



**PROPOSAL FULL TITLE:**  
**THE SIGNIFICANCE OF THE LOCAL IN MULTICULTURAL INTEGRATION**

**PROPOSAL ACRONYM:**  
**S.M.I.L.L.E.**  
**[SOCIAL MULTICULTURAL INTEGRATION LOCAL EXPERIENCES]**



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**COLLABORATIVE PROJECT**  
**SMALL OR MEDIUM-SCALE FOCUSED RESEARCH COLLABORATIVE PROJECT**

**WORK PROGRAMME TOPIC ADDRESSED:**  
**SSH-2009-3.3.1. - Tolerance and cultural diversity**

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**ABSTRACT**

The S.M.I.L.E. research project is focused on **the concept of “law as culture of difference”** and on **the analysis of the instruments of the “law of diversity”**. The research topic addressed by the proposal (tolerance towards and acceptance of different cultures within European societies) provides for the **opportunity to read the capabilities of modern multi-cultural and multi-ethnic societies through the lens of the legal perspective**. The global proliferation of these social scenarios is the main result of the fast globalization of these years. As a result of the fall of Berlin’s wall and of Eastern European barriers and of the increase of migratory fluxes from Africa and Far East Countries, the globalization process has progressively enhanced interrelations and interactions between very different cultures, religions, life styles and socio-economic standards, through the spreading and the wider availability of means of transport and communication (specifically internet, television and satellite channels). Current news often record phenomena of racism and discrimination, including many cases of exclusion and violence towards migrants and minorities. This escalation needs a proper and specific answer, which has to be not just repressive but preventive too. **The two main questions to be answered** are, on one hand, **which tangible effects** the complex and multi-faceted impact of different cultures and life styles on current legal systems – which are marked by multiple, not homogeneous and sometimes contradictory values – has produced **into the local dimension** and, on the other, **how much of these local experiences can be capitalized in the definition of general policies**. As a matter of fact, local contexts are strongly characterized by the actual, measurable and quantifiable conflict between measures aimed at meeting security issues (such as the implementation of the so called “no tolerance” policies) and measures promoting diversity through techniques of social inclusion. **Identifying and conceptualising the significance of the “local”, by means of different theoretical constructs** (such as the real/actual citizenship or the supportive market) - after a previous political-administrative analysis of the national and sub-national framework of these constructs - **constitutes the keystone and the most innovative parameter in the comparison between different legal systems**. Nevertheless, this analytical process requires the prior definition of the “local” itself, in order to delineate its semantics and its role within the project. **The ultimate aim of the research is to take part in and contribute to the elaboration and implementation of (public and/or private) policies for the defence and promotion of tolerance and cultural diversity**. This result should be guaranteed by the multiplicity of outcomes and products expected in each research work-package, from the elaboration of intermediate and final reports to **a monograph’s publication**, from the drafting of **guidelines** to the experimentation of innovative social inclusion instruments, such as **the S.M.I.L.E. Label**. Legal science (the project involves eleven legal disciplinary areas) can contribute by clarifying and legally translating these key-concepts, at the same time trying to explain the place the law has/can have in the building and preservation of multicultural and tolerant societies in different areas of intervention, regulation and conflict-solution. **Research activities are strictly legal**, yet the internal relationship between different legal fields is **enriched by a targeted interaction with experts from other disciplinary areas**, which will be confronted with the scientific products delivered in each work-package. This is a specific methodological choice that – together with the comparison between different legal systems and the pro-active nature of the research, aimed at activating local experimental instruments – defines the whole project plan and is finalized to favour the achievement of the expected outcomes in the research and to guarantee their consistency with the cultural, economic, educational profiles of the topic addressed by the proposal.

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## PROPOSAL

### **1: SCIENTIFIC AND TECHNICAL QUALITY, RELEVANT TO THE TOPIC ADDRESSED BY THE CALL**

#### **1.1. Concept and objectives**

##### **1.1.1. Preliminary remarks: law as culture of difference and the instruments of the law of diversity.**

The S.M.I.L.E. research project is focused on concept of “law as culture of difference” and on the analysis of the instruments of the “law of diversity”. The research topic addressed by the proposal (tolerance towards and acceptance of different cultures within European societies) provides for the opportunity to read the capabilities of modern multi-cultural and multi-ethnic societies through the lens of the legal perspective. The global proliferation of these social scenarios is firstly the result of the fast globalization of these years. As a result of the fall of Berlin’s wall and of Eastern European barriers and of the increase of migratory fluxes from Africa and the Far East, the globalization process has progressively enhanced interrelations and interactions between very different cultures, religions, life styles and socio-economic standards, through the spreading and the wider availability of means of transport and communication (specifically internet, television and satellite channels). Current news often record phenomena of racism and discrimination, including many cases of exclusion and violence towards migrants and minorities. This escalation needs a proper and specific answer, which has to be not just repressive but preventive too.

The two main questions to be answered are, on one hand, which tangible effects the complex and multi-faceted impact of different cultures and life styles on current legal systems – which are marked by multiple, not homogeneous and sometimes contradictory values – has produced into the local dimension and, on the other, how much of these local experiences can be capitalized in the definition of general policies. As a matter of fact, local contexts are strongly characterized by the actual, measurable and quantifiable conflict between measures aimed at meeting security issues (such as the implementation of the so called “no tolerance” policies) and diversity social inclusion techniques. The definition of the “local” by means of different theoretical constructs (such as the real/actual citizenship or the supportive market), after a previous political-administrative analysis of their national and sub-national framework, constitutes the keystone and the most innovative parameter in the comparison between different legal systems. Nevertheless, this analytical process requires the prior definition of the “local” itself, in order to delineate its semantics and its role within the project. The ultimate aim of the research is to take part in and contribute to the elaboration and implementation of (public and/or private) policies for the defence and promotion of tolerance and cultural diversity. This result should be guaranteed by the multiplicity of outcomes and products expected in each research work-package, from the elaboration of intermediate and final reports to a monograph’s publication, from the drafting of guidelines to the experimentation of innovative social inclusion instruments, such as the S.M.I.L.E. Label.

Legal science (the project involves eleven legal disciplinary areas, as explained later on) can contribute by clarifying and legally translating these key-concepts, at the same time trying to explain the place the law has/can have in the building and preservation of multicultural and tolerant societies in different areas of intervention, regulation and conflict-solution. Research activities are strictly legal, yet the internal relationship between different legal fields is enriched by a targeted interaction with experts from economic, demo-ethno-anthropological, socio-pedagogic disciplinary areas, which will be confronted with the scientific products delivered in each work-package.

This is a specific methodological choice that – together with the comparison between different legal systems and the pro-active nature of the research, aimed at activating local experimental instruments – defines the whole project plan and is finalized to favour the achievement of the expected outcomes in the research and to guarantee their consistency with the cultural, economic, educational profiles of the topic addressed by the proposal. **The research has a multi-disciplinary legal perspective**, involving experts from the following eleven legal areas: Philosophy of Law, International and European Law, Constitutional Law, Administrative Law, Criminal Law, Private Law, Company Law, Labour and Social Security Law, Comparative Public Law and Economics Public Law. The first peculiarity of this research project is, therefore, the enhancement of the legal dimension of the topic. Only a legal multi-disciplinary perspective enables to achieve a comprehensive analysis of the social integration phenomenon, especially through the development of good practices in the local dimension, elaborated and tested by each different disciplinary area involved. This methodological approach enables to connect different sectors of legal knowledge on the same object, in order to define a comprehensive framework of the existing instruments. The final products of the research will reflect

the centrality of the legal perspective, yet they will profit from the targeted interaction with experts from other scientific areas (as explained below). Besides, the research project is strongly action-oriented. Its products will be scientific publications, including a number of monographs, as well as guidelines for public entities, companies and social parties, recommendations for those public bodies entrusted with the management of processes of social integration at European, national and sub-national level, and the development of innovative instruments for the territorial management of social integration, such as the S.M.I.L.E. Label.

Given this premise, **it is not necessary to explain why the law** – as development of practices or system of norms that regulate relationships between people – **is the product of a certain culture**; or how the law itself, as finalized to regulate every community life, produces culture in turn. Trying to find this justification would be equivalent to trying to explain what is obvious through what is not: an effort that Aristotle cannot help but define a sign of ignorance (Phys. II, 1).

**On the other hand, trying to clarify why a certain culture**, of which the law is consequence and cause at the same time, **is a “culture of difference” is a truly interesting matter**, as well as trying to specify which type of “culture of difference” is expressed by the law.

