



## INTEGRATION & ANTI-DISCRIMINATION PRACTICE PROFILES

### ***A Compilation of Descriptive Summaries of Activities and Measures Implemented by Employers, Trade Unions, National and Local Government Agencies, and NGOs in European Countries***

[www.ilo.org/migrant/discrimination](http://www.ilo.org/migrant/discrimination)

This collection of Integration and Anti-Discrimination Practice Profiles represents the first stage of an effort by the ILO (International Migration Programme) to identify and disseminate examples of initiatives by government, employers, workers' organizations and NGOs to combat discrimination and promote equality of opportunity through practical measures in their respective contexts. ***Profiles are available on a special page of the ILO website, [www.ilo.org/migrant/discrimination](http://www.ilo.org/migrant/discrimination)*** (Click on *These are included in this webpage*, then on *search*).

With the support of the European Commission through the "ILO INTI" project, this compilation of profiles counts some 200 examples from 25 countries as of June 2006. The ILO-INTI partner organization Centre for Social Innovation, based in Vienna, is responsible for compilation, verification, editing and posting of these profiles.

These "Practice Profiles" describe a wide variety of strategies employed at national, state and local levels to address discrimination and integration challenges. Some are innovative and context-specific, while others involve classic, rights-based establishment of norms. Some were pilot initiatives or addressed a specific short-term goal; others are still in effect, and have established clear and measurable outcomes. While some may be more suitable to replicability than others, all represent significant initiative by a range of stakeholders not only to manage, but also to take advantage of the productive potential of a diverse workforce.

Initial compilation began in 2001 from information provided by collaborators with the ILO Project on Combating Discrimination Against Ethnic Minority and (Im)migrant Workers in the World of Work, and from descriptions available in earlier compilations. Subsequently, many more profiles have been obtained in direct contact with practitioners. The texts of profiles are checked with the respective organizations to verify accuracy and obtain permission to reproduce for circulation.

These examples are not presented as 'good' practices or 'best practices,' because such labels imply a degree of evaluation and the latter a comparative assessment among various practices. To date, no commonly agreed standards, indicators or measures for evaluation of such practices have been finalized. Under auspices of the ILO-INTI project, a *practice evaluation working group* involving specialists from a number of concerned organizations in Europe has elaborated an provisional approach and methodology including indicators and measures that would allow for a credible and comparative assessment of such experiences. In our view, only such an assessment would provide the basis to identify which ones are 'good' or 'best.' Inclusion of practice examples in this data base thus confers no endorsement by ILO.

## **Profile Components**

Presentation of these profiles follows a format intended to provide a substantive description of the activity and its context, and some preliminary evaluative data regarding results and possible effectiveness of the measure(s) and activity. Elements include:

### **1. Needs identified**

What are the basic needs to which the project or measure responds?

### **2. Aims and objectives of the project/measure**

What is the stated intent of the effort; what does it intend to accomplish?

### **3. Activities**

A brief description of the activities and/or other characteristics of the project/measure.

### **4. Sources of funding**

Please identify the sources of funding or other resources

### **5. Involvement of migrants/minority and/or social partners**

Describe the role and participation of both the "target" population and social partners in elaborating, governing, and receiving attention from this project/measure.

### **6. Results achieved (by outcome indicators)**

Please indicate what has concretely been accomplished by the project/measure.

### **7. Innovative elements (why is this good practice)**

### **8. Difficulties encountered in implementation**

What were particular obstacles, anticipated or not, which affected development, implementation and outcome of the project/measure?

### **9. Potential for national and transnational applicability**

Comments (subjective) as to whether this measure may be replicable elsewhere, across different conditions.

### **10. Contact information**

Name, title or position, address, telephone and e-mail for a person involved with the project who can respond to requests for information and advice. (Website listed if relevant)

The profiles are based on initial information from or about each 'practice.' ***These profiles are not considered definitive descriptions***; they are updated regularly and verified with the respective practitioners.

***Comments, suggestions, critiques are invited.***

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