



Benchmarking in Migrant Integration

Thomas Huddleston

Policy Analyst, Migration Policy Group (Brussels)

“Equal Opportunities for Individuals, Groups and Nations”

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Overview

1) Framework for user-generated methodologies on benchmarking in migrant integration;

See [Setting up a system of benchmarking to measure the success of integration policies in Europe](#), European Parliament Committee on Civil Liberties, Justice and Home Affairs, 31.01.07 www.migpolgroup.com

2) Migrant Integration Policy Index as a benchmarking community model.

See www.integration





What is Benchmarking and why Integration?

- **To *compare oneself to and learn* from highest standards and best practice in order to systemically and continuously *improve* performance (Index box, our goal)**

Index's benchmarking goal:

To compare 28 countries to each other and to highest European standards to identify best practice and encourage fact-based debate on integration laws and policies

- ***European:* Hague Programme: Part II**
 - ***Technocratic:* cooperation as a 'measured' approach**
 - ***Political:* putting principles into practice at the local, regional and national levels across Europe**

Index as a European benchmarking tool:

Europe should also develop a common, rigorous system of evaluation of integration processes in the EU. In fact, we have already started this work with our financial support of an important INTI project [...] a group of renowned academics and practitioners 'Migrant Integration Policy Index', who are developing an extensive and focused list of indicators that could be used throughout Europe"



What is Benchmarking in Integration?

1) Planning

Integration governance landscape and benchmarking communities

Definition of integration

Definition of beneficiaries

2) Mapping

Data sources

Identifying impediments

3) Analysis

Transforming impediments into areas of improvement

Setting standards

4) Implementation

Setting indicators, targets and benchmarks

Identifying and studying best practice



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1) Planning

Q: Whose integration policies to benchmark?

Integration governance landscape

- **Shared responsibility of levels of governance and great many stakeholders, hold various institutional roles**
- **Considerably different structures in EU:27**

- **BUT all structures, robust or crude, in considerable flux**
 - **dedicated lead ministries, mostly Justice and Interior (*targeting*)**
 - **new ministries with mandates (*mainstreaming*)**
 - **ministries with longstanding experience acquiring managerial, complementary responsibilities**



1) Planning

Q: What partners benchmark together?

Index as benchmarking community:

Managing partners, British Council and MPG

Research partners (U. Scheffield and ULB) and national correspondent experts

National partners (equality agencies, foundations, think-tanks, leading NGOs)

➤ **Record of effective work, considerable expertise, extensive networks: *multiplier effect***

➤ **for each policy area, stakeholders to implant in new structures, pool diverse expertise and resources and benchmark together**

➤ **Maximize outcomes that are innovative and transferable horizontally across borders and sectors and vertically across levels of governance**



1) Planning

Q: who are benchmarkers integrating...into what?

Index's benchmarking definition of integration:

Migrants must be included as equal members, with equal opportunities to lead just, dignified, independent and active lives as the rest of the population. When migrants feel secure, confident and welcome, they are able to invest themselves in their new country of residence and make valued contributions to society.

- **Mutual (residents with or without migrant background)**
- **Multi-dimensional (all relevant policy realms and actors)**
- **Multi-generational**
- **Non-linear**
- **Flexible (voluntary, open to particular definition by benchmarkers)**

A diverse society's ability to include all its members into new arrangements of citizenship that ensure the long-term well-being of all

