

THP BIG CITIES INITIATIVE



The Hague Process
on Refugees and Migration

TOWARDS AN INCLUSIVE APPROACH TO CITIZENSHIP

LOCAL COVENANTS FOR NON-DISCRIMINATION AND EQUAL OPPORTUNITIES IN ACCESS TO EMPLOYMENT



**International Workshop organized by THP Foundation
In cooperation with the Danish Institute for Human Rights (DIHR)
And the Municipality of Copenhagen, Denmark
DIHR, Copenhagen, Denmark, 16-18th October 2007**



**DANISH INSTITUTE FOR
HUMAN RIGHTS**



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THP Public Discussion on Citizenship and Inclusion at Politiken, 16th October 2007 ©Jens Dresling, Politiken

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INTRODUCTION



The year 2007 marks an unprecedented turning point with more than half of the world population now residing in urban areas. Almost invariably, and regardless of their level of development, cities are magnets of hope and sites of growing diversity with similar challenges and opportunities.

Can innovative policies and covenants be designed which guarantee the effective protection and inclusion of all city residents? Is access to the labour market and employment the key driver for the empowerment and participation of migrants and refugees? What is the place of human rights in the city? How can we move towards their effective realization? Can cities pave the way for a new approach to citizenship? Should and will local policymakers and stakeholders deepen a legitimate say in the highly sensitive (im)migration and inclusion debates as they unfold at the national, regional and international level ?

With specific attention on the challenges faced by migrants and refugees, these are some of the pressing questions workshop policymakers from the municipalities of Copenhagen, Johannesburg, Lyon, Malmö, The Hague, and Toronto addressed, in the presence of migrant and refugees organizations, NGO representatives and international experts (ILO, UNESCO, UN-HABITAT). Relevant principles of *The Declaration of The Hague on the Future of Refugee and Migration Policy* (2002) framed the discussions, particularly *Focus on the Potentials* (13), *Integration and Social Inclusion* (14), *Participation and Responsibilities* (15), *The Role of The Corporate Sector* (18).

Kicked-off with a public forum organized with the newspaper Politiken, interactive exchanges were sustained in the two days of workshops under the leadership of Copenhagen's Mayor for Employment and Integration Jacob Hougaard and Morten Kjaerum, Executive Director of the Danish Institute for Human Rights, Member of the UN Committee on the Elimination of Racial Discrimination (CERD) and Board Member of THP Foundation.

The meeting was organized under the 'Big Cities Initiative' of The Hague Process on Refugees and Migration (THP Foundation) which aims to explore the role large cities can play in the formation and delivery of effective and sustainable migration and refugee policies in line with the larger human rights and development agenda.

Further to an International Conference held in January 2007 in The Hague, THP focuses on the most innovative ideas regarding inclusion and citizenship in a series of international workshops. The future of civic and political participation, access to education, employment, health and housing as well as other social services for migrants and refugees (with distinctions when required) are integral parts of this open agenda. More information on THP Foundation and The Declaration of The Hague on the Future of Refugee and Migration Policy (2002) is available on our official website: www.thehagueprocess.org

This concise report is intended to highlight some of the key findings of the workshop and open up new paths for reflection.

We look forward to your reactions and comments.

The Hague Process on Refugees and Migration (THP)
The Hague, Netherlands, October 30th 2007

1. EXECUTIVE SUMMARY

CITIZENSHIP, INCLUSION AND ACCESS TO EMPLOYMENT: CITIES AT THE FOREFRONT

A broad agreement emerged from the discussions on the following points:

