



THE MADRID PLAN AGAINST RACISM AND INTOLERANCE: AN EXAMPLE OF THE IMPLEMENTATION OF THE TEN-POINT-PLAN OF ACTION

- **THE HISTORIC DEVELOPMENT AND CURRENT SITUATION OF IMMIGRATION IN THE CITY OF MADRID**
- **A BRIEF OUTLINE OF THE IMMIGRATION POLICY IN MADRID**
- **THE MADRID PLAN AGAINST RACISM AND INTOLERANCE**



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- THE HISTORIC DEVELOPMENT AND CURRENT SITUATION OF IMMIGRATION IN THE CITY OF MADRID
 - HISTORIC DEVELOPMENT
 - SPECIFIC CAUSES
 - CURRENT SITUATION



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- THE HISTORIC DEVELOPMENT AND CURRENT SITUATION OF IMMIGRATION IN THE CITY OF MADRID
 - HISTORIC DEVELOPMENT (SPAIN)
 - SPAIN IS THE OECD COUNTRY WHERE IMMIGRATION HAS INCREASED MOST IN THE LAST TEN YEARS. NOWADAYS, THE MIGRATION RATE HAS REACHED 11%.
 - CONCERNING EMPLOYMENT, THESE ARE THE MAIN FIGURES:
 - 1994 – 2000: 3.3 million net jobs (+/-10% immigrants)
 - 2000 – 2006: 4.2 million net jobs (+/- 50% immigrants)



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- HISTORIC DEVELOPMENT (MADRID)

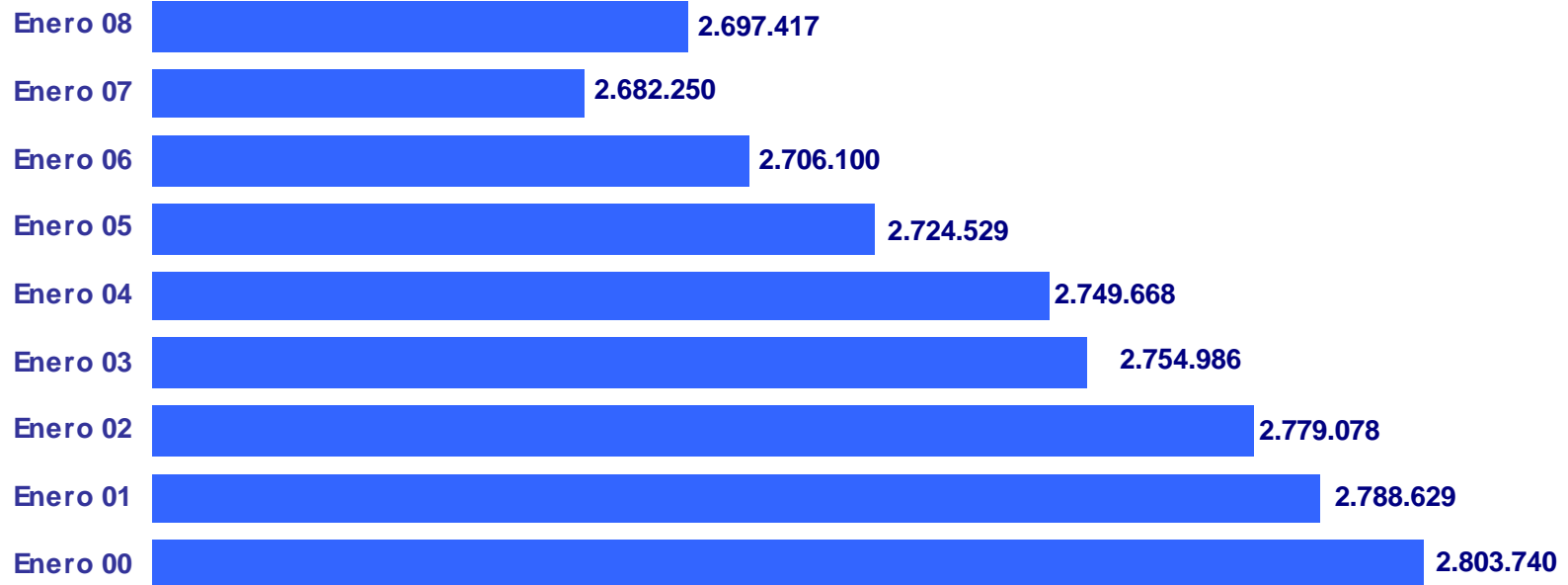
- THE NUMBER OF IMMIGRANTS IN MADRID HAS INCREASED BY TEN TIMES FROM 1996. (FROM. 50.000 TO MORE THAN 500.000)