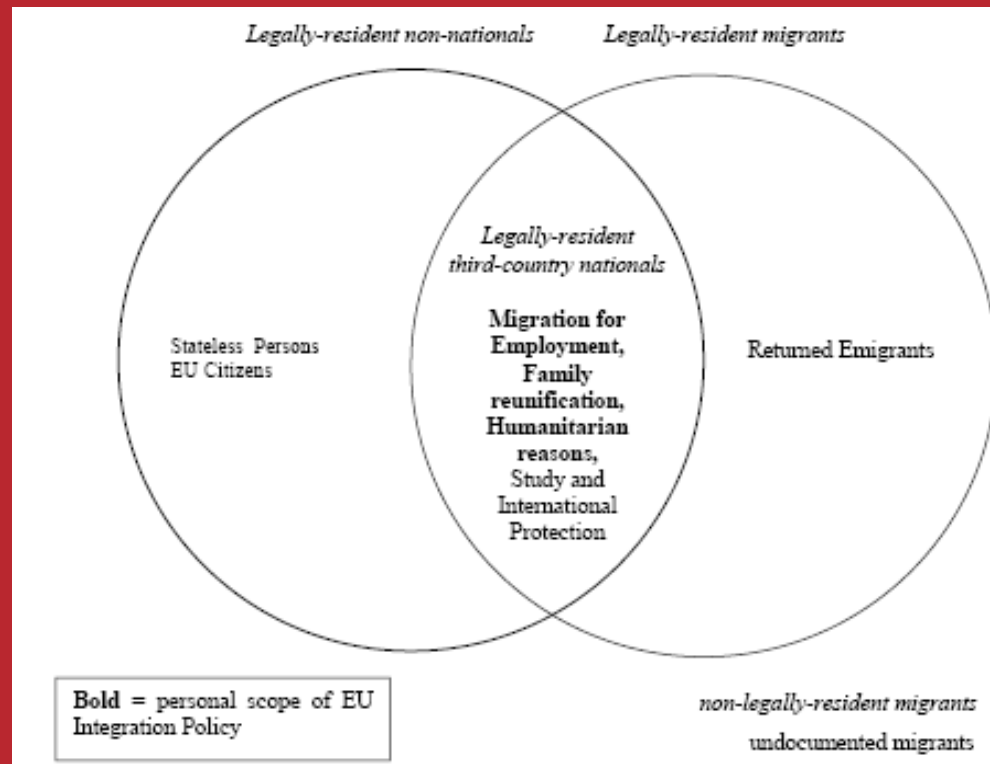


1) Planning

Q: Who are benchmarkers integrating?

Definition of beneficiaries

➤ Migration enhances the diversity of Europe's population with immigrant populations that are themselves extremely diverse, due to personal characteristics, countries of origin and admission channels

