



ENAR
Employment Conference:
Building a large “Race for
Equality Alliance”
24 June 2011

REPORT



European Network Against Racism

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Introduction and background

The European Network Against Racism (ENAR) takes great pleasure in publishing the report of the ENAR Employment Conference, which took place in Brussels on 24 June 2011.

Discrimination and inequality are a part of the everyday lives of ethnic and religious minorities all across the European Union. While for some, the remedy is to be able to take a case to court and challenge an act of discrimination, legislation alone is not enough to tackle the entrenched inequalities that result from a long history of discrimination and oppression and that can be a part of social institutional structures. In 2000 the European Union adopted the Race Equality and Framework Employment Directives (RED and FED) with the intention of tackling such discrimination.

A decade after the adoption of the Equality Directives and six months after a European Equality Summit dedicated to equality in employment as well as a high level Commission event on diversity management, the situation of ethnic minorities and migrants on the labour market remains marked by inequalities and discrimination. ENAR aims to keep this issue high on the political agenda, ensure that recommendations are followed up, and proactively engage in a large multi-stakeholder alliance to ensure progress towards equality.

The ENAR employment conference enabled the sharing of best practices and explored ways to develop common advocacy strategies for NGOs, private companies, trade unions, public employers, and other relevant stakeholders, both at European and national level. Indeed, ENAR is convinced of the added value of adopting a multi-stakeholders approach to progress towards equality in employment. Tackling the barriers preventing full participation of ethnic minorities and migrants in the labour market requires coordinated actions from stakeholders from the public sector, the private sector, and civil society alike. Through the conference, ENAR also aimed to promote, deepen and enlarge the ENAR Partnership on Promoting Equality in Employment, a pioneering initiative bringing together companies, committed to diversity and inclusion, and civil society to work together and engage in finding solutions to ensure the full participation of ethnic minorities in the labour market.

This report brings back the contents of the ENAR employment conference and it has essentially the same structure:

- In the first part, experts analyse the current situation of migrants, ethnic and religious groups in employment in terms of policies and legislation;
- The second part presents the ENAR Ad Hoc Expert Group on Promoting Equality in Employment and explores the role of different stakeholders in promoting equality;
- The third part describes the content of the four afternoon workshops focusing on different issues (integration of migrants and minorities in employment policies, voluntary initiatives for diversity, active ageing and migrant elders, successful partnerships at national level) and formulated recommendations.

With the present report, ENAR intends to share the outcomes of its employment conference in order to promote practical anti-discrimination strategies and policies relevant for the workplace and also demonstrate that equality is feasible and necessary for a real sustainable development in Europe, which also takes the human factor into account.

Official opening

Chibo Onyeji - ENAR Chair

Realising equality and maximising the positive potential of diversity continues to be one of the crucial challenges facing labour markets across EU Member States. The integration of migrants, ethnic and religious minorities within their respective majority communities is determined to a large extent by their opportunities to actively participate in gainful employment. Indeed, equal access to employment and fair working conditions are the necessary prerequisites for effective social inclusion based on allowing migrants and ethnic minorities to actively participate in economies and societies.

ENAR's main objective is to deepen and broaden the ENAR Partnership on Promoting Equality in Employment, a pioneering initiative bringing together companies committed to diversity and inclusion and the anti-racist civil society groups to work together and engage in finding solutions to ensure the full participation of ethnic minorities in the labour market.

Our partnership with four major multinational companies committed to diversity and inclusion (SODEXO, L'OREAL, IBM, and ADECCO Group) was set up in the form of an Ad Hoc Expert Group to reflect in a proactive and political way on the responses of different stakeholders in the field of employment, and in regard to the structural problems ethnic and religious minorities tend to experience throughout the EU as far as accessing the labour market and achieving equality in employment.

The Ad Hoc Expert Group first met on 26 and 27 November 2009, using a multiple stakeholder approach. The second meeting was held in December 2010. This pioneering initiative, marking the third employment conference brought our four partner companies together with trade unions, EU institutions, government representatives, large public employers, and the anti-racist civil society groups to work together by identifying ways forward in ensuring full equality for ethnic and religious minorities in the labour market. Thanks to the commitment of all participants, and in particular our colleagues from SODEXO, L'OREAL, IBM, and ADECCO Group, we have already achieved a common understanding on key issues and produced a number of recommendations to policy makers, employers and social partners. The results of this third initiative are presented here. We very much hope you will become inspired and join us at European level or create similar alliances at national or local level.



Official opening

László Andor - European Commissioner for Employment, Social Affairs and Inclusion



Europe 2020 is the EU's growth strategy for the coming decade and it aims to encourage the EU to become a smart, sustainable and inclusive economy¹. These three mutually reinforcing priorities should help the EU and the Member States deliver high levels of employment, productivity and social cohesion. With regard to the priority of inclusive growth, the Union set a target of 75% employment rate for women and men aged 20-64 to be reached by 2020. This ambitious target can only be achieved with an inclusive approach that takes into consideration those workers who are currently out of the labour market. Indeed, we need to focus on empowering disadvantaged groups that might face discrimination, like women, young and older people, low-skilled workers and legal migrants. We need to boost the European economy, which can be a perfect opportunity to create a more inclusive and sustainable economic system.

Gender equality in employment progressed much over the past decade, but the gender gap between employment rates of men and women still persists across Europe. If we look at the non-EU population, third-country national men's employment rate is 68%, while that of third-country national women is below 50%. The situation is even worse for Roma women, with an employment rate around 22%. It should also be noted that the post-communist transition in some new Member States had more consequences on women and minorities' involvement in the labour market than the crisis itself.

The Commission issued specific recommendations to face the crisis including a greater commitment to increase women's participation by adopting a number of measures that aim to overcome cultural and structural barriers: improved childcare, tax system reforms, anti-discrimination legislation, etc.

The situation of Roma women is so specific, however, that concrete measures are needed. Yet, this is often not adequately taken into consideration when discussing relevant issues, like housing, employment, health, and education. Indeed, as Roma and as women, they are victims of multiple discriminations. Most Roma women have not yet achieved economic independence, in part due to traditional gender roles, as well as cultural and familial roles. For instance, young women who become young mothers tend to suffer from chronic unemployment and higher school drop-out rates.

On another note, pension systems were reformed recently with stronger gender equality components, increasing the retirement age for women. The problem is that women work more part-time, earn less, and their career is more likely to be interrupted due to childbirth. As such, they are more affected by poverty, tending to have lower wages and lower pensions. Policies should address care services, employment development and, as the retirement age increases, also focus on measure to improve the working conditions of older people.

Lifelong Learning is another instrument that needs to be implemented in order to encourage the access and return of women, migrants and minorities to the labour market.

¹ European Commission, Europe 2020 Strategy, http://ec.europa.eu/europe2020/index_en.htm

Official opening

The focus on quality jobs is also essential. The Commission's employment guidelines include multiple guiding principles for making progress in this field, which is especially important in order to exit the financial crisis. Specific frameworks and strategies, like the European Framework for National Roma Integration Strategies, should be adopted to better address the needs of vulnerable groups and to assure equal access to services. The coordination of activities with different stakeholders at national level is also needed to make the system coherent and efficient.

Exclusion is not in line with the Europe 2020 Strategy. Economic and social integration is highly prioritised by the EU, but it requires strong commitment at all levels to outline all the benefits of social cohesion for an effective growth.

Debate

During the debate the Commissioner was asked about the implementation of policies. He highlighted the importance of the commitment at national level of all the stakeholders involved at the EU level to promote strategies (Europe 2020, Roma Framework, etc.). Peer pressure among Member States is particularly significant in this regard. ENAR members also expressed concern regarding the inclusion of all the different groups in EU policies. The Commissioner pointed out difficulties linked to the diversity of national justice systems and different degrees of awareness regarding rights among Member States, which are primarily responsible for social inclusion. He emphasised that migration will be among the top priorities for EU employment policies in the coming years.

Part 1: Equality in employment

Part 1 Equality in employment: a state of play of the situation and policies



Part 1: Equality in employment

1.1 The situation of ethnic and religious minorities and migrants in employment

Discrimination in employment: highlights on the situation of migrants and minorities from the Labour Force Survey

David Thorogood - Head of section on migration statistics, Eurostat

The statistical office of the European Union (Eurostat) provides the European Union with statistics at European level that enable comparisons between countries and regions. All the collected data and statistics are available online and are freely accessible to all¹.

In recent years, Eurostat has been working on the statistical mainstreaming of migration-related topics across a range of socio-economic statistics. This is a complex task, moving away from simply producing counts of the numbers of migrants towards providing information on the social and economic situation of migrants and their immediate descendants. Different policy users seek information relating to different migration-related population groups such as foreign born, foreign citizens (or, in a European context, non-EU citizens), recent migrants, recent/immediate descendants of migrants (2nd generation of migrants). Statistics on ethnic and religious groups are not widely collected in Europe. It is prohibited by law to collect ethnic and religious group data in some countries. As a result, there is not a single definition for analysis.

The main data source on structure and trends in the EU labour market is the Labour Force Survey, which is the major quarterly household survey in all the EU Member States that has a total sample over 1.5 million persons each quarter. The information refers to a wide range of demographic, educational, social and economic areas that affect the labour market and provides detailed data on employment,

unemployment, and inactivity². In 2008, an ad hoc module on migrants and their immediate descendants was undertaken, adding specific questions to distinguish migration-relevant groups and issues relevant to migrants. However, it can be difficult to produce detailed and reliable information on migrants in a sample survey. A particular concern is that those missed in the survey may be those with the greatest labour market difficulties. For example, migrants with a poor knowledge of the national language may be unable to respond to a survey and may equally experience difficulties accessing the labour market.

In 2008, the unemployment rate of persons, aged 25-54 in the EU with the highest level of educational attainment, was lower for native-born compared to foreign-born and non-EU born. The non-EU born were the most likely to be unemployed among the three groups.

It is also significant to look at the unemployment rate of native-born and first and second generation migrants (25-54). Again, the situation was better for native-born, even though there was still a gap between the unemployment rates of men (5%) and women (6%). Regarding second-generation migrants, the conditions of those who have mixed backgrounds (one foreign-born and one native-born parent) (6%) are better than those who have foreign background (both parents foreign-born) (8%). Those who are foreign-born have worse conditions: about 11% of unemployment for women and 9% for men.

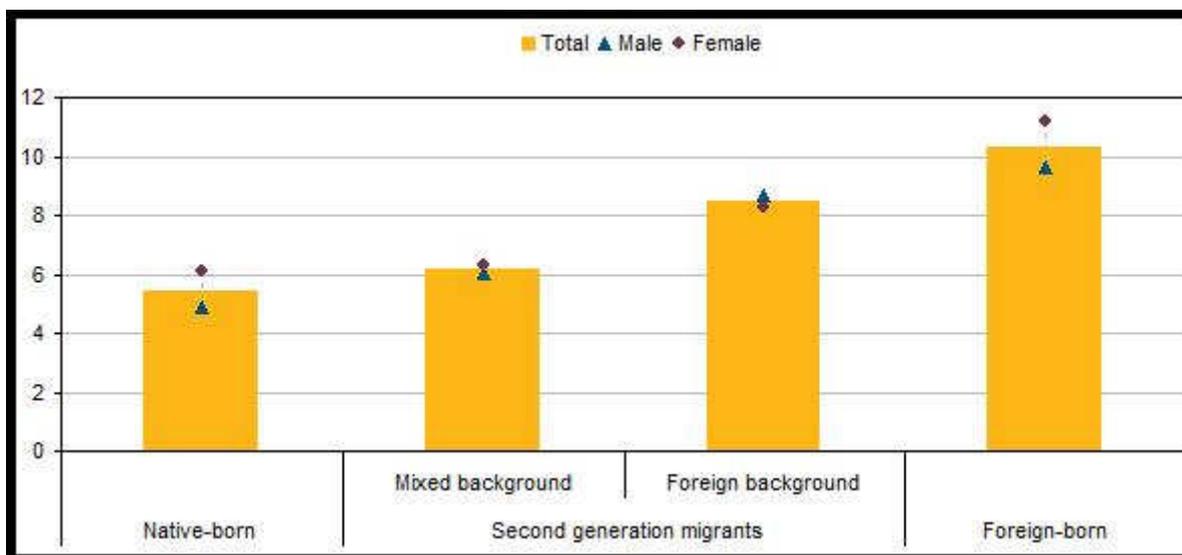
Collected data also shows the extent to which migrants are more involved in low skilled jobs even though they have tertiary education.