- THREE DIFFERENT PERIODS CAN BE CLEARLY IDENTIFIED:

- 1995 - 1999: 58.832 – 100.527
- **2000 - 2004: 197.945 – 481.162**
- 2005 – 2008: 536.824 – 563.116

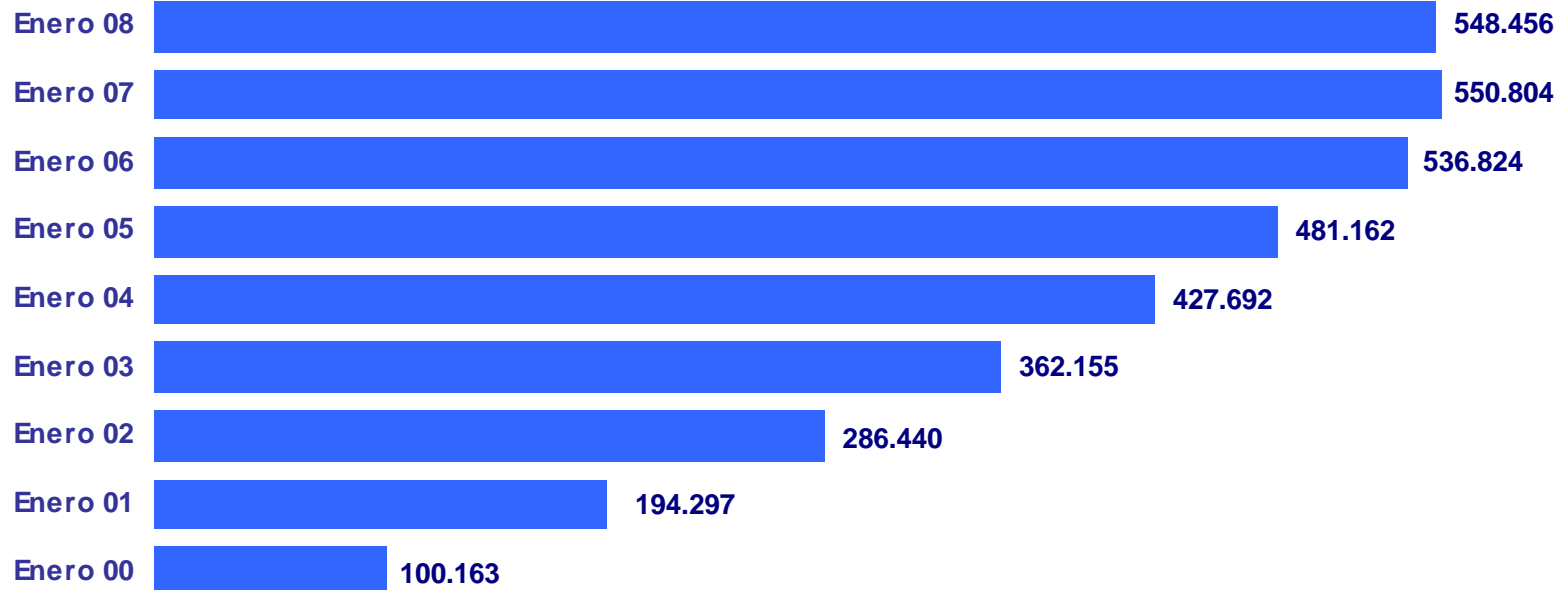


Development of Spanish population in the city of Madrid



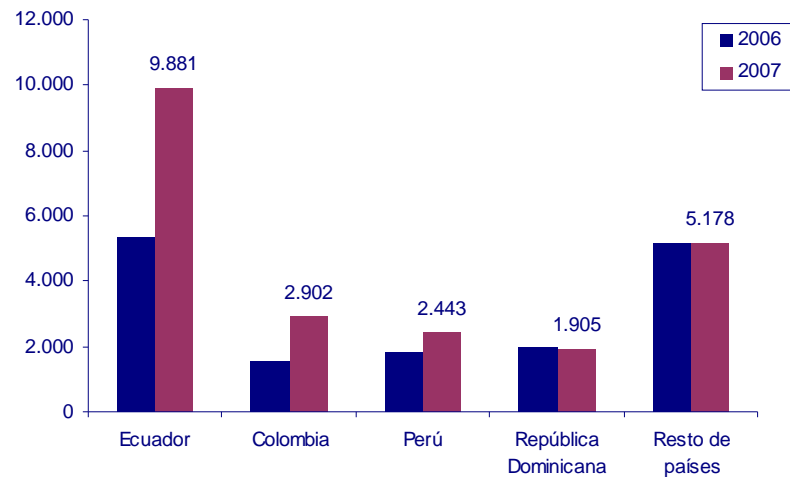


Development of foreign population in the city of Madrid

