presented the final results of the Migrants, Rights and Integration Project (MRIP), funded by the Network of European Foundations’ European Programme for Integration and Migration and the European Commission. This three-year project aimed to bring a genuine migrant voice perspective in the EU debate on integration in order to adequately address the needs and experiences of migrants and to counter the current negative dialogue on migration. ENAR grassroots

organisations, representing migrants in six countries (Belgium, Bulgaria, Cyprus, Italy, Sweden and the United Kingdom), identified integration projects and undertook a peer review activity to see how good practices could be replicated across EU Member States. The practices identified serve to inform the EU and other countries' approaches to integration policy and promote constructive integration policies at the local, national and European levels with the view to enhance quick learning and integration processes for newly arrived migrants based on the experiences of their peers and receiving societies. The main output of the MRIP project, a European toolkit on migrant integration best practices, was launched at this conference. The toolkit was designed as an aid to organisations working with migrant communities to support their integration, primarily at local and regional levels.

With the present report, ENAR intends to share the outcomes of its integration conference in order to promote examples and guidelines for advancing integration as a two-way process as set out in the EU Council Common Basic Principles on Integration (2004). The wealth of different participants, including academics, politicians, and grassroots workers as well as migrants themselves enabled objective and varying perspectives.



OFFICIAL OPENING

Chibo Onyeji, ENAR Chair



At a time when EU institutions have put forward a new strategy for integration in the EU, and when integration has been explicitly mentioned as part of the EU's broader strategy for jobs and growth for the next 10 years, it is important to avoid discrimination between vulnerable communities.

ENAR advocates for a departure from the current EU and national approaches to integration and to embrace an approach to integration

as a cross-cutting field that can be applied in specific policy areas: migration, social inclusion, citizenship, intercultural dialogue, education, and employment creation. ENAR in this way proposes an understanding of integration that is freed from institutional restrictions that undermine the realities at the grassroots. Consequently, ENAR seeks to devise better paradigms, tools and measures to foster the development of integration paths most relevant to the specific needs of particular communities and their members.

As a first step, ENAR commissioned the Migration Policy Group (MPG) to kick off this debate by providing some 'food for thought' on the problems with the EU's current approach to integration. MPG outlined potential new concepts that could remedy some of the current policy inconsistencies and bridge gaps between integration and social inclusion.

In addition, the results of the 'Migrants, Rights and Integration' project (MRIP) and its toolkit 'Working on integration at local level' showcases promising integration practices to inform organisations that are looking for examples of good practice in this area. This project, developed by ENAR, began its work in 2009 and helps to define what constitutes a 'good' integration project.

OFFICIAL OPENING

Shannon Pfohman, ENAR Deputy Director – Policy Manager



As a network concerned with the rights of all ethnic and religious minority community people in the European Union, ENAR has worryingly followed the emergence of European trends, which highlight contemporary migration and integration issues through the promotion of negative clichés, seeing migrants as a so-called “threat” to society.

We repeatedly hear about the fears related to the “floods of migrants and refugees”, the many “challenges” of integration, concerns about poverty and having to cover the costs of refugees and migrants, especially considering the financial crisis and widening gaps between the rich and poor, high unemployment, and populist notions of immigrants taking away jobs from EU citizens. Comments are even made by the politicians such as the UK’s Prime Minister David Cameron and Germany’s Chancellor Angela Merkel about multiculturalism having failed. This contributes to the rise in anti-immigrant sentiments as well as rising Islamophobia, Anti-gypsism, anti-Semitism, and Afrophobia.

Newly arrived refugees and migrants, as well as first and second generations and in particular people with so-called “visible characteristics of difference” - often making up EU citizens - are commonly blamed for these problems. In fact, those with both visible and cultural differences tend to experience the greatest prejudice and are blamed for increased crime, bringing in diseases, taking away jobs, driving down wages, abusing the welfare states, building parallel societies, lowering school standards, and generally behaving “as if the place belonged to them”.