This may indicate a continuing problem of non-recognition of qualifications obtained outside of the EU. Regarding economic activity sectors, the percentage distribution of employed persons, aged 25-54 by sectors with highest gap between foreign-born and native-born in the EU-27, shows

¹ Statistics are available online: Eurostat, <http://ec.europa.eu/eurostat>

² Further information on statistics regarding labour market and the 'Labour Force Survey 2010': http://epp.eurostat.ec.europa.eu/portal/page/portal/labour_market/introduction

Part 1: Equality in employment



Unemployment rate of native-born and first and second generation migrants, 25-54. Source: Eurostat, 2008.

that foreign born men are mainly involved in construction, accommodation and food service activities, while women are more active in domestic work, accommodation and food service activities. A recent Eurostat publication entitled 'Indicators of immigrants integration – a pilot study'³ was published in June 2011 with the aim of identifying to what extent existing harmonized survey data sources can provide adequate data on migrant populations and to identify where indicators cannot be reliably produced due to limitations in data sources.

The report includes calculations of the proposed common indicators of migrant integration for each Member State based on data currently available from the European the European Union Statistics on Income and Living Conditions (EU-SILC), and Eurostat's migration statistics, as well as the OECD Programme for International Student Assessment (PISA). The indicators apply to four policy areas: employment, education, social inclusion and active citizenship. Due to its systematic and coherent method, the pilot study can be considered a valuable instrument for better analysis on migrant integration in future.

³ 'Indicators of immigrants integration – a pilot study', Eurostat 2011, can be downloaded from: Eurostat, http://epp.eurostat.ec.europa.eu/portal/page/portal/product_details/publication?p_product_code=KS-RA-11-009

Part 1: Equality in employment

Discrimination in employment: highlights on the situation of migrants and minorities from the European Working Conditions Survey

Tadas Leoncikas - Research Manager (Surveys and Trends Unit), Eurofound

The European Foundation for the Improvement of Living and Working Conditions (Eurofound)¹ is a European Union body set up in 1975 to contribute to the planning and design of better living and working conditions in Europe. Its role is to provide information, advice and expertise on living and working conditions, industrial relations and managing change in Europe for key actors in the field of EU social policy on the basis of comparative information, research and analysis.

Eurofound uses several instruments for monitoring the living and working conditions that allow data collection from Member States. The most relevant are the European Industrial Relations Observatory (EIRO), European Working Conditions Observatory (EWCO), European Restructuring Monitor (ERM), European Monitoring Centre on Change (EMCC), and surveys like the European Working Conditions Survey, European Quality of Life Survey and European Company Survey.

The 2010 edition of the European Working Conditions Survey (EWCS)² analysed the characteristics of the working population that, in line with the Eurostat definition, consists of workers aged more than 15, employees and self-employed included. The questionnaire dealt with issues of precarious employment, leadership styles and worker participation as well as the general job context, working time, work organisation, pay, health risks, cognitive and psychosocial factors, work-life balance and access to training. A number of questions were also included to capture the impact of the economic downturn on working

conditions. Almost 44,000 workers were interviewed in the EU Member States plus Norway, Croatia, Macedonia, Turkey, Albania, Montenegro and Kosovo, covering more than just the EU and making it a comprehensive study. In this text, however, we concentrate on the figures and situation in the EU27.

The definition of 'migrant background' was intended in broad terms to address all persons with migrant origins other than those who and whose both parents were born in the country of residence. Based on this definition, the share of working population with migrant background among the EU27 respondents was 12.6%. The survey compared the experiences of this group with those of the rest of the surveyed population.

The survey investigated discrimination linked to age, race, nationality, sex, religion, disability and sexual orientation, and showed that those with a migrant background have more exposure to discrimination on most grounds. While nationality (7.5%) and race (6.2%) stand out at highest levels and in largest difference to mainstream population, the discrimination on the basis of religion and sex is also more likely to hit workers of migrant origins (discrimination based on religion: 3.9% migrant background, 0.5% others; discrimination based on sex: 2.2% migrant background, 1.5% others). That means that population of migrant background encounters negative experiences where ethnic differences may overlap with social and economic issues, creating grounds for multiple discrimination.

In terms of vulnerability, almost 8% of workers with migrant background had no contract and more than 14% were not very well informed about health risks in the workplace.

The differences between migrants and non-migrants in terms of general social support from colleagues or financial security in case of illness are less pronounced. It is worth noting that the Survey focused only on the working population and does not measure discrimination preventing access to the labour market, which is also a significant obstacle

¹ Link to website: Eurofound, www.eurofound.europa.eu

² Further information on the EWCS: <http://www.eurofound.europa.eu/surveys/ewcs/2010/index.htm>

Part 1: Equality in employment

		Migrant background	All other population
q65. Over the past 12 months, have you been subjected at work to (discrimination linked to...)? ** = p ≤ 0.01 *** = p ≤ 0.001	age	2.8	3.3
	race, ethnic background, colour***	6.2	0.7
	nationality***	7.5	0.6
	your sex **	2.2	1.6
	religion***	3.9	0.5
	disability	0.7	0.5
	sexual orientation	0.5	0.3

Percentage of interviewed people who declared they have been subject to discrimination over the past 12 months, by type of discrimination and migrant background. Bold shows those grounds where the difference in levels of experienced discrimination between people of migrant background and the rest of population are statistically significant. Source: European Working Conditions Survey 2010.

to equality in employment for minorities, including large Roma population.

Overall survey results reveal that the flipside of greater diversity (in all forms) in the workforce is that work-related discrimination remains a risk:

- In 2010, 6% of the EU workers said that they had experienced some form of discrimination at work – a slight increase compared with 2005;
- Strikingly, given the European policy goal of retaining people in work for longer, the most common complaint was of age discrimination – reported by 3% of workers;
- People with migrant background are more likely to encounter discrimination as well as most forms of abusive behaviour such as verbal abuse (13%), threats (7%), bullying (6%) or unwanted sexual attention.

When considering policy response at European level, a range of dimensions have to be taken into account:

- The cause of societal integration should remain high on agenda because the levels of perceived tensions between racial or ethnic groups rose across European societies in the backdrop of the economic crisis³;
- The levels of awareness and the availability of policy measures to tackle discrimination at work remain very uneven across the EU member states⁴ and addressing the issue at European level has to advance;
- Secure entry into work has to be ensured by providing proper contracts and information on health and safety issues to all workers;
- With regard to security of workers against abusive behaviour, measures against third-party abuse should be advanced (relationships with clients especially relevant to service sectors share of migrant workers is concentrated) to improve protection.

³ Trends in quality of life in the EU: 2003-2009, Eurofound, 2010, <http://www.eurofound.europa.eu/pubdocs/2010/47/en/3/EF1047EN.pdf>

⁴ See 'Working conditions of nationals with a foreign background', Eurofound, 2011, <http://www.eurofound.europa.eu/ewco/studies/tn1012015s/index.htm>

Part 1: Equality in employment

1.2 The equality legislation and its implementation

The implementation and impact of the Equality Directives on employment policies in EU Member States from the perspective of Equality Bodies

Kalliopi Lykovardi - Equinet Board Member

Equinet¹ (European Network of Equality Bodies) brings together 33 organisations from 28 European countries and its member national equality bodies are empowered to counteract discrimination across the range of grounds, including age, disability, gender, race or ethnic origin, religion or belief, and sexual orientation. It started in 2003 as a cooperation project and was established as a structured network in 2007. Equinet secretariat is based in Brussels and coordinates the work of its members on the basis of the Equal Treatment Directives (2000/43/EC; 2000/113/EC; 2006/54/EC), in line with UN Paris Principles and ECRI Policy Recommendations to Specialized Bodies.

The Equinet's mission is to enable equality bodies to achieve and exercise their full potential at Member State level by sustaining and developing a networking platform for equality bodies at European level.

The functions of the equality bodies, as laid down in EU Directives, are to provide interdependent assistance to victims of discrimination, independent surveys and reports, and recommendations on discrimination issues. However, Equinet and national equality bodies also conduct wider tasks relating to awareness raising and the promotion of equality and good practices. Indeed, Equinet's main objectives include:

- Capacity building for the staff of equality bodies;
- Enhance the strategic capacity of equality bodies;
- Identify and communicate knowledge from the work of equality bodies;

- Enhance the recognition and strategic positioning of Equinet and member equality bodies with all stakeholders at European Union level.

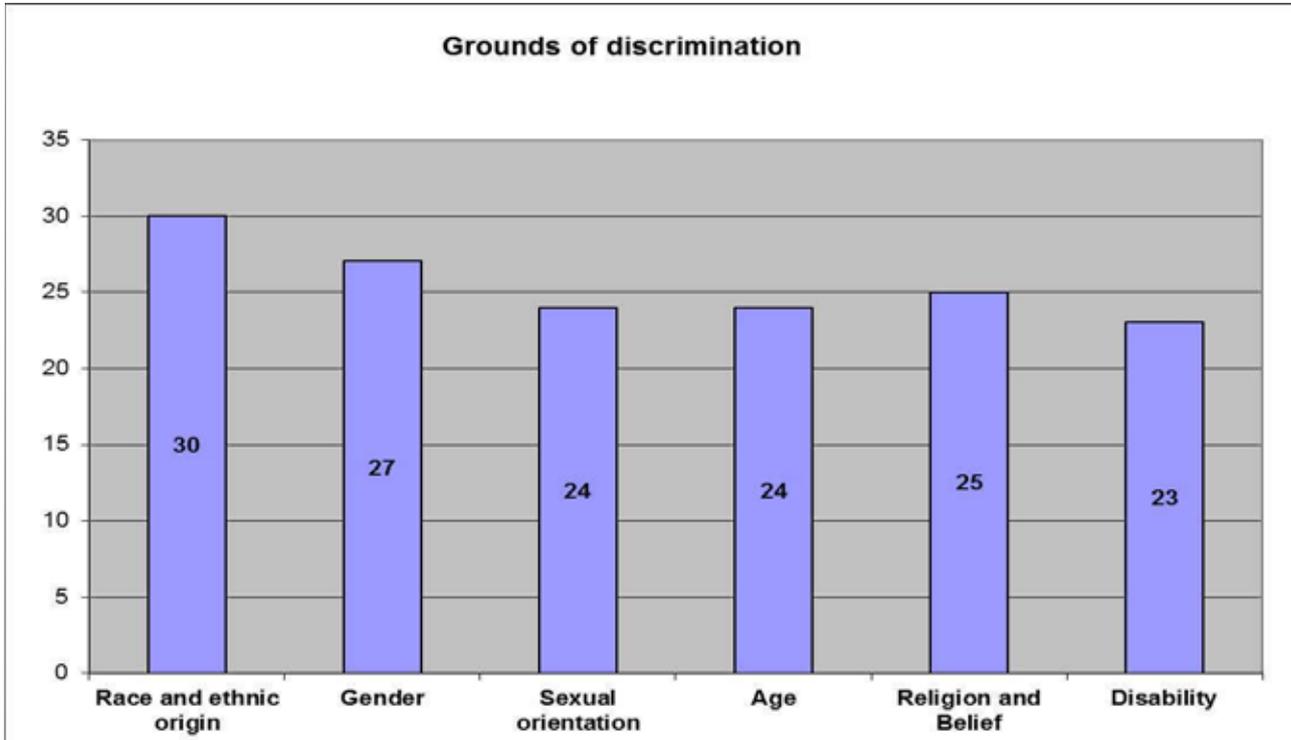
With regard to the implementation of the Equality Directives, it is possible to see progress in the broadness and the content of the national anti-discrimination legislations: in employment and occupation (broad set of grounds, definitions of discrimination, protection against victimisation, fair allocation of the burden of proof); as well as in institutional initiatives (establishment of national equality bodies, law enforcement mechanisms). Moreover, it is possible to recognise a progressively growing awareness of the need to overcome discrimination through the implementation of targeted policies.

