Content managers meeting

Participants:

Name	Organisation
Marijke Bosma	Nieuwegein
Benedita Cocheno	Nieuwegein
Eddy Curtis	Newry and Mourne
Cristobal Diaz Jorge	Santa Cruz
Elise Féron	Kent University
Pascaline Gaborit	ENTP
Edoardo Guglielmetti	ENTP
Shirley Keenan	Newry and Mourne
Blagovesta Kirilova	Sofia
Lauriane Lahéry	ENTP
Roger Lopez	Alt Empordà
Diana Meschter	Marburg
Natasja Naegels	Antwerp
Irena Petkova	Sofia
Romans Putans	Riga university
Imma Quintana	Alt Empordà
Sandra Rainero	Padova
Phoebe Stirling	ENTP
Willianne Van Slooten	Nieuwegein

28th of February 2013

Location: Le cercle des voyageurs, Brussels

Discussion topics : Good practices / Baseline study/ Regional consultation meeting / Communication

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The meeting started with a brief summary of the baseline study state of affairs. So far, all the baseline studies have been received, except from Sofia, Riga and Santa Cruz (see table at the end).

• Baseline Study – First results

Presentation given by Elise Féron, lecturer at the University of Kent Brussels School of International Studies, who has been contracted by ENTP to draft an analysis of the documents received for the baseline study (interviews with the target group and questionnaires filled by the municipalities) as well as of the available interviews with stakeholders. She will also draft a report based on the project's material, and this will include policy recommendations. More information on the Baseline studies is available at the end of the minutes.

During the morning session she presented a draft analysis of the first studies received. The details provided by the studies and the interviews are unequal.

Elise Féron presented the analysis in different steps:

1. **Overview of the situation**
   Minorities face different challenges in their respective cities. These challenges are exacerbated by the impact of economic crisis on policies and social situations, the difficult management of the second waves of migration, the presence of discrimination, the level of unemployment, myths about migrants stealing jobs, etc. This representation is often spread by the media, which do not focus on positive aspects. Legal issues impeding inclusion are present in all the baseline studies covered.

2. **Main issues faced by migrants/Roma**
   Education (recognition of Roma's previous experience/ diplomas/ education), literacy, intercultural challenges, access to information, health issues, housing and poverty, limited mobility, high level of endogamy, gender (women's rights, division of labour and access to jobs, interacting with men, role of the breadwinner), are issues faced by migrants and Roma. They do not face the same issues in the same way; there is great variation between minorities. For example, there is a gap between migrants from central eastern Europe who integrate better of more quickly in comparison to migrants from North Africa (ex: according to employers, workers from the East are more reliable).
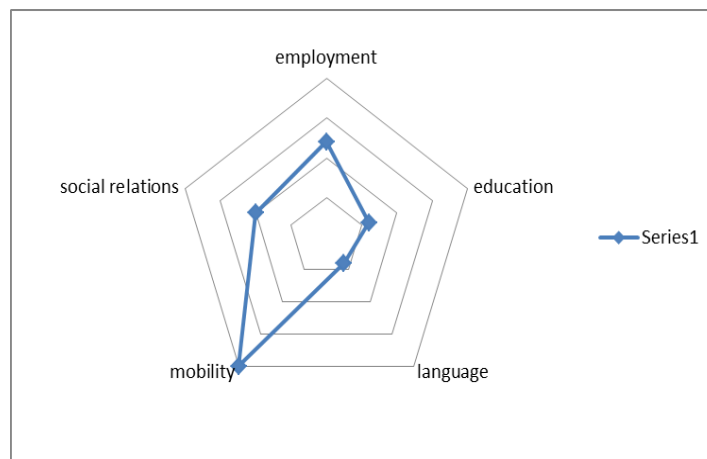
3. **Identification of the main policy challenges**
   Such issues can be integrated into different policy challenges at a legal level (recognition of qualification and work experience, access to resident permits…), at a sociological and economical level (long-term unemployment, lack of low-skill jobs…), and last but not least at an organizational level (opportunity to take initiatives, individualized monitoring, lack of coordination between services…)