The message generally conveyed is that certain “foreigners” (but not all, after all “we’re not racist!”) should not dare to feel too comfortable in European societies. The result is that any person or group who is relying on the European welfare system or is perceived to be clearly different from the norm (in appearance, behaviour, religion, legal status, etc.) may be easily targeted as “different”, blamed for acting in a deviant manner, and thus accorded fewer rights and privileges.

As an anti-racist network, ENAR understands its role to intervene when such “labels” or social constructs are used to reaffirm, propagate and secure inequalities that benefit the vested interests of a few, while being detrimental to the immense majority of the European population.

ENAR is currently working on developing a progressive narrative that promotes equality and diversity for all. With this, ENAR aims to create a new consciousness, depicting a vibrant European society and economy. This vision aims to steer us all in a direction towards full equality as the

cornerstone of our societies, democracy and freedom, and away from imperial, populist, and alienating rhetoric. But what does that mean? How can we achieve full equality? What structures and systems in society need to change in order to ensure a notion of a heterogeneous, inclusive society, which acknowledges and values diverse cultures, ethnicities, races, religions, genders, etc.?

We need to reflect what societal changes must transpire for equality for ALL to be a viable option, including in particulars for migrants! To what extent are newcomers encouraged to actively participate in the resources, interactions and activities of the receiving society in a move towards equality? Are they able to achieve economic capital and social mobility, i.e. can they acquire a job, earn a decent living wage, and improve their economic status over time? Can they participate in the school system? Are they able to retain linguistic, cultural, and religious ties with their country of origin? Is this valued? Are they able to acquire citizenship in the host society and participate in politics? Can they vote? Can they save money to buy desired material objects such as a car, an apartment or a home? Do they feel a sense of belonging? Do they live in solidarity with their neighbours? Are they able to enjoy their lives? Are they accepted as equal members of society? And if not, what social and institutional factors need to be changed to allow for equality?

These are just some questions to consider when thinking about positive solutions to foster equality and respond to the needs of some of the most vulnerable EU residents.

PART ONE: Integration Beyond Migration, Kicking off the debate

Jan Niessen, Director of the Migration Policy Group



Jan Niessen, Director of the Migration Policy Group (MPG) introduced ENAR's recent publication "Integration Beyond Migration: Kicking off the debate", which had been commissioned earlier by ENAR to MPG. Mr Niessen initiated the discussion on integration to encourage the participants to explore the varying dimensions of integration, inclusion and incorporation. Mr. Niessen initiated the discussion on integration to encourage the participants to explore the varying dimensions of integration and inclusion.

There are a number of terminologies used for the term 'migrant' including: international migrant; EU citizen exercising free movement rights; third country national; refugee/asylum-seeker; undocumented migrant; immigrant and descendants; person with a migrant background; and person belonging to a minority group. These distinctions are useful and exist for a particular reason. For instance, migrants have different rights than refugees in EU and international law and policies. In addition, these labels are useful for NGOs to define their programme and objectives and get people out of the boxes they have been put in – for instance: undocumented migrants must become documented.

With regard to defining integration, we must be careful not to focus too much on pinning down an exact definition. It is possible to work on integration without having a clear definition of it. Mr. Niessen defines integration as 'A multi-faceted, long-term and open-ended process of engaging all persons to contribute to and benefit from prosperity and well-being on an equal footing'. At EU level, this means bridging the EU2020 Strategy and the Stockholm Programme.

In terms of defining integration policies, there are a number of approaches:

- Integrating (groups of) individuals into a bigger scheme – this is a very static approach
- Integrating societies – this is a more inclusive view
- Multiculturalism – as a policy, it is only applied in Canada, Australia and the United Kingdom

We should therefore avoid falling into the trap of reopening the debate on multiculturalism and should instead think of other terms – in fact multiculturalism is more a fact of life than a policy. Mr Niessen would advocate for using terms such as pluralism, cohesive diversity, or active citizenship.