However, a lot of work still needs to be done to make the Equality Directives fully effective. The legal framework is necessary, but alone is not sufficient for tackling discrimination and inequality at work. Reliable data could have a crucial role in the identification of the problems and future measures needed. Improving data collection is thus important for the planning and the effectiveness of the governmental policies and for the implementation of the strategies of the Equality Bodies. In addition, the economic downturn provides the tendency to give lower priority to policies targeting discrimination and lower funds to institutions competent on combatting discrimination.

Discrimination in the field of employment is most frequently reported to Equality Bodies (FR: 48%; HU: 48%; IE: 40%; RO: 47%), and the complaints refer mainly to hiring and dismissal.

¹ Link to website: Equinet, www.equineteurope.org

Part 1: Equality in employment



Grounds of discrimination reported to equality bodies in Europe. Source: Equinet.

Gender and race are only a part of all complaints (FR: 7% gender and 29% race; HU: 28% gender and 10% race; IE: 10% gender and 23% race; RO: 2% gender and 12% race); other frequently occurring grounds are age (HU: 23%; IE 24%) and disability (FR: 19%; IE: 20%). Again, the gaps in reporting percentages of different fields of discrimination might also be related to the different levels of awareness on anti-discrimination legislation among the Member States. Complaints to Equality Bodies and Courts represent only the top of the iceberg and this fact is a serious threat to the effectiveness of the legislation. For instance, 60% of respondents in a FRA survey declared that they have not even heard of the Equality Body in their country. In fact, the main causes of under-reporting are the lack of awareness of rights and redress mechanisms, the belief that reporting does

not reap positive outcomes, combined in some cases with lack of trust in public authorities and the eventual fear of adverse effects of reporting. To overcome these barriers in reporting cases of discrimination, a societal change is necessary based on the development of a culture of rights and a culture of compliance. Furthermore, there is a need for increased knowledge about Equality Bodies and individual rights. Making public authorities a safe place for victims is essential. Another key process that needs to be developed is the continuous cooperation between and action by all stakeholders: Equality Bodies, European bodies, national and local authorities, NGOs, social partners, employers, and service providers. Indeed, since equality is not merely a matter of legislation, these actors have a crucial role in promoting needed changes in society.

Part 1: Equality in employment

The implementation and impact of the Equality Directives on employers and trade unions

Ioannis Dimitrakopoulos - Head of Equality and Citizens' Rights Department, European Union Fundamental Rights Agency

The European Union Fundamental Rights Agency (FRA)¹ was created in 2007 (Council Reg. 167/2007) to provide EU institutions and Member States with evidence-based assistance and expertise on fundamental rights, when implementing EU law. It collects data, conducts research, develops opinions and conclusions and disseminates results in order to raise awareness on fundamental rights issues. The areas of intervention are defined by a multi-annual framework in which racism is considered as a continuous and transversal element rather than an independent issue to target. Non-discrimination is a fundamental right under the Charter of Fundamental Rights of the European Union (art. 21) and art. 17 of the Racial Equality Directive (2000/43/EC) tasks the FRA with contributing to the Commission's report to the European Parliament and the Council on the application of the Directive.

The FRA has recently carried out a research on the perspectives of social partners across the EU in order to assess the impact of the Racial Equality Directive (2000/43/EC) and its practical implementation².

Indeed, art. 11 of the Directive deals with social dialogue between the two sides of industry, with a view to fostering equal treatment and to addressing the role of trade unions acting on behalf of victims of discrimination.

The focus of the research was to assess awareness of the Directive and equality legislation, the views of the social partners on the role of equality bodies, and

the views on how to improve the impact of the Directive. Across the EU 344 respondents were interviewed among trade unions, employers' organisations, equality bodies and NGOs. It was noted that in some countries social dialogue is far more significant than in others, and also that trade unions can act on behalf of the victims of discrimination.

The research results showed a difference in attitude between "old" and "new" Member States; in some interviews in new Member States anti-discrimination legislation came across as a rather exotic notion, not directly relevant to the main concerns of trade unions. In general, however, trade unions were more aware of racial discrimination and willing to address it than employers. Many respondents considered equality bodies, as not independent enough and too bureaucratic in handling claims processes. Social dialogue was considered as a good mechanism for anti-discrimination work, even if it did not produce immediate results. For a number of respondents the Directive was a 'directive for migrants', as it was perceived to be dealing more with discrimination on grounds of nationality rather than race or ethnic origin. Furthermore, the concept of 'anti-discrimination' was often confused with 'equal opportunities'. Finally, many employers thought that the Directive is a burdensome, costly and bureaucratic instrument.

Regarding the Roma populations, in particular in "new" Member States, unequal treatment was often not seen as discrimination, but rather as the result of the "way Roma choose to live and often Roma were not considered as "deserving protection". Indeed, one of the main issues in the "new" Member States was essentially the lack of a common understanding of discrimination.

The FRA, also under its previous form, as European Monitoring Centre on Racism and Xenophobia (EUMC) had frequently voiced its concern over the lack of robust systematic discrimination data. In order to make up for this lack of data the Agency launched a major survey on this issue, which was published in December 2009 targeting minorities and migrants: EU-Midis. The research involved 23,500 migrant/ethnic minority respondents from

¹ Link to website: FRA, European Union Fundamental Rights Agency, <http://fra.europa.eu>

² 'The impact of the Racial Equality Directive - Views of trade unions and employers in the European Union (Strengthening the fundamental rights architecture in the EU IV)': http://www.fra.europa.eu/fraWebsite/research/publications/publications_per_year/2010/pub_racial_equal_directive_en.htm

Part 1: Equality in employment

different groups (Roma, Sub-Saharan Africans, Central and Eastern Europeans, Turkish, Former Yugoslavians, North Africans, Russian) and 5,000 majority population respondents. The issues covered were discrimination and victimisation, as well as rights awareness and relations with the authorities, in particular the police. Across the EU on average, one out of three respondents said that they had experienced racial discrimination in the past year in at least one area of social life (housing, employment, education, health, customer services). When asked if they had reported these discrimination incidents most respondents said no, because, in most cases, "nothing would happen or change".

The EU MIDIS survey showed that the Roma are among the most discriminated minorities in the EU. The European Commission and the European Council have agreed to further intensify their efforts for the socio-economic integration of the Roma³, and FRA will have an active role in monitoring progress under the Roma Task Force created by the European Commission in September 2010. In the context of this work the FRA launched in December 2010 a major survey on Roma in close collaboration with the UNDP and the World Bank (funded by DG Regio). The survey covers eleven EU Member States, including for the first time, countries such as France, Italy, Portugal and Spain. The survey will examine the socio-economic characteristics of Roma populations as well as rights related issues focusing on four key-areas: education, employment, housing, and health.

³ Further information on EU and Roma:
http://ec.europa.eu/justice/discrimination/roma/index_en.htm

Part 2: Race for equality partnership

Part 2 Race for equality partnership



Part 2: Race for equality partnership

2.1 ENAR ad hoc expert group on promoting equality in employment

Sophie Kammerer - Policy Officer at ENAR Secretariat

Jean-Michel Monnot - Vice-President Group Diversity & Inclusion from SODEXO

For two years, ENAR has been working in partnership with several companies, trade unions, public employers and ENAR members to promote equality in employment. ENAR organised this employment conference in order to present the results of this initiative and further extend this partnership to include actors at the national and local level as well.

In January 2006, under the leadership of Commissioner Vladimir Spidla, a High Level Advisory Group (HLAG) was set up and tasked to examine the integration of ethnic minorities in the labour market with the view to analyse how to achieve better social integration of ethnic minorities and foster their full participation in the labour market throughout the European Union. At the end of 2007 the group submitted a report and put forward policy recommendations in this regard. The work of ENAR Ad Hoc Expert Group on Promoting Equality in Employment started in 2009, building on the results presented by the HLAG. ENAR wanted to maintain focus on these issues through an innovative approach that involved actors who do not usually cooperate with each other. In order to promote equality, it is essential to bring together all the interested parties and to foster dialogue between all the stakeholders: individual employees, companies, associations, and social partners. Indeed, the added value of the Ad Hoc Expert Group has been the creation of a multi-stakeholder dialogue, which opens new horizons and inspires innovation.

Through dialogue, the different stakeholders became aware of and better understood the issues raised, taking them into consideration when designing effective anti-discrimination actions. Having common positions has also enabled the different parties to create a political agenda.

Workers, as the final target of the project, eventually benefit from this innovative holistic approach. The Ad Hoc Expert Group had two main objectives:

- To proactively define the frame of reference of the debate on national and European employment and equality policies, and examine the responses enabling a balance in the participation of ethnic minorities in the labour market;
- To study the role of all stakeholders in this process, including European institutions, social partners and civil society.

The recommendations of this working group are intended to:

- Enable the European Union, Member States, social partners and NGOs to better engage in the policy issues and processes;
- Develop joint advocacy strategies on issues of employment and equality.

At the meetings, the Ad Hoc Expert Group discusses employment and equality policies and what companies can do at different levels as well as the role of states. We develop recommendations to take up concrete measures and targets and have influence on all the stakeholders that play a role in enhancing equality in employment.

So far we have had two meetings and produced and published two reports¹.

¹ ENAR, FIRST ENAR Ad Hoc Expert Group on Promoting Equality in Employment, Brussels, 2010. Download: http://cms.horus.be/files/99935/MediaArchive/publications/AdHocGroup_report_final.pdf

ENAR, SECOND ENAR Ad Hoc Expert Group on Promoting Equality in Employment: Monitoring diversity, Brussels, 2011. Download: http://cms.horus.be/files/99935/MediaArchive/publications/2nd_adHocreport_final.pdf

Part 2: Race for equality partnership

We developed 87 recommendations on access to employment and well-being in the workplace, and another series of recommendations on monitoring ethnic diversity and the effectiveness of diversity management policies in the workplace.

For one, the EU should convince national authorities to allow and to assist companies in producing statistics disaggregated by ethnicity and migration background. A common definition of target groups should be adopted at the EU level to allow the collection of comparable data across Member States. Moreover, statistics should be based on three principles: they should be anonymous, voluntary, and based on self-identification. The focus should be on realistic targets with respect to the principle of transparency on the use of data collection.

In the near future, the ENAR Ad Hoc Expert Group intends while working at EU level to:

- Build knowledge through multi-stakeholder expert group meetings on various specialised topics;
- The 3rd ad hoc expert group will host a meeting in December 2011 and focus on cultural/religious diversity and the adoption of 'reasonable accommodations';
- Discuss which initiatives are supported on national, local and European level and identify examples of good practices to promote cultural and religious diversity in the workplace through the development of reasonable accommodations;
- Engage in joint advocacy with various stakeholders to influence policy makers and keep equality in employment high on the EU agenda.

