Compendium of Promising Practices

ASSESS

Integration of Vulnerable Migrant Groups

The People for Change Foundation
Ludwig Boltzmann Institute of Human Rights

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Human Rights

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Integration of Vulnerable Migrants: Women, Children and Victims of Trafficking

Promising Practices of Integration and Monitoring

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Introduction

This compendium identifies promising practices in the spheres of integration of vulnerable migrant groups – women, children, and victims of trafficking – and monitoring mechanisms that have been implemented in the ASSESS project partner countries which have potential of replication elsewhere. In so doing, this compendium seeks to contribute to the sharing of knowledge and experiences across the European Union. The compendium presents 10 promising practices, compiled from 10 Member States that represent the various historical and current migration patterns in the European Union.

Practices of integration can refer to a range of strategies, approaches, and activities that have a positive impact on migrants, including, but not limited to: laws, policies, initiatives, programmes, and services, amongst others. They need not have the label 'integration' but need to have integrative effects that lead to greater cohesion, understanding and improved social outcomes of the migrant population together with the local population (such as anti-discrimination measures, inclusive school systems, access to counselling and social benefits, access to the labour market). The practices included in this compendium include both activities with a specific focus on integration as well as more general activities that have an impact on the integration of women, children or trafficked persons (as well as other vulnerable migrant groups, such as refugees, persons with disabilities, elderly migrants, or undocumented persons). These general activities reflect the need for 'mainstreaming integration policies and measures in all relevant policy portfolios and levels of government and public services' as reflected in Common Basic Principle (CBP) No. 10.[1]

Practices of monitoring refer to on-going and periodical evaluations of integration measures that use specific indicators. Indicators can be focused on output or outcome (or a combination of two). Practices can be implemented by international, state, or non-state actors. They should enable a longitudinal comparison in terms of the area of interest. The aspect of monitoring is also required by the Common Basic Principles which states that: 'developing clear goals, indicators and evaluation mechanism are necessary to adjust policy, evaluate progress on integration and to make exchange of information more effective.'[2] Beyond the evaluation of progress, ASSESS was interested in the monitoring of outcomes so that policies can be evaluated through an outcome based measure.

In order to be able to identify promising practices, two sets of – partly overlapping – *criteria* were defined. For a detailed description of promising practice criteria, see the Annex.

A *promising integration practice* should ideally meet the following criteria:

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[1] Common Basic Principles for Immigrant Integration Policy in the European Union (2004)
[2] CPB No. 11

- It is *inclusive* in both design and implementation.
- It is *accessible* in both theory and practice.
- It applies the principle of *non-discrimination*.
- It is implemented by entities that have the relevant *expertise* and *resources*.
- It is *transferable* to other contexts.
- It is *evaluated*.

A *promising monitoring practice* should ideally meet the following criteria:
- It is *inclusive* in both design and implementation.
- It uses *definitions* that are comparable across several institutions.
- It is based on *high quality data*.
- It presents findings in a *disaggregated* manner.
- It is *effective* in influencing policy changes.
- It is implemented by an *independent* entity.
- It is *transferable* to other contexts.

The selection of criteria aims at covering a wide range of practices, from small NGO activities to governmental policies. The criteria were chosen to be applicable for this diverse set of practices, but not all criteria were applicable to every integration or monitoring practice. Therefore, the comparison of practices necessarily has a "softer," more qualitative, element and cannot simply be a ranking of scores in easily quantifiable areas and categories. The choice of the weaker term "promising" as opposed to "good" (or even "best") practices reflects this methodological caution. It also indicates initiatives of potential where the implementing organisation used a small-scale approach that may have a far wider impact with a larger perspective

Each of the ten project partner organisations **nominated** 3 practices. The nomination was not restricted to practices that target one of the vulnerable groups the project focuses on. Measures that target a larger migrant group (e.g., including EU citizens) or even the general population could be nominated as well – as long as an argument could be made about this measure benefitting one (or several) of the vulnerable groups. The reason for this is that examples of good practices can also be found in broader policies or programmes.

From this pool of 30 practices, ten were **selected** and included in this compendium. Since the ASSESS Project compares practices from very different national contexts – in terms of migration history and current situations as well as "integration infrastructure," i.e., existing regulations, institutions, and funding, we made the decision to include one practice from each country. We wanted to avoid a situation in which we only present practices from countries with a long immigration history, well established "integration infrastructures," and significant resources; the selection also shows how different countries address the issue of integration, even if they have limited resources or state activity in this policy field.

Apart from this **geographical** balance, we also decided to balance the selection in terms of **target groups** of the practices. Next to two monitoring practices, the compendium hence contains three practices targeting women and three practices targeting children. There is one practice specifically targeting trafficked persons, and one practice targeting several groups of migrants. For more information on why the practices were selected, see the introduction to the respective sections.

A final note on **limitations**: Most practices did not meet all the criteria of the respective categories. Hardly any of the submitted (and selected) practices have been evaluated and hence their effectiveness has not been systematically tested. The scope of the research only allowed for a conclusion from existing and known characteristics of a practice (e.g., documentation) on the potential of transferability. Further research is needed to address this question in a more in-depth manner.

Promising Practices

Monitoring Practices

As the comparative report on monitoring mechanisms developed in the ASSESS project shows, monitoring of integration – and even more so of vulnerable groups – is not very strongly developed in the ten project countries. Many countries do not have any systematic integration monitoring mechanisms.

The two monitoring practices presented in this section show some promising features. Both come from countries with a long immigration history and a well-established integration and monitoring infrastructure.

The Italian annual report *Alunni con cittadinanza non italiana* [Pupils without Italian citizenship] is one of the rare examples of a group-specific monitoring. While most monitoring in the field of integration have a general focus, this report specifically looks at pupils. The report has been published annually for nearly two decades and has proven effective in that the Italian government uses it to plan and implement education policies.

The Spanish *Cooperative and Participative Local Observatories Network* monitors social and labour integration of all migrants, which represents a more general approach. Its strength is that it engages partner organisations at the local level that are working to implement integration policies. The fact that it is anchored 'on the ground' implies a potential for being able to look at vulnerable groups quite closely (even if this is not the current focus).

Italy

Annual report "Alunni con cittadinanza non italiana" [Pupils without Italian citizenship]

Basic information

What is monitored?

Type of monitoring

This Report consists of a statistical monitoring of the paths and performance of pupils without Italian citizenship inside the Italian school system. Its focus is mainly on output, since it aims at supporting the MIUR in designing the educational policies for migrant pupils.

Vulnerable groups

Children

Focus

Outcome and output

Enacting entity

Public Bodies: Ministry of Education, University and Research (MIUR) – General Directorate for Students

NGO: ISMI Foundation (as of 2011)

Funding

National government funding

Website

http://www.ismu.org/alunni-con-cittadinanza-non-italiana

Description

Context

Since 1996, the MIUR has published the Report "Alunni con cittadinanza non italiana." It traces the reality that pupils without Italian citizenship experience inside Italian schools and provides relevant information for the implementation of educational policies, following the evolution of the Italian school system. The statistical monitoring of their educational paths is therefore a helpful tool for an in-depth knowledge of the experiences of this vulnerable group.