Values-driven approaches are needed, based on dignity, equality, autonomy, participation, non-discrimination, recognition, development and commitment – as well as evidence-based approaches. We should also bring the notion of solidarity or compassion back into the debate. The notion of 'well-being', based on these values, is about providing opportunities (the role of societal

entities) and seizing opportunities (the role of individuals with multi-layered affiliations and identities). Organisations/entities within society should therefore create opportunities for people to be included. All these entities provide and buy goods and services and employ people. They should therefore ensure customized delivery when they provide services, apply workforce diversity when they employ people and supplier diversity when they buy services. In order to achieve this, these entities should undertake a mapping of their situation/direct environment, monitor their inclusiveness on the basis of self-assessments and/or audits. Mr. Niessen believes campaigns around participation in civic and political life would be a powerful weapon against the increasing popularity of the extreme right.

Zrinka Brallo, Director of the Migrant and Refugee Communities Forum



Ms. Zrinka Brallo, of the Migrant and Refugee Communities Forum in London, continued by presenting MRCF's understanding of integration and how they carry out their work in practice.

MRCF works with communities and individuals and campaigns to change government policy. Their approach to integration is based on the experience and perspective of migrants and refugees. Migration and integration are not seen as

an identity, but as an experience and process. MRCF believes migrants are responsible for their integration and that they should have a say in how that process looks. MRCF understand it as a two way process, as something that immigrants want to do rather than something that is being forced on them as a denial or oppression of their complex and intertwined identities. They believe it is important to work on similarities/what we have in common rather than differences. The measure of integration for MRCF is that immigrants must feel that they are part of a shared society to the point that they no longer need support from their organisation.

MRCF provides services that are not being provided elsewhere and also provides for participation in other projects simultaneously. Strategically this means that MRCF has responsibility to gather evidence and advocate for change in policy, services and attitudes. They also have responsibility to work with external partners to share and communicate reality and challenges of integration.

MRCF's model of integration for migrants and refugees is based on the following key principles:

- Whatever you can do, MRCF won't do for you: it is important to be clear with members that we do not wish to create dependency.
- Immigrants are not victims – they are survivors. MRCF is there to support and guide but we expect the migrants and refugees to do the work for themselves. We also expect them to do things for others: mentees become mentors, trainees become trainers, etc.
- Work strategically to influence change of policy and practice to include immigrants.

Working on inclusion implies the need to focus on understanding differences in opinion and finding pragmatic shared interests that will lead to positive change. This means focusing on the need and related issues and how this can be resolved rather than focussing on identities and culture. It also means constant re-negotiation with exclusive identities.

Debate

During the debate issues linked to irregular migration were highlighted. Zrinka Bralo underlined that it is important to push for undocumented migrants' rights through the use of services, such as health services and the police, so that people are informed of their situation. Kadri Soova of PICUM, stressed that regularisation of undocumented migrants should not be seen as the only solution because the reality is that it is discouraged at EU level. We should instead look at what is at the heart of integration, i.e. access to basic rights. It is also important not to create a hierarchy among different migrant 'categories' but to ensure the integration of all migrants.

The right to free movement in the EU was also addressed as it does not apply to non-EU nationals. The fact that public policies do not consider inclusion and integration as priorities was also discussed. Social exclusion affects a wide range of people, not just migrants. It is therefore important to analyse all these different factors when talking about integration.

The definition of integration as 'open-ended' was also debated. This was contested as it takes responsibility away from those who should take responsibility for making integration work. Mr. Niessen underlined that what he meant with 'open-ended' was that all stakeholders need to be involved. He also mentioned that some governments are trying to get rid of these 'boxes' but in a negative way – for instance by sending back Roma residing in western European countries to their country of origin Romania. He prefers to use the term 'integration' rather than 'social inclusion' because it implies the recognition of the active participation of people concerned, whereas 'social inclusion' is always used in combination with the term 'vulnerable'.

Finally, the class dimension to integration was also highlighted. Governments are worried about migrants from poor countries but not at all about US citizens or wealthier migrants.

PART TWO: Launch of the MRIP Integration Toolkit

Sheena McLoughlin, EPIM Programme Manager



Ms. Sheena McLoughlin, EPIM Programme Manager, opened the second session by presenting EPIM - the European Programme for Integration and Migration – which funded ENAR’s Migrants Rights Integration Project (MRIP).