At national and local level, it will be essential to develop local partnerships to set up and implement common projects on the promotion of equality and diversity in the workplace. Meanwhile, the ENAR Secretariat is happy to receive any advice on building partnerships at national or local level.

In the future, we aim to broaden and deepen our partnerships to build a large «Race for Equality Alliance».

Part 2: Race for equality partnership

2.2 Multi-stakeholder panel discussion on the role of different stakeholders for advancing equality in employment

Question 1

How do the different stakeholders perceive their respective role and the role of others in progressing towards equality in employment?

Panellists were asked to give one example of good practice from their respective sectors in promoting equality in employment.

Pierre Baussand - Director, Social Platform

Social Platform consists of 46 European Networks that promote social inclusion and fight poverty and discrimination¹. It has developed an understanding of equality and discrimination that is broader than racism. In fact, it fights against discrimination on different grounds, and different areas of life in accordance with art. 21 of the Charter of Fundamental Rights of the European Union². We cannot expect equality in employment if there is discrimination already existing in access to proper housing, transport to work and education.

The aim of Social Platform is to have an impact for people on the ground; its method for which is lobbying the European Institutions. As equality concerns are present throughout all the policies, it targets all Directorate Generals of the European Commission, including DG Internal market and DG Health. Social Platform also adopted a Joint declaration with the European Trade Union Confederation (ETUC) and the Spring Alliance Manifesto involving green organizations and other stakeholders.

Another policy impacting anti-discrimination is "flexicurity" (combining flexibility and security), in other words, how to reconcile employers' need for a flexible workforce with workers' need for security, which is the confidence that they will not face long

periods of unemployment. As the entire activities demand budget as well, our work on equality also focuses on influencing financial frameworks. In particular, we work a lot with the European Social Fund, which should support and provide funds for our goals.

Heidi Lougheed - Chair of the Equal Opportunities Network, BUSINESSEUROPE

BUSINESSEUROPE is a European level employers' organization. It represents more than 41 organisations from 35 countries; therefore it is a network broader than just the EU³.

BUSINESSEUROPE deals with:

- Negotiating agreements with social partners (institutional role);
- Consulting with other actors on the EU level, i.e. policy makers, trade unions;
- Exchanging information and good practices within our organization, internally. For example, addressing the role of women on boards.

BUSINESSEUROPE considers it important to exchange examples of good practice in order to link the EU level policies with the local levels.

In regard to employment, BUSINESSEUROPE reached a 'Framework agreement on inclusive labour

¹ Link to website: Social Platform, www.socialplatform.org

² Charter of Fundamental Rights of the European Union, http://www.europarl.europa.eu/charter/pdf/text_en.pdf

³ Link to website: BUSINESSEUROPE, www.businessseurope.eu

Part 2: Race for equality partnership

market'⁴ with the trade unions that proposes actions aiming to implement a number of different measures at national level.

Philippe Pochet - General Director, European Trade Union Institute (ETUI)

The European Trade Union Institute (ETUI)⁵ is the independent research and training centre of the European Trade Union Confederation (ETUC). It conducts studies on socio-economic topics and industrial relations and monitors European policy developments of strategic importance for the world of labour.

It is high time to stop saying that we are experimenting, as we have problems to solve and it is time for action. European policies are not suitable for implementing local actions, but they provide a framework to cooperate on a voluntary basis, involving companies as well. They can sign equality agreements and become responsible for their implementation. Agreements can include questions on discrimination in the workplace, access to transport, education, vocational trainings, etc.

As a trade union organisation, ETUI monitors the situation at European level and notices that good practices and valuable mechanisms exist. However, there are still some difficulties in their implementation.

For instance, it is hard to collect data and coordinate the work in 27 Member States, and a better reporting system should function more efficiently at national, regional and local level.

Massimo Serpieri – Policy Officer, Non-Discrimination Policies and Roma Coordination, DG Justice, European Commission

The European Commission is very active in highlighting the positive impact that the full inclusion of ethnic minorities and migrants has on society, on the economy and on people's lives across Europe, especially in our ageing society.

Beyond its role in the legislative process, thus, the European Commission has developed a number of policies on anti-discrimination and equality by co-operating with national public administrations to promote exchange of good practices, supporting key stakeholders, such as ENAR and other civil society organisations, and collaborating with social partners.

Co-operation with trade unions, for instance, in 2009-2010 took the form of a EU-funded study giving an impressive mapping of ongoing 130 (out of 500) significant trade union initiatives to fight discrimination and promote equality at the workplace at EU, national, and local level⁶.

Companies are very much encouraged to put diversity management more firmly on their strategic business agenda: the 'Business Case for Diversity' does show that effective diversity management makes good business sense, as employing people with different backgrounds is a win-win situation.

Diversity brings benefits. This is why last year a platform for EU-level exchange between the Diversity Charters organizations in Europe has been launched⁷.

The Platform allows the Diversity Charters - in 7 countries so far - to join forces and exchange good practice.

⁴ 'Framework agreement in inclusive labour market', 2010: <http://www.buinessurope.eu/content/default.asp?PageID=568&DocID=26050>

⁵ Link to website: ETUI, European Trade Union Institute, <http://etui-old.audaxis.com>

⁶ http://ec.europa.eu/justice/discrimination/document/index_en.htm#h2-4

⁷ http://ec.europa.eu/justice/discrimination/diversity/diversity-charters/index_en.htm

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The Commission also looks with interest at the development of national diversity management tools, such as the French "Label de la Diversité" and invites other countries to develop them.

Anne Gaspard - Director, Equinet

Equinet⁸ is the European Network of Equality Bodies and has 33 member organizations. In implementing equality legislation, Equality Bodies have a crucial role at national and local level.

National Equality Bodies provide independent assistance to victims of discrimination, monitor and prepare reports on discrimination issues. A key element of their function and work is to cooperate with the different partners and stakeholders with the aim of enforcing rights and promoting equality.

Equality bodies provide assistance to victims including legal support and help in court cases in order to assure access to justice. As an example of good practice in promoting equality in the field of employment, various national equality bodies have development projects with public or private sector employers as well as trade unions to support and promote good practice in equality in their country (e.g. equality training, diversity awards for companies...).

⁸ Link to website: Equinet, European Network of Equality Bodies, www.equineteurope.org

Part 2: Race for equality partnership

Question 2

Based on your good practice, what is your main recommendation to ensuring sustainable effective partnership between key stakeholders? What is your recommendation for building a strong and large multi-stakeholders alliance to enhance equality in employment?

Philippe Pochet - General Director, European Trade Union Institute (ETUI)

A good practice example of partnership is the Spring Alliance¹, a participatory movement that ensures the European Union puts people and the planet first. This was created by leading European civil society organisations: the European Environmental Bureau, the European Trade Union Confederation, Social Platform and Concord. Its mission is to facilitate discussions between civil society organisations at the EU and national levels about the desired political priorities for the EU for the coming decade. The Alliance still needs to build upon strengthened partnerships at the local level to be more efficient.

Jean-Michel Monnot - Vice-President Group Diversity & Inclusion from SODEXO

The coordination of action at the general and local level was encouraged. A Spanish example of good practice, ACCEDER², could be of inspiration for further local actions.

Working in partnership with local organizations, where members of the Roma population have been excluded for long durations from the labour market, this company provides vocational training for the empowerment of Roma workers.

Pierre Baussand - Director, Social Platform

While there are civil society contact groups, it is difficult in practice to get human resources to organize concrete actions regarding the Spring Alliance. Actions need to be impact-oriented, for example, the Spring Alliance works with the Greens at the EU level, e.g. on transport problems to make it accessible for people with disabilities.

My final point of recommendations is to think out of the box in order to create larger and stronger alliances. Similar organizations should make partnerships. For example, an NGO for health and an organization that represents interests of workers should work together because they have similar goals and interests.

¹ Link to website: Spring Alliance, www.springalliance.eu

² ACCEDER aims to facilitate the Roma community's access to training and employment opportunities. Further information: http://ec.europa.eu/employment_social/emplweb/esf_projects/project.cfm?id=5592&lang=en

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Massimo Serpieri - Policy Officer, Non-Discrimination Policies and Roma Coordination, DG Justice, European Commission

"We should be holistic and strategic in order to reach the local level as well and try to approach local NGOs and organizations to develop plans for short and long-term partnerships. Brussels can play a promotion and co-ordination role, while it cannot realistically know specificities of each local situation".

The Europe 2020 (the EU Strategy for smart, sustainable and inclusive growth) includes a target to reach 75% of the 20-64 year-olds to be employed. In order to reach this, we should include different disadvantaged social groups in employment: migrants, youth, women, etc. We also should not forget to work together with SMEs (small and medium enterprises), which actually employ the majority of the population.

Heidi Lougheed - Chair of the Equal Opportunities Network, BUSINESSEUROPE

As others already said, partnership at local level is very important. It is important that the different stakeholders show respect for each other and make huge efforts to understand each other. The purpose of partnership should not be trying to convince another side, but to just listen, to be open with each other and with another side. We should discuss openly all these questions of employment, protection, and try to find solutions that can be acceptable for all sides.

Anne Gaspard - Director, Equinet

From the perspective of Equinet and equality bodies, cooperation and partnerships with the different stakeholders are essential at European, but also most importantly at national and local levels. We should continue being pragmatic, result-oriented, effective in our cooperation, and produce more guidelines on equality mainstreaming. A key challenge for Equinet and Equality Bodies at the moment is to address and tackle the under-reporting of discrimination and the low awareness of rights across European societies. Cooperation with all relevant stakeholders is essential in this task, whilst recognising the different and complementary roles of the different stakeholders (equality bodies, civil society NGOs, social partners, policy-makers) in working towards this common objective of greater equality in practice.

Part 3: Parallel workshops

Part 3 Parallel Workshops

The overall objective of the workshop session was to enable the sharing of good practices on the issues at hand as well as the development of common advocacy strategies by NGOs, private companies, trade unions, public employers, and other relevant stakeholders, both at European and national levels.

The different stakeholders were encouraged to work together and engage in finding solutions to ensure the full participation of ethnic minorities in the labour market. After a series of introductory speeches bringing different stakeholders' perspectives together on the topic of the workshops, the participants tried to agree on two common recommendations to be brought forward as an output of the conference. The recommendations could be addressed to any of the stakeholders involved (policy makers, employers, trade unions, NGOs, etc.).



Part 3: Parallel workshops

3.1 Workshop 1

The employment strategy, how to achieve the employment target through better integration of migrants and minorities in employment policies?

This workshop session aimed to provide avenues on how to progress towards equality in employment for migrants and ethnic and religious minorities in the context of the European Employment Strategy. In particular, participants explored how to achieve the EU headline target of raising the employment rate for women and men, aged 20-64 by 75%, through including the better integration of migrants.

Santiago Loranca Garcia – Head of the Unit European Employment Strategy, European Commission

Over the past decades, employment in Europe proved to be an issue worthy of being tackled and, in 1997, the Commission started different mechanisms to change the situation. Within the Europe 2020 Strategy,¹ we set up an ambitious employment target of 75% by 2020 that can only be reached by better inclusion of vulnerable groups. We cannot miss the chance to reduce poverty, build a more inclusive society and at the same time contribute to economic growth. For all these reasons, the growth strategy should include measures for integration and migration questions, including Roma as well.

One of the problems we face when dealing with migration is clearly define the contours of the issue. In effect, to design effective policies we need to define target groups and face the 'territorial problem' to understand whether migrants come from EU Member States or they are Third-Country Nationals. Once we have defined these terms, we will have to resolve the issue of generations in targeting migrants, deciding to include first, second or even third generations in the data collection, which continues to be a practical problem. The issues raised might be different and the legal frameworks as well.