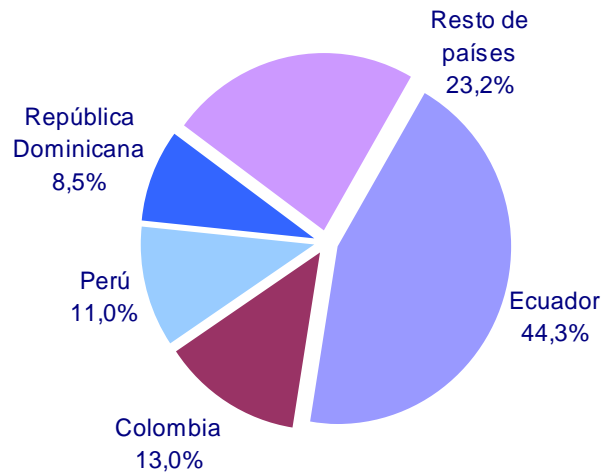




Acquisition of Spanish citizenship



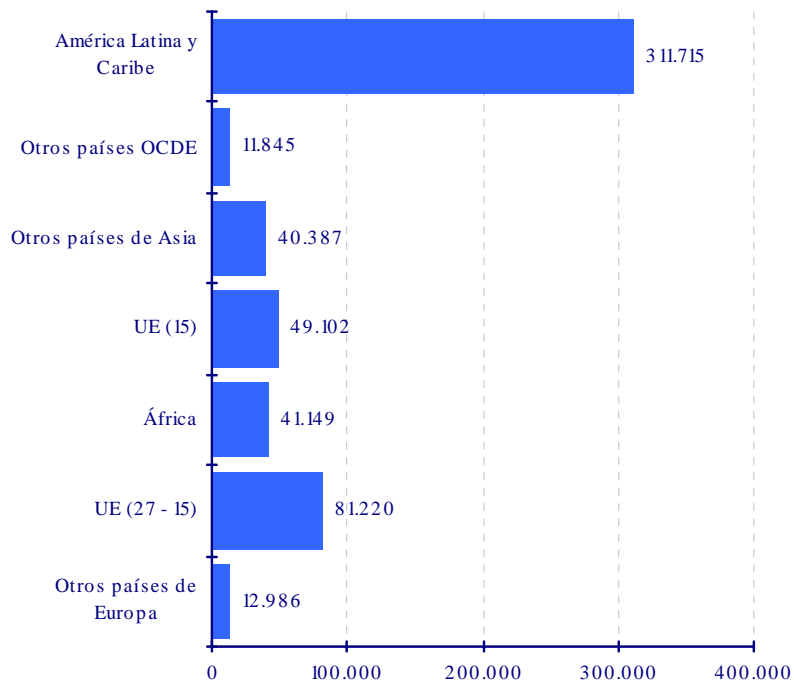
Foreigners that have acquired Spanish citizenship			
Former nationality	2006	2007	Increase %
TOTAL	15.805	22.309	41,15
Ecuador	5.337	9.881	85,14
Colombia	1.541	2.902	88,32
Perú	1.801	2.443	35,65
República Dominicana	1.961	1.905	-2,86
Resto de países	5.165	5.178	0,25



