**Migration strategy – 2016/2017**

ENAR includes in this strategy all third country nationals under forced or voluntary migration including refugees, asylum seekers, migrant workers, people under subsidiary protection, family members and students.

1. What is the problem and what is the impact of the problem?
   * Fertile ground for discrimination and discriminatory speech leading to path of violent extremism against migrants
   * Increased level of anti-migrant racism and violence across Europe since 2014 as it is portrayed in our map of [Anti-migrant violence, hatred and sentiment in the European Union](http://enar-eu.org/Anti-migrant-violence-hatred-and-912)
   * Restrictive measures for reception of migrants (EU-Turkey deal)
   * Violation of fundamental rights safeguards in the reception of asylum seekers in the borders (detention, access to service and justice)
   * Restrictive measures for the integration of migrants (i.e. citizenship requests, family reunification – pre and post marital status, transition of work/residence permits)
   * Security measures undermining the implementation of integration policies and the migration agenda
   * Reinforcement of border controls and operations raise number for human rights violations (police abuse, racial and ethnic profiling, and irregular detention)
   * Fuel of hate speech against migrants and refugees by politicians and authorities
   * Lack of a holistic approach to integration – inefficient consistency in policies and practices
   * Migrants seen as risk for home security and for the stability of internal social affairs (Muslim seen as threat/migrants are in the EU to steal citizen’s job and to take profit from the Social Security system)
   * Migrants seen as threat to EU values when values are universal
   * Racist policies and approach to migration result in different categories of individuals (expatriates, migrants, students, labour migrants, family reunification migrants, seasonal migrants, circular migration migrants, blue card migrants, refugees, asylum seekers, subsidiary protection beneficiaries…). Every category of migrants benefit from limited and unequal sets of rights in terms of labour market participation, democratic participation, access to housing, services, care… Among others, this contributes to the ethno-stratification of the labour market
2. What is ENAR aiming to achieve in response to the problem? What is the change we want to see? *Outcomes* (1. Change in law, policy and standards 2. Change in practices and accountability 3. Change in mobilisation à all of which to impact change in people’s lives)

***Long term objective: member States guarantee equal rights to residents irrespective of status and nationality. There shouldn’t be any overall large exemption of access to rights based on nationality or status.***

***Change in law, policy and standards***

* + anti-discrimination principle is mainstreamed throughout the migration/integration packages
  + EU institutions ensure that integration proposals guarantee equal access to basic social services for all residents irrespective of their residence status or their origin
  + Framework Decision is implemented to ensure timely investigation, prosecution and sanction of violence irrespective of migrants’ residence status
  + The Blue card Directive and other labour market proposals should promote access for low and medium skills migrants and for migrants with an ethnic minority background
  + residence conditions for family reunification as well as rights of the non-EU family members, long-term residence, working and residence rights
  + Nation Action Plans for Integration/Discrimination or Social inclusion cover TCN, asylum seekers and refugees including those belonging to ethnic and religious minorities
  + National polices facilitate the recognition of qualifications and diplomas and certify migrants’ soft and hard skills and previous professional experiences
  + There is more of an open access Europe – real freedom of movement

***Change in practices and accountability***

* + The Victims’ Directive is fully implemented and provides full support to all migrants (TCN, asylum seekers, refugees, EU Citizen)
  + Bias indicators of hate crime are accurately recorded by authorities and support units
  + Hate crime against migrants are recorded as such and the States response is timely and dissuasive
  + Border and costal guards do not ethnically profile migrants
  + Hate speech by politicians is condemned by political parties and competent authorities
  + Member States promote inclusion of migrants in compliance with the rule of law. Disrespected safeguards and principles addressed by the Directives (on single permit, family reunification, long-term residents, blue card, qualification, humanitarian visa, visa code and equal treatment) are timely sanctioned by the European Commission
  + European Commission to promote of CSO’s good practices on labour market integration, civic or political participation, citizenship and education
  + Member States to ensure equal access and career progression of ethnic and religious migrant minorities to the labour market
  + Member States use EU integration funds in a fundamental rights and inclusive way (especially on projects regarding discrimination and violence against migrants)