The Report has been a monitoring mechanism for nearly twenty years. It is a fact-finding tool for the integration of children at school, supporting the implementation of intercultural measures and integration of pupils without Italian citizenship. In the 2012/13 school year, 8.85% of the total school population (786,630 students) were foreign pupils. Data and analyses therein included are relevant for the different stakeholders acting in such a field. Until 2010, the Report was developed only by the MIUR. In 2011, MIUR began working with the ISMU Foundation –an independent scientific body, whose activities revolve around multi-ethnicity and multiculturalism.

Objective/purposes

The aim of the annual monitoring Report is to examine the prevalence and academic achievement of foreign pupils at all levels of school in Italy. The Report further follows the evolution of the phenomenon as a whole, in the different regional areas and within the European context.

Activities

MIUR carries out yearly surveys in all Italian schools. The data is collected by the Information System and by the Statistical Service of the Direction General for Studies, Statistics, Information Services and are given to the ISMU Foundation for the subsequent data processing. In the latest edition (school year 2012-2013) further data from national surveys on learning attainments from the Ministry of Labour, Ministry of Interior, OECD and from MIUR itself, was integrated into the Report. The analysis of the data is jointly carried out by MIUR and ISMU Foundation and the Report is widely available to the public.

Challenges and limitations

The most significant challenge is to constantly improve the Report by identifying more insights on the academic achievement of foreign pupils, and to provide a greater amount of information that is useful to design and implement education and integration policies.

The necessary time required for extensive data processing and for the publication of the Report may be considered a limitation. The Report is typically published the year after the school period of reference.

Promising practice criteria met

Quality of data

Origin of the data and overall representativeness allow for a detailed analysis of foreign students in Italian schools. The data includes statistics about students enrolled, results of intermediate classes and final exams, students with disabilities, Roma, Sinti

and Camminanti students, and allows for comparisons between Italian and foreign students.

Disaggregated results

Data is broken down into the main structural variables: gender, type of school, origin, territory, etc.

Effectiveness

One example of how this monitoring tool has been used to shape policy measures is the Project "The Italian language for students recently arrived to Italy" of the MIUR, financed by the Telecom Foundation. This project started in December 2013, involving 75 schools located in the regions with the highest presence of recently arrived pupils attending their last year of lower secondary school. The decision to target this particular age group of foreign pupils in specific regions is based on the results of this monitoring practice.

Also, the new (2014) and old (2006) "Guidelines for the reception and integration of foreign pupils" implemented by the MIUR are results of the findings in the Reports and reflect MIUR's attempt to accommodate guidelines within the evolving situation in the Italian school system.

Furthermore, the Report provides some helpful information about integration and educational performance of foreign students by providing feedback on the effectiveness of the implemented policy measures.

Transferability

The Ministry of Education or private/public research institutions can implement this PP in any country by compiling relevant and official data. The main conditions to implement the practice are the presence of an information system linking all schools to the Ministry; the presence of a registry of students.

Spain

Cooperative and Participative Local Observatories Network

Basic information

What is monitored?

Type of monitoring

The Cooperative and Participative Local Observatories Network collects data concerning the location, resources and social composition of refugees and immigrants in the territories where the network operates. This data allows the participating observatories to monitor the socio-economic situation of migrants and refugees.

Focus on vulnerable migrant groups

The data collected by the observatories does not specifically focus on vulnerable migrant groups. However, the data is systemized in a way that enables a focused analysis on the situation of vulnerable migrant groups.

Enacting entities

NGO: Accem

Research institution/University: University of Franche-Comté Besançon (France)

Funding

European Social Fund

Government funding

Organisational Funds

Website

http://www.accem.es/es/monograficos/red-de-observacion

Description

Context

Since 1996, Accem has established monitoring and evaluation observatories on both the national and local levels in Asturias, Guadalajara, Girona, and Seville. Each of the local observatories collects data about the socio-economic reality of immigrants and fosters the participation of local actors to apply strategies that prevent the exclusion of the migrant population. Each of the networks consists of 15-30 organizations and institutions that engage with the immigrants in their respective territories.

Objectives/purpose

The primary objective of the network of observatories is to have a better understanding of migrants in the context of the host country, by identifying their specific needs and developing a strategy for inclusion in relation to the native community. This includes adapting strategies based on the perspectives of local stakeholders to optimize resources and actions for migrant integration. The network further allows an exchange of information and best practices among the different local actors that operate in the respective territories.

Activities

Each of the organizations is responsible for collecting information about immigrants in their territories through a set of evaluation tools. The actors collect data based on quantitative indicators of the social and labour-market integration of individuals. The data is then analysed and interpreted in terms of the actions being taken that target migrant integration in the territories. Based on the results, workshops are developed to further examine the results and to propose concrete actions in relation to the identified challenges. The network also created a database with the information collected by each organization, using indicators supplied by external sources (INE, census, etc.). This allows an analysis of the specific types of needs and actions being taken in particular territories.

Challenges

One of the main challenges of the network has been cooperation and communication between the organizations. Many of the actors have a plurality of interests and coordination is a significant challenge, including the organization and orientation of all disposable human and material resources.

Promising practice criteria met

Inclusiveness

Accem has developed a "Collective Intelligence" system based on the development of networks, articulated through a wide range of local partners. This dialogue within a plural and complex society intends to promote diversity and to guarantee interaction between the native population and migrants. Through this methodology, migrant groups and organisations both participate in the development and the implementation phases of the monitoring.

Comparability

Within its monitoring system, Accem has adopted definitions shared by national and European statistical collectors.

Quality of data

The statistical and spatial analysis protocols used by Accem in its local observatories are based on the Catalyse methodology have been harmonized to European standards set by Eurostat. All the data is compared both quantitatively and qualitatively and the results allow for the development of a statistical and qualitative analysis, and cartographic representations of the information.

The database includes enough cases for reaching representativeness of the sample. The Internal Users System (E-Gorion) collects approximately 100,000 individual responses each year, which is voluntarily reported after each contact. In addition, local partnerships bring together between 19 and 105 local public and private actors. The data that converges at the headquarters of Accem territorial centres can be disaggregated at the territorial level. Accem guarantees the protection of personal data and information.

Disaggregated results

The data collected is disaggregated by age, gender, residence status and other relevant dimensions (such as training, employment, family situation, housing, health, etc.). The results can be accessed within the following areas of interventions: Reception, Diagnosis, Monitoring, Evaluation and Exploitation.

Effectiveness

The findings of the evaluations and the monitoring are always included in the diagnosis, designing, planning and implementation of new projects and programs by all service providers actors involved in the observation network. The data collected constitutes the basis for the developing of the lines of actions of the organization.

Independence

Accem is a non-profit and nongovernmental organization, which assures the independence of its actions. Although the organization is both the monitoring and the service provider, we believe that this constitutes the strength of the whole system, as it guarantees participation, representation and effectiveness of the programs.

Transferability

The Participative Observatories methodology is replicable due to the possibility it provides to customize the collected information and the variables to cross in the analysis. Accem has disseminated the use of "Technologies of Information and Communication" within the organization in order to enhance the activities of other actors and to systemize information in order to better collect and utilize the data. Due to its specific participative methodology, the experience of Accem's local observatory can be replicated, as it is adaptable to every context and the involved actors develop activities that are best suited to their specific needs

Integration of Women

As the comparative report of integration measures developed in the ASSESS project shows, the ten project partner countries do no have many measures that specifically target the integration of women. The three integration practices targeting migrant women presented in this section all come from CEE countries – Hungary, Poland, and Slovakia – and are all project-based. In each of these contexts, there is minimal state involvement addressing integration and these practices are examples of what civil society organisations have created to help integrate immigrant women.