In this respect, nothing is more properly suitable than the famous Latin statement that informs the whole trial system: “*audiatur et altera pars*”. In fact, this statement incorporates the principle of that typically legal way of governing relationships between people, even when they seem to be already compromised. First of all, it requires listening to someone that is asked to talk, as he is the “*altera pars*”, namely the holder of a different point of view and different questions.

**Who talks must be listened to as he is different: his difference gives him the right to be heard.** Existence of different parties, mutual listening and, therefore, respect of diversity are the conditions for establishing a relationship between multiple issues. No relationship can exist if the otherness of the other, as his difference, is not considered as an essential element that has to be protected. In the meantime, however, the verb “*audiatur*” requires that also the “*altera pars*”, even if “*altera*” and therefore characterized by an insuppressible difference, does not avoid the request of hearing, making himself understandable, finding a way to communicate his own difference. What enables different parties to relate to each other and to build a relationship that does not deprive them of their specificity and their mutual otherness is also what connects them, what unites them despite the difference of their claims.

**In the legal institute of dispute in front of a third party, the culture of the difference comes into action**, revealing how it is always necessarily a culture of interaction and of integration as well. It is not a coincidence that in front of the richness of this legal instrument, even the Ancient Greeks saw the sign of a divine intervention – see for example “*Eumenidi*” of Eschilo –, assuming not only that the law is culture but that it is one of its highest forms, as it can govern even the most difficult differences, those which, degenerating in an open violent battle, generate social alarm and are perceived as the most dangerous for the solidity of collective life and community existence. In the law and in the legal culture we can find the instruments and the capabilities to face the questions of interaction, of tolerance and integration of differences, as well as to conceive, develop and implement models to combine the security issues of a community with those incentives to innovation that preserve its vitality. The ideas proposed by Philosophers of Law on this topic are particularly interesting. They explain that the development of a preventive policy capable to meet a community security demand without degenerating into the opposite solutions of discrimination and homologation corresponds to a huge mediation work, where opposite claims meet each other and try to reach a point of balance. One of the underlying themes of the research project, specifically for the philosophical part, will be the analysis of mediation as a social inclusion technique, a strategy of integration and cooperation as well as a principle of promotion and defence of differences.

As for the first profile, in particular, the analysis will be focused on the practices of “restorative justice” and “mediation”, as well as on the role of the community in the management of conflicts between people. The research activity will profit from the competences already developed in direct dialogue with the most valuable experts in this field at global level, as well as the competences consolidated in the area of philosophy of punishment, while at the same time trying to expand them. The theoretical study will be enriched by the permanent contact with the several mediation offices and centres already working in several local contexts. As for the second issue, the analysis will be focused on the problem of women integration and women protection, with particular regard to the practice of infibulation, a problem that needs to be urgently faced and solved. The aim is to identify models and strategies to preserve, at least on a symbolic level and in compliance with European and national laws, the function that certain cultures refer to this practice, yet protecting women body and women dignity integrity. The ultimate aim is to favour a collaborative integration between very different traditions and mentalities. The third aspect will be dealt with through

the analysis of decisional processes where several claims have to be mediated. In this regard, the research will study in depth the models and techniques of argumentation as well as, on the other hand, in strict contact with health local structures, the deliberations on experimental protocols signed by bioethical committees. Current legal doctrine has sought to integrate the law of diversity within equality law. Several branches of law confront nowadays an increasing demand of difference after they managed for years a summa of norms aimed at meeting the demand of equality (international law, constitutional law, labour law, social security law). Integration/inclusion postulates a proper dosage of equal treatment and different treatment.

The comparative observation of the phenomenon shows how equality and diversity are declined in different contexts in order to offer proper legal instruments for the management of differences, at the supranational, national and sub-national level. The legal instruments of integration are multiple and contradictory: the local declination of the project enables to analyse in depth their nature, structure and their concrete functioning.

These instruments range from repressive forms (for example, the recent wave of major's measures in many Italian cities, especially in the Veronese context) to positive measures of promotion and protection of cultural diversities and their inclusion in local policies, from the financial contribution to cultural activities to the calculation of quotas in the public sector, as well as to the private-public partnerships.

Among the legal instruments to be experimented, after an identification of their basic features, there are the so-called organization techniques finalized to the promotion of the so-called mainstreaming and to the implementation of diversity management, an instrument that, in the local dimension, could show its true potentials.

## **1.2. Progress beyond the state-of-the art**

### **1.2.1. Disciplinary contributions and European dimension of the project.**

Method, value-related dimension and instruments: this is the triple constant reference point of the research, capable of holding the work plan together in its complex and multifaceted development.

The **international law** dimension is vital to the definition of the conceptual framework that cuts throughout the project. It refers to the cardinal issue of individual rights and community rights in Europe, especially those related to foreign people and distinct groups. Two fundamental questions should be addressed: to what extent human rights discourse reproduces a tension between individual liberties and the rights of minorities and distinct communities to the conservation and promotion of their traditional practices, beliefs and usages? Is there a role for international law in seeking to reconcile demands that may potentially contrast, hence, promoting tolerance and diversity in our societies?

The investigation will start by considering existing mechanisms of inter-governmental cooperation, especially within the European continent, such as the Council of Europe, the EU, the OSCE, UNESCO, and international instruments thereby elaborated, such as the Framework Convention on National Minorities, the Charter for Regional or Minority Languages, the UNESCO Convention for the Protection or Promotion of the Diversity of Cultural Expressions, which aim at an effective protection and guarantee of collective and individual rights of members of distinct minority groups. It will then focus on the case law of the European Court of Human Rights and how it has sought to strike a balance between the individual rights set out in the European Convention of Human Rights and the demands of preservation of cultural identities. At a more systemic level, the question will be addressed whether there exists a tension between the former instruments and judicial policies of the Strasbourg court and the extent to which judicial and legislative policies at the international level are capable of harmonising individual rights and community rights. Moreover, the concept of 'shared jurisdictions' will be dealt with to examine possible and realistic venues of co-existence between community informal rules, national laws, Community laws and international law.

At the same time, the research project has its roots in specific key-words developed by Community law and by the law of the European Union in its multiple different disciplinary declinations (from free movement to social security till workers' protection, housing, education, learning, goods and services supply in the market, this last one as the current frontier area, being the most recently regulated subject in the social field, dir. 20004/113).

It is worth remembering that the common language of discrimination bans (direct, indirect, simple, multiple, individual, collective, transferred, associative discriminations), affirmative actions and mainstreaming (not just for gender, as mentioned above) stems from the *acquis communautaire* (starting with the Rome Treaty until the directives of new generation concerning antidiscrimination law) and is an integral part of the framework of principles that qualifies the European Charter of Fundamental Rights.

The European Court of Justice still plays a key role in the development of antidiscrimination law, notwithstanding the important changes of its organizational structure and competences. The questions to be dealt with in this context are numerous and differently declinable in accordance with the sensibility of each specific disciplinary area: the impact of free competition and the protection web provided by social rules, the expanding role of the so called soft law and soft regulation, the fading centrality of participative democracy and of the active role of social parties in the development of European law, the safeguard techniques adopted by the national legal systems against European law, and the several (more or less visible) forms of control of the Court on Member states' discretion in accordance with a general equality principle.

This is the institutional-legal context that frames the elaboration of the directives package on foreigners, concerning topics like repatriation, family re-union, clandestine workers treatment and expulsion orders. Besides, this is the context in which the Commission evaluated some Italian national provisions - such as those concerning the census of Roma-Sinti-Caminanti camps, fingerprints recording of the minors living in those camps and the measures of the so-called "security package". International and European law will provide the map and framework in which researchers from other legal disciplines will provide their contributions, in a peculiar methodological virtuous circle where the traditional top-down research method (from the international level to the local one) is enriched by the primary importance the research plan attaches to the bottom-up method (from the local to the international level).

With regard to the project focus on the topic of security and on its peculiar declinations, especially at local level, it is worth highlighting the importance of criminal law in the research plan.

As a matter of fact, criminal law is particularly functional to the analysis of migratory phenomena and of their double significance, as mentioned above, namely the emergence of racism and discrimination phenomena and the parallel complex impact of different cultures and lifestyles on current legal systems.

As for the first question, criminal lawyers will examine the actual implementation and enforcement, at legislative and case law level, of those criminal norms aimed at fighting against racism, xenophobia and discrimination phenomena, starting from the relevant supranational sources, such as the Convention against racism and discrimination of New York of 1966 or the recent European framework decision against racism of November 2008. The analysis will identify the possible peculiarities and differences at national, regional and local level, by examining and comparing administrative practices as well as judgments' contents and motivations.