THE ROLE & RESPONSIBILITIES OF LOCAL GOVERNMENTS

- Cities are **leaders and catalyst for social change** and source of innovative policies. Our societies and national authorities can find vision and inspiration for sound and inclusive policies in the work and examples from local governments
- Local governments and stakeholders can inform and bring **added value to the international debate on migration and development**. The phenomenon of brain-drain/gain, for instance, has a key impact on the development of cities, whether beneficial or detrimental. Local governments can help put these global issues on the national agenda, while playing a role in innovative solutions internationally. They can engage in assessing their own responsibilities and potential in the migration and development nexus.
- Although facing immediate local challenges, cities also share responsibilities, mandates and resources with other levels of governments. It is imperative to engage in a **structured dialogue on the policy gaps, inconsistencies and potential partnerships across levels of government**. This critical process can guarantee greater coordination, a more efficient allocation of resources and deepen the coherence and overall impact of policies. Nevertheless, this must be viewed in the context of national laws which often grant different rights on the basis of these distinctions. Cities can begin to forge different relationships with regional and national structures in regard to these issues and become the vanguard.

THE AGENDA FOR CITIZENSHIP, INCLUSION AND ACCESS TO EMPLOYMENT

- **Human rights** are fundamental in designing and grounding inclusive policies at the local level. Available norms offer a **point of reference and protective framework** for the individual. It is critical in defining entitlements, obligations and responsibilities, while focusing alone on issues of national identity and cultural values can have adverse effects on inclusion. The universality of human rights ensures a solid basis to define and shape an inclusive society respectful of cultural diversity.
- **Citizenship as an ethos**. Cities are compelled to look at citizenship beyond its legal definition. An alternative or complementary vision of citizenship echoes an “ethos” and a notion of “neighborhood(ship)” which unfolds in the participation of all city residents. Responsibilities, ownership, participation and solidarity are among the defining principles to be further explored. From a policy perspective, this vision or approach to citizenship is and can be played out in a number of initiatives: in access to social services regardless of legal status, in creating public space for interaction between populations, in supporting resident-led initiatives to improve the quality of life and dialogue in and across neighborhoods.
- **The terminology and framing of issues are normative**: they can be exclusive or adversely conducive for new solidarities between local residents. These stakes call for permanent scrutiny as well as reflection in the context of policy discussions related to non-discrimination or protection of rights. While the use of terms such as “migrant” or “ethnic minorities” may be relevant, the fact that core human rights are unrelated to a one’s status remains fundamental and should not be overshadowed (i.e in access to primary education). This is of particular significance in the urban context, where local governments are confronted with the challenge of realizing these rights (i.e in access to social services) while emerging as frontrunners on a residency-based approach to inclusion, citizenship and participation.
- **Employment** is indisputably **a key driver of inclusion**. Access to employment opportunities is a pivotal component and drive newcomers’ participation in host societies. (While unemployment generates economic insecurity and should be regarded as a fundamental obstacle to social inclusion). However this positive relation is dependent on the existence of adequate protection and capacity-building mechanisms, decent working conditions and a work environment open to diversity. Low standards may lead to adverse impact, with this type of employment contributing to increased vulnerability, isolation and exclusion. Effective inclusion policies capture and explore the extent to which the agenda for employment is interlocked with other dimensions, particularly housing, health and education.
- The **agenda for non-discrimination** demands effort in establishing common **understanding of the structural dimension of discrimination**, beyond the immediate expressions of racism or xenophobia. Tackling the issue proactively requires a review and adjustment of structures, norms, and systems which in effect sustain privileges or systematic barriers for some residents, even when not originally intended to do so. Promoting **diversity** is one of the angles likely to foster engagement of all stakeholders and especially the private sector.
- **Shared responsibilities and partnerships** are required to secure the impact of social inclusion policies. Labor market access is a joint responsibility of residents of the receiving communities, migrants themselves, public authorities and the private sector. In the field of non-discrimination and access to employment, local governments have the potential to be proactive. This demands concurring commitments to design and implement policies addressing the protection and empowerment gaps for the most vulnerable; to develop the exemplarity of the city government as employer and contracting authority; to act as a catalyst in framing of debates and as a supporter of diversity practices among the private sector and other stakeholders.