As its name reveals, the Hungarian project *Job-market services for immigrant women* is focused on the labour market and aims at supporting and empowering women who came to Hungary without employment.

The Polish project *Ukrainian Women's Club* seeks to break the isolation of immigrant women from the Ukraine who are employed as domestic workers.

Finally, the Slovakian Project *BaBinec – Multicultural Ladies' Society* focuses on the aspect of cultural exchange by bringing together women from different countries, including Slovakian women.

Hungary

Job-market services for Immigrant Women

Basic information

Type

Project

Enacting entity

NGO: Jövőkerék Közhasznú Egyesület

Target group/direct beneficiaries

Women

Funding

EU Funding: European Integration Fund

Website

http://jovokerek.hu/noi/projektrol.html

Description

Context

Immigrant women in Hungary face significant obstacles in terms of integration, especially with entering the Hungarian labour market. However, state bodies and organizations do not address the specific needs and problems faced by TCN women in Hungary. For example, the Hungarian state Employment Office [Munkaügyi Hivatal] only handles issues of EU citizens (and only on a purely administrative basis) and does not provide any services to immigrant women for finding employment, These women further face social and culturally rooted barriers, including the condition of knowing the Hungarian language on a high level.

There are three primary procedures for TCN women to enter Hungary; by already having a job and obtaining a visa based on that employment, by another TCN migrant (typically, a husband) applying for family reunification, or by marrying an EU national. When TCN women arrive without their own employment, they are in a particularly difficult situation as they have to seek a job with the precondition that their future employer will take on the administrative burden of requesting their work permit. Obviously, many, if not most employers are not willing to take this step. The state does not provide any sort of trainings, coaching classes or language courses to

help facilitate integration for TCN women into the national job market. Therefore, TCN women are typically left completely on their own accord to integrate and the sole actor in this matter is the civil sphere.

Objectives/purpose

The goal of the project is to increase employability of participating TCN women by helping them to discover their niche in the Hungarian job-market. Jövőkerék assists TCN women in all the technicalities (including translation of documents, applications, CV writing) and helps them to improve their soft skills, such as interview techniques. The project also targets a wider need of TCN women, namely in helping to build social and human capital within their new migrant context.t

Activities

Jövőkerék provides a service package for TCN women who are searching for employment in the Hungarian job market. Participants are provided with a social mentor that assists with housing, social and family support. The service package further includes group sessions where participants receive general and specific information about the Hungarian labor market and techniques for finding a job. Participants are further provided with personalized information that is designed to address specific cultural barriers. The service package further connects TCN women with a weekly open job search club (which includes TCN men) that provides mental and legal support to help facilitate integration. The club features classes aimed to empower women, yoga classes, and aid for bureaucratic problems. The project is designed in a way that certain elements of the service package can be accessed separately as well, and can serve the target audience in the most meaningful way.

Challenges and limitations

Outreach and identifying women, particularly those with little human and financial capital, to participate in the project is the most significant challenge. Jövőkerék addressed this challenge by disseminating information about the project through various channels. These methods included distributing leaflets in the busiest points of the town (that are also visited by migrants) and by joining social media networks. Jövőkerék also provided women with a local transport pass to enable their participation in the project sessions and offered childcare serviced based on individual needs.

Another concern is the project's long-term sustainability, as this project is set to end in 2015. Jövőkerék has applied for further funding from Norway Grants and they are also preparing to apply for the new call from the European Integration Fund. Jövőkerék is especially hopeful to address specific needs of refugee TCN women through these potential funds in the future.

Linguistic issues present a further limitation for the project. Jövőkerék often requires translators, which come at an extremely high cost. For these practical reasons, the

project is run in two language-based groups, one in Hungarian (for at least already partly integrated women) and one in English. Although participants' English can be limited, they should not be excluded on such grounds. Sometimes, participants translate between Arabic and English for other participants. For better outreach in the future, various non-Hungarian and non-English groups (e.g., Turkish, Spanish) could be created and is a recommendation if the project is transferred elsewhere.

Finally there are technical challenges concerning the nature of this work and societal attitudes. The organization needs a new office space for rent, as the owner withdrew the lease, essentially denying his property for such purposes, after learning about Jövőkerék's area of activities. Jövőkerék filed a case at the Office of Equal Treatment [Egyenlő Bánásmód Hatóság, EBH] and is currently awaiting their decision.

Promising practices criteria met

Inclusiveness

The project is implemented with active participation of TCN women as the main actors; the civil organization only assists them in improving their position on the job-market by providing various tools to reach their goal.

Accessibility

Childcare is available to participants of the project on an individual-need basis. The organization also provides public transportation passes to ensure the TCN woman can participate in the program sessions.

Expertise

All the elements of the project are conducted by highly trained professionals – job search trainers, coaches, yoga trainers, psychologists, and are hired by the project managing civil organization.

Resources

The project has sufficient resources, however, long-term sustainability is a big concern.

Transferability

The project is definitely transferrable, primarily to countries with a similar level of incoming migration, similar job-market conditions and where institutions do not address the issue of job-market integration of TCN women. If transferred, the project must be altered based on the specificities of the particular national job-market ad situation of migrant job seekers, the relevant job market regulations concerning non-EU employment seekers.

Ukrainian Women's Club

Basic information

Type
Project

Enacting entity
NGO – Foundation "Our Choice"

Target group/direct beneficiaries
Women

Funding
EU funding: European Economic Area Fund, Programme "Citizens for Democracy" (May 2014 – October 2015)

Website
http://www.facebook.com/KlubUkrainok

Description

Context

Poland is considered to be one of the traditional emigration countries, but is making a transition into an immigrant destination, which is expected to continue, and seems to be an inevitable process. Although the total amount of migrants in Poland is relatively low, there has been a recent influx of Ukrainians entering the country due to the unstable political situation in Ukraine. Ukrainians dominate the majority of categories of entry and stay in Poland, except for refugees and asylum seekers. In 2011, Ukrainians represented 24 percent of all foreigners in Poland, 28 percent of foreigners registered for temporary stay, and 52 percent of work-permit holders.

Objectives/purpose

The primary purpose of the Ukrainian Women's Club is to create a community of migrant women from Ukraine and to help them become actively engaged with civil, economic, and social life within Poland. The project hopes to train and activate Ukrainian migrant women to mobilize themselves and to establish clubs throughout Poland. This will allow the women to continue integration measures for vulnerable groups of migrant women and will empower them through involvement in their local

communities. The Ukrainian Women's Club also hopes to connect these migrant women with other women's clubs throughout Poland. Furthermore, the project hopes to change the image of migrant women in Polish society, particularly how they are seen as domestic workers.

Activities

The Ukrainian Women's Club meets every Sunday and is open to both Ukrainian and Polish women. The meetings serve as a social gathering for the women to connect and to participate in workshops and trainings facilitated by experts. The experts invited to the Club provide information about functioning in Polish society and has included psychologists, career advisors, representatives of police, and lawyers. The training sessions are designed to provide women with knowledge and skills for planning, working in groups, and how to utilize social media to organize events and communicate with each other.