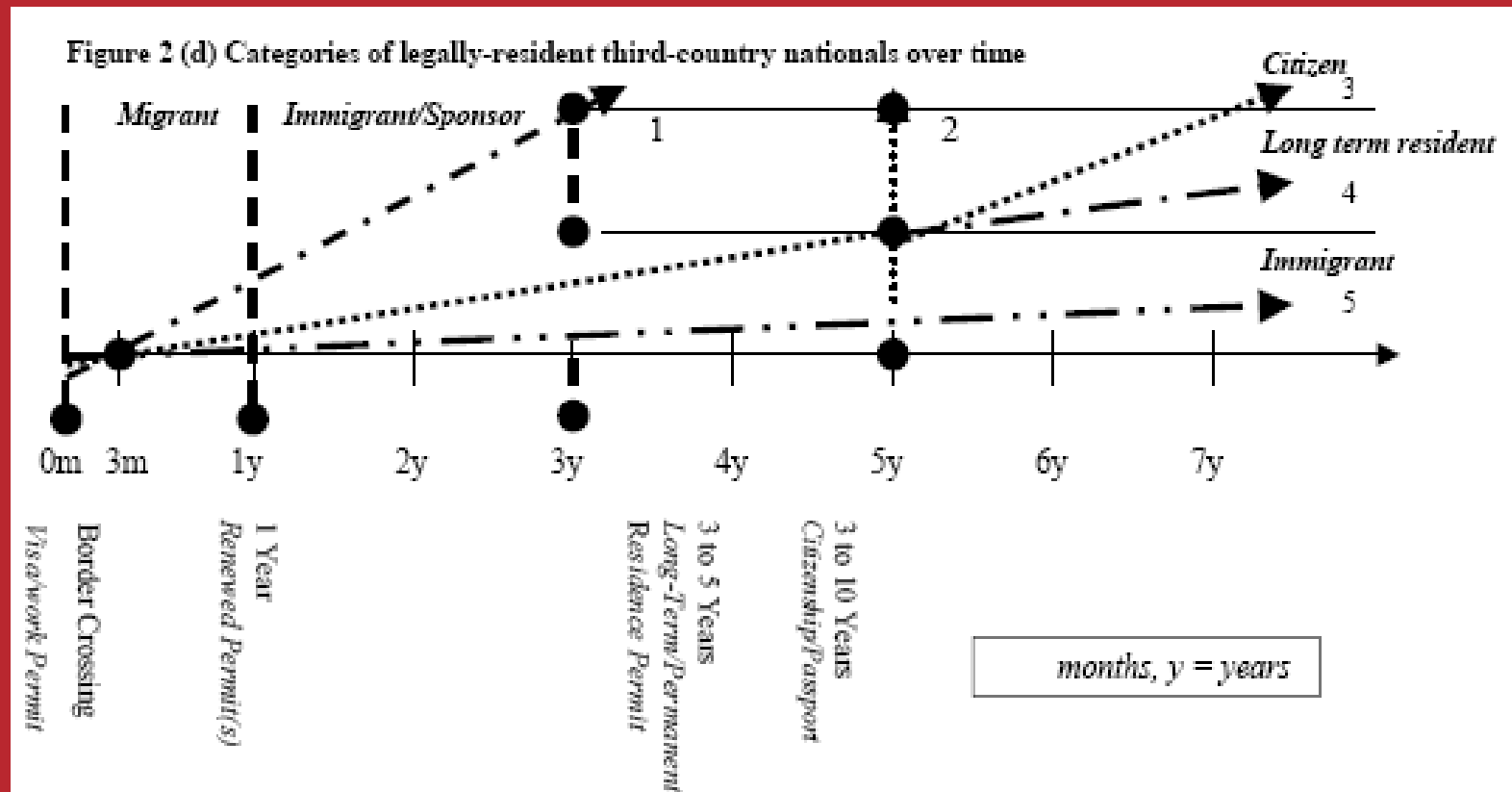




1) Planning

Definition of beneficiaries

- Migrants not only come diverse but become more diverse based on settlement conditions (living, working, political) and pathways to citizenship