At the EU level policy, we should realize that in the last decades non-EU migrants made a huge contribution to our economic growth, in particular in the context of demographic challenges we are facing. But at the same time, we have integration problems. We still have a big employment gap between women and men that, combined with the gap between nationals and non-nationals in the Member States, makes the gap in employment of men/women even more consistent relative to gender gaps and migrant background. The largest percentage of migrants is composed by those who come to Europe for asylum or for family reunification. Additionally, many highly qualified migrants have jobs that require much lower levels of skills, contributing to brain waste. The second and third generations of migrants show generally worse employment performance, with the exception of the UK that has a longer tradition of migration than continental Europe. In the UK, the 2nd and 3rd generations of migrants show better performance than nationals.

An important issue that we need to pay attention to is tackling the challenges in countries with large Roma populations. In fact, we have approximately 8 million of EU citizens who belong to the Roma minority that face poverty, discrimination and segregation. We need good statistics about Roma populations in order to properly face the problems of housing, access to employment, and lack of education and skills.

¹ European Commission, Europe 2020 Strategy: http://ec.europa.eu/europe2020/index_en.htm

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To achieve the Europe 2020 targets, the EU prepared a yearly cycle of economic policy coordination (European Semester and National Semester). In addition, the European Commission launched a series of flagship initiatives like the Agenda for new skills and jobs² and the Platform against poverty and social exclusion³. Throughout the European semester guidance is developed at European level to frame the national reform programmes and budgetary plans at the national level. The European Commission also proposes recommendations to Member States, following the assessing of their National Reform Programmes (NRPs). The Council recently adopted the package of recommendations proposed by the European Commission that is supported by analytical documents. Some specific recommendations addressing such countries as Austria, Belgium, the Netherlands, Sweden, refer to the integration of 2nd generation migrants who still have a lot of problems with access to employment, education and high school drop-out rates.

The Roma population is not specifically mentioned in the text of the recommendations themselves, but their problems in terms of access to the labour market in the analysis accompanying the recommendations for Bulgaria, the Czech Republic, Romania, and the Slovak Republic. The Commission will be closely monitoring the implementation of the recommendations.

Adeline Otto – Social Affairs Coordinator, SOLIDAR

SOLIDAR is a platform for NGOs that work in the field of social affairs, international cooperation (humanitarian aid, migration) and education⁴.

SOLIDAR aims to challenge indecent working conditions and promote social protection, social dialogue and co-development. In different economic sectors migrants and other vulnerable groups of workers face higher risk of precarious working conditions, discrimination, a lack of effective social dialogue and insufficient coverage by collective agreements as well as inadequate entitlement of social protection etc. At the same time, even those who are highly skilled face problems in their career perspectives, and brain waste. The main problems that migrants are confronted with are access to labour market, the portability of rights and benefits as well as difficulties in the recognition of their qualifications. Furthermore, even when working regularly there are problems in transferring pension rights to their next host country or their country of origin. Similar confusion arises regarding social insurance funds. Monitoring working conditions of migrants is also problematic, due to self-employment, sub-contracting and the informal economy as well as to the irregular residence status of some of them.

However, the following migrant workers groups are specifically at risk of indecent work according to the job type and sector:

- Domestic workers;
- Care workers;
- Horeca workers (hotel, restaurants, catering)
- Retail sector;
- Cleaning sector.

² 'Agenda for new skills and jobs': <http://ec.europa.eu/social/main.jsp?langId=en&catId=958>

³ 'Platform against poverty': <http://ec.europa.eu/social/main.jsp?langId=en&catId=958>

⁴ Link to website: SOLIDAR, www.solidar.org

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In some countries within these sectors/groups, there is no social dialogue, no representation of migrant workers. Sometimes, trade unions are even kept off from having access to migrant workers. To achieve decent work and quality employment for all, we need a rights-based approach including equal treatment, poverty-proof social protection, effective social dialogue and industrial relations, social assistance and respect for fundamental rights. This is exactly what SOLIDAR, together with other NGOs, is advocating now that the European Parliament is discussing a Commission proposal for a Directive on Seasonal Employment of third-country nationals⁵.

In this context, additionally to the Employers’ Sanction Directive against abusive employers and recruiters, SOLIDAR recommends adopting a licensing system for the providers of recruitment and placement services which only allows recruiting through operators and agencies that have approval from the Border and Immigration Agency. We call upon Member States to ratify all relevant ILO conventions and to ensure their implementation (Promote the ratification of the ILO Convention on Domestic Workers, Convention 97 on Migration for Employment and 143 on Migrant Workers). EU Structural Funds, the European Globalisation Adjustment Fund and the PROGRESS Programme on employment and social solidarity should be mobilised to empower migrant workers, to support their professional and personal development and integration of in the receiving Member States. Furthermore, SOLIDAR calls for a stronger involvement of Civil Society and migrant workers associations to better identify migrant workers’ needs and to find comprehensive, high impact and tailored solutions that can ensure

an improvement of their situation and their empowerment. Finally, we urge for a more coherent and comprehensive policy approach to immigration, labour, co-development, social security and social dialogue to ensure decent work for all. Current initiatives on EU immigration policies have a narrow and very Eurocentric view on international migration reducing it to a tool to boost our industries, to achieve our economic goals and contribute to our wealth.

Vincent Corluy – Researcher, University of Antwerp

The Centre for Social Policy of the University of Antwerp⁶ is investigating the relation between migration and integration by analysing policy tools and case studies.

Regarding employment gaps, a 2008 study showed that the biggest gap is between nationals and EU citizens on one side and third-country nationals on the other side, and that it could be found in such countries as the Netherlands and Belgium. In Spain, in contrast, there were almost no gaps between nationals and third-country nationals in employment rates. The same can be said about other South-European countries where non-EU immigrants have outstanding employment positions.

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In Spain, in contrast, there were almost no gaps between nationals and third-country nationals in employment rates. The same can be said about other South-European countries where non-EU immigrants have outstanding employment positions.

⁵ Proposal of the European Commission for a ‘Directive on the conditions of entry and residence of third-country nationals for the purposes of seasonal employment’:

<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=COM:2010:0379:FIN:EN:PDF>

See also the Joint NGO statement on the Commission proposal for Seasonal Workers Directive: <http://cms.horus.be/files/99931/MediaArchive/EU%20Seasonal%20Migrant%20Workers%20Joint%20NGO%20Statement%2020%2004%202011.pdf>

⁶ Link to website: Centre for Social Policy – University of Antwerp, www.centrumvoorsociaalbeleid.be

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Migrants move for various reasons: asylum, family reunification, study, employment, economic reasons, etc., and differences can be noted also from a gender perspective. In fact, the study showed that activity rate for male migrants is almost at the same level as for natives, but with higher incidence of unemployment for migrants. The study also shows a combination of low activity and high rates of unemployment for female migrants. The study on the quality of employment showed that 50% of migrants have temporary contracts. In the framework of the Europe 2020 Strategy and, particularly, in effort to achieve the target of 75% of employment rate, the quality of jobs should be promoted as well. Furthermore, there is a strong inequality between migrants and natives with respect to accessing highly qualified and secure occupations.

In May 2011, the Centre for Social Policy published a working paper concerning citizenship acquisition⁷. For instance, Belgium has no integration requirements and it is more liberal than other countries.

The study of propensity of citizenship acquisition showed the huge impact one’s citizenship has on employment. That means that if a migrant has acquired citizenship already, it improves his/her employment perspectives.

The process of regularizing the stay of undocumented migrants is another relevant issue, because regularization helps migrants access the labour market and be eventually incorporated into society.

It is important that migrants should have the same rights and opportunities to education, which has a significant impact on employment outcomes after a certain period of stay in the host country.

Social inclusion depends on poverty and income gaps. The risk of poverty is often higher for non-EU immigrants than for natives. When we talk about combating poverty and social exclusion in the context

of Europe 2020 Strategy, we talk about reducing by at least 20 million the number of people in Europe living in households with very low work intensity, persons at risk of poverty after social transfers, and severely materially deprived persons.

Diana Dovgan – Policy Officer, CECOP

The European Confederation of Workers’ Cooperatives, Social Cooperatives and Social and Participative Enterprises (CECOP)⁸ affiliates 25 national federations in 16 EU countries, which in turn affiliate approximately 50,000 enterprises, which employ 1.4 million workers.

CECOP affiliates mainly worker cooperatives and social cooperatives. A “worker cooperative” means that workers hold a minimum of 51 % of the shares (they are workers and members of the cooperative at the same time).

“Social cooperatives” could be of two types: the first one includes cooperatives that provide social services to the community and the other one are cooperatives for labour integration of vulnerable groups. Indeed, cooperatives prove to offer sustainable employment and entrepreneurial solutions for migrants and ethnic minorities. They operate on a voluntary basis, with open membership and their main characteristics include:

- Enterprise created by persons willing to satisfy their common needs;
- Democratic control of the enterprise;
- Non-distribution of benefits.

A 2010 Caritas/Migrantes (Italy) study reveals that cooperatives are the easiest way for migrants to access the labour market. The number of migrant workers and cooperative members is increasing in Italy. Cooperatives can be a “bridge” to entrepreneurship because migrants who work in a cooperative collect skills and expertise to create their own cooperatives or enterprises.

⁷ Corluy, Vincent, Ive Marx, & Gerlinde Verbist, Employment chances and changes of immigrants in Belgium: the impact of citizenship, Working paper, Centre for Social Policy – University of Antwerp, 2011. Download: <http://www.centrumvoorsociaal-beleid.be/index.php?q=node/2701/en>

⁸ Link to website: CECOP, <http://www.cecop.coop>

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According to Confcooperative (Italian federation of cooperatives) data, over 20.000 cooperatives from their network, migrants constitute 12.5% of the total work-force, and 3% of the total worker/members of cooperatives.

For instance, a recent Legacoop Tuscany (Italian regional federation of cooperatives) survey⁹ among migrants working in cooperatives, 75% of them are members of a cooperative and 85% of these migrants do not feel discriminated against. Added-value when working in a cooperative mentioned by interviewed workers: improves the integration of migrants as it brings individual valorisation to migrants, the acquisition of new skills and an increased solidarity. This proves that the cooperative model reinforces the labour inclusion but also the social integration in the society.

This is even emphasized when migrants create their own cooperative. The legal form of cooperative is chosen because of the lack of satisfaction in conventional enterprises (which involve subordination), low capital requests, as well as value of professional relations with the persons from the same community. Cooperative federations have put in place different programs specifically designed to help migrants creating their own cooperatives (e.g. Spain, Italy, Ireland, etc.).

CECOP's recommendations on how to achieve the employment target through better integration of migrants include:

- Cooperatives have been mentioned in different EU texts as solution for reintegration of vulnerable groups. We consider that EU policies should go beyond and recognize that cooperatives prevent social exclusion. Prevention of social exclusion should have a significant place in fight against poverty and social exclusion EU policy;
- Entrepreneurship should be promoted for migrants, and not only employment. There should be support of existing instruments in this area;
- When EC is assessing the employment target, not only the number of created jobs should be included, qualitative characteristics should also be integrated, like the duration and quality of jobs should be taken into account;
- Social inclusion for migrants through employment should not be limited to job placement. Success of inclusion will depend on jobs quality and their ability to last. The notion of "Sustainable employment" should be integrated in EU employment policies¹⁰.

⁹ Daniele Conti, Gli immigrati africani e le cooperative, Report of the Legacoop conference on African migrations, Legacoop Servizi, Praia (Capo verde), 2010. <http://www.legacoopservizi.coop/upload/Gli%20immigrati%20africani%20e%20le%20cooperative,%20relazione%20Daniele%20Conti.pdf>

¹⁰ Further information on Sustainable employment: www.sustainableemployment.eu

Part 3: Parallel workshops

General recommendations from the Workshop 1

The employment strategy, how to achieve the employment target through better integration of migrants and minorities in employment policies?