The organization is planning to partner with Polish women's organization, especially those of rural areas that could serve as an example for Ukrainian migrant women, who often come from rural areas of Ukraine. They are also encouraging the Ukrainian women to organize public events directed towards other Ukrainian migrants and to the larger Polish society. These interactions will further help facilitate the integration of Ukrainian women in Poland.

Challenges and limitations

As the practice is project based with EU funding, the termination of financing is a significant challenge for the future of the Women's Club. Since migration of Ukrainians to Poland is rather temporary phenomenon, there could be a challenge with continuing integration activities as migration decreases..

Promising practice criteria met

Inclusiveness

The project was designed in such a way to provide migrant women with the possibility to design a programme for the Club, its activities, and to organize events they propose.

Accessibility and non-discrimination

Participation in the Club is free of cost. Although the Club is directed to Ukrainian migrant women, the participation of Polish women or of other migrant groups is perceived as one of the main integration tools. It is also open to men, who often participate and support activities of the Club.

Expertise

The project is run by the Ukrainian migrant organization Our Choice Foundation that has a vast knowledge about migrants' needs and long experience in work with both with male and female migrants.

Transferability

This Club exists in Warsaw, but the practice could be applied in other cities and countries for and by various social and ethnic groups. Another Polish non-governmental organization, Foundation Education for Democracy, is currently establishing a similar project for establishing women's clubs in Tajikstan.

Slovakia

Multicultural BaBinec
[Ladies society]

Basic information

Type

Project

Enacting entity

Community: Islamic Foundation in Slovakia

Target group/direct beneficiaries

Women

Funding

Organizational funds

Website

Currently N/A

Description

Context

A significant number of Muslim people living in Slovakia have to face verbal and physical abuse. The Islamic Foundation in Slovakia has come across cases where the tires of a car belonging to a Muslim women were purposely slit and where dirt has been thrown on a child coming from a Muslim family. Islam is not a registered religion in Slovakia, which sets many barriers for the religious people in the country in terms of education about Islam or in relation to traditional Muslim weddings or burials. At the same time, the non-Muslim population lack information about Islam, which adds to the increasing level of hate towards Muslim people in Slovak society.

This project was created by Zuzana Hasna, with the goal of connecting Slovakian women with migrant women, especially women with a Muslim background. The inspiration for the project came from Hasna's personal experience of being married to a Muslim man and seeing the distance between these groups of women. Hasna organizes special meetings called BaBinec, which provide a ground to connect TCN and Slovak women in various mutual activities. The meetings aim to connect the different cultures, eliminate prejudices and stereotypes, and to encourage TCN and

Slovakian women to get to know each other. These meetings and activities have been popular among both migrant and Slovak women since BaBinec was first organized seven years ago.

Objectives/purpose

The objective is to support the positive integration of TCNs in all social structures through a dialogue between migrants and Slovak nationals. The program aims to build up the self-confidence and to motivate migrant women through group dynamics that encourage openness and spontaneity. This approach intends to empower the women, which will allow a more effective integration into the Slovak society. The project further aims to attract women of various generations, countries, cultures and professions.

Activities

A daylong programme has basic structure that is adjusted based on the group of women participating on a particular day. Lessons include cooking, general education, movement, and activities that foster creativity.

The Babinec meetings are a part of the weekly public event Nedel'ná Paráda that is designed to support urban cultures through markets and services. The Sunday markets are dedicated to different social and cultural themes, which promotes the values and goals of the Babinec meetings. Nedel'ná Paráda is organized by the Alliance Stará tržnica[3] in cooperation with the NGO Nadácia Milana Šimeču[4] and multicultural festival Fjuzn.[5] By engaging with this even, participants of the Babinec meetings are able to interact with the wider Slovak society

In the future, they plan to open a community centre in Bratislava for migrant women. They will provide free Slovak language courses, general information, and craft workshops. The plan is to create a social enterprise and thus encourage empowerment of migrant women.

Challenges and limitations

One limitation is the fact that the meetings are only organized in Bratislava. Although Bratislava has the largest amount of migrants from the third countries, transferring this practice to other Slovak cities could benefit more migrants.

The practice is also based on an individual's initiative and has not been recognized by any town or municipal bodies as a practice to be conceptualized and potentially included in the local policies as a form of integration for TCNs.

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[3] http://staratrznica.sk/
[4] http://www.nadaciamilanasimecku.sk/
[5] http://www.fjuzn.sk/

Promising practice criteria met

Inclusiveness

In most cases, Muslim women stay at home with their children, isolated from society. They do not speak the local language and they lack free time and resources that would allow socialization and integration into the society. This project is the result of the need to improve the integration of TCNs women in Slovakia. Often, their family responsibilities (motherhood) constitute a barrier, too. This project facilitates the meeting of migrant women and women living in Slovakia.

Accessibility

Activities and meetings are free of charge.

Non-discrimination

Activities are targeted towards all women, both TCN and Slovak women. Men are not allowed to participate in certain activities due to cultural factors.

Evaluation

The participants provided feedback that the meetings have an appropriate focus and that they have an effective impact.

Integration of Children

Education is one of the most important fields for integration measures that target migrant children. This is reflected in two practices selected for this group.

The Greek project *Education of immigrant and repatriate students* was a training project for teachers working in schools with relatively high percentages of migrant pupils which sought to better prepare them to work with diverse classrooms.

The Maltese government recently introduced *Induction classes* for migrant children upon their arrival in Malta, aiming to prepare them to for entering the school system by having several weeks of Maltese language classes.

The Belgian practice *Minor newcomers and leisure time in Brussels* focuses on leisure and access to activities. Its goal is to facilitate access to leisure time activities in Brussels for migrant children who recently arrived. Although it was implemented on a project basis, its organising entities were successful in implementing some elements of the project on a more permanent basis.

Belgium

Minor newcomers and leisure time in Brussels ['Minderjarige nieuwkomers en vrije tijd in Brussel']

Basic information

Type

Project

Enacting entity

Public body: Flemish Community Commission (VGC)

Target group/direct beneficiaries

Children

Funding

EU funding (EIF)

Website

The project has no specific website. The website of the youth department of the organisation which carried out the programme (Flemish Community Commission – VGC) is: http://www.vgc.be/Cultuur/JeugdSpeelpleinenEnSport/Jeugd

Description

Context and entities involved

Minor newcomers often face obstacles in accessing and participating in leisure activities, which could help facilitate their social integration. Not only are there financial obstacles (since most recently arrived migrant families have no income or at best depend on a low salary or a living allowance) but there is also a lack of knowledge about the existing offer of free leisure activities in the capital and what they exactly entail. Furthermore, recently arrived migrant children are often not familiar with the system of 'organised leisure activities' as they exist in Belgium. The VGC was aware of these obstacles because of its long-term experience with the issue of diversity in Brussels and with non-Dutch speaking migrants who recently arrived.

Objectives/purposes

With this project, VGC wanted to help the newcomer minors to overcome these obstacles by increasing awareness of existing leisure activities and guiding them to these activities at no cost to the minor or their family. VGC further sought to build

networks of organisations that work with the target group and organisations that offer leisure activities. The project did not want to create a specific offer of leisure activities for minor newcomers, but refer them to those already existing in Brussels which would connect them with other children and help their integration.. The target groups of the projects were non-Dutch speaking, recently arrived migrants between 5 and 18 years old in Brussels.