2. CITIZENSHIP AND INCLUSION: VISION AND RESPONSIBILITIES

VISION AND PRINCIPLES OF ACTION

Building an inclusive society requires a large commitment of all stakeholders, which can only be rooted in a common vision and framework of principles. Cities worldwide have developed a series of tools ranging from declarations of principles to action plans with defined timelines, goals and strategies.

While these steps were deemed useful, no single blueprint is available nor seems desirable. Among the conditions to guarantee the strength and sustainability of covenants as well as coherence and impact of policies are those of:

- *flexibility* : so as to allow revision, improvement and creativity overtime, in the local policies developed;
- *legitimacy*: through a participatory process of elaboration and a large endorsement which can include the city council, social actors, or the larger community of citizens.

SELECTED EXAMPLES

Johannesburg, South Africa: Human Development Strategy 2005

http://www.joburg.org.za/city_vision/hr_strategy-05.pdf

Barcelona, Spain: Local inclusion plan (Acord ciutadà per una Barcelona Inclusiva):

<http://www.bcn.es/barcelonainclusiva/>

Montreal, Canada: Charter of Rights and Responsibilities

<http://www2.ville.montreal.qc.ca/ocpm/pdf/references/chartes/charte1en.pdf>

The development of such a vision is instrumental and valuable to the extent that it favors

- *Consensus-building*, development of common commitments and solidarities
- *Transparency and accountability*

Other key components to guarantee the value of the policy framework adopted are:

- adoption of a *balanced timeline*, between a long term vision that transcends the rhythm of local politics and policymaking, and sufficiently short-term objectives likely to trigger off immediate commitments and resolute action.
- *adequate implementation and monitoring tools and capacities* to track advancement, to adjust policies and strategies over time and maintain the commitment of stakeholders. The lack of effective implementation and follow-up was identified as one of the main challenges.

FRAMING THE ISSUES AND RESPONSES

The framing of issues remains fundamental. Depending on the lens and criteria of reference being adopted (i.e. “ethnicity” and “race” versus “socio-economic” criteria), public discourses and policies may either undermine or strengthen solidarities between different populations of residents. To that extent, while initiatives focusing on specific needs of migrants and refugees are required, the challenge is to conceive these in the larger agenda to protect and empower the most marginalized and vulnerable in society. Human rights offer a protective framework to be further explored, also by local governments, in close co-operation with the human rights sector, including national human rights institutions (NHRIs) and anti-discrimination agencies.

Equally important is the debate around “integration” and the compulsory character of a number of integration programs. Careful reflection is needed to strike a balance between demands to newcomers and the availability of incentives and support for them to engage in designed programs. Difficult pathways to citizenship, as a legal status, are another illustration of the extent to which attempts to be inclusive can become exclusive if failing to understand the trajectories and life-cycles of newcomers or to incorporate their perspectives and expectations. Specific attention and resources are therefore required for information-providing structures and services likely to facilitate inclusion from the onset and independent livelihoods of newcomers.

The language in educational and awareness campaigns needs to shift from target groups – which tend to perpetuate if not strengthen existing divides- to common goals, vision and responsibilities. The language and angle chosen define ex-ante the potential impact and the level of concern a campaign can hope to attain among all residents. Engaging the media must be an on-going priority and calls for resolute outreach to educate, inform and stress the importance of positive approaches and the language used to represent situation and societal debates.

GLOBAL CITIZENSHIP: SEIZING RESPONSIBILITIES BEYOND THE LOCAL LEVEL

Cities should build awareness about their relationship with global dynamics that shape their future and can also be shaped in return. Cities may be invariable magnets of hope but many are confronted with outward migration and hampered in their capacity of building on human capital. How does the city encompass these larger realities and project itself in the global debate? What can be the role of local governments in putting these issues on the agendas and meeting related challenges? There is value in bringing attention to these experiences, engage reflection on the responsibilities of all. It is a challenging exercise but one which could prove rewarding in strengthening a common identity for the city and in creating new solidarities and feelings of belonging among residents.