- 1) The Europe 2020 targets can help improve the integration of migrants in the EU market, who must be granted the same rights as other workers. This is controversial because it contradicts the current political discourse which tends towards rejecting migrants.
- 2) More attention must be paid to the *quality* of employment (improvement of the conditions of contracts, rights, social security, etc.).
- 3) We need to increase the role of EU citizens in integration: the 2nd and 3rd generations are not migrants anymore, they are EU citizens.

Part 3: Parallel workshops

Workshop 2

Voluntary initiatives for diversity

This session aimed to compare good practices of diversity management and equality promotion by different stakeholders. Based on the examples provided, participants tried to reach a common understanding on what should be the priority areas for further development in diversity management and what practical solutions can be put in place.

Luan Abedinaj - Confédération des Syndicats Chrétiens (CSC), Belgium

According to the Belgian Confederation of Christian Trade Unions (CSC)¹, unemployment is twice as high for non-Belgians and discrimination is still very much based on colour and ethnicity as reported in the latest ILO study. Moreover, many highly qualified migrants have to accept 'low-skilled' jobs. However, several good practices have been developed in order to improve the working conditions of migrants. Diversity management is increasingly encouraged by regional authorities at local level and diversity trainings are held for administrative and legal staff. The CSC also organizes trainings for companies addressing different problems linked to migration, explaining the Belgian anti-discrimination legislation etc., and urging them to put diversity on the agenda. A report on the protection of workers' rights is also disseminated among migrant workers. The CSC celebrated their 125th anniversary by organizing an exhibition on the different waves of immigration to Belgium and a film was also produced providing testimonies of migrant workers. CSC is active in formulating and promoting 'reasonable accommodations' that are adjustments made in the workplace in order to "accommodate" or make fair the same workplace for an individual based on a proven need, and thus effectively and practically address and challenge the invisibility of structural discrimination. Accommodations can be religious, academic, or employment-related and are effective tools for cultural diversity.

Hervé Gauthier – Project & liaison Officer, EASPD

The European Association of Service Providers for Persons with Disabilities (EASPD)² is a non-profit NGO in the disability sector that promotes the interests of close to 9000 organisations working for and with persons with disabilities across Europe and across disabilities. There are over 53 million people with a disability throughout Europe, and the main objective of EASPD is to promote equal opportunities for them.

An example of good practices in diversity management however focusing on disability is the 'Pass it on' project³. It proved to be a good experience and the lesson learned can be shared for broader diversity management. 'Pass it on' was a two year project funded under the Lifelong Learning Programme of the European Commission that ended in December 2010. It brought together partners from 8 countries, namely Belgium, the Netherlands, Austria, Malta, Czech Republic, Bulgaria, Hungary and Romania. The overall aim of the project was to facilitate the employment of people with disabilities in the open labour market. It was underlined that it is important to identify the most appropriate target groups for awareness raising activities and the key challenges and resources needed.

¹ Link to website: CSC, Confédération des Syndicats Chrétiens, www.csc-en-ligne.be

² EASPD, European Association of Service Providers for Persons with Disabilities, www.easpd.eu

³ 'Pass it on' Project: <http://www.employmentforall.eu/Home/PassitOn/tabid/5178/Default.aspx>

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It was also highlighted that it is essential to carry out an in-depth assessment of the situation at local/national levels (through a SWOT analysis established with inputs from all relevant stakeholders) and to compare the results from country to country (key principle: lead by example). It is also important to be flexible and adapt the message to the target groups and the available resources to fit the local context. Finally, the establishment of networks with the right stakeholders will maximize the dissemination potential. Activities in the framework of the PASS IT ON project achieved this right combination of high quality expertise, adaptation of the message to the targeted stakeholders, successful cooperation of experts, academics, NGOs and authorities, and finally the optimal use of all dissemination potentialities of partners.

The approach of the project is well reflected by the STAR Recommendations:

- Stakeholder cooperation;
- Targeted action;
- Availability of support (both for employers and employees/potential employees);
- Research (activities should be based on evidence coming from the field).

We are sure that a similar approach could be taken for promoting diversity in other fields as well, like the inclusion of ethnic minorities in employment.

Audrey Leenaerts – Coordinator of the Brussels diversity team, Brussels Capital Region

Brussels Capital Region has implemented diversity and intercultural management initiatives⁴. In 2005, Brussels’ diversity policy created a Diversity Charter for companies and Belgium was the 2nd country to have such a charter after France. Now 7 countries have diversity charters. Since 2007 companies see the charter as a true commitment and not only a communication tool as was the case in the beginning. Brussels is also part of the EU Diversity Charter Exchange Platform, which is an EU project with all the countries having a diversity charter (France, Germany, Spain, Italy, Austria, and Sweden). The diversity action plan focuses on 6 target groups: nationality, disability, gender, juniors (-26), seniors (+45) and the less educated. Four domains of intervention were presented: recruitment and selection, human resources management, internal communication and sensitization as well as external communication. It is important that the people inside the companies involved know about the diversity policy and the company’s need to respect it.

The action plan comprises four steps:

- Analysis of the full staff (quantitative and qualitative);
- Company specific diversity actions (depending on the analysis) with targets/timing/budget;
- Official agreement of the decision-making body;
- Evaluation (after 2 years).

If the evaluation of the first diversity plan is positive, the company may ask for a Brussels ‘Diversity label’.

⁴ Further information on Diversity management in Brussels: www.diversite.irisnet.be/-Pret-pour-plus-de-diversite-dans-.html

Part 3: Parallel workshops

Public institutions have an obligation to implement a diversity action plan, whereas companies choose voluntarily to commit themselves to this. The issue of the lack of data relating to unemployment rates of different minority groups is currently being addressed by the Belgian equality body. Some regions are less favourable to data collection than others; the Brussels Region tries and carries out surveys but these are not always representative, as they are purely on a voluntary basis. It was also highlighted that having Belgian nationality does not guarantee easy access to the labour market as discrimination still occurs if someone has a foreign name or is of foreign origin.

In order to convince companies to participate, it is crucial to go through the federation of employers as well as understand what are the needs and objectives of the companies (e.g. promoting diversity attracts consumers, happier work environment increases efficiency etc.). It is important to see the benefits of these tools and the overall process, as it can also be developed in other contexts.

Madjid Bourabaa - Association Cle Nord Pas de Calais (France)

Association Cle Nord Pas de Calais promotes diversity through the implementation of Diversity Charters,⁵ which are written commitments that can be signed by any company, regardless of its size, that wishes to ban discrimination in the workplace. The Diversity Charter's six articles guide companies through the process of instituting new practices by involving all of their employees and partners in these actions. It prompts them to implement a human resources policy focused on the recognition and validation of the personal skills of individuals. Companies thereby favour cohesion and social equality while improving how this is to be executed.

In France, the Charter has one main rule: to reflect France in its entire diversity. 3,279 companies have already signed the Charter, but it is more a positive commitment than a binding agreement. The participation of SMEs is particularly important but they are difficult to engage. An evaluation/survey is carried out every 2 years to assess what has been done and what actions were taken in order to improve the whole action on diversity. In fact, the results are often disappointing. For instance, in Lille results are weak, as the companies tend to forget about their commitment and there is a need to remind them to implement the Charter they have signed. It is even worse for local authorities, as still nothing has been done. The lack of disaggregated statistics is also a problem in France – this would be needed to really assess the situation.

⁵ Website and information on Diversity Charters in France and Europe: www.chartre-diversite.com/index.php

Part 3: Parallel workshops

General recommendations from Workshop 2

Voluntary initiatives for diversity

- 1) Trade unions should have a stronger key-role in representing the cases of workers and collaborate with companies in promoting equality.
- 2) Diversity charters are good tools as they help to raise awareness and pressure organisations to adopt equality instruments, but we should not expect too much from them, as they do not enforce sanctions. Currently there is a trend to have such charters (although still controversial in some countries) and they are undoubtedly good tools for promoting diversity, but they need to be complemented with other instruments as well.

Part 3: Parallel workshops

Workshop 3

Active ageing: promoting equality for ethnic minority and migrant elders

This workshop aimed to prepare ENAR with key messages for the 2012 European Year on Active Ageing, by exchanging good practices and reflecting on policy recommendations. Based on the speakers' contributions, the debate focused on defining key challenges for achieving equality of elderly ethnic minorities and migrants and to begin elaborating on possible recommendations, which ENAR could put forward during the year.

Ralf Jacob - Head of the Unit Active Ageing, Pensions, Healthcare, Social Services, European Commission

The Commission has proposed that 2012 be designated as the 'European Year for Active Ageing and Solidarity between Generations'¹ in order to help create better working conditions, and enable the ageing population to take an active role in society, stay autonomous and encourage healthy ageing for the growing number of older people in Europe. Indeed, demographic changes related to an ageing population provide new challenges as well as opportunities. Indeed, demographic changes related to an ageing population provide new challenges as well as opportunities. The European Year for Active Ageing is meant to be a framework that fosters awareness raising activities regarding the conditions of ageing people, and the EU also has a role to play in areas such as employment, social protection and inclusion, public health, information society and transport. However, the primary role involves national, regional and local governments, as well as civil society and social partners. It is essential to mobilize as much as possible different stakeholders and stimulate national commitments and creativities.

Other issues related to active ageing are strengthening solidarity between generations and the inclusion of migrant elders in policies. That is necessary because the population of elders with migrant background is growing fast and it will need specific solutions that respect different cultures and religions.

Anne-Sophie Parent, Secretary General, AGE Platform Europe

AGE Platform Europe² is a European network of around 150 organisations of and for people aged 50+. It works on a wide range of policy areas that impact older and retired people.

In occasion of the 2012 European Year for Active Ageing and Solidarity between Generations, AGE Platform Europe is leading an EY 2012 Coalition of 27 stakeholders that campaign at the EU level. The three focus points of this campaign are clarified in the joint leaflet 'European Year for Active Ageing and Solidarity between Generations 2012: Everyone has a role to play!³, which has already been published. This includes:

- *Achieving greater solidarity between generations through active ageing in employment.* Employment policies must seek to support longer working lives by tackling the particular challenges that both young and older workers face;

¹ Further information on the European Year 2012 for Active Ageing and Solidarity between Generations:
<http://ec.europa.eu/social/ey2012.jsp>

² Link to website: AGE Platform Europe, www.age-platform.eu

³ EY 2012 leaflet, European Year for Active Ageing and Solidarity between Generations 2012: Everyone has a role to play!, download: http://www.age-platform.eu/images/stories/EN/ey2012_joint_leaflet-en.pdf

Part 3: Parallel workshops

- *Achieving greater solidarity between generations through encouraging active ageing in the community.* It is essential to provide measures and resources (human and financial) that invite and enable older people to take an active part in community life;
- *Achieving greater solidarity between generations through promoting independent living.* Promoting a positive and integrated approach to health that addresses a range of socio-economic policies to support independent living for all and to enable everyone, including older people, to cope with daily life and participate actively in society.

We need to get stakeholders and people involved in the EY 2012 in order to create awareness on the fact that ageing is often seen as a problem, and to formulate ideas on how we can use the year in a long-term perspective for promoting a more inclusive society.

Discrimination based on age may also overlap with others. Elderly migrants face difficulties because of their specific needs (cultural/religious, etc.), which have not yet been considered, so they have to adapt to services instead of vice-versa. For these reasons, we propose a focus also on the active ageing of migrants, who have contributed to society as workers, deserving particular attention after they retire. To achieve this goal, active involvement at national and local levels is much required.

Phil Mawhinney, Research and Policy Analyst, Runnymede Trust

Runnymede is the UK's leading independent race equality think tank that generates intelligence for a multi-ethnic Britain through research, network building, leading debate, and policy engagement⁴.