4. **Policy assessment**
   There is an impressive wealth of policies targeting individuals and their close environment (family, networks) as well as liaising among organizations. However, there is great variation in their approaches: some favor either socio-economical or cultural integration; others are either problem, population or territory oriented. There is no cross-cutting programme to address the specificity of the individual and this is one of the main weaknesses of the policy

(i.e. different individual perspectives on integration, what is the meaning to be integrated?) The individualized approach does not take a close look at family environment or networks. There are cultural specificities among Roma - it is not a unified group. Additionally, since the Roma distinguish themselves from other minorities, to address their issue as if they were similar to other minorities make no sense. As it is not easy to assess the effectiveness of policies, it is important to measure inclusion at an individual level without forgetting that individuals are socially embedded. 5 main dimensions are suggested to measure inclusion: employment, education, language, mobility and social relations. Elise suggested mapping these patterns with Radar Charts to assess the level of inclusion and to see where inclusion is weak and what actions are needed from a political perspective. Separate graphs could be used to summarize integration of migrants and policies (identify local policy model, how they change across cities, how integration is conceptualized between cities or countries, etc.). This would highlight the multidimensional character of inclusion. The mismatch between situation of migrants and policies can be shown through these diagrams. According to the result, Elise would ask for more information from particular partners. This method may show that sometimes, there isn't a big difference between migrant and other people (native). It may be handy for municipalities which have a more universal approach (no specific policies for people with foreign background). Example:

5. **Policy recommendations :**
- Case by case approach always most effective
- Expectation varies among targeted groups and within communities
- Importance of group level for Roma
- Multi-level approach needed
- Global Roma approach inadequate, need to hire special advisors
- Take environment (networks etc.)into account
- Importance of joint planning between actors

Comments:

Each city will have to guide Elise according to their priorities and their expectations: What do local authorities want to reach at a local level?

When the analysis refers to the main policy challenges, it may be useful to link the situation with the level of governance and to understand the role of communities in this actual governance. The 5 dimensions to analyze the multi-dimensional approach could be extended to economic aid, health and social issues, exclusion of neighbourhood, citizens' rights… Discussion on the dimensions to take into account, each city can choose the dimension they want but then need to provide the data.

Agenda: Detail: study completed by the end of August! Contact with partners. Have to send everything within two weeks. Put the presentation on the dropbox.

• Best practices:

Imma Quintana from Alt Empordà and Romans Putans from Latvia University presented the good practices methodology (comparative analysis) as well as a set of innovative elements. All the good practices have been received by Alt Empordà except the second one of Sofia. Analysis of the 18 good practices received has revealed two categories: the first focuses on the labour market and employment, the other on civic integration.

2 approaches have been used:

- Qualitative: analysis of 7 dimensions (focus, duration, etc.)
- Quantitative data

The good practices are mapped with different levels (focus, typology of action, promoter, management, duration). Few of the GP use a diagnostic tool to implement a following program.

Romans Putans presented a classification of the Good Case Practices (GCP) according to groups (Roma, migrants, youth, refugees…). The GCP are interesting in the sense that they introduce innovative elements (direct involvement of main actors, enforcement of laws, ICT tools, experimental methodologies and training, etc.). The conditions of transferability (similar background and challenges, way of life, experienced professionals…) are exposed as well. The assessment method has been described and a common evaluation scheme has been presented, rated according to different criteria (related, rather related, average, poorly related…) but additional information will be needed. For the online database, proposed classification filters, useful to be user friendly. 5 municipalities shall transfer the good practices. An information pool will be accessible and the local authorities will be able to choose and implement the most appropriate.

Next steps: once each authority receives the report about best practices, they have 2 weeks to look at it and to connect it with their local circumstances or political priorities, and then discuss in Santa Cruz. Each partner has to read them and be proactive on the selection. Elements from several practices can be combined.

• Regional Consultation Meetings

1/ Santa Cruz had a RCM last December. They had several politicians attending the meeting and a gypsy association, which had many things in common with the Roma even if they are more integrated. Some interesting points standing out of the interviews and the meeting:

- The laws: employment and work permit to stay in Spain is the main problem.