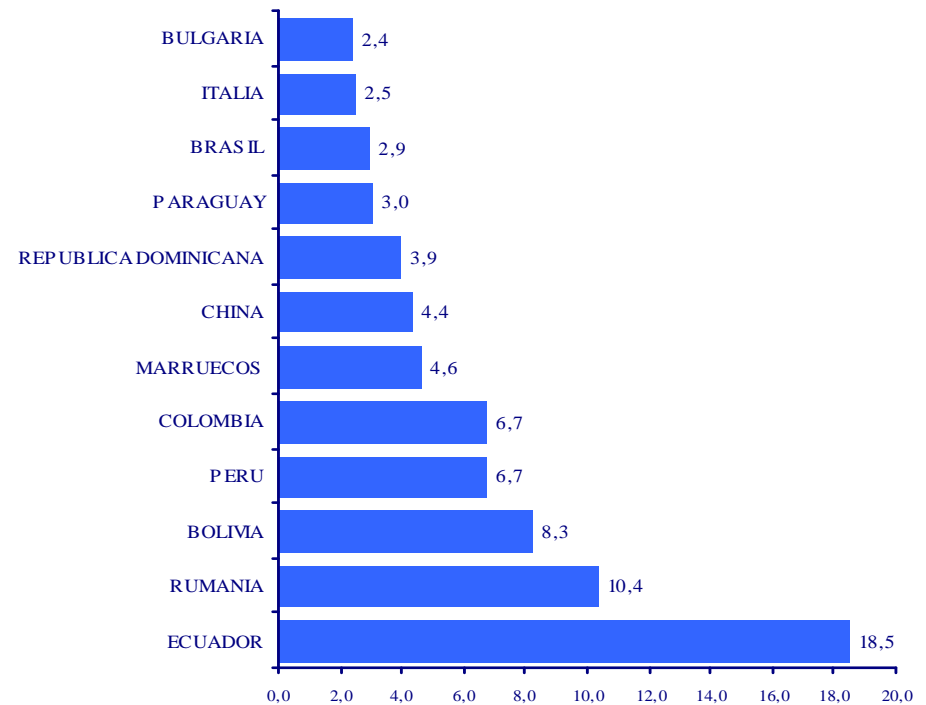


Foreign population by nationality

Non-Spanish population by origin areas 1st January 2008



Proportion of foreigners (%) by nationality 1st January 2008





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• THE HISTORIC DEVELOPMENT AND CURRENT SITUATION OF IMMIGRATION IN THE CITY OF MADRID

■ SPECIFIC CAUSES:

- SPAIN HAS ALWAYS BEEN AN EMIGRATION COUNTRY. IN 1950 AND 60 A RELEVANT NUMBER OF SPANISH WORKERS WENT TO EUROPE (FRANCE, GERMANY AND SWITZERLAND) TO WORK AS IMMIGRANTS.
- FROM THE 1990'S A SHARP CHANGE IN THIS TREND WAS REGISTERED. SPAIN RAPIDLY BECAME A HOST-COUNTRY.
- THREE SPECIFIC REASONS CAN BE TAKEN INTO ACCOUNT:
 - SIZEABLE DIFFERENCES BETWEEN INCOME AND SALARY LEVELS IN DIFFERENT COUNTRIES.
 - EXPANDING LABOUR MARKET: ECONOMY AND EMPLOYMENT GROWTH SINCE 1994 (7.5 million net jobs were created up till 2006).
 - IMMIGRANT LABOUR HAS NOT DISPLACED SPANISH WORKERS. ON THE CONTRARY, IT HAS COMPENSATED THE DECREASE IN THE SPANISH WORK FORCE:
 - MAJOR DECREASE IN BIRTH RATES SINCE 1975.
 - PEOPLE JOINING LABOUR MARKET LATER.
 - COMPLEMENTARY TO DOMESTIC WORK FORCE.