Activities

A variety of activities were developed and implemented. For instance, the project officer of VGC spent one afternoon every week in the 'welcome office' for recently arrived migrants in Brussels. This allowed the parents of recently arrived migrant children to have easy access to the project officer and together they were able to look for appropriate leisure activities for the migrant children. Contact with migrant children and their families was also established through schools with reception classes for non-Dutch speaking newcomers (OKAN) and during school holidays VGC facilitated access to language training camps. Furthermore, VGC worked together with reception facilities for asylum seekers and UAMs in Brussels to guide the 16-18 years old in these facilities to leisure activities. VGC also developed a newsletter that was sent on a regular basis to professionals working with the target group (teachers, social workers, etc.) with an overview of (almost) free leisure activity offers in the city. In addition, the network that was created provided an important 'bridge' between organisations in the integration sector and organisations that offer leisure activities on the other hand. The project was one of three projects that were included in a brochure about EIF-projects on leisure activities in Flanders and Brussels that serve as examples and sources of inspiration.[6]

Challenges and limitations

The project included a lot of different activities. Perhaps this variety of activities can be considered both one of the strengths as well as the weaknesses of the project. The differentiation of activities allowed for the chances of success to increase since one less successful activity did not jeopardize the entire project. On the other hand, a more focused approach with a more limited amount of activities could have resulted in less fragmentation and an easier and clearer visualisation of the results.

Promising practice criteria met

Inclusiveness

The project can be considered inclusive in the sense that it involved different sectors active in the field of youth work and leisure activities on the one hand and organisations involved with migrant integration on the other hand. Close cooperation

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[6] http://www.esf-agentschap.be/sites/default/files/attachments/articles/vrijuit_1.pdf (in Dutch)

with both sectors and a clear notion of the expectations they both had with regard to the project were important aspects of the project.

Accessibility

The project was developed for a specific target group, i.e. non-Dutch speaking newcomers between 5 and 18 years old in Brussels. The accessibility of the project was achieved by approaching the target group in places they or their family regularly attend (e.g. 'welcome office' for recently arrived migrants, schools that organise reception classes for non-Dutch speaking newcomers).

Expertise

Being the responsible authority for the Flemish speaking community in Brussels for matters relating to the policy areas of youth and culture, the organisation that developed and implemented the PP already had a lot of experience working with issues related to youth and diversity in Brussels. Prior to implementing the project, they were already aware of some of the obstacles that had to be overcome to improve access to and participation in leisure activities (such as financial obstacles, lack of knowledge of the offer of leisure activities, difficult communication with the target group and their parents). Furthermore, their extensive network and contacts in both the youth sector and the integration sector in Brussels put them in an ideal position to 'build bridges' between these two sectors.

Resources

The implementing partner had sufficient resources to fund the project. As an EIF-project, in principle the activities of the project were limited in time. However, the implementing organisation turned some of the initiatives that were developed within the project into more permanent activities (e.g. there is a continuing presence in the 'welcome office' and in schools with reception classes). Furthermore, in the framework of the project, a tool with tips about guiding migrant children towards leisure activities was developed to be used both internally within VGC but also by interested external actors (teachers, social workers, etc.).

Transferability

The practice shows potential for replication in different contexts, both in Belgium and abroad. Facilitating access to leisure activities by approaching the target group in places they regularly attend, by informing them about the existing (free) offer of leisure activities, and by creating networks and building bridges between the different sectors that deal with migrants and migrant children and youth in general, are activities that are not necessarily limited to the specific context of Brussels.

Evaluation

The implementing organisation evaluated the project both during and after the project, and identified some success factors (e.g. tight cooperation with organisations that are closest to the target group and a clear vision of the expectations of the different partners in the project) and pitfalls (e.g. requirement of official registration for leisure activities and punctuality in assisting them were seen as an extra obstacle since these requirements are considered culture-bound).

Greece

Education of immigrant and repatriate students

Basic information

Type

Training Project

Enacting entity

Research institution/university: Aristotle University of Thessaloniki, Department of Philology

The project was administered by a Committee composed of eleven members and under the scientific supervision of Professor Anna Anastasiadi. It cooperated with the relevant bodies of the Ministry of Education and other social actors involved in repatriation and migration issues.

Target group/direct beneficiaries

Migrant children

Funding

EU Funding: Operational Programme 'Education and Lifelong Learning' (European Social Fund)

National government resources

Website

http://www.diapolis.auth.gr/

Description

Context

Greece is an important first country of arrival for migrants and asylum seekers entering Europe and addressing immigration is an important concern. As of the 2011 national census, over 713,000 TCNs were living in Greece, about 6.59 % of the total population. In 2010, 10,035 of these migrants were under the age of fifteen and entitled to education in Greece, in addition to another 3,810 between the ages of fifteen and nineteen.[7]

Integration in Greece is relatively difficult, especially considering the prevalence of racist attitudes and their perpetuation by major political parties. However, Greece

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[7] Eurostat

made the most overall progress in recent years among all MIPEX countries, including measures that address education for children.

This programme was a nation-wide project focusing on public primary and secondary schools that have over 10% immigrant and repatriate students. It involved both students and teachers with an aim to improve the educational operation of schools and to prepare them to meet the challenges of a multicultural society. In addition, it aimed to improve school performance of repatriated and foreign students in Greek schools, in order to ensure equality in education with natives and the social integration. The project started in September 2010 and was completed in December 2013.

Objectives/purpose

The objective of this program was to lower school failure and drop out rates of migrant and repatriate students at both the primary and secondary education level. The goal was to provide all students with equal learning opportunities that would provide the basis for smoother integration into the Greek community.

Activities

This project took a multi-faced approach to improve the integration of children into the Greek education system. Measures were taken in order to support the Reception Classes for migrant children and to assist the staff members working in this field. Greek language classes were enhanced through creating more language support departments, operating summer courses, and evaluating the implementation of the programs. Intercultural activities increased, including sports activities, theatre groups, and events about cuisines from around the world. School libraries were also provided with resources from the students' countries of origin. Teachers were provided with specialized trainings to address students' individual needs, including how to differentiate pedagogy and educational materials for migrant children. The program also sought to enhance the mother tongue of students, particularly Albanian and Russian. Psychological services were provided to migrant children and were designed on individual bases for the specific students. Coordination between the schools, family members, immigrant communities, NGOs and social workers increased to promote broader intercultural competencies. The project also organized educational field trips that were designed to show the migrant students different parts of Greek history and culture.

Promising practice criteria met

Inclusiveness

The project included schools that had high percentages of students with a migrant background. In total, 1,061 primary and secondary schools participated in the project, involving 462 teachers with different ethnic backgrounds. More than 62,000 students and 1,000 migrant families were given the opportunity to participate in at least one of the project's actions. The program further supported 150 Reception Classes and 130 summer language courses for bilingual students. The pilot study for Action Reinforcement of the Mother Tongue also took place in seven participating schools.[8]

Resources

An impressive amount of resources and educators were mobilised throughout this project. The educational activities were supported by 28 research assistants and 123 instructors, mostly from the field of pedagogy, linguistics and psychology.