- Perception and rumors: the gypsy association said that people attack them because of their ethnic origin. They thus think that training and education is a good tool for integration.
- Access to information: they don't have the information to get the suitable help on integration: where to have information for job permission, etc. Politicians don't seem to have a good image within these communities.

During the RCM, Santa Cruz presented the results of the interviews and based the rest of the meeting on 3 questions: 1. Why is national law not addressing the labour market in general? Holistic approach needed: employment helps with inclusion but it is not the only way. 2. Why not identify in the policy the particular issues of each different groups? The Labour plus project is a good argument. 3. how to tackle the issue that irregular immigrants do not having the right to stay without a job and do not have the right to work without a residential permit? The Gypsy association said that they need more cooperation with policy makers and that they need more mediators from the same origin to engender trust and understanding. Political bodies are slow to find solutions, especially if the politicians are changing from one year to another.

2/ Alt Empordà had its RCM last November. "Management of rumors related to immigration, from concept to practice" was the title of the event, 38 people attended. They gave a theoretical approach to the management of rumors, and presented several examples of good experiences in Catalonia. Alt Empordà developed a link to anti rumors strategies on their website. Then, they developed specific strategies to combat rumors and made main policy recommendations, such as strategies to improve cooperation between local agents, training session for migrants with long term migrants to exchange their experience, promote community work with family, training courses to facilitate participation of people with low incomes, etc.

The conclusions from the RCM can serve as a good basis to develop the inclusion tool in the future, since it provides information on the local level.

- ## Communication

Edoardo Guglielmetti and Benedita Cocheno presented **the Press Kit** and **the Brochure**. As it includes a description of the partners, <u>feedbacks on these documents are requested within two weeks</u>. Otherwise, the press kit can be modified according to the different events. The brochure is print only when needed, before events, so that it can be adapted to the target group. The budget is shared for the brochure in English, and each partner uses is own budget to translate it if needed and disseminate it.

Newsletter: it has been agreed that the ENTP will draft the first newsletter with the contribution of other partners, in April. The newsletter will be approximately 4 pages long. It has been suggested to keep the contact of people attending the RCM so that we can add them on the mailing list for the newsletter. Tenerife will be responsible for the second newsletter, Nieuwegein for the third, Marburg for the fourth, Sofia for the fifth.

Website: it is important to make actions visible online, including pictures (possibility to hire a photographer during events/field visits if the budget allows it). A Facebook page has been created by Newry and Mourne: Labour Plus.

Labour Plus, Research's outputs progress

Labour Plus — Ethnic minority participation through education and employment	Nieuwegein	CCAE	Riga	Marburg	Antwerp	Newry and Mourne	Padova	Santa Cruz	Nagykallo	Sofia
Baseline Survey	(filled)	(filled)	Soon	(filled)	(filled)	(filled)	(filled)	Soon	(filled)	Soon
Target Group Interviews				(filled)	(filled)	(filled)	(filled)	(filled)	(filled)	
Stakeholders Interviews	(filled)	(filled)			(filled)			(filled)		

Short description baseline study

The baseline study, which has to be completed by the end of August, will provide a general overview of the situation on the ground regarding the inclusion of migrants and Roma people, in a comparative perspective. Its main objectives will be to:

1. Identify general variations as well as similarities across municipalities and regions but also between communities and groups;
2. Identify the main challenges occurring at different levels of policy implementation;
3. Propose an assessment of local policies, using Radar Charts to better picture where the cities lie on different topics relative to the inclusion of migrants (health, employment, participation, services, etc.). Where there is enough information, the baseline study will thus provide two Radar Charts for each municipality/region, one assessing the situation of one specific community of migrants (to be determined in each case) on various dimensions relevant to their inclusion, and one assessing the policies implemented in order to favour their inclusion.
4. Based on this assessment, list a few policy recommendations highlighting potential discrepancies between the migrants' needs and perceptions, and the policies that are implemented.

In order to proceed with points 3 and 4, all partners will have to send to Elise, if they haven't already done so, the relevant information (info on target group they want the Radar Chart to be prepared, as well as on their relevant policies), and guide her according to their priorities and their expectations: What do local authorities want to reach at a local level? Which dimensions of inclusion do they think are the most relevant? And on which specific community do they want the relevant Radar Chart to focus?