Brain drain is a critical test case. Entering into international twin-city or dialogue/partnerships with cities of developing or emerging economies to address “brain-drain” could for instance emerge as one expression of new solidarities between local governments, beyond the beneficial sharing of data, experience and policies.

3. STRATEGIES FOR INCLUSION: SELECTED GUIDING PRINCIPLES AND CONCRETE ILLUSTRATIONS

SUBSIDIARITY

There are and will be persisting gaps in what various levels of public authorities can achieve or undertake. This calls for larger support to neighborhood processes, citizen or local community- led initiatives. These initiatives bring tangible results and can often achieve greater sustainability comparatively to those initiated by municipalities. In addition the process is likely to reinforce ownership and participation which define the contours of an inclusive approach to citizenship.

THE CITIZENSHIP FUND INITIATIVE, CITY OF THE HAGUE, NETHERLANDS

Introduced in 2007, the Citizenship Fund makes 1 million euro available every year for projects from citizens to improve the social quality in their neighborhood and/or to build bridges between population groups. There are some rules for selection: The plan must be supported by at least 10 citizens (here understood as residents) must be willing to carry out their plan themselves, if necessary with some professional support. Encounter, dialogue and preferably also active co-operation between different population groups should be a crucial aspect of the plan. For every ambitious and sustainable plan there is a maximum grant available of 25.000 euro.

Every year, an independent committee makes a selection of the best projects that have been sent in for a contribution from the Citizenship Fund. The people of The Hague decide by voting which of the nominated projects will be given the Citizenship Award. This makes the Citizenship Award into a people's prize, a prize awarded by citizens to the project that in their opinion has contributed most to the social quality and to the building of bridges between population groups.

The first Citizenship Award was assigned to the Neighborhood Association Laak Central, Laak being a multi-cultural blue-collar neighborhood in central The Hague. The Neighborhood Association and its partners, including schools, welfare organizations and the public library, have organized a cultural week for all the 3000 primary school children in the district.

For more information:
<http://www.denhaag.nl> (Fonds Burgerschap)

COHERENCE and COORDINATION

This challenge is, from the perspective of local governments and public policy, two-fold:

→ challenge of mobilizing all officials and municipal departments (horizontal)
In the field of social inclusion, this coordination is essential in responding to the interrelatedness of the agendas. Access and empowerment require a comprehensive approach and equal mobilization in the fields of health, education, housing, employment, civic and political participation. For migrants and refugees, access can for instance be facilitated by coordinating and simplifying eligibility procedures for social services.

THE EMPLOYMENT AND INTEGRATION COMMITTEE AND ADMINISTRATION , MUNICIPALITY OF COPENHAGEN, DENMARK

The Employment and Integration Committee is responsible for the City's tasks concerning employment activities, income support payments and cross-sector integration activities. These include job search and mediation, qualification-improving employment activities, establishment of joint job centers with the state, transfer payments (benefits, rehabilitation, sickness benefit, etc.), reception of new immigrants and Danish language tuition for adult immigrants. The Committee is also responsible for coordinating and supervising the City's cross-sector integration activities, and the revision of and follow-up on the City's comprehensive integration policy.

A key to our integration efforts is coordination. In the City of Copenhagen we have seven administrations dealing with each of their own field of work. Each administration has its own Mayor and political committee. With the integration policy we established a common direction for the integration efforts. The greatest challenge now is to secure the implementation through shared ownership and coordination. The precondition for success is support to the integration initiatives throughout the city administration. And of course the will to implement the policy.

Mayor J. Hougaard, about the Integration Policy of the City of Copenhagen

→ challenge of mobilizing all levels of governments (vertical)
The relationship between municipal, regional and national governments needs to be advanced through established channels and structures of dialogue and communication. Some local governments have engaged in a variety of such modes of dialogue (memorandums of understanding, regular consultations) while expressing their desire to maintain clear definition in respective mandates and avoid taking the lead in inclusion agendas under the responsibility of regional, national or federal authorities. These co-operative efforts can be taken further on concrete efforts and specific agendas by pooling resources.