EPIM was initiated in 2005 within NEF, the Network of European Foundations, by a group of foundations from different European countries. It aims to strengthen the role played by NGOs active on migration

and integration issues in advocating for a European agenda that benefits migrants and host communities. In the current phase of the programme (2008-2011), European foundations are investing approximately 3 million euros in grants to deal with issues to foster the integration of migrants in Europe. Today, the EPIM network consists of 10 foundations (Barrow Cadbury Trust, The Joseph Rowntree Charitable Trust, and Calouste Gulbenkian among others) and 18 grantee consortia from across Europe.

In its current phase of the programme, grants focus on three priority areas: promoting access to fundamental rights and services for undocumented migrants; ensuring the voices of migrants are heard; and recognising and improving the role of the media in migrants’ integration.

Ms. McLoughlin announced that EPIM will be opening its next phase (2012- 2015) with a new call for proposals in January 2012. This new phase will focus on three priority areas: asylum, undocumented migrants, and equality, integration and inclusion.

Don Flynn, Director of the Migrant Rights’ Network



Mr. Don Flynn, Director of the Migrant Rights’ Network and coordinator of the MRIP project, presented the results of the MRIP project and the rationale and methodology behind its development.

The MRIP partnership was made up of ENAR member organisations in Belgium, Bulgaria, Cyprus, Italy, Sweden and the United Kingdom. They were asked to identify integration projects which would be amenable to a peer review and which could cast some

light on the ways in which integration has been addressed.

The MRIP project was designed to include groups that would bring a range of experiences: those with a relatively new experience of migration (Bulgaria and Cyprus); those which have been addressing integration and migration issues over the course of the last two decades (Italy and Sweden); and countries with longer histories of receiving migrants (Belgium and the UK).

The projects covered four themes:

- Employment (Cyprus and Sweden)
- Civic engagement (Italy and the UK)
- The role of the media (Bulgaria)
- Family welfare (Belgium)

A Peer Review was conducted to place those national practices in the context of EU policy on integration and the rights based approach to supporting migrant integration. From this, a European Toolkit was developed as an aid to organisations working with migrant communities to support their integration, primarily at local and regional levels. The toolkit attempts to identify principles that are robust and consider the ways in which they could be presented as ‘tools’ that could be shared, used and adapted to fit local circumstances. The toolkit is the first step and needs to be taken up and discussed by groups in ENAR and other networks. The MRIP project aims to contribute to opening up debate, encouraging a broader commitment to the development of constructive integration policies at the EU level, and promoting effective linkages between these policies and those of Member States at the national, regional and local levels.

Debate

Attention was devoted to the peer review methodology. A peer review is a process of self-evaluation and self-improvement. The idea is to work with peer organisations that work in the same field, to collaboratively assess project practices and performances. One of the key purposes of developing a toolkit with such a methodology was to encourage further capacity building at national level.

It was also shared that some partners had to put in more effort than anticipated in the peer-review. CMR Sweden explained that it takes time and extra resources to establish a dialogue built on trust with those evaluated. An additional challenge is convincing grassroots organisations on the importance of the assessment of their own project. It is important to clarify that the appraisal of their work will help them in better understanding their own working mechanisms, as well as the outcomes and results of their projects, as a tool to improve future initiatives. It was highlighted that, within the network of professionals involved in this initiative, the development of a pool of experts was recommended.

Questions were raised with regard to the dissemination strategy of the toolkit. The publication is available in English and French (in hardcopy and on ENAR’s website¹) and is currently being disseminated to relevant actors at European and national level (migrant organisations, Foundations, EU institutions and agencies, as well as ENAR members). It was raised that translation into different languages would be needed, particularly as MRIP aims to identify principles for integration projects at local level.

¹ See : http://cms.horus.be/files/99935/MediaArchive/publications/Toolkit_EN_low%20final.pdf

PART THREE: WORLD CAFÉ SESSION

This interactive session aimed to discuss in further detail the different projects identified in the MRIP Toolkit on integration at the local level. Each partner hosted a table conversation and presented their project for further discussion.