Transferability

The Ministry of Education intends to qualify it as a permanent mechanism for the assessment of policy implemented on the ground.

Evaluation

The training sessions were evaluated by the trainees in regard to the content, the approach, the teaching material and the quality of interaction during the seminars through an evaluation sheet. Participants were asked to make recommendations to improve future trainings. The analysis of 4,752 evaluation sheets revealed that the teachers assessed the trainings positively, as they had the opportunity to not only learn about some new issues, but also to test new pedagogical and educational practices.

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[8] Anthi Revithiadou (2013) Count me in: Inclusive practices in formal and non-formal education and training.
http://www.diapolis.auth.gr/diapolis_files/drasi5/Drasi5_website/Drasi5_Ypodrasi_5_2/e_platform_arx eia/Talk_Kordelio_08_10_2013.pdf

Induction classes for TCN children

Basic information

Type
Project: language course

Enacting entity
Ministry for Education

Target group/direct beneficiaries
Children

Funding
Government funding

Website
Currently N/A

Description
Context
The debate surrounding the status and wellbeing of TCN children has recently gathered pace in Malta, especially in light of the increase in the number of migrants claiming to be minors when arriving in Malta. According to Eurostat, in 2013 there were a total of 2245 asylum applications in Malta, 550 of which claimed to be minors. This represents a significant increase in the number of asylum applicants claiming to be minors when compared to 2012, when 240 of the 2080 asylum applicants claimed to be minors when arriving in Malta.

Cultural understanding and particularly language barriers complicate the integration of TCN children into the Maltese educational system, especially as TCN children are expected to follow the same curriculum for Maltese children. A number of TCN children entering education might come from challenging backgrounds, possibly following traumatic experiences that pose a special challenge for the education sector to be able to successfully integrate them into the schooling system. In response to these challenges, the Ministry for Education has introduced induction classes for TCN children. The program works to support TCN children through a six-week induction class which is primarily focused on Maltese and English language skills.

Objectives/purposes

The primary objective of the induction class is to provide TCN children with basic Maltese and English language skills. A working knowledge of these languages is essential for TCN children to succeed in the Maltese school system, which will help facilitate their integration.

Activities

The programme is predominantly language-based with the aim to provide the children with a very basic language capacity to enter the education system. The enrolment for the course occurs every 6th week, while the course itself takes place in a school environment to familiarise the children with the school system, although during this induction course the minor does not follow the national curricula. The focus is strictly on providing the TCN with enough skills to be able to primarily communicate. The class level assessment is done based on the child's age, but the skill level is followed when the child enters the school and is re-adjusted if it is seen as necessary, on case-by-case basis.

Challenges and limitations

More focus needs to be placed on integration aspects beyond language acquisition as currently the main focus is language, and while this is understandably necessary in order to better prepare TCN to integrate into school life, a focus on local customs will help to smoothen the transition from the induction classes into the school environment. The Ministry of Education also needs to place an emphasis on evaluating the induction course to understand the actual outcomes of the program and to adjust the program to better facilitate integration of TCN children. Data should be collected to allow for an impact assessment of the course under the current circumstances and to develop a long-term plan. The practice has yet to be evaluated and therefore its impact remains to be seen.

Promising practice criteria met

Accessibility

The 6-week induction language programme is available to all willing TCN students. Moreover, it takes place in the school that the child will be attending once the course is completed.

The programme allows all TCN students with varying degrees of language skills to participate and further develop their abilities. The project can be considered a positive action measure.

Resources

The induction programme is provided and financially backed by the Ministry of Education, which plans to keep providing the service in the future. Currently the overall number of TCN students participating is relatively low; however, the Ministry is prepared to deal with higher numbers in the future and would be able to make its teaching staff available should demand increase.

Transferability

The 6-week induction course can be easily replicated in other countries and within different contexts toward different target groups. Schools should be well equipped to provide language courses to students of all levels, especially students with very limited knowledge, in order to develop their skills and in this case help integrate students into other areas of the school environment.

Integration of Trafficked Persons

The practice which was selected for the category of trafficked persons is not a classic integration practice. It is the *National Mechanism for Referral and Assistance of Trafficked Persons (NRM)* in Bulgaria which coordinates actions of all agencies and actors in contact with trafficked persons and mainly aims at identification and first response. Although this practice targets Bulgarian nationals, the coordination of different agencies can be seen as a prerequisite for integration

Bulgaria

National Mechanism for Referral and Assistance of Trafficked Persons (NRM)

Basic information

Type
Policy

Enacting entities
Public bodies; National Commission for Combating Trafficking in Human Beings, Ministry of the Interior; Ministry of Health, Ministry of Education; Ministry of Foreign Affairs; Ministry of Justice, Ministry of Labour and Social Policy, Agency for Social Assistance; State Agency for Child Protection; Employment Agency; State Agency for Refugees, MATRA Program of the Dutch Ministry of Foreign Affairs

NGO; "Animus Association" Foundation

Target group/direct beneficiaries
Trafficked persons

Funding
Government funding

Website
http://antitraffic.government.bg/en/национален-механизъм-за-насочване-на/
http://www.animusassociation.org/wp-content/uploads/2012/03/NRM_ENGfinal-15-dec-2010.pdf

Description

Context

Bulgaria is considered to be a significant source of human trafficking, and to a lesser extent, a country of transit and a destination. The most common reason for trafficking women and children is for forced prostitution and men, women, and children are all subjected to forced labor. Human trafficking is a significant issue in Bulgaria, for both Bulgarian nationals and TCNs. Of identified trafficked persons with EU nationality, Bulgaria is consistently ranked within the top five countries. Bulgarian citizens were the most likely to be registered as trafficked persons within the EU. Furthermore, between 2010-2012, all of the suspected traffickers were Bulgarian citizens. Over

twenty percent of all traffickers with EU citizenship are suspected to be Bulgarian citizens.

Objective/purpose

The mechanism is an official policy document that divides responsibilities and designates clear steps for inter-institutional cooperation among wide range of state and NGO institutions for referral and support of trafficked persons. The designated referral process sets the frame for the provision of comprehensive services for trafficked persons while ensuring the protection of their human rights.

Activities

The NRM provides guidelines for the implementation of measures of identification, protection, assistance, and reintegration of trafficked persons in three stages: Identification and referral; protection and support; and reintegration or social inclusion.

In the first stage of this process, trafficked persons are identified by the police or other institutions who are in contact with potential victims, including NGOs. Once identified, the authorities of the country of origin verify the person's identity and the trafficked person is informed about the right to a reflection period. With the involvement of the trafficked person, a risk assessment is conducted followed by the development of an individual safety plan. These plans are revised upon every contact with the trafficked person and after any developments in the case. The trafficked person is interviewed and is explained his/her rights and responsibilities and the possibilities for support with an assessment of the emergency needs. The final part of this first stage is referral to another organization, where the trafficked person must give their informed consent. They are accompanied to the referred organization and the receiving organization provides feedback about their progress.

The second stage consists of protection and support in the form of a crisis intervention and a reflection period. Crisis intervention consists of emergency accommodation in a crisis center, and provision of emergency psychological, social, medical and humanitarian help. Throughout the reflection period, legal counselling and information about the possibilities to start criminal proceedings against the traffickers is provided. This includes the trafficked person's role in the investigation. Furthermore, the organization for the safe return of the trafficked person to the country of origin or to their hometown is organized in this stage.

