



## PROJECT PROFILE:

### PROMOTING EQUALITY IN DIVERSITY: INTEGRATION IN EUROPE

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***A project implemented by the International Labour Office and partners  
with the financial support of the European Union***

#### Project Purpose

To support broad community engagement throughout European Union member countries in facilitating integration of and combating discrimination against immigrants by disseminating effective practice, identifying indicators of integration, developing evaluation tools, and convening social partner networking.

#### Target Groups:

Employers' associations and federations; trade unions; public authorities including particularly national equality/anti-discrimination commissions; migrant and minority community organisations; concerned civil society organizations; academic institutions; and communications media

#### Implementing Partners

Centre for Social Innovation, Austria; Churches Commission for Migrants in Europe (CCME), Brussels; Europa-Kontakt, Berlin; International and European Forum on Migration Research (FIERI) Turin, Italy; Irish Business and Employers Confederation (IBEC); and Irish Congress of Trade Unions (ICTU). The ILO International Migration Program in Geneva provides overall coordination and management as well as technical support.

#### Main activity components

1. Develop a European compendium/data base on practice example profiles to provide examples and models covering all main categories in the ILO typology across EU Member States.
2. Determine evaluative standards, indicators, methodology and tools to assess effectiveness, viability, and potential replicability of integration and anti-discrimination practices.
3. Conduct a comprehensive study of European and other experience in integration, to (a) identify key conditions, factors and measures for success, (b) to distinguish viable and counterproductive approaches, (c) to determine key indicators of integration
4. Develop tool kits including conceptual literature, guidelines, models of practice and practical pamphlets for use by specific constituencies and social groups (small enterprises, trade unionists, migrant groups, etc).
5. Convene and facilitate a European social partner forum on integration and discrimination to facilitate exchange of experience and practice, stimulate wider and more effective social partner engagement, and support cooperation at national and regional levels.

6. Organize a conference to evaluate experiences, share knowledge and consider possibilities for sustained national and European campaign(s) for integration and anti-discrimination.

#### Anticipated Outcomes:

1. Identification, evaluation and dissemination of 250-300 profiles of practices.
2. Establishment of a credible evaluation system to permit qualitative assessment of practice.
3. Identification of indicators and data on obstacles to and means of facilitating integration.
4. Utilization of 'tool kit' materials for improved effectiveness of constituent activities.
5. Expanded exchange and cooperation among social partner and civil society organizations.

#### Timeline and Budget

The project period is 18 months beginning in July 2004.

The total direct budget costs are approximately €600,000, 80% of which is provided by the European Union INTI budget line administered by the Directorate General for Justice and Home Affairs.

#### Background

Experience and research by ILO tripartite constituents across Europe reinforce concern with the challenges posed by discrimination against migrants and the lack of integration of immigrants and their descendents. Discrimination and social exclusion seriously diminish productivity, foster social conflict, and reinforce ghettoisation of significant groups of the population. Integration of immigrants remains a major challenge to achievement of social cohesion in Europe and to ensuring productive participation of newcomers in workplaces and in local communities.

ILO conducted comparative empirical research measuring discrimination in access to employment by immigrant workers in Belgium, Germany, Italy, the Netherlands and Spain; independent studies using ILO methodology were done in Denmark and Switzerland. Findings showed discrimination in access to employment to be of significant importance in all countries covered by the research with net-discrimination rates of 35 per cent commonly found. ILO has developed a typology of anti-discrimination/integration measures, recognizing some 60 different types of measures and initiatives to facilitate integration and combat discrimination by the different social actors and institutions and it has already compiled a considerable number of profiles.

#### **About ILO**

The International Labour Organization is the United Nations Specialized Agency which seeks the promotion of social justice and internationally recognized human and labour rights.

The ILO mandate is centred on the promotion of *Decent Work for all*. The ILO formulates international labour standards in the form of Conventions and Recommendations setting minimum standards of basic labour rights: freedom of association, the right to organize, collective bargaining, abolition of forced labour, equality of opportunity and treatment, and other standards regulating conditions across the spectrum of work related issues.

ILO provides technical cooperation in such fields as: vocational training and vocational rehabilitation; employment policy; labour administration; labour law and industrial relations; working conditions; management development; cooperatives; social security; labour statistics; and occupational safety and health.

The ILO promotes the development of independent employers and workers organizations and provides training and advisory services to those organizations. Within the UN system, the ILO has a unique tripartite structure with workers and employers participating as partners with governments in the work of its governing organs.

ILO has been involved in labour migration concerns since its' founding in 1919.

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