- Bulgaria by Boris Cheshirkov, Programme Manager, AIRM
- Cyprus by Anthoula Papadopoulou, Chair, KISA
- Italy by Luciano Scagliotti, Consultant, CIE Piemonte
- Sweden by Victoria Kawesa, Senior Researcher, Center Against Racism
- UK by Zrinka Bralo, Director, Migrant and Refugee Communities Forum



An extra table conversation was hosted by Sophie Kammerer, ENAR Policy Officer, to discuss ENAR's forthcoming General Policy Paper on Roma integration.

After successive rounds of discussion, a plenary debriefing was held where a synthesis of the discussions was presented by the table hosts.

Bulgaria - Boris Cheshirkov, Programme Manager, Association for the Integration of Refugees and Migrants (AIRM)



Project: 'There is Bread for Everyone'

The project was conceived to counter negative attitudes towards migrants and to raise awareness within the media about their duty to act responsibly when reporting on issues linked to migration. The assertion that 'there is bread for everyone' was intended to address the hostility of the majority population and the anxieties concerning the presence of migrants seen as reducing resources for host citizens.

The overarching objective of this media campaign was to foster more positive attitudes towards immigrants and their integration.

Specific objectives:

- Attract media and NGOs as key lobbying actors in the process of building positive attitudes towards the integration of migrants;
- Generate public and media interest;
- Raise public awareness about migration by presenting powerful information to the media and the public about immigrants in Bulgaria.

Key conclusions:

- Media has a key role in integration and promoting cultural diversity
- Integration projects should be centred around positive language and positive examples
- Media campaigns can effectively contribute to an increase in positive media coverage
- Educational media programs on anti-discrimination, anti-racism, integration and social inclusion of migrants are essential in promoting cultural diversity and equality
- It is important to maintain good relationships with friendly media
- It is important to follow-up on such projects

Cyprus - Anthoula Papadopoulou, Chair, KISA



Project: Peer review of the New Employment Policy for Domestic Workers (NEPMW)

The aim of the project was to raise awareness about the importance of domestic work in Cyprus and to highlight its gender dimension. The project aimed to analyse the new policy and see whether it adequately addressed the issues faced by domestic workers and guaranteed sufficient protection for female migrant

workers.

The new policy introduces a number of changes, such as the new term ‘domestic worker’ (previously ‘domestic helper’), as well as training as an alternative to work experience, or transferring the responsibility of recognition to the Ministry of Labour. A basic knowledge of Greek or English is also a new requirement under this policy and is considered as an incentive for better communication as well as a prerequisite for better integration.

It was found that some of the changes brought by the NEPMW are positive as they are moving in a positive direction. However, the policy overall does not fulfil its objective of adequately protecting the labour rights of domestic workers and is not yet conducive to integration. Continued effort is needed in this regard.

Key conclusions:

- Migrant domestic workers are particularly vulnerable and need special protection
- Mandatory language courses for migrants should be free of charge and accessible by taking into account working hours
- Domestic workers are subject to multiple discrimination (on the grounds of race, religion, gender, etc.)
- Integration is a ‘give and take’ process and both sides need to respect their respective rights
- The situation in Cyprus is particularly poor and needs to be addressed – domestic workers should not be treated as slaves but as humans, workers with rights

Italy - Luciano Scagliotti, Consultant, CIE Piemonte



Project : The Casa del Quartiere

The Casa del Quartiere di San Salvario was developed to address the tensions and agitation in a poor neighbourhood in Turin where migrants were perceived as those responsible for the litter, anti-social behavior, and high levels of crime in the area. The project aimed to regenerate the area through social housing programmes and cultural and social development, as well as community empowerment. The project involved twenty organisations that worked together to provide cultural activities in the neighbourhood, to promote intercultural dialogue and exchange, and to provide support to local NGOs and facilities for families. The overall objective of the project was to address the needs of the local community, which was ethnically divided and ignored by the city authorities.