As for the second and more multifaceted question, the research activity will identify the relevant national sources, be they recently introduced (as for the specific crime concerning women genitals mutilation, general aggravation for a fact committed by a person that has not a regular residence permit...) or adapted through interpretation, in order to respond to the facts and effects of multi-culturalism. In this regard, there are two apparently contradictory trends: one considering "cultural diversity" as a constitutional or aggravating element of the criminal significance of the crime fact, as it collides with the values held by the legal system; by contrast, one viewing it as the base for a more favourable treatment, an element that might mitigate the legal sanction or even justify the person's behaviour, as "a reason of particular social or moral value" that enables the exercise of a right or of a duty or excludes that a different behaviour can be expected.

Even these profiles need the legislative research to be supported by a specific case law analysis, carried out in close connection with its local context and considering the important comments that the Italian and foreign criminal doctrine has elaborated so far.

The contribution of Constitutional law in these fields is particularly significant as well. In this respect, the administrative law area will underline the relevant aspects of the relationship between public administrations and immigrant foreign citizens in the perspective of social integration.

After a detailed analysis of national legislation about immigration and foreigner's status, the research activity will examine, on one hand, the framework of protections against administrative decisions on residence-permit application and refugee status recognition as well as against expulsion orders, with particular regard to the relationship between ordinary and administrative jurisdiction. The legal regulation of immigration will be analyzed in either national or comparative perspective.

On the other hand, the research will focus on the division of regulative competences on immigration between state and sub-state entities, with particular regard to the social integration of foreigners in the regional and local legislation and to immigrants' access to social services and administrative protections in local contexts.

Besides, the constitutional lawyers will study in depth the paradigm of the so-called "actual citizenship" of foreigners in the sub-national dimension.

This term defines the process of integration/inclusion of foreigners in the local political-territorial context in which they live and work, a process that implies rights of active participation to the political, cultural and social life of the territorial environment.

Further indicators of an “actual citizenship” enjoyment are the possibility to apply for assistance of sub-national not jurisdictional public authorities, such as the local Ombudsman, as well as the protection of fundamental constitutional rights of foreigners that are on probation or detention. To that extent, the local penitentiary reality provides for a privileged point of observation, in order to assess the level of implementation of “actual citizenship”, even in a “pathological” situation.

In this section of the research, the analysis will focus on the legal notion of “actual citizenship” – its constitutional roots, concrete expressions and inner relationship with the labour law area, as the workplace is one of the major channels of social integration.

Researchers will also examine whether and to what extent the development of the “actual citizenship” concept can be enhanced by the foreigners’ right to access to proper educational public policies, capable of improving their language skills. This right is not just functional to a conscious participation to the economic-productive centres of the local community, but also to its cultural and political life, as language is the medium of communication that, due to its relation-oriented nature, positively favours discussion and decisional processes in local communities, in full respect of the “new” citizens’ identities.

Moreover, while describing and analyzing the legal instruments that in the current legal system are instrumental to the achievement of inclusion of new citizens, without dispossessing them of their cultural identity, researchers will evaluate the possibility of introducing new techniques to support “actual citizenship” development. In this regard, the perspective of horizontal subsidiarity will constitute fertile ground for research. This principle may contribute, on the one hand, to achieve the (even consultative) participation to the management of public services delivered by public entities or by entities operating within a public-private participation model and, on the other, to the local re-employment and replacement of people that are on probation or on detention through public-private partnerships. As for the latter dimension, such initiatives could guarantee not only the educational aim of sanctions, but also the effectiveness of the right to work of immigrants and foreigners, as well as of their “actual citizenship”.

As for the disciplinary areas that are ontologically meant to confront with the public and/or private company system, their contribution to the project is all but minor.

In the area of company law, the leading topic will be the analysis of company culture as a means of integration: in fact, the legality of entrepreneurial actions becomes a significant channel for the transmission of a comprehensive culture of legality. The migrant worker lives the main part of his relationship with the host country in the workplace and, therefore, in the company. If, in this context, he immediately faces the necessity of rules compliance, there will be the conditions for a legality culture transmission out of the workplace, out of the company, into the worker’s family context of origin. The dissemination of a proper company culture, characterized by the respect of rules in company activities, is one of the main instruments favouring integration. To that extent, the analysis will be carried out on a double level: a theoretical reflection on the relationship between company culture and integration, on one hand, and an examination of specific sectorial fields, where the development of a consistent company culture and its spreading at single workers’ level is particularly favoured. As to the latter, it is worth considering the “corporate compliance” model - provided in Italy by the delegated decree 231/01 - and its positive implementation in companies with a high level of “multiculturalism” and a high number of workers of different nationality or ethnic origin. The analysis will be necessarily supported by an examination of the way companies have implemented inclusion policies in the local context, on the basis of respect of company legality.

As far as the labour law area is concerned, the question of diversity changes its connotations in accordance with the different perspective of analysis. We can focus on the relationship between European and national labour law in order to balance the stressing on the humanistic paradigm stemming from the European dimension – as it appears in a multiplicity of discrimination bans and affirmative actions – with the public and private company, as well as with the labour market. We can also confront with the problematic interaction between the normative framework of migration and antidiscrimination law, as well as with the factual limits to the implementation of international conventions, the presence into legal systems of peculiar contractual models, specifically addressed to foreigners (contract of residence-work), women, disabled, young and/or old people. Besides, it is worth examining in depth the functioning of welfare systems, testing their impact in relation with different risk factors (such as race, ethnic origin, personal and religious beliefs), in permanent interaction with national and sub-national equality bodies, entitled to control, as for their competences, the management of the labour market and of public and private companies.



The analysis will focus, in particular, on the interaction between safety and security in the local contexts, given the recent promulgation of the framework act on health and safety in the workplace, which requires a specific evaluation of diversity-related risks. The main target of the project should be to favour, in the logic of peer-to-peer good practices and mutual learning, the elaboration of European policies attentive to the local dimension of multicultural integration and of the law of diversity (this is the way the project declines the logic of tolerance in the legal context).

Finally, the analysis of the European Law area will focus on those European instruments that aim at achieving an effective integration of people within the territory of the European Union. The study will follow two guidelines. First of all, in an intra-European perspective, it will identify all the acts adopted by the European institutions in the field of private international and procedural law, that, through a progressive uniformisation of national legal systems, are instrumental to the achievement of one of the main objectives of the Community, namely the guarantee of the free movement of its citizens. The aim is to go beyond the results that have been achieved so far, which have been mainly concerned with the implementation of decisions, and to create a *corpus* of uniform norms on the applicable law.

These instruments include those aimed at the development of the so called Open Method of Coordination, promoted by the V Title of The EU Treaty for occupational policies, but progressively extended (and extendible further on) to other sectors (such as social inclusion) since the elaboration of the Lisbon Strategy.

Secondly, as for the relationship between the EU and Third Countries, another key-topic is provided by European policies on migration, aimed at avoiding the social exclusion of legally immigrated communities.

Both these fields of research contribute to achieve that space of freedom, security and justice that currently represents one of the major (if not the most important) targets of the Union.

### **1.3. European coverage and comparative perspective**

The project consortium is composed by seven partners, including Verona University as coordinator.

The geographical areas involved are Italy, France, Spain, Netherlands and Hungary. In order to guarantee an effective implementation of the pro-action project, the partners network is composed by research units located in different geo-political contexts, each characterised by specific models of multi-ethnic integration. All the local contexts involved are defined by advanced forms of socio-economical development. According to the country, their immigration scenarios are quite different, considering the steady situation of Netherlands and France and the rapidly increasing trends of Italy, Spain and Hungary. The different European position - Continental (Netherlands, France, Hungary) or Mediterranean (Spain, Italy) - represents a key factor that needs to be evaluated in the construction of the coordination network, in order to achieve a positive development of the research perspective.

Another factor that has strongly influenced the research project setting is the high contradictoriness of current Italian policies about foreigner immigrants (first or second generation): the key position held by these people in the productive organisation of the Country collides with a strong and spread hostility against them, as some sub-national contexts reveal. To this regard, Verona and Veneto Region, where the coordinating University is located, represent a paradigmatic place for highlighting these contradictions, as the recent condemn of the Major of Verona for race-related crimes confirms. As the local level represents the paradigmatic place for these contradictions (as mentioned in paragraph 1.1.1.), the project plan is arranged in accordance with a primary consideration: the interaction of legal researchers with experts coming from other excellent areas can significantly enhance the research value and direct comparison to a positive implementation of guidelines in the different local contexts. In a first phase - and with the support of a well-established stakeholders network - guidelines will be implemented in the Verona context. The outcomes and feedbacks of this experimentation will be accurately analysed in order to extend similar guidelines implementation and spread best practices across other local contexts.