1) Planning

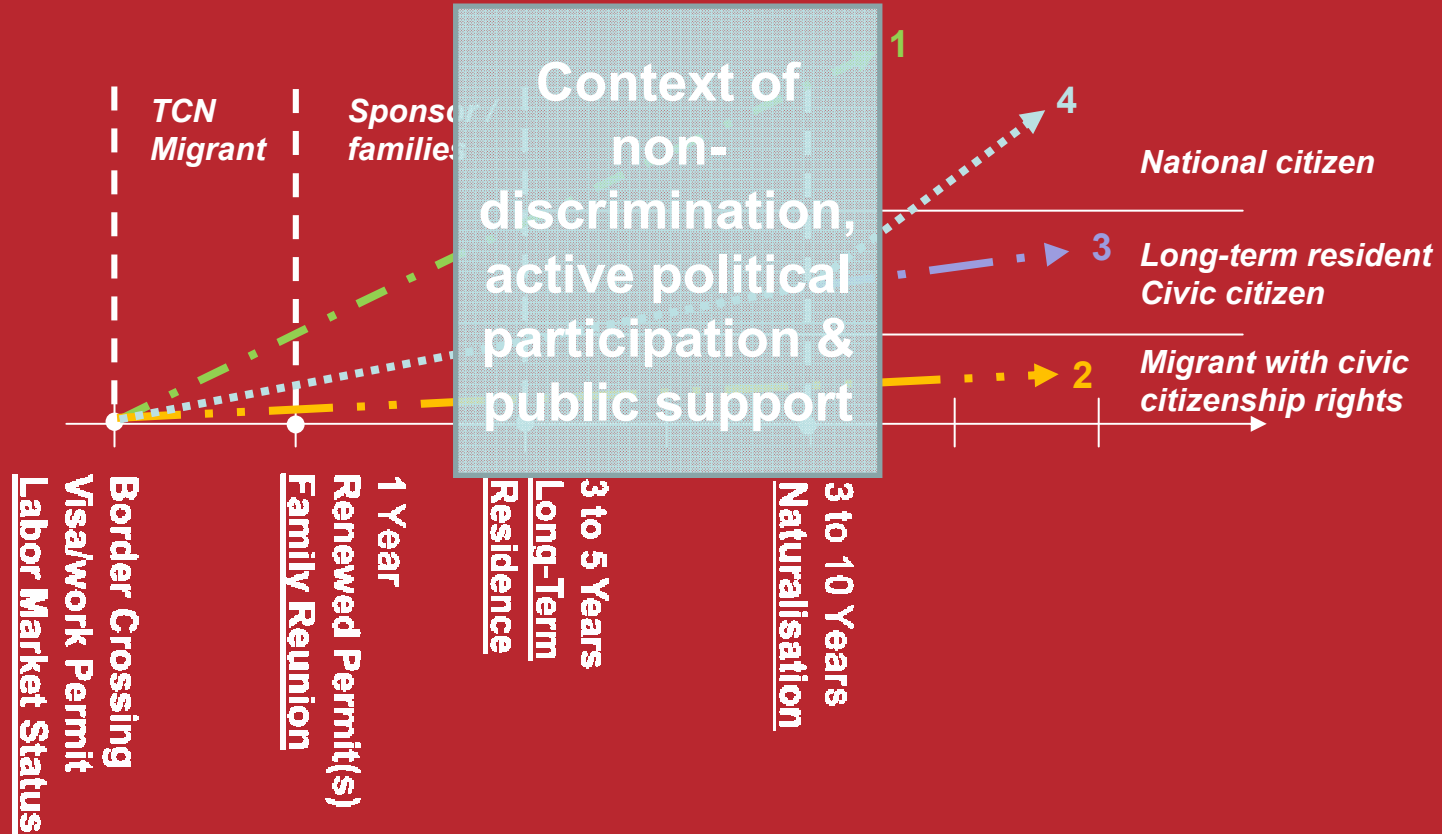
Definition of beneficiaries

- Migration enhances the diversity of Europe's population with immigrant populations that are themselves extremely diverse, due to countries of origin and admission channels
- Migrants not only come diverse but become more diverse based on settlement conditions (living, working, political) and pathways to citizenship
- Mandates and capacities should determine the categories of migrants selected for different integration policies, without sometimes artificial distinctions based on legal status



1) Planning

'Migrant pathways to citizenship'





2) Mapping

Q: Where do benchmarkers find out who's who?

Data sources

Index data source solutions:

Overcome immense data gaps on integration policies through use of questionnaire of policy indicators that is answered by 28 national correspondent experts and 28 peer reviewers

Other contextual data comes from Community Sources:

- **European Labour Force Survey**
- **Eurobarometer**

- **Use individual researchers, national bureaus, international bodies, but benchmarkers may be their best resources for data**
- **Strong recommendations for current proposals on European data collection in areas relevant to integration (see COM/2005/0375)**



2) Mapping

Q: What can benchmarking improve in integration?

Identifying impediments

- **Lived realities policies (or lack thereof) that hamper integration definition**
- **Benchmarkers may prove most authoritative sources**

Index Impediments:

- **Lack of clear, concise and comparable information on integration policies in EU countries**
- **Lack of focused and comprehensive platform for the exchange of good practice**
- **Lack of dialogue on civic citizenship and migrant inclusion at a European level (horizontally and vertically)**



3) Analysis

Q: How can these be improved?

Transforming into areas of improvement and setting standards

- **clear-cut, action-oriented policy goals to eliminate impediments**
- **identify European-wide standards on area of improvement**

Index Areas of Improvement:

- **Clear, concise, comparable information on 6 policy areas of integration in 28 countries**
- **Fact-based identification of policy areas of strength, weakness, and best practice**
- **20 launch events in 18 countries and European-wide events in Brussels and Lisbon**



4) Implementation

Q: How do benchmarkers measure their success?

Setting indicators, targets and benchmarks

- Identify best practice
- Track implementation of lessons learned and improvements in policy and in practice
- Use full set of indicators (governance, outcome, output, input, etc)
- Design of indicators reflect diversity of beneficiaries, integration definition, multiple stakeholders, areas of improvement



Policy indicators

- 1) Identify laws / policies that can and should be compared
- 2) Use / set highest European standards on each (normative framework)
- 3) Design indicators, with answers according to normative framework

	1	Ireland	2	Slovakia	3	Slovakia
Right to stand for local elections **	Unrestricted (as for EU-nationals)		Restricted to certain posts		No right, other restrictions	

****Council of Europe convention on the participation of foreigners in public life at local level**



A benchmarker excursion into the European system :

**Consider your mandate, objectives, capacities and activities as an integration actor.
How would you benchmark migrant integration policies?**

Beneficiaries:

- **What subject area within the multifaceted process of integration would you address?**
- **Who would you select as your beneficiaries?**
- **What data is relevant and what sources are readily available?**

Definitions:

- **How does your policy or practice relate to your definition of integration?**
- **How does your policy or practice promote active citizenship and the long-term well-being of all its members?**

Partners:

- **With whom would you partner to form a benchmarking community?**
- **At what level(s) of governance and with which stakeholders and experts?**
- **With whom would you partner across sectors, across countries?**

Areas of Improvement:

- **What area of life impacts most on your subject area?**
- **What sources are relevant for your identification of impediments?**

Indicators:

- **What could you consult for standards and good practice?**
- **How could your identified areas of improvement be converted into indicators, targets and benchmarks?**



Thank you.

See Setting up a system of benchmarking to measure the success of integration policies in Europe, European Parliament Committee on Civil Liberties, Justice and Home Affairs, 31.01.07 www.migpolgroup.com

See www.integrationindex.eu   *Strategic thinking
equality and mobility* 