Main achievements of the project:

- Mutual understanding was improved and interethnic conflicts were reduced
- It provided urban regeneration
- Security was improved
- The sense of belonging and solidarity among neighbors was increased
- The image of the neighbourhood was no longer negative

Key conclusions:

- Integration projects should be proactive by anticipating problems and not waiting for them to explode
- Integration projects that empower both migrants and host citizens to join in mutual dialogue and to participate fully in society make important strides forward
- Integration should aim at achieving equality across the main areas of social and economic life
- The lessons learned and findings of the Casa del Quartiere project need to be followed-up

Sweden - Victoria Kawesa, Senior Researcher, Center Against Racism



Project: The SIMBA Centre

The SIMBA Centre was established to support unemployed African women in Sweden. The objectives of the project were to improve employment outcomes for African women and to challenge stereotypes. The project also aimed to educate and inform employers and employment agencies about the potential of migrants to demonstrate that they have their own capacity of leadership and to build stronger bridges with other sections of the Swedish labour sector. The Centre also initiated a partnership with a private sector employment agency.

The Centre provided:

- Advice and counseling
- Help in identifying useful courses or trainings, particularly in IT
- Workshops/discussion groups covering themes such as the norms and expectations of Swedish society, ethics, citizenship, etc.
- Empowerment of women to play a bigger role in addressing deep-rooted problems in Swedish society

Key conclusions:

- Anti-discrimination and social inclusion are prerequisites for successful integration strategies
- Efficient benchmarking mechanisms are needed to measure the integration of migrants in the labour market
- Strategies for integration require collaboration and alliance-building with many different stakeholders
- Important to recognise the value of projects that are firmly rooted within migrant communities

UK - Zrinka Bralo, Director, Migrant and Refugee Communities Forum



Project: Building a community base of integration

MRCF was established in 1993 in response to the needs of migrant and refugee communities in northwest London. It runs a resource centre that provides space for training, meetings and cultural events, as well as office space and support services for community groups. Its resource centre premises allow it to have daily contact with individuals and the main communities in the

area. Its meeting rooms are in constant use by different groups and advice services and mentoring support is available to hundreds of vulnerable individuals. For example, MRCF has been providing support to overseas qualified doctors and dentists so that they can pass requalification exams and work in the UK. MRCF provides practical help to ease this process.

Another focus of its work is improving migrants' access to the services and opportunities that exist in London. In its three day per week advice project, it provided advice to 264 individuals in 356 different occasions since the project began.

Key conclusions:

- Migrants and refugees should be recognised and respected for their contributions to society
- An intercultural approach encourages dialogue across different perspectives that reflect different experiences and cultural values
- Undertake a 'power analysis' of groups and institutions you will deal with when building an integration project
- Integration should be something that migrants want to do rather than something that is being forced on them
- Operate a 'holistic' approach so that each part of the programme relates to the overall goal of community empowerment

ENAR General Policy Paper on Roma Integration - Sophie Kammerer, Policy Officer, ENAR



ENAR highlights four key principles in its General Policy Paper (GPP):

- A positive political discourse must be promoted
- Respect and fulfilment of fundamental rights must be the basis of Roma inclusion policies
- Active citizenship is essential to Roma inclusion and civic participation must be enhanced
- Effective policymaking and

implementation must be ensured at all levels

The discussion focused on 3 questions:

1. How should the Roma be defined?
2. What terminology should be used to describe racism against Roma?
3. Should we use the term integration or inclusion in this context?

Key conclusions:

- National Roma Integration Strategies should acknowledge that there is tremendous diversity among the Roma population
- Self-identification should be encouraged
- It is important to clearly specify when talking about Roma as EU citizens or non-EU nationals
- The terms anti-gypsyism/anti-tziganism/Romaphobia should be used according to the language and national context
- Active participation is key - both civic rights and socio economic rights need to be addressed with the aim to achieve equal participation in all areas of life
- Terms suggested in this context, other than 'integration' or 'inclusion': (social) cohesion; diversity

A key part of the discussion included varying views whether to use the term “integration” or “inclusion” when speaking about Roma.