Given these geo-social-political premises, the legal research (as verified in the permanent and targeted interaction with other disciplinary areas in order to guarantee its consistency with the topic's socio-anthropological-economic-pedagogic profiles) will valorise the specificities of each partner's country and/or local context.

The very venue of the interdisciplinary comparison is Verona University, whose main task is the coordination of work-packages, as it represents the permanent conceptual reference point of the research.

The other interdisciplinary venue is Spain: the Spanish partners are three, located in two different regions (Castilla La Mancha and Andalusia). The leading idea is to decline territorial comparison in a peculiar methodological virtuous circle where the traditional top-down research method (from the international level to the local one) is enriched by the primal importance the research plan assigns to the bottom-up method (from the local to the international level). The deliverables list (1.3.b) presents the concrete ultimate outcome of this multi-level process.

All the research units are significantly experienced in the field of European Law studies, with specialist competences that will be properly valorised within the research project.

As to **Netherlands**, the research team provided by the Centre for International Law of **Amsterdam University** is particularly qualified for the study of human rights in their cultural dimension (specifically, freedom of expression, freedom of religion, participation in cultural life). With regard to **Spain** and, in particular, the **Andalusian context**, the research team of **Sevilla University** is composed by experts of multiculturalism and local integration as read in a Constitutional law perspective; on the other hand, the research team provided by **Malaga University** is particularly qualified for the study of migratory phenomena, specifically in relation with the criminal law area. As for the latter, the main topics that will be analyzed are: crimes against foreigner citizens, criminal treatment of discriminations related to racism and xenophobia, crimes committed by foreigners, violence related to gender and multiculturalism. The research connection with the local context is guaranteed by the commitment of the team to the University project “Estudios Migratorios” on migratory phenomena in Andalusia. **Castilla La Mancha** is represented by the research team of Castilla La Mancha University, specialized in the analysis of migration phenomena and equal opportunities models in a labour and industrial relations law perspective. With regard to **France**, the research team provided by **CNRS** in collaboration with the Centre of comparative labour law of Bordeaux University is particularly experienced in the study of the social dimension of economic globalization, racial discriminations and international migrations. The local declination and implementation of its research activity is guaranteed by the connection with “Boulevard des potes”, an association that works at local level in Bordeaux to promote solidarity and fight against racial social exclusion and discriminations. Finally, as far as **Hungary** is concerned, the research team provided by the **Central European University of Budapest** is particularly experienced in the field of Comparative social protection, Equal Opportunity Law, Feminist Jurisprudence, Gender and Law as well as Labour Law of the European Union.

Each partner will participate to the research products elaboration and will organize a specific workshop on assigned topics, involving in the discussion even local stakeholders in order to guarantee a correct and multifaceted elaboration of the research guidelines.

The guidelines experimentation will be arranged in the Veneto territory in order to best valorise its role as paradigmatic local context. The outcomes and feedbacks of this experimentation will be shared, discussed and analysed with all the project partners and all the identified stakeholders. Comparison will be carried out by means of specific case-studies.

The case-studies represent the best way to guarantee the comparison between different legal systems. These cases will be properly defined in their methodological and substantial profiles in the first starting up meeting of the project (start-up WP2: § 4 Implementation) in order to emphasize the value-related dimension of the topic, its local declination and the testing of possible instruments capable to deal with the specific synthesized question. The case-studies will be specifically analysed in the workshops organized by the project partners.

In first outline, a part of their contents can be already anticipated: the functioning of a market of goods and services including direct and indirect discrimination bans (on the ground of gender, ethnic origin, race, age, disability, sexual orientation, personal and religious beliefs), foreigners’ access to health services, foreigners’ health control, the topic of infibulation, social security of extra-European workers, carers’ question and regularization, the related theme of clandestine workers’ regularization, the evaluation of safety in workplaces considering the differences between workers. This list is merely exemplificative: the ultimate definition will be discussed by the management entities of the project, namely the Inter-disciplinary Observatory, the Scientific Committee and the Stakeholder Coordination Office. A topic of particular interest could be, for example, as for the bank area, the amendments introduced in the main western legal systems in order to legitimate the exercise of bank activities in accordance with Islamic rules (so called Islamic bank), among whom the one that prohibits to charge interest on debt. As in Western Countries the number of Muslims is considerably increasing, public authorities are therefore developing new strategies to favour their social and economic inclusion. As mentioned above, the financial sector, in particular, offers Islamic citizens the possibility to use positive instruments consistent with the sharia, to meet significant economic and investment needs, besides civil integration. Among these needs there is the access to the first house propriety (for example the regulations on Islamic mortgage). This case-study provides for the opportunity to verify current normative frameworks at national level as well as identifying the local-related parameters of the topic, in order to define a case-study functional for a comparative analysis of the different legal systems involved in the project. The final products of the research will highlight any relevant profile of the topic, either in publications or in the elaborated guidelines. Another significant topic, to be studied with the same analytical method, seems to be the peculiar relationship between diversities, discriminations and medical science. The analysis of genetic qualities in the field of employment relationships currently offers three different types of utilization: the screening to verify a genetic predisposition that can cause a

hyper-sensitivity to pathologies determined by substances present in the workplace environment (so called eco-genetics); the genetic study on a single worker, in order to identify the causes of a disease that might be connected to substances present in the workplace or to his low tolerability; the genetic screening to verify the genetic susceptibility to a pathology that might develop in the future. Apart from possible eco-genetic benefits for the medical prevention and the enhancement of employment conditions, the risk arising from this type of analysis, sometimes carried out even in a pre-symptomatic stage, is the possibility for companies to use them as a criterion for selecting or dismissing workers, on the basis of a possible evolution of their health status, discriminating on the ground of highly probabilistic events or even developing a mobbing behaviour against the worker. As a matter of fact, this process would eventually end up being a sort of market eugenetics, where diagnostic discoveries are used as a social weapon. Case-studies are a useful means for comparison within the research plan, as they provide for trans-national links for the communication between different legal systems.

The cases will be elaborated in the first meeting of the starting up phase of the research and will be discussed in specific workshops organized in each partners' country for horizontal topics, including all the different disciplinary perspectives.

Possible topics for the discussion workshops in the partners' sites are: the functioning of the goods and services' market, including direct and indirect discrimination bans (on the ground of gender, ethnic origin, race, age, disability, sexual orientation, personal and religious beliefs), foreigners' access to health services, foreigners' health control, the topic of infibulation, social security of extra-European workers, carers' question and regularization, the related theme of clandestine workers' regularization, safety risks evaluation in workplaces considering the differences between workers, discriminations and the law of diversities; social inclusion techniques; the role of equality bodies; the significances of citizenship; safety and security; cooperation and coordination. Topics and case-studies will be defined by the Scientific Committee, the Interdisciplinary Observatory and by the Stakeholders Committee.

In the logic of comparison, the Comparative public law area will play a key-role, as it will provide the research with a double-levelled contribution. On one hand, this area will present and analyse in a comparative perspective the constitutional models of the law of diversities, identifying the current legal instruments for integration and their functioning schemes. On the other, in a specific local perspective, it will observe some local contexts and their answers to the integration demand, through a small/medium-scaled utilization of integration legal instruments. As mentioned above, these instruments range from repressive forms (for example, the recent wave of mayor's ordinances in many Italian cities, especially in the Verona context) to positive measures of promotion and protection of cultural diversities within local policies (so called mainstreaming), from the financial contribution to cultural activities to the determination of quotas in the public sector, to private-public partnerships. Even here, the comparative analysis can be grounded in paradigmatic territories, such as the Verona context, in Italy, and another comparable local context in the other European Countries involved.

#### **1.4. S/T methodology and associated work plan. S.M.I.L.E.: a pro-action research project**

##### **1.4.1. Overall strategy of the work plan**

The research project has a strictly legal multi-disciplinary nature, yet enriched by targeted inter-disciplinary control workshops, aimed at verifying the consistency of its products with the topic addressed by the proposal. The research plan is also strongly pro-action oriented, involving the setting of a preliminary theoretical base dimension, followed by the elaboration of a multiplicity of final products, complementary to each other, which represent the natural ultimate outcome of the former stage (such as monographs, guide-lines and recommendations). In the intermediate stages of the project, the research activity will be enriched by specific case-studies, in order to guarantee the achievement of the expected results and their measurability. As already explained, the comparison between the actors involved in the projects will be carried out within specific workshops organized in each partner's site (except for Spain, that participating with several research partners, will have to host at least two workshops).