If we look at the context in terms of ethnic diversity, the UK presents 11% of ethnic minority groups (2007) composed by 5.5% Asian or British Asian, 2.7% Black or Black British, 1.6% mixed, 0.8% Chinese and 0.7% other groups. Regarding age diversity, by 2028 one out of three people of all ethnic background, including BME people, will be more than 50. Therefore, specific measures will be needed for the retirement of people belonging to ethnic minorities as well.

The unemployment rate of people part of ethnic minorities (12.7% of UK nationals) is still higher than that the national average (7.7%), while the rate increases in the case of people part of ethnic minorities who are non-UK nationals (13.7%). At the same time, median hourly wages gaps are still considerable. That means that migrants experience more frequently poverty also when they get older. These inequalities are caused by a number of factors, such as racial discrimination in recruitment and progression, de-skilling of migrants who get lower paid jobs, segregation into self-employment and industries that pay lower wages, etc.

From a legal point of view, the Equality Act 2010 may help by simplifying and strengthening law on discrimination and inequality and extending the coverage of the law on the ground of age.

Other potential solutions are the abolition of the Default Retirement Age (65), auto-enrolment into workplace pensions from 2012 which however will have limited impact on self-employed people, and the extended use of name-blind job applications.

⁴ Link to website: Runnymede Trust, www.runnymedetrust.org

Part 3: Parallel workshops

Suzanne Munday, Director, MECOPP Carers Centre

MECOPP⁵ provides a variety of services to Black and Minority Ethnic (BME) people in order to dismantle barriers that deny them access to health, social work and other social care services in Edinburgh and the Lothians. More than 75% of users are aged 60 and over, and significant middle year cohorts will be moving into an older age category in the next 15-20 years. MECOPP is an independent, user led organisation providing culturally competent services in a person-centred and holistic manner. The MECOPP's approach is "rights" based, that means that individuals are treated as full and equal citizens with commensurate rights, and it promotes equal rights as a collective/societal benefit. MECOPP activities include advocacy and casework support, multi-lingual advice and information, individual & group support, education & training, recreation and therapeutic activities, domiciliary care in home service, etc.

The reason why we believe these services are needed is the fact that mainstreaming services are constructed on Eurocentric norms that make them difficult for migrants and ethnic minorities to access. For instance, the inability to meet cultural and linguistic requirements is considered a structural barrier. With regards to employment of BME older people, MECOPP offers co-trainers that value their skills and experience, as well as community research and home care assistance. MECOPP recruits primarily from BME communities (currently 22 BME staff). It invests in training based on a national standard in order to provide portable nationally recognized qualifications, and invest in longer term marketable skills, like IT training, English language, etc.

This kind of social enterprise can provide a good contribution to social inclusion and cultural diversity valorisation, also with attention to older people. The direct employment of BME workers make it even more sustainable at local level and can prevent the risks of social exclusion related to other crisis.

General recommendations from Workshop 3

Active ageing: promoting equality for ethnic minority and migrant elders

- 1) Migrants experience discrimination in the labour market and once they retire they more likely experience poorer living conditions. The European Year 2012 on Active Ageing and Solidarity between Generations is a good opportunity to raise awareness on the conditions of elderly migrants and to improve their access to services.
- 2) The public sector can have a key-role in promoting and coordinating effective actions together with other partners at the local level.

⁵ Link to website: MECOPP, www.mecopp.org.uk

Part 3: Parallel workshops

Workshop 4

Methodologies for successful partnerships at national level

This session aimed to reflect on how to build successful multi-stakeholder partnerships to promote equality in employment at national level with an aim to extend ENAR's European multi-stakeholder initiative at national and/or local levels. Different examples of good practices have been presented as a way of introducing the debate.

Bruce Roch - Vice-Chair, French Association of Diversity Managers (AFMD)

The French Association of Diversity Managers (AFMD)¹ is working together with other stakeholders including Universities in France to make progress in Diversity Management. In order to explain AFMD's view, we should start from the most important word in the name of the organization: 'Management'. The terminology reflects a change of view, from 'diversity promotion' to 'diversity management' that addresses all types of managers (line managers, human resources, diversity managers, etc.) in a transversal approach to diversity. This includes:

- Management of differences (age, gender, ethnicity, social background, religion, disability, educational background, etc.);
- Research: working together with universities and business schools on operational research;
- Business sectors: involving Insurance, Banking, IT, Tourism, Retail, Industry sectors in the Projects;
- Functions: leading diversity with the language of professions such as human resources, accounting and finance, IT, logistics, marketing, sales, etc.

Together with the above actors, AFMD organises groups on specific topics (age, disability, etc.), workshops aimed at comparing policies, and sharing good practices at various events such as symposiums, breakfasts, conferences, etc.

The outputs of the meetings are presented to the public in the form of publications available for all. The 2010-2011 themes include several focus groups and exchange workshops that cover a wide range of topics. AFMD also offers executive education for human resources and line managers at the University Paris-Dauphine on 'Diversity and Management', which is a series of seminars that AFMD members can attend².

Other important projects are the directory listing courses and diplomas dealing with diversity and equal opportunities at Masters' level in France and Europe, and the E-learning course 'implementing diversity policy: systems and resources', addressing small businesses and in partnership with CDJ (Young Entrepreneurs Network).

Pablo Rojas Coppari – Initiative Claiming Our Future Ireland

Claiming our Future Ireland³ is a multi-stakeholders' initiative, created in 2010, to explore how best to cooperate and coordinate endeavours for a more equal, inclusive and sustainable Ireland. In 2010, Ireland was dealing with a deep economic and social crisis and people felt dissatisfied with the government, as they felt like their voice was not being heard by politicians.

¹ Link to website: AFMD, French Association of Diversity Managers, www.afmd.fr

² The complete list of courses, workshops and additional information on the activities of AFMD can be found on the website.

³ Link to website: Initiative Claiming our Future Ireland, www.claimingourfuture.ie

Part 3: Parallel workshops

Claiming Our Future became the expression of a bottom-up spontaneous process that has gone on to include many different organisations, such as trade unions, environmental groups, community groups, migrant worker organisations, youth groups, older people's organisations, cultural groups, student groups, rural networks, women's organisations, disability groups, social media, etc.

The first national meeting took place on 30th October 2010, where participants discussed what kind of Ireland they wanted and what kind of organisation would best represent it. The decision taken was to be an 'Initiative' and not to shape this as a political party in order to be more open. The fields of action include national and social media, critical mass, alternative debate, and the structure is bottom-up; that means that groups organize local events to raise issues, create a space where voices can be heard and put forward the message. The members of the Initiative agreed on five values:

- Equality for all;
- Environmental sustainability;
- Accountability for those in power;
- Participation by people in the decision making, which impacts on them;
- Solidarity between all sectors of society (business sectors, trade unions, organisations, etc.).

Six priorities were also discussed:

After 10 years of big economic growth, the crisis showed it was not sustainable, so we need a valid alternative to address the boom-and-bust economy;

- A more equal society;
- Change in the way we govern ourselves;
- Decent and sustainable jobs;
- Reform of the banking system;
- Reform of public services.

Since the creation of the Initiative, a number of actions have already been put in place: a national demonstration, a minimum wage campaign, and a gender quotas campaign before the elections as well as the general election in February 2011, which was a constituency event with all the candidates at local level. Furthermore, a national discussion on "Reducing Income Inequality" was organised in order to explore the politics of income equality, tackling the link between high incomes and inequality and low incomes and poverty. The event was a success: 400 people registered and the discussion reached the national media.

The final aim of the Initiative is building a social movement, to include people who usually do not take part in political life. In order to achieve this, it has been developed as a bottom up, local, inclusive, flexible organisation.

Alexandra Strickner - Wege aus der Krise Alliance, Austria

The Austrian Alliance "ways out of the crisis"⁴ is similar to the Irish Initiative and is made by various stakeholders. Preparations to set it up started in 2009, after a demonstration that was organised in Austria as part of a Europe-wide mobilization next to the G20 meeting in London and which had the slogan "we won't pay your crisis". By then many groups expected that the consequences of the financial crisis will be cuts in public expenses and austerity measures. The main concerns in Austria were that the:

- Public bear the increased costs of public spending due to rescue packages for banks and stimulus via cuts in public spending;

⁴ Link to website: Wege aus der Krise Alliance, www.wege-aus-der-krise.at & www.alternativenforen.at

Part 3: Parallel workshops

- Austerity measures make it difficult to deal with other dimensions and challenges of current crisis (climate change, food/hunger, democracy) and do not deal with unemployment.

It was concluded that there was the need for a broad alliance to mobilize people and explore alternative ways to deal with the crisis. The current members of the Alliance are trade unions, anti-poverty groups, environmental NGOs, altermondialist and church based groups, anti-racism groups as well as organisations from production sectors. The Alliance has identified its objectives, which are to:

- Promote a good life for all in Austria (and also elsewhere): fairer distribution of income, resources, wealth and jobs;
- Develop and promote alternatives to austerity: an alternative budget was developed, to show that cuts are not needed. This budget includes for instance, taxes on property, taxes on capital income, ecological tax reform, etc. and outlines where public investment needs to go to promote the ecological transformation of the economy and create jobs;
- Develop long term alternatives: provide
- answers to multiple crisis (social, economic, climate, democratic, etc.), including public investments in education, health, public transportation, etc.;
- Campaign and mobilize: implement these proposals in Austria, but also link EU and global initiatives and dynamics (e.g. work on FTT).

Evidently, a complete change of the economic system is needed in order to limit the social risks of other possible crises. Actually, even though it takes more time, the Alliance adopted the approach of inclusive and consensus oriented development of proposals.

Its activities include campaigning through mobilising as much as possible, respecting, embracing and using the diversity of members. The coordination of Alliance is carried out by a Steering Committee that meets regularly and a small team supports the implementation of actions/work together with alliance members. The Alliance as such has no formal/legal status. Furthermore, two strategic meetings are held every year to develop the next steps and to reflect and improve the internal working of the Alliance as such. This allows to address difficulties as regards different organisational cultures and capacities and to develop solutions to it.

In the future, the objective is to broaden the support of alternative policies formulated by the Alliance in order to influence policy makers. Some of the Alliance's proposals made in 2010 have been introduced in the Public Budget 2011.

In the long term, the Alliance aims towards promoting more inclusive and democratic processes to discuss and decide public budgets and works towards the development of further alternatives, such as the reduction of weekly work hours as one approach to distribute jobs more equally, develop answers which embrace social and ecological challenges, and coordinate collective intelligence to face complex challenges.

Part 3: Parallel workshops

Anne Masjosthusmann and Dorothea Ewering - Gelsenkirchen Seniorennetz, Germany

The 'Gelsenkirchen Network for Elders' is an initiative that built a network at local level for and with older people from all ethnic backgrounds.

The location of the project is Gelsenkirchen, a city in the north-west of Germany that during the XX century attracted many workers in the coal mines mostly from Poland, Turkey and former Yugoslavia, who brought with them economic and social challenges through the decades. Nowadays, those migrant workers have grown elderly and there is a need for measures to take care of them. Always considering cultural and social diversity, the plan for elderly people aims at:

- Encouraging participation of older people (+50) from all ethnic backgrounds;
- Promoting intergenerational activities;
- Promoting independent living and self-determination of people with care needs;
- Improving social cohesion.

The Network includes several actors: City of Gelsenkirchen, charities and churches, private companies, hospitals, health education, care homes, housing industry and health insurance companies. It is coordinated by two managers (one from the city, the other independent) and steering groups. The Network maintains information centres for elderly people, provides accommodation, supplies community spokespersons and pathfinders with equipped office space, agrees on standards, and lays down rules for cooperation.