THE CANADA-ONTARIO-TORONTO MEMORANDUM OF UNDERSTANDING (MOU) ON IMMIGRATION AND SETTLEMENT

Preamble

The Canada-Ontario-Toronto Memorandum of Understanding (MOU) on Immigration and Settlement is an important provision under the Canada-Ontario Immigration Agreement for partnerships with municipal governments in Ontario on immigration matters. The MOU establishes a framework for the federal, provincial and municipal governments to discuss matters related to immigration and settlement in the City of Toronto. It focuses on improving outcomes for immigrants through several areas of interest to all three governments, including citizenship and civic engagement, and facilitating access to employment, services, and educational and training opportunities.

In the past five years, up to 50% of all immigrants to Canada have arrived in the Toronto area each year. The City of Toronto has developed expertise and community infrastructure to respond to immigrants' integration needs, and plays a vital role in the development of settlement programs and services.

For more information:

<http://www.cic.gc.ca/english/about/laws-policy/agreements/ontario/can-ont-toronto-mou.asp>

PARTNERSHIPS



Beyond the involvement of citizens themselves, there is unexplored potential in building covenants with non-governmental and community organizations as well as the private sector. The key is to leverage capacity and expertise to fine-tune inclusion policies and initiatives focusing on migrant or refugee.

These partnerships are of specific value when set up to respond to the challenges in order for migrants, refugees and other newcomers to access social services and settle in a new environment. They allow public authorities to build on the capacity of community organizations as intermediaries and more largely on the available expertise of NGOs (i.e. in rights education and legal assistance).

In more general terms, consultation with NGOs and migrant communities on a regular basis is essential for local authorities to decide on and implement policies and projects as well as to further assess and learn from the policies and projects implemented.

STRATEGIC OBJECTIVES OF THE MIGRANT HELP-DESK SERVICE IN JOHANNESBURG, SOUTH AFRICA

Short-to-mid term: to develop a service frontline that provides information to recently arrived migrants who need to be connected with services provided through the City and its community-level partners.

Long term : to expand the service frontline into a program referral and policy-shaping hub for integrating migrants into the social and economic life of the city, in line with the goal of building prospects for social inclusion in the City, as expressed in Johannesburg's Human Development Strategy (2005/6-2010/11). As specified in the 2006 Sector Plan (2006/7-2010/11) under the Anti-Xenophobia and Common Citizenship Programme, migrant-specific strategies working towards this goal are:

- Roll-out sports and arts programmes aimed at mitigating against xenophobia, such as the already successful Ubuntu Cup and the Joburg Carnival run in the inner city.
- Promote intercultural dialogue through the use of various art forms for example.
- With partner organisations, undertake an anti-xenophobia awareness campaign targeted at raising community awareness around status and rights of different categories of migrants (asylum seekers, refugees, foreign residents on study permits, undocumented immigrants etc) to celebrate their cultures [Phase 2 of Policy Deployment]
- With partner organisations, undertake an internal anti-xenophobia awareness campaign targeting health workers, front-line staff, JMPD officers etc on the status and rights of different categories of migrants and, where possible and appropriate, extend this to target other spheres of government with operations in Johannesburg [Phase 2 of Policy Deployment]
- Establish joint forums with social networks / associations of migrants to systematically identify concerns, address constraints, and develop mutually supportive partnerships (e.g. to combat crime).
- Approach UNHCR and civil society organisations with a view to establishing a partnership to pilot a South Africa specific urban-based refugee and human trafficking corrective action initiative.
- World cultures programme supported through libraries.
- Promote human rights through workshops and information campaigns.