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 - CURRENT SITUATION
 - IMMIGRATION IN SPAIN (AND SPECIFICALLY IN MADRID) HAS CONTRIBUTED SIGNIFICANTLY TO ECONOMIC SUCCESS AS WELL AS ENRICHING OUR CULTURAL PANORAMA.
 - IMMIGRATION HAS NOT BEEN SEEN AS A PROBLEM OR THREAT FOR SPANISH PEOPLE SO FAR.
 - THE CURRENT ECONOMIC SITUATION CAN PRODUCE SOME CHANGES IN PEOPLE'S MINDS THAT WE HAVE TO CONSIDER. E.G., THE INCREASE IN UNEMPLOYMENT THAT MIGHT FORCE SPANISH WORKERS TO LOOK FOR JOBS THEY HAD REFUSED ONE OR TWO YEARS BEFORE.



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- THE HISTORIC DEVELOPMENT AND CURRENT SITUATION OF IMMIGRATION IN THE CITY OF MADRID
 - CURRENT SITUATION
 - ACCORDING TO THE ABOVEMENTIONED, WHAT ARE THE FUTURE TRENDS WE CAN FORSEE?
 - IMMIGRATION WILL CONTINUE , BUT THE NUMBER OF ENTRIES WILL BE CONSIDERABLY REDUCED. THE MAJOR INCREASE WILL COME FROM FAMILY REUNIFICATION.
 - IT IS VERY UNLIKELY THAT A GREAT NUMBER OF IMMIGRANTS COULD GO BACK TO THEIR COUNTRIES, BUT IT IS POSSIBLE THAT SOME OF THEM MIGHT (PROBABLY, PEOPLE FROM UE COUNTRIES, LIKE POLAND, RUMANIA, ETC.).
 - IN THIS SITUATION, SOME RACIST ATTITUDES COULD ARISE IN THE SPANISH POPULATION



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■ A BRIEF OUTLINE OF IMMIGRATION POLICY IN MADRID

- THE RECENT HISTORY OF MADRID AS A CITY HAS MOSTLY BEING MADE UP OF INTERNAL MIGRATIONS. THAT GIVES THE CITY THE REPUTATION OF BEING AN “OPEN CITY”.
- THE IDENTITY OF MADRID AS AN OPEN CITY HAS BEEN BUILT WITH THE IMPORTANT CHARACTERISTIC THAT NOBODY FEELS EXCLUDED
- ON THAT BASIS, THE FIRST AND MOST IMPORTANT PILLAR OF THE MADRID IMMIGRATION POLICY IS WHAT WE CALL THE “MUTUAL ACCOMMODATION” MODEL.
- THIS MODEL UNDERLINES THE FACT THAT INTEGRATION SUCCESS REQUIRES AN EFFORT BOTH FROM MIGRANTS AND FROM HOST CITY PEOPLE.



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■ A BRIEF OUTLINE OF IMMIGRATION POLICY IN MADRID

- AS A RESULT OF THAT, THE MADRID CITY COUNCIL HAS SET UP THE MADRID PLAN ON SOCIAL AND CULTURAL COEXISTENCE.
- THE MADRID PLAN IS A COMPREHENSIVE AND MAINSTREAMING PLAN MADE UP OF GENERAL AND SPECIFIC PROGRAMMES ABOUT DIFFERENT FIELDS (HOUSING, EMPLOYMENT, EDUCATION, SOCIAL SERVICES, ETC).
- THE PLAN HAS SET UP TWO DIFFERENT BOARDS FOR IMMIGRANTS' PARTICIPATION AND INTEGRATION:
 - THE "FORO MADRID": CONSIST OF 64 PEOPLE, REPRESENTING AUTHORITIES (STATE, REGION AND LOCAL LEVEL), NGO'S, MIGRANTS ASSOCIATIONS, NEIGHBOURHOOD ASSOCIATIONS AND SO ON.
 - THE DISTRICT BOARD: 40 PEOPLE CHOSEN IN THE SAME WAY AS THE FORO MADRID.
 - COMPETENCES: TO DEBATE AND MAKE PROPOSALS AND SUGGESTIONS
 - TO ADOPT THE DRAFT PLANS ON IMMIGRATION POLICIES.