The third and final stage of this process includes social inclusion or re-integration. One of the most important activities is long-term psychological support and empowerment, including counselling for the trafficked person's family, development

of social skills, development of skills for participation in the labor market, and renewal of the trafficked person's health and social insurance status. Returning to their home country is also a possibility in this phase. The Bulgarian government establishes contact with service providers in the country of return, including the assurance that service provider will meet the trafficked person upon their arrival. Trafficked persons typically participate in criminal proceedings in this phase, after providing their informed consent and having legal representation. Support is provided to trafficked persons who is a witness or participant in a trail before, during, and after the trial. Finally, they are informed and supported through the legal process of receiving compensation.

Challenges and limitations

The main weakness in the implementation of NRM is the lack of an established mechanism for data collection, monitoring and evaluation, which hinders the opportunity of the mechanism to reach its full potential. The effective assessment of the implementation needs to begin with establishing an improved system for data collection.

Promising practice criteria met

Inclusiveness

The NRM has been developed by an inter-institutional working group under the leadership of the NCCTP and by a representative of the non-governmental sector – the Association Animus La Strada Foundation. NCCTP is the central coordinating body in the area of counter-trafficking. It is a body with the Council of Ministers, chaired by a Deputy Prime Minister, its members being deputy ministers from all relevant ministries and high-level representatives of the judicial system.

The mechanism outlines the responsibilities for both state and NGO actors and provides detailed framework for inter-institutional cooperation. The Association Animus La Strada has more than 20 years of experience promoting awareness in society, encouraging respect for women, coordinating activities on violence agains women and children. However, trafficked persons have not been directly involved in the process. Their experiences and views have been taken aboard only indirectly through the service providers from the non-governmental sector that took part in the discussions.

Non-discrimination

The NRM is grounded on a human/child right-based approach; it makes explicit references to principles of non-discrimination, unconditional support and protection of victims (not dependent on cooperation with law enforcement in prosecution of traffickers and trials), rights of children to receive information and to express their views openly. The NRM provides standards and criteria for the provision of social

services to victims of trafficking, including the operation of a hotline, provision for crisis intervention, accommodation for victims, psychological and social support, and development of social and labour skills through empowerment.

Transferability

The NRM has some general aspects of replicability. The mechanism has been documented in operational guidelines, which outlines all stakeholders involved, their specific responsibilities, procedures and standards of operation.

Expertise

The body responsible for monitoring and implementing measures included in the NRM is the NCCTHB, which guarantees a high degree of sustainability and state ownership. The Commission researches, analyses, and reports statistical data on human trafficking. It carries out information, awareness and educational campaigns, aimed at potential trafficked persons. It manages and supervises the activities of the Local Commissions for Combating Trafficking in Human Beings and the centres for protection and support of victims of trafficking. It also contributes to international cooperation in prevention and counteraction.

Evaluation

The potential of the mechanism is not fully realised, as its implementation is not monitored and evaluated. Although NCCTHB has the mandate to monitor the implementation of the NRM, there is no such mechanism developed with no indicators and guidelines for such a process. Consequently, there is no mechanism for collecting information along the NRM parameters that can be assessed to serve monitoring purposes. The effective assessment of the implementation needs to begin with the establishment of an improved system for data collection. The effectiveness of the mechanism could be assessed on the basis of analysis of data on the number of victims identified, numbers of referrals, disaggregated data on the types of assistance offered to victims and the outcomes of the reintegration measures. Unfortunately, the data collected by the official institutions does not cover the necessary indicators for a thorough analysis.

Promising practices encompassing more than one group

The promising practice from Austria does not match either of the categories of the project, but it deals with vulnerable migrants: *UNDOK – Contact point for union support of un(der)documented workers* provides counselling and support for workers who have no work permit or not the right one to work in Austria. The clientele potentially encompasses trafficked persons, but since the practice is not labelled as such, we decided to put it into a separate category.

Austria

UNDOK – Contact point for union support of un(der)documented workers

Basic information

Type

Service

Enacting entity

UNDOK-an initiative of several trade unions, Chamber of Labour, the Students' Union Federal, representation of NGOs dealing with racism and asylum, self-organized migrant organizations and anti-racist and grassroots trade union activists.

Target group/direct beneficiaries

Undocumented workers, which may include trafficked persons

Funding

Government Funding: Federal Ministry of Labour, Social Affairs, and Consumer Protection, Vienna Employment Promotion Fund

Organisational Funds: Trade unions, Chamber of Labour

Website

http://undok.at/ (DE, full version)

http://undok.at/ml/you-have-rights-even-if-youre-undocumented/ (EN)

Description

Context

When undocumented workers wanted to get support from a trade union, the union employees did not fully understand the situation and the potential risk of their risk of the workers being deported. In response to this situation, in 2009, the activist group *Prekär Café* [Precarity Café], a union and a network of NGOs, started to address the rights of undocumented workers. In 2011, a working team was formed which also supported an undocumented person. The group collected information on similar agencies in Germany in order to learn from their experiences. The contact point opened in June 2014. In its first 6 months of operation, it had more than 80 clients asking for support.

Objectives/purposes

The primary purpose of this practice is to provide easily accessible information about the labour rights of all workers. Furthermore, UNDOK aims to enforce these rights, regardless of a workers immigration status.

Activities

UNDOK provides support to clients making claims about not receiving adequate (or any) wages, overtime pay, vacation allowances or sick pay. These services and counselling are provided in several languages. UNDOK further provides workshops about workers' rights and establishes networks between communities, unions, NGOs, and other stakeholders. They also are engaged in public communication and advocacy for undocumented workers.

Limitations

The contact point is located in Vienna, so it might be more difficult to access it for workers in other parts of Austria.

Promising practice criteria met

Accessibility

The contact point is accessible by public transport. Information is available online in multilingual brochures and leaflets, and is also spread via word of mouth. Together with supporting organisations (unions, NGOs), UNDOK also conducts outreach to agricultural workers either directly in the fields or in their accommodation.

Counselling is available free of cost and in several languages (German, Bosnian, Serbian, Croatian, English, French, Kurdish, Turkish; other languages available by agreement).

Expertise

Expertise from different sides was pulled together to make UNDOK happen through trade unions and organisations run by migrants.

Resources

The contact point is funded by several large labour organisations, which provides for financial stability. However, there is currently no information concerning long-term funding.

Transferability

The concept of UNDOK is itself a transferral from similar projects for undocumented migrants. Since the contact point has only existed for a short time, there is not a lot of

documentation, but UNDOK has published an activity report about the first 6 months in November 2014.

The practice could be replicated in places where unions are willing to include undocumented workers in their political and representational work, and where fighting for labour rights as an undocumented person (or as a person who does not have the right labour market permit) does not automatically result in deportation. Success factors here were the actors involved, i.e., labour activists who were ready to think beyond traditional roles of organized labour. Also networks within organised labour were an important factor in the success so far.

ANNEX: Selection criteria

Criteria for promising practices of monitoring migrant integration

Inclusiveness

- Were vulnerable migrant groups (or organisations that represent them) consulted in the development of the monitoring practice?
- Are vulnerable migrant groups (or organisations that represent them) consulted in the implementation of the monitoring practice?