Excerpt from Policy Document:

Making Jozi work for Migrants, making migrants work for Jozi, Strategizing for a migrant help-desk & a long-run migrant policy
City of Johannesburg

4. NON-DISCRIMINATION: AGENDA AND SHARED RESPONSIBILITIES

IDENTIFYING BARRIERS & CHALLENGES

Fact-based policies and more accurate statistics that shed light on disparities are needed. Periodically documenting and monitoring discrimination is a pre-requisite to policies looking to tackle the issue. This requires earmarking sufficient resources and conducting parallel inquiries at the city level and within the services of the municipality, as employer, contracting authority and service provider. (ex: Copenhagen, Denmark). This agenda calls for cooperation between public and private actors, (National) Human Rights Institutions and anti-discrimination agencies.

TACKLING STRUCTURAL DISCRIMINATION/ A CONTINUUM FROM NON-DISCRIMINATION TO DIVERSITY PROMOTION

The agenda for non-discrimination implies efforts to establish common understanding of the structural dimension of discrimination, beyond the immediate expression of racism or xenophobia. Tackling the issue proactively requires to review and adjustment of societal structures, norms, and systems which in effect sustain privileges or systematic barriers for some residents. Promotion of diversity is an angle likely to foster engagement of all stakeholders concerned.

Mainstreaming of non-discrimination in legislation, training of officials are among the steps to explore as well as cooperation with human rights and anti-discrimination institutions to promote local rights-based approaches

Cities also can engage in joint efforts to fight against racism and discrimination. National and international platforms offer a series of opportunities for the city to evaluate and improve its existing policies; to increase the visibility and transparency of its own initiative to the city residents; to strengthen existing ties and explore new solutions.

INTERNATIONAL COALITION OF CITIES AGAINST RACISM, UNESCO

The International Coalition of Cities against Racism is an initiative launched by UNESCO in March 2004 to establish a network of cities interested in sharing experiences in order to improve their policies to fight racism, discrimination, xenophobia and exclusion. The international conventions, recommendations or declarations elaborated at the upstream level need to be ratified and implemented by the States. At the same time, it is extremely important to involve actors on the ground including the targets of discriminations, to make sure that those instruments are applied to respond to concrete problems. UNESCO chose cities as the privileged space to link upstream and downstream actions. The role of city authorities as policy-makers at the local level is considered here as the key to create dynamic synergies.

The ultimate objective is to involve the interested cities in a common struggle against racism through an international coalition. In order to take into account the specificities and priorities of each region of the world, regional coalitions are being created with their respective programme of action in Africa, Arab Region, Asia and the Pacific, Europe, Latin America and the Caribbean, and North America. Under the coordination of a "Lead City" which is to be identified, each regional coalition will have its own « Ten-Point Plan of Action ».

The « Ten-Point Plan of Action » is composed of ten commitments covering the various areas of competence of city authorities such as education, housing, employment and cultural activities. It suggests in particular some examples of practical policies that city authorities might complete or develop. The signatory cities will undertake to integrate this Plan of Action in their municipal strategies and policies, and to involve the various actors within civil society in its implementation.

For more information:

www.unesco.org/shs/citiesagainstracism

CITY OF MALMÖ, SWEDEN

The city engaged in a number of initiatives in relation to the European Coalition "Ten Point Action Plan", and notably on the following:

The city as an active supporter of equal opportunity practice (Coalition Action Plan 5)

- Establish a partnership with businesses interested in supporting city authority anti-racist policies and in promoting diversity as an economic strategy and a commercial asset.
- Give support, in association with professional bodies and trade unions education programmes helping immigrants to get work relevant for their background and interest
- Make licences to serve alcohol conditioned on non-discriminatory practices of equal access
- An ongoing dialog with restaurants to follow non-discriminatory practices in order to ensure equal access
- Employ the existing power of the city as a purchaser through the inclusion of non-discrimination clauses in local contracts.

6. The city as an equal opportunities employer and service provider (Coalition Action Plan 6)

- A development plan for chiefs and leaders to support diversity strategies and to set goals
- Include diversity audits in order to produce an accurate database
- Regularly surveys staff in order to discover discriminatory actions or people who have feelings of unfair treatment and chances
- Create a system of official "linkworkers" to develop a mutual communication between the different service agencies and groups of immigrants
- Make a system where professionals in the city staff can establish personal contacts with immigrants to build mutual understanding and to create networks.