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- THE MADRID PLAN AGAINST RACISM AND INTOLERANCE
 - DRAWING UP PROCEDURE
 - MAIN CHARACTERISTICS
 - SOME SPECIFIC MEASURES OF IMPLEMENTATION



THE MADRID PLAN AGAINST RACISM AND INTOLERANCE: AN EXAMPLE OF THE IMPLEMENTATION OF THE TEN-POINT-PLAN OF ACTION

■ THE MADRID PLAN AGAINST RACISM AND INTOLERANCE

■ DRAWING UP PROCEDURE

- THE PLAN AGAINST RACISM AND INTOLERANCE WAS DRAWN UP BY A COMMITTEE OF TEN PEOPLE INCLUDING REPRESENTATIVES FROM THE CITY COUNCIL, THE NGO'S, IMMIGRANTS' ASSOCIATIONS, ETC. APPOINTED BY THE PLENARY OF THE FORO MADRID, AND CHAIRED BY AN NGO REPRESENTATIVE.
- THIS COMMITTEE WAS ASSISTED BY SOME EXPERTS FROM UNIVERSITIES, PUBLIC ADMINISTRATIONS, LAWYERS, ETC.
- THE COMMITTEE PRODUCED A DRAFT REPORT THAT WAS PRESENTED TO THE PLENARY AND ADOPTED UNANIMOUSLY.



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- THE MADRID PLAN AGAINST RACISM AND INTOLERANCE
 - MAIN CHARACTERISTICS:
 - BASED ON AN AGREEMENT AMONG ALL STAKEHOLDERS INVOLVED
 - AS INCLUDED IN THE GENERAL MADRID PLAN, IT WILL HAVE SPECIFIC BUDGETARY SUPPORT.
 - SOME INDICATORS HAVE BEEN PREPARED SPECIFICALLY FOR THIS AND (SEE W.G. N° 4) WILL CONTRIBUTE TO THE FOLLOW-UP.
 - THE PLAN CONSISTS OF SPECIFIC MEASURES RELATED TO THE TEN-POINT-PLAN OF ACTION GOALS.



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■ THE MADRID PLAN AGAINST RACISM AND INTOLERANCE

■ MAIN CHARACTERISTICS:

- BASED ON A WIDE-RANGE DEFINITION OF RACISM (EUROPEAN COMMISSION RECOMMENDATION N° 7/2002 ON NATIONAL LEGISLATION TO COMBAT RACISM AND RACIAL DISCRIMINATION).
- STRUCTURED IN FOUR STRATEGIC LINES: PREVENTION, REPORT, PROTECTION AND MONITORING/EVALUATION.
- INSPIRED FROM A COMPREHENSIVE PERSPECTIVE. IT INCLUDES NOT ONLY MEASURES OF THE CITY COUNCIL'S COMPETENCE, BUT SOME MEASURES TO BE PROMOTED AND AGREED WITH OTHER REPRESENTATIVES AT OTHER POLITICAL LEVELS (REGIONS).



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- THE MADRID PLAN AGAINST RACISM AND INTOLERANCE
 - SOME SPECIFIC MEASURES OF IMPLEMENTATION
 - AGREEMENT BETWEEN CITY COUNCIL-LAWYERS' BOARD TO SET UP A LEGAL ASSISTANCE SERVICE TO BE IMPLEMENTED IN THE 21 DISTRICTS OF THE CITY.
 - AGREEMENT BETWEEN CITY-COUNCIL-UNIVERSITY COMPLUTENSE OF MADRID TO DEVELOP A PROGRAMME OF AWARENESS DEVOTED TO UNIVERSITY STUDENTS.
 - SPECIFIC AGREEMENTS WITH SEVERAL LOCAL AGENCIES (EMPLOYMENT, EDUCATION AND LABOUR) TO FOSTER EQUAL-OPPORTUNITIES AND ANTI-RACIST POLICIES.
 - SPECIFIC AGREEMENT WITH THE LOCAL POLICE AGENCY TO SHARE INFORMATION ON IMMIGRATION AND PREVENT AND COMBAT RACIST ATTITUDES.