Migrants organizations should be included in both developing and implementing the monitoring practice. The implementation is of more importance when the institute conducting the monitoring is not purely statistical, especially for smaller agencies in direct contact with the target group.

Comparability

- Are definitions (e.g., of 'integration', 'migration background', …) used in the monitoring practice the same across institutions?

Comparability of definitions – or better, the lack of it – was an issue that was brought up in several national reports (Phase 1), which is why we included it in the criteria catalogue. It means that the same definitions of concepts like integration, migration background, etc. should be used across institutions. This may apply to the national or international level.

Quality of data

- Does the monitoring practice use clear indicators (see also above; output vs. outcome)?
- Do the existing databases include enough cases (both of respondents and individuals of target groups) to be able to monitor specific subgroups? Alternatively, if the subgroups of interest are very small, are they oversampled so as to achieve better reliability?
- Are privacy and information protection guaranteed?
- Are multiple forms of data (including quantitative and qualitative data) used in the monitoring practice?

Good data is a precondition for successful monitoring, an aspect that was mentioned in several Phase 1 National Reports. In particular, several project partners addressed the issue of having enough cases (e.g., in surveys). Since it might not always be possible to collect enough data to be able to have a representative sample of smaller groups (such as victims of trafficking, for instance), we suggest the possibility of oversampling these groups.

Privacy and information protection are characteristics of good data as well. All informants or participants in monitoring practices must be guaranteed that these are protected in the practice.

Most monitoring uses standardised, quantitative data, which enables comparability across institutions or countries. However, these only tell part of the story. Therefore, we also included qualitative data into the criteria catalogue for promising monitoring practices. Qualitative data, such as collected in interviews, can touch on aspects that researchers/monitors were not aware of and which are not easily quantifiable. They are crucial for being able to point out weaknesses of existing policies.

Disaggregated results

- Are results presented disaggregated by age, gender, residence status and other relevant dimensions?

Due to the focus of the project on vulnerable groups, which are subgroups of the larger group of migrants, a disaggregated presentation of monitoring results is crucial for being able to see trends regarding the three groups.

Effectiveness

- Were findings of past evaluations and monitoring effectively included in the planning of new projects/integration practices?

Effectiveness refers to the impact of the monitoring practice itself. This criterion asks whether any policies, programmes, or projects were revised because of the findings of the monitoring practice. Alternatively, it refers to the inclusion of the findings in planning of new projects or policies.

Independence of monitoring/alternative monitoring

- Is the monitoring conducted by entities that are distinct and independent of the entities implementing the various integration measures?

In order to guarantee the independence of monitoring practices, they should ideally not be implemented by the same institutions implementing the integration practices. Independence of monitoring also requires that databases are available publicly, e.g., to research centres, and other stakeholders. This criterion is most relevant for the monitoring of governmental integration practices, since it provides the opportunity for calling existing frameworks into question by pointing out what works and what does not.

Transferability

- Does the practice show potential for replication in different contexts and/or toward different target groups?

See "Transferability" in integration practices for details.

Criteria for promising practices of integration of vulnerable migrants

Inclusiveness

- Was the practice developed based on a needs assessment that included stakeholders[9] and consulted experts?[10]
- Was the practice designed consulting migrant organisations?
- Is the practice implemented in collaboration with or with the support of migrant organizations?

Inclusiveness looks at the process of developing, designing and implementing an integration practice. Development refers to the planning phase, whereas design is the phase in which the practice assumes a more concrete shape. These phases can also overlap or not be clearly distinguished from each other. The development phase should include an assessment of vulnerable migrants' needs. For a practice to be inclusive, stakeholders and migrant groups should be part of the development and the design process.

Accessibility

- Is the practice accessible to its targeted users in terms of the following criteria – financial, geographical, skills, time, childcare/similar services, language, age, …?
- Is the target group informed about the practice?

Accessibility means that a practice is not only in place but that the target group can actually make use of it. If the practice is a smaller programme, for example a local initiative, it should be affordable, easily reachable (e.g., by public transport), etc.

If the practice is a broader measure, such as a national policy, the accessibility criterion should be understood in a way that the target group is informed about the practice.

Non-discrimination

- If the practice is a general measure (not targeting vulnerable groups or even migrants), do vulnerable groups have access to it regardless of nationality, language skills, etc.?
- Are measures in place that remove existing barriers, so that vulnerable migrant groups have access to/can participate in the practice?

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[9] Stakeholders are persons/groups which are targeted by the practice, such as migrant groups etc.

[10] 'Experts' refers to academic experts or persons who have been active in a field for a long time and gained practical expertise.

Non-discrimination is closely related to accessibility, but refers to more general practices. These could be national policies which do not focus on (vulnerable) migrant groups, but on (parts of) the general population, such as school policies, or welfare state benefits. The criterion of non-discrimination is met when (vulnerable) migrants are not excluded from the practice and steps are taken to make it accessible for them (e.g., in terms of multi-lingual information).

Expertise

- Does the agency implementing the practice have the required expertise?

Expertise refers to the agency implementing the integration practice. It should either have experienced experts itself or consult with external experts of the respective field the practice is situated in.

Resources

- Does the agency implementing the practice have the required financial resources?
- Does the practice have more than short-term funding?

Resources refer to the financial dimension of the practice. On the one hand, this criterion means whether the agency implementing the practice has enough funds to do so. On the other hand, in terms of sustainability and long-term planning, the practice should be funded for more than one project phase and have a longer timeframe.

Transferability

- Does the practice show potential for replication in different contexts and/or toward different target groups?

Transferability (or replicability) means that a practice can be used in a different context. Contexts may, for instance, vary in terms of country, region, policy level, or target group. This criterion is important in terms of the focus on the exchange of best practices and learning from other countries.

This aspect is difficult to determine, however it should be possible to identify at least some basic elements, which would allow the practice to be replicated in other contexts.

The main factor to be taken into account in terms of replicability is *sound documentation* of a practice. Has the practice been documented in ways that allow others to learn from the experience and implement similar initiatives in their own context?

Moreover, it might be worth addressing the factors that contributed to making the practice a promising one as well as its successful implementation (e.g. strong political will, media attention, clear methodology). It is also important to addressed what obstacles could hinder its successful transfer (e.g. disharmonized legislation, competences of local/federal/ state/decentralised governments, language etc.). What

preconditions need to be present before attempting to replicate the practice elsewhere? Is there potential for the practice to be implemented in other European countries? Or is the context (legal, social political) necessary to implement it successful very country specific? A reading of the comparative report from Phase 1 of the ASSESS Project might provide some context into the similarities and differences between the countries participating in the ASSESS Project.

Evaluation

- Has the practice been subject to evaluation or monitoring, including its integration impact (outcome)?
- To what extent does the evaluation/monitoring reflect clear indicators (such as set out in the Zaragoza indicators on migrant integration)?
- Does the practice have a clear definition of success/successful integration of its target group?

Evaluation already addresses areas of interest for the ASSESS project in terms of monitoring. Here, it refers to the output dimension (that is, the practice itself) and may also refer to the outcome dimension (that is, the integration impact) of the practice. Indicators help to standardise evaluations, which is why we included them into the questions. However, if a practice uses qualitative evaluations too, such as for instance feedback by participants/target groups, this should be described in the brief description of the promising practice.