There are also individual projects for self-help, leisure time activities, etc. like:

- A self-organized group of older Turkish migrants;
- Community spokespersons and path-finders involving 26 neighbourhoods, who serve as the first contact point in the community, encourage neighbourhood support, promote family and age-friendly living environment;
- A 'Dementia Service Centre for Migrants' with a main focus on Turkish and Russian speaking people suffering from dementia, including exercise groups and nutritional advice for promoting health care;
- A programme: 'Dementia also a theme for children and young people' involves children in spending time with elderly people.

Local networks are very often essential in the lives of people. It is indeed necessary to reflect on these characteristics. First, networks have a history, often bottom up, starting off from and linking existing activities. They should have a comprehensive network strategy plan, which can describe the common objectives as a basis for joint activities and publicity of the work, and help gain further partners and support. Moreover, they should be open for any stakeholder supporting the network objectives, require trust in and respect for diversity, and rely on the cooperation of professionals, volunteers and freelancers, which is not always an easy task.

Part 3: Parallel workshops

General recommendations from Workshop 4

Methodologies for successful partnerships at national level

- 1) Diversity management, as it involves the commitment of professionals within the companies, is an effective approach to equality in employment and should be developed in cooperation with other stakeholders, including research institutes.
- 2) Local initiatives are essential for the social inclusion of all. They should have a comprehensive strategy, be open to different groups and organisations, and build a solid dialogue with partners. In order to overcome internal conflicts in such huge and structured networks, it is always necessary to have a democratic and bottom-up decision process, and perhaps an external person to promote dialogue as well.

Concluding remarks

Joëlle Milquet - Deputy Prime Minister and Minister for Employment and Equal Opportunities

The actual major challenge is to build an inclusive society open to diversity. At the European level, ten years ago the Equality Directives were adopted: 2000/78/EC for equality in employment and 2000/43/EC for equality irrespective of racial or ethnic origins.

In 2010 the Belgian government organised roundtables on the intercultural dimension of society to analyse the actual state of play and reinforce the success of a society based on diversity.

Four recommendations regarding equality in employment were formulated:



1. According to the Europe 2020 strategy, 75% of the population aged 20-64 should be employed by 2020. In order to support this macroeconomic target the Commission put forward flagship initiatives and one of those is the "Agenda for new skills and jobs", aiming to modernize labour markets and empower people by developing their skills throughout the lifecycle with a view to increase labour participation and better match labour supply and demand, including through labour mobility. Actually, all these EU headline goals need to be developed from an inclusive perspective. That means that migrants and vulnerable people must be considered and empowered as well, by implementing policies to fight against poverty and discrimination that allow combining competitiveness with social issues. That is essential to promote a positive approach to diversity, which can enrich the labour market with imagination, creativity, new skills and, at the same time, allow for vulnerable groups contributing to economic growth and competitiveness.
2. Having a good EU social partners' dialogue and a common framework to promote diversity at the national level is essential: we can have all the best laws but that will be useless without commitment at all levels to implement them.
3. The contribution of the public sector is also very important for the good implementation of the whole mission. In fact, it can provide different actions for target groups, like new regulation for recruitment.
4. In order to complete our strategy, we need to use also prevention tools, like diversity plans, trainings addressed to the staff, adoption of quotas and reasonable accommodations. These last are practical and innovative tools that allow combining diversity and cultural and religious needs within the workplace. They take a good level of dialogue and understanding as well as a "case by case" approach. Indeed, they are different from general policies against harassment.

Concluding remarks

It is evident that good laws are not enough for promoting equality in the workplace, but a lot of awareness raising activities is still needed. The four above guidelines can help produce the needed dialogue and cooperation between the EU and national level, public and private sectors and different stakeholders. To ensure maximum efficiency, we need to include also the media and eventually people, who are the final target of the equality strategy.

Rachid Bensahounne, International Human Resources Director for Diversities, L'OREAL
Bruce Roch, Corporate Social Responsibility Manager, Adecco Group France

As concluding remarks, Rachid Bensahounne and Bruce Roch, representatives of two companies that are partners of the ENAR Ad Hoc Expert Group on Promoting Equality in Employment, highlighted some crucial points that came out during the conference:

- As companies have a crucial role in integration, they must develop responsible policies in human resources and diversity management. From now on the daily ambition will be to translate the output of the ENAR Employment conference in concrete company tasks that allow for the implementation of new projects and objectives.
- Networking and connections between local/national/European levels are necessary to enable the exchange of experiences and concrete best practices, as well as the formulation of common goals, strategies and tools. Several stakeholders at all levels and different economic sectors should get involved to contribute to equality in employment; indeed, equality is everyone's concern.

ENAR conference Agenda

Friday 24 June 2011	
9.00 - 9.30	Registration of participants
9.30 – 10:00	OFFICIAL OPENING OF THE EMPLOYMENT CONFERENCE
	<p><i>Chibo Onyeji, ENAR Chair</i> <i>László Andor, European Commissioner for Employment, Social Affairs and Inclusion</i></p>
10.00 - 11.00	Part 1: Equality in employment – a state of play of the situation and policies
	<p>Chair: Nicoletta Charalambidou, ENAR Vice-Chair</p> <ul style="list-style-type: none"> • The situation of ethnic and religious minorities and migrants in employment <ul style="list-style-type: none"> - 'Discrimination in employment: highlights on situation of migrants and minorities from the Labour Force Survey, David Thorogood, Head of section on migration statistics, Eurostat - 'Discrimination in employment: highlights on situation of migrants and minorities from European Working Conditions Survey', Tadas Leoncikas, Research Manager, Eurofound • The equality legislation and its implementation <ul style="list-style-type: none"> - The implementation and impact of the Equality Directives on employment policies in EU member states from the perspective of Equality Bodies, Kalliopi Lykovardi – Equinet Board Member - The implementation and impact of the Equality Directives on employers and trade unions, Ioannis Dimitrakopoulos, Head of EFRA Equality and Citizens' Rights Department
11:30 - 13.00	Part 2: Race for equality partnership
	<p>Chair: Pascal Hildebert, ENAR</p> <ul style="list-style-type: none"> • ENAR ad hoc expert group on promoting equality in employment, Sophie Kammerer, ENAR and Jean-Michel Monnot, SODEXO • Multi-stakeholder panel discussion on the role of different stakeholders for advancing equality in employment <ul style="list-style-type: none"> - Pierre Baussand, Director, Social Platform - Heidi Lougheed, Chair of the Equal Opportunities Network, Business Europe - Philippe Pochet, General Director of ETUI - Massimo Serpieri, Policy Officer, DG Justice, European Commission - Anne Gaspard, Director, Equinet
14.30 - 16.00	Part 3: Parallel workshops
	<p>Workshop 1: The employment strategy, how to achieve the employment target through better integration of migrants and minorities in employment policies?</p> <ul style="list-style-type: none"> • Santiago LORANCA GARCIA, Head of Unit, European Commission • Adeline Otto – Social Affairs Coordinator, SOLIDAR • Vincent CORLUIY, Universiteit Antwerpen • Diana Dovgan, Policy Officer, CECOP

ENAR conference Agenda

	<p>Workshop 2: Voluntary initiatives for diversity</p> <ul style="list-style-type: none"> • In trade unions: Luan ABEDINAJ, Responsable national Service Nouvelles migrations et Diversité, Confédération des Syndicats Chrétiens (CSC), Belgium • In the social economy sector: Mr. Hervé Gauthier, Project & Liaison Officer EASPD • Diversity initiatives in Brussels Capital Region, Audrey Leenaerts, Territorial pact for Employment in BCR • An NGO perspective on Diversity Charters, Madjid Bourabaa, Director, Association Cle Nord Pas de Calais <p>Workshop 3: Active ageing: promoting equality for ethnic minority and migrant elders</p> <ul style="list-style-type: none"> • Ralf Jacob, Head of Unit, European Commission • Anne-Sophie Parent, Secretary General, AGE platform • Phil Mawhinney, Research and Policy Analyst, Runnymede Trust • Suzanne Munday, Chief Executive Officer, MECOPP Carers Centre <p>Workshop 4: Methodologies for successful partnerships at national level</p> <ul style="list-style-type: none"> • Bruce Roch, Chair, French Association of Diversity Managers (AFMD) • Pablo Rojas Coppari – Initiative Claiming Our Future Ireland • Alexandra Strickner, Attac Austria, Wege aus der Krise Alliance • Anne Masjosthusmann and Dorothea Ewering, Gelsenkirchen Seniorennetz, Germany
16:20-16:40	<p>Restitution of the workshops in plenary, by the rapporteurs</p> <p>Chair: Chibo Onyeji, ENAR Chair</p>
16:40-17:30	<p>Concluding remarks</p>
	<ul style="list-style-type: none"> • <i>Joëlle Milquet, Belgian Minister for Equal opportunities</i> • <i>Rachid Bensahnoune International Human Resources Director for Diversities, L'OREAL</i> • <i>Bruce Roch, Corporate Social Responsibility Manager, Adecco Group France</i> • <i>Chibo Onyeji, ENAR Chair</i>

ENAR conference participants

Altinisik Serap	ENAR Secretariat	Belgium
Amoranitis Spyros	IRFAM	Belgium
Atangana Marie-Thérèse	Sodexo	France
Aziz Mohammed	Faithwise	UK
Baghajati Tarafa	ENAR	Austria
Baila Ba Mamadou	SOS RACISMO	Portugal
Batur Selahattin	Human Rights Presidency of Prime Ministry of Turkey	Turkey
Begert Laura	ERIO	Belgium
Berg Lora	US Embassy	US
Beyens Katleen	Sodexo Belgique	Belgium
Blascak Jan	RAMAD	Slovakia
Böck Julia	German Federal Employment Agency – European Representation	Germany
Broussillon George-Axelle	L'Oréal	France
Brown Marsha	Sodexo UK and Ireland	UK
Brunt Bamez Amanda	Clé NPdC	France
Bunzova Monika	ENAR Vice-Chair	Czech Republic
Bvumburah Hedwig	SOS Malta	Malta
Charalambidou Nicoletta	ENAR Vice-Chair	Cyprus
Cork-Hurst Colette	Unite the union	UK
Csoke Zita	ENAR	Hungary
Daoudi Fatine	Center for equal opportunities and opposition to racism	Belgium
De Feyter Myriam	ENAR Secretariat	Belgium
Dembele Yéra	FAFRAD-Associatif	France
De Smedt Mark	Adecco Belgium	Belgium
Dwyer Theresa	Civil Public and Services Union	Ireland
Dyankova Elena	JUSTICE 21	Bulgaria
Egenberger Vera	BUG	Germany
Ejalu William	ENAR	Hungary
Farakish Anooshah	Unite the union	UK

Fermina Hubert	Malaica	The Netherlands
Flocken Susan	European Trade Union Committee for Education	Belgium
Ferro Amana	EUROPEAN ANTI-POVERTY NETWORK	Belgium
Flocken Susan	European Trade Union Committee for Education	Belgium
Fresno Garcia José Manuel	Spanish Race & Ethnic Equality Body	Spain
Gonzalez Valentin	Movement against Intolerance	Spain
Haapavaara Evita	Nusandra ry	Finland
Hamidi Leila	Art.1	The Netherlands
Hansen Niels-Erik	DACoRD	Denmark
Hildebert Pascal	ENAR Secretariat	Belgium
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Selected resources on equality in employment

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The European Network Against Racism (ENAR) is a network of some 700 organisations working to combat racism in all the EU member states and acts as a voice of the anti-racist movement in Europe. ENAR is determined to fight racism, racial discrimination, xenophobia and related intolerance, to promote equality of treatment between European Union citizens and third country nationals, and link local/regional/national initiatives with European Union initiatives.



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