These premises make easier to explain the multiplicity of final products expected to be the intermediate and ultimate results of the research plan. These products are:

- Intermediate research reports, to be delivered and provisionally published during the research.
- Final publication of the interdisciplinary contributions in a monographic volume;
- Guide-lines for the elaboration of an institutional and corporate organization model (diversity management/corporate councillors for ethnic-equality)

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- Construction of a promotional system for local integration through the implementation of the S.M.I.L.E. Label. In order to guarantee the best visibility to the project and to its intermediate and final products, the Legal Studies Department will launch a specific website dedicated to the Smile project.

1.4.2. THE TIMING OF THE DIFFERENT WPS AND THEIR COMPONENTS GANTT PROJECT SMILE – 24 months

	10/09	11/09	12/09	01/10	02/10	03/10	04/10	05/10	06/10	07/10	08/10	09/10			
<b>WP1: Project Mng</b>	[Shaded bar]														
<b>WP2: Start up</b>	UNIV R Meetin g	[Shaded bar]				WP2 researc h reports	[Shaded bar]								
<b>WP3: Workshops</b>	[Shaded bar]						Ws1	[Shaded bar]				Ws2	[Shaded bar]		Ws3W P3 researc h reports

	10/10	11/10	12/10	01/11	02/11	03/11	04/11	05/11	06/11	07/11	08/11	09/11
<b>WP1: Managemen t</b>	[Shaded bar]											
<b>WP4: Implementa tion</b>	Ws 4	[Shaded bar]		Ws 5	[Shaded bar]		Ws6W P4 researc h reports	[Shaded bar]				
<b>WP5: Disseminati on and follow up</b>	[Shaded bar]						[Shaded bar]					UNIV R Final Confer ence

(workshop - Ws 1-6)

<b>WP1: Management</b>	<b>WP2: Start-up</b>	<b>WP3: Workshops</b>	<b>WP4: Implementation</b>	<b>WP5: Dissemination and follow up</b>
Univr	Coordination: Univr  Partner: all	Coordination: Univr  Partner: all	Coordination: Univr  Partner: all	Coordination: Univr  Partner: all

**1.4.3. WPs description****Table 1.3 a: Work package list**

WP No	WP title	Type of activity	Lead participant No	Lead participant short name	Person-months	Start month	End month <sup>6</sup>
1	Project Management (MNG)	MGT	1	UNIVR	72	0	72
2	Start up	RTD	1	UNIVR	86	0	6
3	Workshops	RTD	1	UNIVR	113	7	12
4	Implementation	OTHER	1	UNIVR	129	13	18
5	Dissemination	OTHER	1	UNIVR	85	19	24
TOTAL					485		

**Table 1.3 b: Deliverables List**

Deliverable No.	Deliverable name	WP no.	Nature	Dissemination level	Delivery date
D1	MNG initial report	1	R	PP	6
D2	Smile website	1	O	PP	6
D3	MNG progress report	1	R	PP	12
D4	MNG final report	1	R	PP	24
D5	Research initial Report	2	R	RE	6
D6	Research progress Report	3	R	PU	12
D7	Research final Report	4	R	PU	15
D8	Monograph	5	O	PU	24
D9	Guidelines provisional draft	3	O	PU	12
D10	Guidelines publication	4	O	PU	15
D11	Recommendations for public entities	5	O	PU	24
D12	SMILE label	4	O	PU	15

**Table 1.3. c: List of milestones**

List of milestones

<i>Milestone number</i>	<i>Milestone name</i>	<i>WPs involved</i>	<i>Expected date</i>	<i>Means of verification</i>
1	<i>MNG start up</i>	<i>WP1</i>	1	<i>CP; UCO; ACO</i>
2	<i>Research start up</i>	<i>WP2</i>	6	<i>CP; PCC; SSC</i>
3	<i>Website launch</i>	<i>WP1</i>	7	<i>CP; UCO; ACO</i>
4	<i>Research progress</i>	<i>WP3</i>	12	<i>PCC; SCC</i>
5	<i>Research conclusion</i>	<i>WP4</i>	15	<i>PCC; SCC; IDO</i>
6	<i>Guidelines implementation</i>	<i>WP4</i>	15	<i>PCC; IDO; SP</i>
7	<i>SMILE Label implementation</i>	<i>WP4</i>	15	<i>PCC; IDO; SP</i>
8	<i>Monograph publication</i>	<i>WP5</i>	24	<i>PCC; SSC</i>
9	<i>Recommendations</i>	<i>WP5</i>	24	<i>PCC; SSC; SP</i>

CP - Coordinating Person

ACO – Administrative coordination Office

PCC – Project Coordination Committee

UCO – University Coordination Office

SSC – Smile Scientific Committee (external review)

IDO – Inter-Disciplinary Observatory

SP – Stakeholders Pools



**Table 1.3 d: Work package description**

WP no.	1	Start date or starting event:					1 <sup>st</sup> October 2009	
WP title	<b>PROJECT MANAGEMENT</b>							
Activity Type	MGT							
Participant No.	1	2	3	4	5	6	7	
Participant short name	UNIVR	Universidad Sevilla	Universidad Malaga	Amsterdam University	CNRS	CEU	UCLM	
Person-months per participant	72							

Objectives: Maintaining effective relations with the European Commission. Governance of the participants network, of meetings organisation and of outcomes dissemination.

#### **Description of work, tasks and role of participants**

The Coordinator will maintain relations with the European Commission about the project. This task will include the execution of the contract and the submission of reports.

It will organise all the entities meant to intervene in the project results verification and implementation. To this regard it will organise the Project Coordination Committee (PCC) for the governance of the project.

It will take care of all the legal and financial matters concerning the project.

It will organize the projects meetings in close connection with the partners and the local stakeholders.

It will manage the reporting, implementing and disseminating activities. To this regard, it will organise the design, launch and updating of a website dedicated to the Smile Project. Finally, it will take on every possible tasks connected to the outcomes communication and dissemination.

#### **Deliverables and month of delivery:**

- D1 – MNG Initial Report – Month due: 6
- D2 – Smile website – Month due: 6
- D3 – MNG progress Report – Month due: 12
- D4 – MNG Final Report – Month due: 24

WP no.	2	Start date or starting event:					1 <sup>st</sup> October 2009	
WP title	<b>START UP</b>							
Activity Type	RTD							
Participant No.	1	2	3	4	5	6	7	
Participant short name	UNIVR	Universidad Sevilla	Universidad Malaga	Amsterdam University	CNRS	CEU	UCLM	
Person-months per participant	50	6	6	6	6	6	6	

Objectives: presentation of research guidelines and objectives; definition of each participant's tasks; elaboration of the case-studies to be analysed; workshops planning; starting up of research activities.

#### **Description of work, tasks and role of participants**

After an opening meeting, scheduled to take place in Verona in October 2009, each research unit will start up its own planned activities. The aim is to deliver the first research reports by March 2010. Verona University will elaborate 11 disciplinary reports (one for each disciplinary area), while the other participants (Sevilla, Malaga, Castilla La Mancha, Amsterdam, CNRS e CEU) will deliver one report each.

Deliverables and month of delivery:

- D5 – Research initial reports – month due : 6

**Work package description**

WP no.	3	Start date or starting event:					1 <sup>st</sup> April 2010	
WP title	<b>WORKSHOPS</b>							
Activity Type	RTD							
Participant No.	1	2	3	4	5	6	7	
Participant short name	UNIVR	Universidad Sevilla	Universidad Malaga	Amsterdam University	CNRS	CEU	UCLM	
Person-months per participant	59	12	12	12	6	6	6	

Objectives: the main target, besides research continuation, is workshop activity. The outcomes achieved within each specific workshop will have a significant preparatory function for the organization of the experimental actions.

**Description of work, tasks and role of participants****ALL THE PARTICIPANTS:**

Continuation of research activities. Elaboration of the WP3 research reports (5 general reports UNIVR; - 1 report each other partner)

**PARTNERS: SEVILLA, MALAGA, AMSTERDAM**

Starting up of thematic workshops: each workshop will have to include the participation of the social parties, organizations and public entities of the local context involved (workshops - ws 1-3 Sevilla, Malaga, Amsterdam).