<p><u>Arguments in favour of “integration”:</u></p> <ul style="list-style-type: none"> • Stronger than inclusion, implies more active programmes, a stronger set of rights and participation (by opposition, inclusion would be connoted as too passive) • Social inclusion has been connected to a certain type of policy (not as comprehensive as integration policies), integration goes a step further with a range of policies • Integration is a two-way process 	<p><u>Arguments in favour of “inclusion”:</u></p> <ul style="list-style-type: none"> • Roma are EU citizens and integration is mostly used for non-EU nationals. Therefore, using integration when addressing the Roma gives the impression they are not considered as EU citizens • Integration is too often associated with assimilation. People have different definitions. Inclusion is a less “damaged” term • The concept of an inclusive society is to get the same possibilities for all in the society • Inclusion can also refer to a wide range of policies
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World Café conclusions:

Don Flynn closed the session by underlining that there was a very strong sense that the issue of terminology will not go away. Integration means different things in different ears. The general sense was that ‘integration’ was preferred to ‘inclusion’. Whatever the term we choose to work with it is important to be consistent and give clear definitions. The common experiences stressed the importance of our work in this area. More cooperation and exchange is certainly needed.

CLOSING REMARKS

Eva Schultz, Immigration and Integration Unit, DG Home, European Commission



The EU's work on integration focuses on citizens from countries outside the European Union who legally stay in one of the 27 EU Member States. The EU Common Agenda for Integration provides a framework for the implementation of the EU Common Basic Principles. The Common Agenda also makes plans for a series of supportive EU mechanisms and instruments to promote integration and facilitate exchange between integration actors, such as the European Web Site on Integration

and the European Integration Forum. A report on the completion of the EU framework on integration was prepared by the Commission on the occasion of the fourth Ministerial Conference in Zaragoza in April 2010. The Handbooks on integration and the European integration modules also developed by the European Commission also act as drivers for the exchange of information and good practice between integration stakeholders in all Member States in order to contribute to successful integration policies and practices across Europe.

Through these instruments and mechanisms, the European Commission tries to steer the debate on integration. The recent EU Communication published in July 2011 proposed a European Agenda for the Integration of Non-EU Migrants, focusing on action to increase economic, social, cultural and political participation by migrants and putting the emphasis on local action. This new agenda highlights challenges that need to be solved if the EU is to benefit fully from the potential offered by migration and the value of diversity. It also opens a new strand, which is the role of countries of origin in the integration process and the encouragement of "Triple Win Solutions".

The European Commission is often criticised for not really bringing anything new to the table when it comes to integration, but a lot is being done with the legal basis, enabling new options on which we can work. For instance, in addition to the many economic arguments used to promote integration strategies, ENAR believes integration incorporates more than just a focus on economic contributions; it is also about solidarity and compassion, about human lives, and the need for full participation of all actors in society. The lack of political attention and political leadership in regard to these latter features of integration is particularly challenging. It is thus particularly important to address integration through our joint efforts and to effectively campaign for the benefits of mobility, equality, and full participation for all.

Aziz Abilshari, Ecolo MP, Parliament for the region of Brussels-Capital



Integration policy in Belgium is shaped by a complex structure of responsibilities, which are shared between the federal level, the regions and the different linguistic communities, all of which have their own governmental structure. This complexity makes integration policy effectiveness particularly challenging. Moreover, the different communities have very different approaches and understandings of integration. In general, the Francophone policy toward immigrants has traditionally

leaned towards the French assimilationist-republican model, while Flanders' approach was inspired for a long time by the Anglo-Saxon and former Dutch multicultural model.

In the bilingual region of Brussels-Capital, both the Flemish and the French community have jurisdiction, which makes it particularly complicated. The French Community Commission (Cocof) has no integration policy. Integration is mainly dealt with through employment and education. On the other hand, the Flemish Community Commission (VGC) has a member who specifically deals with equal opportunities and integration issues.