***Change in mobilisation***

* + Civil society receives sufficient EU Fund to support national and local initiatives of CSOs for a better integration of migrants
  + migrants from ethnic and religious minorities are empowered to participate in local democratic structures
  + CSO actors engages with communities of arrival willing to develop projects to support the integration of migrants
  + Private sponsorship schemes by companies, universities and citizens in general and from ethnic communities are promoted to contribute to the relocation and resettlement of asylum seekers and refugees
  + Members have a deeper expertise strengthen to better analyse intersectionality between nationality/residence status, gender, ethnicity, race, religion, sexual identity
  + Member organisations: Empowered to monitor and to report on discrimination and violence against migrants

1. What are the barriers? *Power analysis*. *What is your analysis of the key forces driving/blocking such a change? What economic or political interests are threatened/promoted by the change? Which groups are drivers/blockers/undecided? Is it visible (rules and force) or invisible (in people heads – norms and values) or hidden (behind the scenes influence). Who do the key players listen to (because that may help us decide on our alliance strategy).*

Drivers:

* Citizens: Greater civic engagement on issues related to asylum and migrants reception (i.e. initiatives such as Refugees Welcome)
* Funders: Engagement from stakeholders and foundations providing financial support to projects to foster the integration of migrants
* Progressive institutional response to cases of violence against migrants

Blockers:

* Far-Right groups: promoting the negative impact of migration and encouraging policies to stop migration flows
* Law enforcement authorities: fail to punish acts of violence and discrimination against migrants

Allies:

* Civil society organisations (European and national levels)
* International organisations (UNHCR, IOM, ECRI)
* MEPs
* Think-tanks
* Foundations
  + Political climate: fortress Europe and border control to avoid exodus are the main priorities
  + Economic risks: burden of the migration in the economy can undermine the social inclusion of other EU citizens and residents
  + Political leadership: Member States lack of willingness to share the burden of relocation/resettlement and to implement early integration measures properly
  + Integration: depending on their residence status, each migrant faces integration differently. Integration must have a multi-diverse approach (tailor-made to the migrants need) to represent all diversity of languages, skills, experience. I.e. First and second generation of migrants face different barriers
  + Integration: alarming level of labour exploitation, risk of glass ceiling
  + Policies on Migration/integration: policy packages are being reactively drafted and developed in a fast speed. Certain assumptions or potential positive opportunities can be missed or not prioritized by EU institutions and MS.
  + Policies on Migration/integration: tendency to be progressively more restrictive every year
  + Institutional discrimination: potential manoeuvres as a way to de-turn the arrival of religious or ethnic migrant minorities in certain host countries
  + Security measures: continuous implementation of internal and external barriers to avoid migration flux
  + Budget: lack of sufficient financial resources to implement integration policies

1. What are the change hypothesis/assumptions? Opportunities? *How is the change we are discussing likely to take place? What alliances (e.g. between sympathetic officials or politicians, private sector, media, faith leaders or civil society) could drive/block the change? What would strengthen the good guys and weaken the bad – e.g. research and evidence, pressure from people they listen to (who are they?)  or mobilisation in the street? Can you foresee any likely ‘critical junctures’: new governments; changes of leadership; election timetables when change is more likely to occur?*

***Assumptions***

* + Migration policies as developed and formulated into European and national legislations over the last three decades are deeply rooted in racist perspectives, hierarchizing workers according to explicit or implicit racialized criteria. They contribute to maximalising the benefits of share/capital holders by ensuring the ongoing presence of a variable of adjustment to the needs of the labour market through a flexible, low-cost and little unionized work force with little to no protection, and little to no possibility to claim the enjoyment of their rights and seek redress in case of abuse.
  + Challenging the current political and policy framework, which rests primarily on the assumption that people are a specific sort of commodity, would improve policies and practice on migrants integration.
  + Evidence-based policy making should be better elaborated and should be better referenced with emotive stories to create support and engagement
  + The main problem behind the current forms of xenophobia: islamophobia and Afrophobia.
  + Migrants’ voices are not heard
  + Migrants belonging to ethnic and religious minorities face further disadvantages in their migration and integration paths.