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a) Recommendations and proposals of the Plan of Action against Racism and Intolerance

The Plan of Action against Racism and Intolerance gathers a set of recommendations and means that correspond to the competence of different Public Authorities and social entities. The City Council of Madrid shall assume all the means related to own competences and shall promote the start-up of those linked to other administrative and social environments.

1. PREVENTION	<p>1. "Greater Vigilance Against Racism" To set up a monitoring , vigilance and solidarity network against racism at city level.</p>	<p>1.1 To promote Madrid Forum as the advisory committee of the City responsible for performing an annual evaluation concerning the situation of racism and intolerance in Madrid. 1.2 To strengthen the Anti-discrimination Unit as a local device for identification, supervision and quick response in cases of racism and intolerance. 1.3 To develop working as a network with other municipalities as well as with other Government Areas of the City Council of Madrid, with an aim at increasing the synergies of performance. 1.4 To increase working as a network and to increase cooperation between the City Council of Madrid and the social entities specialized in the fight against racism and discrimination, with an aim at increasing the effectiveness and at acquiring a higher experienced and knowledge. 1.5 To support the creation and spreading of the reports made by the social entities concerned about racism and intolerance. 1.6 To include racism and intolerance in the agenda of the neighbourhood's advisory bodies of the city, especially in the Territorial Councils and in the Local Security Councils, with an aim at making out of the fight against racism and intolerance a formal visible commitment of the city of Madrid.</p>
	<p>2. "More Participation and Better Informed City Dwellers" To ensure better information for city dwellers on their rights and obligations, on protection and legal options and on the penalties for racist acts or behaviour, by using a participatory approach, notably through consultations with service users and service providers</p>	<p>2.1 To promote information regarding citizens' rights and obligations. 2.2 To develop permanent campaigns for increasing awareness in favour of the fight against all types of racism and intolerance, by means of a formal and visible commitment with all the population. 2.3 To commemorate the International Days which make visible the commitment to the whole population. Among others, the International Day for the Elimination of Racial Discrimination, the Day against Slavery, the Day of Tolerance and of Human Rights. 2.4 To coordinate and cooperate with the social initiative. To support the task of information and awareness of the active social organizations in the fight against racism and intolerance in order to achieve effectiveness and to widen democratic participation.</p>



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<p>3. a) "The City As An Equal Opportunities Employer and Service Provider" The city commits itself to be an equal opportunities employer and equitable service provider, and to engage in monitoring training and development to achieve this objective</p> <p>3. b) "The City as an Active Supporter of Equal Opportunity Practices" To facilitate equal opportunities employment practices and support for diversity in the labour market through exercising the existing discretionary powers of the city authority.</p>	<p>3.1 To promote coordination with the Employment Agency of the City Council Madrid with an aim at applying the principle of equal opportunities.</p> <p>3.2 To develop campaigns of information, awareness and specific training directed towards employers and employees of the city of Madrid against discrimination in the labour environment.</p> <p>3.3 To promote social and cultural diversity in the context of employment.</p>
<p>4. "Challenging Racism and Discrimination through Education" To strengthen measures against discrimination in access to, and enjoyment of, all forms of education; and to promote the provision of education in mutual tolerance and understanding, and intercultural dialogue.</p>	<p>4.1 To fight against racism and intolerance in the education context:</p> <ul style="list-style-type: none"> ▪ By achieving the adoption of the fight against racism and intolerance in the schools' daily functioning. ▪ By creating a system that enables to monitor and prevent racists and intolerant events by means of the course tutor. ▪ By promoting the adoption of a behaviour code in schools against racism and discrimination. ▪ By promoting non-formal training activities in cooperation with the social organizations that work in this field. ▪ By favouring awareness acts directed towards the whole education community (teachers, students, families) on matters concerning racism and intolerance. <p>4.2 To ensure that education performs a key role in the fight against racism and intolerance by means of the subsequent types actions:</p> <ul style="list-style-type: none"> ▪ Establishing education on Human Rights and anti-discriminatory education as part of the training syllabus. ▪ Revising all the contents of the training materials and proposing the eradication of those including racist or intolerant contents. <p>4.3 To train the whole of the education community to work in a social and cultural diversity context through:</p> <ul style="list-style-type: none"> ▪ The promotion of initial and continued training on racism and intolerance issues. ▪ Guaranteeing the provision of information and training on the legislation against racism and intolerance to the whole education community.