The Parliament of the Brussels-Capital Region has a unique configuration in terms of the political representation of elected representatives descended from diverse ethno cultural groups, and in particular Muslim elected representatives. Over 1/3 of the Parliament of the Brussels-Capital Region is of foreign origin. This political representation lies within the scope of a city where more than 50% of the inhabitants are foreigners or of foreign origin.

Finally, at the federal level, Belgium's new Prime Minister, Mr. Elio Di Rupo, is the first Prime Minister of migrant origin to hold office in Belgium.

CONFERENCE PROGRAMME

8:30	Registration
OPENING OF THE CONFERENCE	
9:00 - 9:30	<p style="text-align: center;">Welcome and introduction</p> <p>Welcoming speeches:</p> <p><i>Welcome by Chibo Onyeji, Chair of ENAR</i></p> <p><i>Introduction by Shannon Pfohman, Deputy Director - Policy, ENAR on the link between ENAR's Progressive Narrative on Equality and Integration</i></p>
9:30 - 10:10	<p style="text-align: center;">Session 1: Integration Beyond Migration, Kicking off the debate <i>Session chaired by Chibo Onyeji, Chair of ENAR</i></p> <p><i>Speaker 1: Presenting 'Integration Beyond Migration' Publication</i> Jan Niessen, Director, Migration Policy Group</p> <p><i>Speaker 2: Practice Versus Theory - How can we define integration?</i> Zrinka Bralo, Director, MRCF</p>
10:10 - 11:00	<i>Debate</i>
11:00 - 11:30	Coffee Break
11:30 - 12:15	<p style="text-align: center;">Session 2: Launch of the MRIP Integration Toolkit <i>Session chaired by Chibo Onyeji, Chair of ENAR</i></p> <p><i>Speaker 1: Introduction of EPIM Programme</i> Sheena McLoughlin, Programme Manager, EPIM</p> <p><i>Speaker 2: Introduction of the Migrants Rights Integration Project (MRIP)</i> Don Flynn, Director, Migrant Rights Network</p>
12:15 - 13:00	<i>Questions and answers</i>
13:00 - 14:00	Lunch

<p>14:00 - 16:30</p>	<p style="text-align: center;">Session 3: World Café Workshop on Integration <i>Session moderated by Celina Kin-Armbrust and Shannon Pfohman, ENAR</i></p> <p style="text-align: center;"><i>Interactive session</i></p> <p><i>MRIP Best Practice Examples on Migrant integration in:</i></p> <ul style="list-style-type: none"> • Bulgaria by Boris Cheshirkov, Programme Manager, AIRM • Cyprus by Anthonla Papadopoulou, Chair, KISA • Italy by Luciano Scagliotti, Consultant, CIE Piemonte • Sweden by Victoria Kawesa, Senior Researcher, Center Against Racism • UK by Zrinka Bralo, Director, Migrant and Refugee Communities Forum <p><i>Building ENAR General Position on Roma Integration:</i></p> <ul style="list-style-type: none"> • Roma in Europe by Sophie Kammerer, Policy Officer, ENAR
<p>16:30 - 17:00</p>	<p style="text-align: center;">Coffee Break</p>
<p>17:00 - 18:00</p>	<p style="text-align: center;">Seminar conclusions and closing comments <i>Session moderated by Nicoletta Charalambidou, ENAR's Vice Chair</i></p> <p><i>Feedback World Café Workshop</i> By workshop facilitators</p> <p><i>Seminar conclusions</i> Don Flynn, Director, Migrant Rights Network</p> <p><i>Closing comments</i> Eva Schultz, Immigration and Integration Unit, DG Home, European Commission</p> <p>Aziz Abilshari, Ecolo MP, Parliament of the Brussels Capital Region</p>
<p style="text-align: center;">END OF THE CONFERENCE</p>	

CONFERENCE PARTICIPANTS

TITLE	SURNAME	1ST NAME	ORGANISATION
Mr	Albishari	Aziz	Brussels deputy, Green party
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			(UNU-CRIS)
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Mr	Sintubin	Koen	EZA Service
Ms	Rahimpour	Azita	Interpreter
Ms	Adriaens	Ines	Interpreter