***Positive***

* + Research: Shadow Reports and other investigatory exercises could provide concrete elements on the situation of discrimination of migrants
  + Cooperation: ENAR would explore intersectionality with full cooperation of other EU CSOs actors working in the field of discrimination and human rights
  + Citizenship engagement: potential promotion of ECIs on migration/border management/violation of HRs to gain the support of MS citizens
  + Political participation/representation: Migrants more engaged and represented in the dialogue with authorities and potentially being leaders of local bodies
  + Narrative: a strong positive narrative for and with migrants which could be streamlined with consistent policies and measures
  + Decrease of racist crime against migrants: an efficient judicial system which sanctions perpetrators and do not tolerate violence against minorities

***Negative***

* Political representation: increase of the Far-right in the national governments
* Migration: new exodus from the new set-backs in Africa
* Mobilisation: Violence backlash from movements as PEGIDA

***Opportunities***

*-* European Migration Forum: platform to exchange best practices and to promote recommendations in the field of migration

*-* National elections: monitoring hate speech against migrants and ethnic/religious minorities and mapping of projects working on political participation/representation of TCN

*-* Blue Card Directive review: opportunity to advance our recommendations on labour market integration and the application of the New Skills Agenda

*-* Mid-review of the EU Action Plan on Integration of TCN: to ensure that anti-discrimination is imbibed in policies and practices related to access to justice, service and victims support are included in the assessment

- Shadow Report launch: to promote our advocacy ask on migration and integration

1. How will we respond to achieve the desired outcomes? Activities. Actions
   * Communication: Continue to promote a positive narrative and the impact of migrants by reshuffling the Hidden Talents campaign
   * Research: Finalise, launch and disseminate Shadow Report on Migration and national briefs (see research portfolio)
   * Research: Media and grassroot monitoring of incidents of hate crime or violence against migrants
   * Advocacy: Work on removing exemption nationality in equality directives
   * Advocacy: Provide recommendations to MEPS related EP discussions, exchanges, reports and legislative proposals on migration and integration agenda, ensuring a harmonized approach between migration/integration and anti-discrimination policies
   * Advocacy: Provide recommendations to EC officials related EC’s exchanges, consultations, reports, communications and possible infringement procedures on migration and integration (labour market, education, access to justice and services, citizenship
   * Advocacy: Participation at European Fora debating migration and integration (and its intersectionality) such as the European Migration Forum, Fundamental Rights Agency, EASO, Frontex
   * Advocacy: Reinforce the cooperation with Institutional actors through bilateral meetings and participation in consultations/policy amendments
   * Training: Empowering members’ skills and knowledge on intersectionality that could influence xenophobia
   * Training: Strengthen the capacity of ENAR members to better monitor, record and report hate crimes or violent attacks against migrants (see racist crime portfolio)
   * Training + coalition building: Explore joint training with FRA, CSO actors and law enforcement authorities on ethnic profiling of migrants on the borders
   * Training: Empower migrants-led member organisations for further participation and self-representation at national and local level consultations on the integration package
   * Coalition building: Develop close cooperation with EQUINET to ensure the accurate monitoring of discrimination and hate crime against migrants
   * Coalition building: Strengthen the cooperation with Social Platform and its members to better monitor the management of EU Funds related to Migration and Integration
   * Coalition building: Strengthen the cooperation with EPAM and other coalitions at the European and national level in order to gather data and information on potential discriminatory practices and policies which can prevent the full integration of migrants, asylum seekers and refugees
   * Integration: promote members best practices in the field of labour integration, citizenship, political engagement and representation, education at the EU level
   * Integration: Continue to support MPG’s project on citizenship, community mobilisation and political engagement
   * Integration: Continue to promote to the European Commission and employers recommendations in the field of employment based on ENAR’s Shadow Report, Equal@work report and the review of the Blue Card Directive
   * Integration: Continue to monitor discriminatory policies and practices which can direct or indirectly affect migrants
   * Integration: reflect on a position about private and educational sponsorship programmes for an easier integration of early arrived migrants
   * Integration: contribute to the discussions to the New Skills Agenda and the recognition of soft/hard skills and qualifications of migrants (see employment portfolio)