2° Joint meeting between the Scientific Committee, Interdisciplinary Observers and the Stakeholder Coordination Office (workshop location: Sevilla)

**VERONA UNIVERSITY:**

- Organization of the SMILE Label experimental action
- Guide-lines elaboration

**Deliverables and month of delivery**

- D6 – Research progress report – month due: 12
- D9 – Guidelines provisional draft – month due: 12

**Work package description**

WP no.	4	Start date or starting event:					1 <sup>st</sup> September 2010	
WP title	<b>IMPLEMENTATION</b>							
Activity Type	OTHER							
Participant No.	1	2	3	4	5	6	7	
Participant short name	UNIVR	Universidad Sevilla	Universidad Malaga	Amsterdam University	CNRS	CEU	UCLM	
Person-months per participant	75	6	6	6	12	12	12	

Objectives: research conclusion and testing phase start-up

**Description of work, tasks and role of participants**

ALL THE PARTNERS:

Conclusion of the WP4 research reports and planning of the monograph elaboration (location: Albacete/Toledo)

PARTNERS: CNRS, CEU, UCLM

Conclusion of the thematic workshops (Bordeaux October 2010, Budapest December 2010, Albacete/Toledo March 2011)

3<sup>o</sup> Joint meeting between the Scientific Committee, Interdisciplinary Observers and the Stakeholder Coordination Office (Location Bordeaux)

UNIVR

- Guidelines drafting (educational/formative model, organization model, Smile label)
- Start up of the testing phase of Smile label implementation

**Deliverables and month of delivery**

- D7 Research Final Report – month due: 15
- D10 Guidelines publication – month due: 15
- D12 SMILE Label – month due: 15

**Work package description**

WP no.	5	Start date or starting event:					1 <sup>st</sup> April 2011	
WP title	<b>DISSEMINATION AND FOLLOW UP</b>							
Activity Type	OTHER							
Participant No.	1	2	3	4	5	6	7	
Participant short name	UNIVR	Universidad Sevilla	Universidad Malaga	Amsterdam University	CNRS	CEU	UCLM	
Person-months per participant	49	6	6	6	6	6	6	

Objectives: implementation of the research results, feedback gathering, definition of the follow-up, results dissemination.

**Description of work, tasks and role of participants**

UNIVR:

- Guidelines testing (on territorial context, companies, public entities)
- Final Conference (Verona)
- Publication of the miscellaneous monograph
- Verification of results of Guidelines and Smile label implementation.
- Feedback gathering.
- Project coordination and management. In the WP5 the Verona Unit will carry on the coordination and management of the project, especially with regard to the dissemination of outcomes, in Italy and abroad.

4° Joint meeting between the Scientific Committee, Interdisciplinary Observers and the Stakeholder Coordination Office (location Verona: June 2011)

ALL THE PARTNER: Feed-back analysis, follow-up proposals and results dissemination.

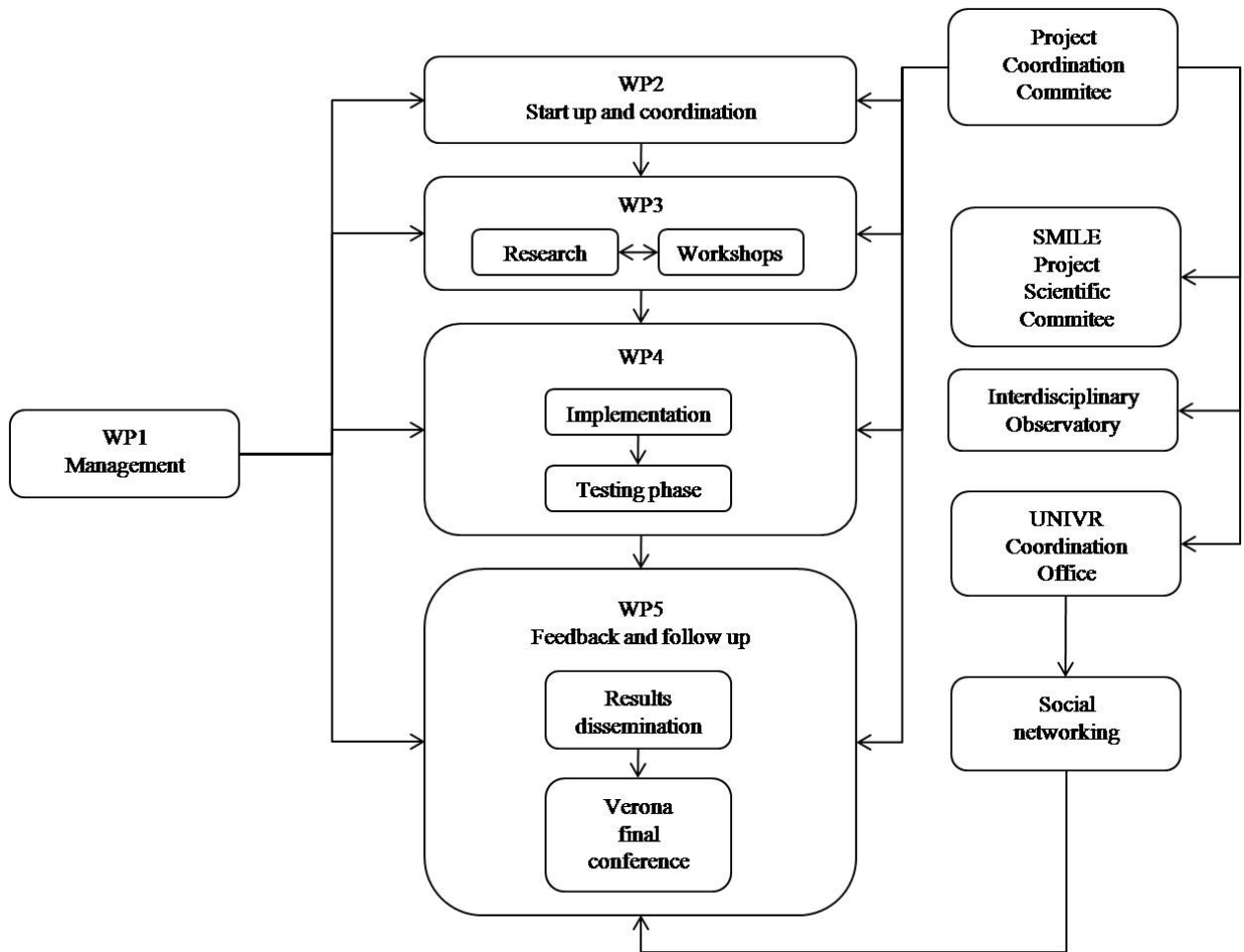
**Deliverables and month of delivery**

- D8 – Monograph – Month due: 24
- D11 – Recommendations for public entities – Month due: 24

**TABLE 1.3 e: SUMMARY OF STAFF EFFORT**

Participant no. / short name	<b>W P1 MNG</b>	<b>WP2 START UP</b>	<b>WP3 WORKSHOP S</b>	<b>WP4 IMPLEMEN TATION</b>	<b>WP4 DISSEMINA TION AND FOLLOW UP</b>	Total person months
<b>UNIVR</b>	72	50	59	75	49	257
<b>SEVILLA</b>		6	12	6	6	30
<b>MALAGA</b>		6	12	6	6	30
<b>AMSTERDA M</b>		6	12	6	6	30
<b>CNRS</b>		6	6	12	6	30
<b>CEU</b>		6	6	12	6	30
<b>UCLM</b>		6	6	12	6	30
Total	72	86	113	129	85	485

1.3 iv Graphical presentation of the components and of their interdependencies



### 1.3 v: Significant risks and associated contingency plans

There are two main potential risks that the research plan has to consider:

1. The first one may be posed by **the tight timetable** of the research plan. The project is to be carried out through parallel work phases for the first 18 months of the research (WP1, WP2, WP3) and it is meant to produce two different types of outcomes: research projects and guidelines.  
In order to avoid possible delays and meet the intermediate and final deadlines, the research team of each participant will be composed by several experts, so that research tasks can be shared and properly allocated and the concentration kept high and constant by all the staff members.  
Verona University has the largest research team, as it will take part in two different research groups at the same time - research groups that are meant to work in parallel. The clear and precise planning of the research group, to be set up since the first opening meeting of the project, enables to meet the deadlines of the deliverables list.
2. The planning and the management of the **guidelines experimentation** stage (that will include the experimentation and testing of the Smile label as well) represent the second significant risk within the project. This experimentation is not simple, yet it has really good potentials thanks to the key role of the Univr Coordination Office, that will interact with all the partners and stakeholders and accurately manage the social networking participation.



## 2. Implementation

### 2.1. Management structure and procedures

The research activity has a strictly legal nature, yet enriched by a targeted interaction with observers from economic, demo-ethno-anthropological, socio-pedagogic disciplinary areas, in order to guarantee its consistency with the topic addressed by the proposal.