5. FOCUS ON ACCESS TO EMPLOYMENT: SOME POLICY DIRECTIONS

ENSURING PROTECTION

Employment is indisputably a key driver of inclusion. Access to employment opportunities is a pivotal component and drive newcomers' participation in host societies. (While unemployment generates economic insecurity and should be more largely regarded as a fundamental obstacle to social inclusion). However this positive relation is dependant on the existence of adequate protection mechanisms, decent working conditions and a work environment open to diversity. Low standards of protection may lead to a reverse impact, employment contributing to increased vulnerability, isolation and exclusion. The ILO Decent Work Agenda offers an interesting point of reference, also in mapping the field where local monitoring and interventions could be foreseen.

ILO DECENT WORK AGENDA MULTILATERAL FRAMEWORK ON LABOUR MIGRATION

A pilot programme was set up in 2000 with the aim to pioneer ways in which the concept of decent work could be effectively promoted and applied in ILO member countries. The objective was to strengthen national capacities to integrate the decent work agenda into national policies. The realisation of decent work calls for the integration of economic and social objectives and for a well-orchestrated combination of measures in the areas of employment promotion, rights at work, social protection and social dialogue. This coherent policy approach is proving relevant to a wide-ranging policy agenda, from social dimensions of globalisation to poverty reduction strategies.

The *ILO Multilateral Framework on Labour Migration* (2006) offers non-binding principles and guidelines for a rights-based approach to labour migration. Although primarily focused on the national agendas and best practices at the national and international levels, it is largely relevant to local actors in the field, be they public authorities, employers or workers and their representatives.

For more information : www.ilo.org

SUPPORT MEASURES

Proactive measures are necessary to break down the barriers to effective equal opportunities in access to employment. Cities need to develop innovative outreach tools to break isolation in neighborhoods with high-unemployment rates. Migrant and refugees may require support in gaining access to a number of social networks in many instances decisive for effective access to the labour market. Dedicated structures can also play a pivotal role in the necessary acquisition of recognition of skills and credentials and offer an integrated pathway to the labour market (i.e CBSI Center Language and Training and Integration, Municipality of Copenhagen)

CITIES PRACTICES AND INTERNAL POLICIES: SETTING THE EXAMPLE

In the field of non-discrimination and access to employment, local governments have the potential to be proactive. This demands concurring commitments to design and implement policies addressing the protection and empowerment gaps for the most vulnerable; to develop the exemplarity of the city as employer and contracting authority; to act as a catalyst and supporter to mentality shifts and diversity practices of the private sector and other stakeholders.

SIGNATURE OF THE CHARTER FOR DIVERSITY, MUNICIPALITY OF LYON, FRANCE

The municipality of Lyon was the first local authority to sign the 'Company Diversity Charter', together with 35 regional companies, in order to promote non-discrimination, equal opportunities and diversity in the professional world. It committed to pursue the following:

1. Raise awareness of non-discrimination and diversity issues among top management and staff involved in recruitment, training and career development and to educate them in these matters.
2. Respect and promote the application of all aspects of the principle of non-discrimination at every stage of the human resources management, in particular in the recruitment, training, promotion and career development of employees.
3. Endeavour to reflect, the diversity of the French society particularly in its cultural and ethnic dimension at every level of our workforce.
4. Make all our employees aware of our commitment to non-discrimination and diversity, and keep them informed of the practical results of this commitment.
5. Make the development and implementation of the diversity policy a subject of a dialogue with the employees representatives
6. Insert a chapter in the annual report describing our commitment to non-discrimination and diversity including details of the measures implemented, our internal procedures and the results achieved.