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<p>5. "Promoting Cultural Diversity" To ensure fair representation and promotion for the diverse range of cultural expression and heritage of city dwellers in the cultural programmes, collective memory and public space of the city authority and promote interculturality in city life</p>	<p>5.1 To promote diversity and mutual understanding in public life in order to:</p> <ul style="list-style-type: none">▪ Increase intercultural dialogue.▪ Create a living-together environment.▪ Promote the positive action of the ethnic and social minorities.▪ Promote a collective identity and a feeling of belonging to the city.
<p>6. "Fair access to Housing" To take active steps to strengthen policies against housing discrimination within the city.</p>	<p>6.1 To promote the coordination with the Local Housing and Land Company in order to promote actions against discrimination in the access to housing.</p>



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FIELD	LINES OF THE UNESCO PLAN OF ACTION	MADRID PLAN OF ACTION
2. REPORT	<p>7. "Better Support for the Victims of Racism, Discrimination" To support victims and contribute to strengthening their capacity to defend themselves against racism and discrimination.</p>	<p>7.1 To increase the support to the social entities that work in the field of racism and intolerance. Particularly, to foster legal representation of the organizations and to strengthen the means of those who act in reporting and protecting, by articulating the collaboration, coordination and derivation programmes.</p> <p>7.2 To develop information services and specialized legal action services in the districts with an aim at:</p> <ul style="list-style-type: none"> ▪ Increasing information and access to legal services for the possible victims of racism and intolerance. ▪ Protecting and abiding by the rights of the victims of racist and intolerant incidents. ▪ Establishing a commitment towards the whole of citizenship. ▪ Ensuring that this service in the Districts is known. ▪ Guaranteeing a specialized and continued training for these services.
3. PROTECTION	<p>8. "Hate Crimes and Conflicts management" To support or establish mechanisms for dealing with hate crimes and conflict management.</p>	<p>8.1 To analyze the models of protection that have been developed in other fields of action.</p> <p>8.2 To implement a model of integral protection for the victims of racist and intolerant events.</p> <p>8.3 To develop a monitoring system of the cases of racism and discrimination in cooperation with the specialized social entities.</p> <p>8.4 To create groups of experts consisting of judges and prosecutors in order to apply legislation comprehensively.</p> <p>8.5 To offer training on racism and intolerance to the different social and institutional agents concerned, particularly to the local security forces (public and private).</p>
4. EVALUATION AND MONITORING	<p>9. "Assessing Racism and Discrimination and Monitoring Municipal Policies" To initiate, or develop further the collection of data on racism and discrimination, establish achievable objectives and set common indicators in order to assess the impact of municipal policies.</p>	<p>9.1 To delegate the gathering of data and information on racism and intolerance to the Centre for Migration and Intercultural Coexistence (Observatorio de las Migraciones y de la Convivencia Intercultural; OMCI), as it is a centre for local analysis.</p> <p>9.2 To request the OMCI the creation of a system of indicators and of achievable objectives in order to evaluate the tendencies regarding racism and intolerance.</p> <p>9.3 To request the OMCI the creation of an annual report on the tendencies concerning racism and intolerance in the city of Madrid for its debate in the advisory bodies of the city, particularly at the District Boards on Dialogue and Intercultural Coexistence and at the Madrid Forum. This report shall be made in cooperation with the specialized social entities and shall include the evolution of the tendencies on reports of racist and intolerant acts in the city of Madrid.</p> <p>9.4 To increase documentary and bibliographic collections of the Documentation Centre of the OMCI on racism and discrimination.</p> <p>9.5 To incorporate the reports done by the entities to the Documentation Centre of the OMCI in order to favour a widespread coverage.</p>