The research will be carried out through continual specific control-workshops that will include four areas other than legal science, in order to gain:

- an active and constructive scientific discussion within the context of seminary courses and in the elaboration of intermediate research reports.
- an active participation to the workshops.
- a contribution to the elaboration of the final research products and outputs.

As the research has a pro-active nature, there will be two types of outputs.

- a) traditional products of academic research, such as monographs, essays and scientific journal articles.
- b) experimental products elaborated with the participation and contribution of the stakeholders of the local contexts involved, such as guide-lines for public administrations and companies, with particular regard to:
  - the construction of the so called “diversity management”
  - the introduction of company councillors for ethnic equality
  - mediation strategies to be implemented at local level.

The consistency and compliance with the projected model will be certified by the “S.M.I.L.L.E. label”, that will be a clear and simple indicator of respect of rules by all the parties involved. The way this label will be used cannot be defined a priori, yet it will be one of the most immediately visible outputs of the project. The guidelines and the Smile Label will be elaborated and experimented with the support of a Stakeholder Pool of the territories involved.

### 2.2.1. MANAGEMENT AND DECISIONAL PROFILE OF S.M.I.L.L.E. PROJECT

#### SMILE PROJECT SCIENTIFIC COORDINATOR (CP)

Prof. Laura Calafà	<p>Associate professor of Labour law in Verona University. Among her teaching activities, she is lecturer in the Master in Inter-cultural Mediation. Was member of the Scientific Committee on “Human Rights: gender, differences and discriminations and of the Inter-ministerial Committee on “Human beings trade” instituted by the Equal Opportunities Department of the Office of the President of the Council of Ministers, March 2007 – May 2008. Was expert for the National Office against racial discrimination, Office of the President of the Council of Ministers, August 2007 – December 2007. She is member of the Mobbing Research Group, established by Regione Veneto and co-ordinated by Prof. Perbellini, Occupational Medicine, Medicine Faculty, Verona University; Was technical-scientific supervisor for the Sector NOW – Orienta Project European Programme, Integrated action for the development of a territorial system of occupational promotion - 1999; Was coordinator and supervisor of Discriminations and inspection services in the framework of equal opportunities regulations, research project funded by Verona University and the Equality Counsellor of Verona, 2007-2008; <u>Was supervisor of the Research Unit of Verona in <i>More than one day daddy</i>, Equal Project, European Commission Research (Co-ordinator of the project: EWA), 2005-2006;</u> participated to Rights protection and citizens security in the European Constitutional dimension, Fibr Research. Prof. Calafà has written and presented papers at conferences on a variety of topics, including the European antidiscriminatory law.</p> <p><u>She is coordinator of Verona research unit of the project <i>Freedoms and rights of workers on working time</i>, national research project funded by Miur (2006 call), National co-ordinator: Prof. Bruno Veneziani, Bari University. Among her numerous publications, the latest in strict relation with the topic addressed by the proposal <i>Leaves and work relationship</i>, 2004, Padova: Cedam</u></p>
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	(P. 1-357); <i>L'inclusione sociale degli stranieri e il modello regolativo nazionale. Le azioni positive soft in Diritto immigrazione cittadinanza</i> 2008 (p. 1-19). <i>Procedure d'infrazione e diritto antidiscriminatorio: l'apporto del d.l. 59/2008 (artt. 8 quarter, sexes, septies)</i> , in <i>Studium Iuris</i> 2009 (p. 1-6). <i>Anti-discriminatory directives of "new generation": the Italian implementation</i> , in <i>Studium Iuris</i> , n. 7-8/2004, p. 873-881. <i>Possible affirmative actions between fight against discriminations and equality promotion</i> , in <i>Lavoro e diritto</i> , 2/05, p. 87-107.
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There will be a **PROJECT COORDINATION COMMITTEE (PCC)** composed by one representative of each of the participating organisations, namely Prof. Donata Gottardi (UNIVR), Prof. Manuel Medina Guerrero (Sevilla Universidad), Prof. Patricia Lorenzo (Malaga Universidad), Dr. Yvonne Donders (Amsterdam University), Prof. Isabelle Daugareilh (CNRS), Prof. Csilla Kollonay (CEU), Prof. Joaquin Aparicio (UCLM). Its main task is to monitor the progress of the project, to compare the progress with respect to the project objectives and to decide on remedial actions in case of divergences between the project objectives and the progress. The Committee decides by majority voting. In case of a tie in the number of votes, the chairwoman (Prof. Donata Gottardi) will consult with all participants but in the end her vote counts as twice an ordinary vote.

#### **PCC CHAIR WOMAN**

Prof. Donata Gottardi	Full Professor of Labour Law at the Faculty of Law of the University of Verona. Former member of the European Parliament, from May 2006 to May 2009. Former deputy rector of Verona University from November 2004 to May 2006. Former Head of the Department of Legal Studies of the University of Verona from October 2002 to March 2006. She was Rector's delegate for equal opportunities of the University of Verona from 1999 to 2004. She was deputy National Equality Councillor of the Italian Government from July 1995 to March 2001. <i>Formerly coordinator of Verona Unit within the National research project on "Company structure and participation models", (Cofin 2003), directed by Prof. L. Mariucci, University of Venice.</i> Among her numerous publications, mostly related to the topic of social integration and inclusion: <i>Le discriminazioni basate sulla razza e sull'origine etnica</i> , in M. Barbera (ed.) <i>Il nuovo diritto antidiscriminatorio</i> , Giuffrè, Milano, 2007, pp. 1-42; <i>Dalla responsabilità sociale d'impresa alla responsabilità di territorio</i> , in F. Peraro, G. Vecchiato (ed.), <i>Responsabilità sociale del territorio. Manuale operativo di sviluppo sostenibile e best practices</i> , Angeli, Milano, 2007, pp. 19-31; <i>Il modello sociale europeo sostenibile e verificato, tra divieti di discriminazione e politiche di inclusione sociale. Una lettura di genere</i> , in G. Godetti, (ed.), <i>Lavori, disuguaglianze e protezione sociale</i> , Angeli, 2007, pp. 122-134; <i>Premialità, controllo, repressione: la definizione di una strategia di intervento in materia di lavoro illegale</i> , in <i>Le politiche pubbliche di contrasto al lavoro irregolare</i> , Conference proceedings, Taranto, 12 maggio 2007, V. Pinto (ed.), Cacucci, Bari, pp. 153-187; <i>Politiche migratorie e programmazione dei flussi</i> , in A. Tursi, (ed.), <i>Lavoro e immigrazione</i> , Giappichelli, Torino, 2005, pp. 139-152; <i>Il ricongiungimento familiare</i> , in A. Tursi (ed.), <i>Lavoro e immigrazione</i> , Giappichelli, Torino, 2005, pp. 310-324; <i>Dalle discriminazioni di genere alle discriminazioni doppie o sovrapposte: lo stato della normativa in Italia</i> , in <i>GDLRI</i> , 2003, n. 3-4, pp. 447-473; <i>Spunti critici in tema di lavoratori stranieri extracomunitari (l. 30/12/1986, n. 943)</i> , in <i>Studi in memoria di M. Offeddu</i> , Padova, 1988, pp. 261-280; <i>L'immigrata e il lavoro</i> , in <i>LD</i> 1994, n. 2, pp. 247-260.
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#### **ITALIAN REFERENCE POINTS FOR THE PARTNERS**