For more information:

http://www.lyon.fr/vdl/sections/fr/vie_democratique/promotion_de_legali/charte_de_la_diversite/

Website of the Mission Egalité (French): http://www.polville.lyon.fr/polville/sections/fr/les_thematiques/la_mission_egalite/

SECURING BUSINESS INVOLVEMENT



Building public-private partnerships and multi-stakeholder platforms are essential to create new educational and employment opportunities accessible to all residents: internships for students, grants, scholarships, bi-lingual instruction, mentor programmes, job fairs and recruiting fora are among the many possible initiatives.

TORONTO REGION IMMIGRANT EMPLOYMENT COUNCIL. TORONTO, CANADA

The Toronto Region Immigrant Employment Council (TRIEC) was created to address an urgent need of the Toronto Region - effective and appropriate inclusion of immigrants into the labour market. Established in September 2003, TRIEC is comprised of members representing various groups: employers, labour, occupational regulatory bodies, post-secondary institutions, assessment service providers, community organizations, and all three levels of government.

In June 2002, the Toronto City Summit - a conference of leaders representing the city's various sectors and communities - was held to assess the Toronto Region's strengths and challenges, and shape future directions to move the region forward. Following the Summit, the [Toronto City Summit Alliance \(TCSA\)](#) was formed to address the challenges the Summit identified as critical to a shared future.

The TCSA identified the inclusion of immigrants into the labour market as a key challenge facing the Toronto Region. Employment is a very significant part of settlement, and immigrants face many barriers to employment. To face this challenge, the TCSA, along with The Maytree Foundation, formed TRIEC.

TRIEC's primary goal is to find and implement local solutions that help break down the barriers immigrants face when looking for work in the Toronto Region. To achieve this goal, the council focuses on three objectives:

- Increase access to and availability of services that help immigrants gain access to the labour market more efficiently and effectively;
- Change the way stakeholders value and work with skilled immigrants;
- Change the way governments relate to one another in planning and programming around this issue.

Since its inception, TRIEC and its partner programs have:

- Placed 380 immigrants in Career Bridge internships with over 140 Toronto Region employers, resulting in over 80 per cent finding full-time employment in their field of expertise.
- Matched nearly 1,070 skilled immigrants in Mentoring Partnership relationships with established professionals who share the same occupation. Of those who completed the four month program, over 75 per cent found full-time employment.
- Engaged over 370 employer contacts through hireimmigrants.ca, increasing their awareness of the issue of immigrant integration, and formalizing their role as part of the solution.

For more information: <http://www.triec.ca>

DIVERSITY AND CORPORATE SOCIAL RESPONSIBILITY

While diversity is further emerging on the Corporate Social Responsibility of businesses worldwide, there is great potential in deepening the engagement of the (local) business sector. One can here refer to the *Business Initiative* of The Hague Process on Refugees and Migration and notably to the outcomes of the Pilot Year, which explored the role and responsibilities of businesses, with an attention to the local context in Johannesburg (RSA), London(UK) and Los Angeles (USA) (see: www.thehagueprocess.org). A number of examples highlight the leverage capacity of city governments and human rights institutions by putting forward and rewarding businesses with inclusive and exemplar practices both internally and externally.

ANNUAL MIA-PRIZE, DANISH INSTITUTE FOR HUMAN RIGHTS, DENMARK

In 2003 The Danish Institute for Human Rights (DIHR) launched The MIA-prize. MIA is the Danish acronym for "Diversity in the workplace". The annual prize celebrates Danish private and public companies that through company policies and management have noticeably contributed to the promotion of diversity and equal treatment in the workplace.

Each year a jury of highly skilled practical as well theoretical experts evaluates the competing business' to find winners in three categories:

- Small/medium public and private workplaces
- Large public workplaces
- Large private workplaces

The MIA-prize jury will select winners on grounds of what concrete actions they have taken to strengthen diversity and ensure equal opportunities for all – regardless of gender, ethnic origin, religion, age, disability and sexual orientation.

For more information: <http://www.miapris.dk>