Prof. Maurizio Pedrazza Gorlero	Full Professor of Constitutional Law in Verona University. Former Dean of the Verona School of Law, from March 2003 to October 2008. Former Vice-Major of the Municipality of Verona, from June 2002 to June 2007. He has taught Constitutional Law in the Universities of Padua, Sassari,
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	Verona, Milan and Catania. He has been doing research in Germany, France and Great Britain. He was Coordinator of Verona Unit within the following National research projects: 1) “Democrazia, Rappresentanza, Responsabilità” (Cofin 2000-2001), directed by prof. L. Carllassare, University of Padua; 2) “Dalla Corte dei diritti alla Corte de conflitti: recent sviluppi nella giurisprudenza e nel ruolo della Corte costituzionale” (Cofin 2005), directed by Prof. V. Onida, Milan University and Former Chief-justice of the Italian Constitutional Law. His fields of research are: fundamental rights, information, regional and local law, sources of law.
Prof. Lorenzo Picotti	Full professor of Penal Law and Computer Penal Law at Faculty of Law, University of Verona, Coordinator of the Research Doctorate of Business Law and Economic; member of Scientific Committee of the International Association of Penal Law (AIDP). Research activity abroad since 1981: Max-Planck-Institute for International Penal Law, Freiburg (D), University of Würzburg (D), American University-Washington DC (USA), University of California-Berkeley (USA), University of Edinburgh (UK), lectured at national and international meetings (Trier, Utrecht, Cuenca, A Coruna, Mexico City, Guadalajara, Bogotá, Rio de Janeiro) and organized meetings in Bolzano, Trento and Verona, teaching experiences abroad (Universities of Barcelona, Malaga, San Sebastian, Santander, Madrid, Paris). Since 1977 has published or edited more than 150 works on Penal Law (also in English, French, German and Spanish).
Prof. Francesco Palermo	Associate Professor, Comparative Public Law, Faculty of Law, University of Verona; Adjunct professor, European, Comparative and International Law, Vermont Law School, USA; Director, Institute for Studies on Federalism and Regionalism, European Academy, Bolzano/Bozen; Senior Legal Adviser, OSCE High Commissioner on National Minorities; Member, Advisory Committee on the Framework Convention for the Protection of National Minorities, Council of Europe; Over 150 publications (including 7 monographs and 13 edited volumes) in several languages on the fields of expertise, particularly in comparative and European constitutional law, minority rights, federalism and regionalism, cross-border cooperation; Teaching experience in the same fields in several countries and languages.
Prof. Matteo Ortino	Associate Professor at the Faculty of Law of the University of Verona, where he teaches Economic Law and Comparative Public Law. His research is mainly in the field of economic law, focusing on the law and regulation of capital markets, and on the interplay between national, regional and international sources of law in that field. Prof. Ortino has written and presented papers at conferences on a variety of topics, including the European single market, electronic commerce, banking and investment law and international financial law. Among his latest publications are: “ <i>The Notion of Economic Law and Regulatory Competition</i> ”, in <i>Economic Law as an Economic Good</i> , K Meessen, A Puttler, M Bungenberg (eds), Beck-Verlag, 2009, and “ <i>Law of the Global Economy: In Need of a New Methodological Approach?</i> ”, in <i>International Economic Law: The State and Future of the Discipline</i> , C Picker, I Bunn, D Arner (eds.), Oxford, Hart Publishing, 2008. Prof. Ortino holds a degree in political science and a degree in law from the University of Florence, and a doctorate from the University of London.
Prof. Enrico Milano	Researcher in International Law, Verona University with several

	<p>professional experiences abroad (LL.M. in International Law with Distinction at the University of Nottingham -1999- and a Ph.D. at the London School of Economics -2004-, from May 2004 to September 2005 he was based at the University of Maastricht, where he worked as post-doctoral researcher on an NWO-funded project directed by Menno Kamminga on the influence of human rights law on the jurisprudence of the ICJ; from September 2005 to September 2006, he worked at the Amsterdam Center for International Law as Marie-Curie post-doctoral fellow. His project dealt with the applicability of human rights law and international humanitarian law in occupied territories and its enforcement by non-state actors.</p>
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#### **ADMINISTRATIVE COORDINATION OFFICE (ACO)**

prof. Daniele Corletto	<p>Head of the Legal Studies Department of Verona University. Full Professor of Administrative law at the Faculty of Law, University of Verona. <i>Research themes:</i> Main research fields: administrative law, administrative procedures, judicial review, regional law. <i>Teaching:</i> Administrative Law; Local Government Law; Judicial Review. Former Professor of Administrative law and Public Law at the Faculty of Economics, University of Verona (since 1999). From 1991 to 1999 Professor of Public law at the Faculty of Political Sciences in Padua.</p>
Dr. Lisa Lanzoni	<p>Phd. candidate of Italian and European Constitutional Law in Verona University. Reserching field: the development of the regional territories in the Italian and EC framework. Consultant of the Department of Regional Affairs and Local Autonomies of the Italian Council Presidency from February 2005 to February 2008, in charge of legal aspects, management and research concerning Interreg III B Projects (LexALP Project-Harmonising Legal Terminology; MigraValue Project-Valuing Migration as a Development Tool; MediaALP Project-Development and evaluation of the Alpine cultural heritage). Appointed as External Expert of the Department of Regional Affairs and Local Autonomies of the Italian Council Presidency by Decree of the Council President, in August 2005.</p>
Dott. Martino Zamboni	<p>Company Economics expert in the Faculty of Law of Verona University. Business Consultant in Verona. Ph.D. in <i>Company Law and economics</i>.</p>

In order to guarantee the achievement of the expected impacts and results, there will be **AN INTER-DISCIPLINARY OBSERVATORY (IDO)**, composed by experts of socio-cultural, economic and educational areas:

Prof. Agostino Portera	Full professor of social pedagogy of Verona University, Educational Science Faculty, Head of the Master Course in Inter-cultural Mediation
Prof. Leonardo Piasere	Full professor of cultural anthropology, Verona University, Educational Science Faculty, Department of Psychology and Cultural Anthropology
Prof. Chiara Leardini	Associate professor of Company economics, Verona University, Manager of "VeronaInnova" Research Centre
Dr. Samia Kouider	Algerian sociologist, freelancer
Dr. Jean Pierre Piessou	Philosophy and theology expert, Manager of the Foreigners Office of Cisl Trade Union, Verona

The Observatory will work in close contact with the **SMILE PROJECT SCIENTIFIC COMMITTEE (SSC)**, composed by members **external** to Verona University, whose main task will be the external review and control of the project milestones achievement.

The members of the Scientific Committee are:

Prof. Luigi Mariucci (Coordinator)	Full Professor of Labour Law at the Faculty of Economics of the Cà Foscari University (Venezia)
Prof. Francesco Cavalla:	Full Professor of Philosophy of Law, Faculty of Law, University of Padova. 2002-2008 Director of Dept. of History and Philosophy of Law in Faculty of Law, University of Padua. Since 2002-2005 Director of first post graduate course "Theory and Practice of Legal Argumentation".
Prof. Alessandro Simoni	Associate professor of comparative criminal law, Florence University, National expert for an European network on antidiscrimination law
Dr. Italia Fortunati	Verona Prefect
Dr. Mario Giulio Schinaia	Head of the Public Prosecutor's Office of Verona
Dr. Michele Palma	Head of the Equal Opportunities Department of Italian Government
Dr. Oriana Calabresi	Judge of the Italian Court of Auditors and Italian Office against racial discrimination expert
Dr. Antonella Ninci	Inail lawyer and Italian Office against racial discrimination expert

The implementation stage of the research project will be facilitated by the institution of Local stakeholders Pools, composed by public authorities, companies and social parties, connected by a **UNIVERSITY COORDINATION OFFICE (UCO)** that will manage the social networking and the experimental implementation stage of the project (Guidelines and Smile Label). The Coordination is carried out by:

Dr. Marco Peruzzi	Research fellowship in Labour Law in Ferrara University on the topic "New instruments for an integrated management of safety". Lecturer in Labour Law at the Medicine Faculty of Verona University. Ph.D. in "Company Economics Law", Verona University; Master in "Corporate Social Responsibility", Verona University. Among his publications: <i>Da Bartsch a Mangold e ritorno: l'interpretazione delle direttive 2000/43/Ce e 2000/78/Ce nella giurisprudenza della Corte di Giustizia</i> (2009, forthcoming).
Dr. Caterina Isolde Quadranti	Manager of the European Documentation Centre of Verona University since March 2003; Coordinator of the network of Italian Centres of European Documentation (CDEs) and member of the staff of the national website of Italian CDEs, since June 2007. Master's degree in "European integration", Faculty of Political Science, Padova University – 2005.

**2.2 INDIVIDUAL PARTICIPANTS DESCRIPTION*****Participant 1 – the Coordinator - Legal Studies Department***

The Legal Studies Department of Verona University, instituted in January 1999, is located in the Faculty of Law, Via Carlo Montanari 9, Verona. Its major aim is the organization and support of research activities in the scientific areas of legal interest. Specifically, it promotes and coordinates research projects, in full respect of professors' and researchers' autonomy and freedom. Besides, it organizes the Research Centres within its competence, on the basis of contracts and conventions with public and private entities, be they Italian, European or non-European. Finally, it organizes or supports the organization of seminar courses and conferences of specific scientific value. With particular regard to the topic of equal opportunities, in the last three years the Legal studies Department has organized numerous specific activities, namely: a seminar course on anti-discrimination law in the European context, with the support of the Equal Opportunities Department of "Presidenza del Consiglio dei Ministri" of the Italian Government and the Equal Opportunities Counsellor of Verona. A Specialisation Course for Confidential Counsellors (4 editions, 2005/2006; 2006/2007; 2007/2008; 2008/2009), coordinated by prof. Laura Calafà. Two Conventions with the Equal Opportunities Counsellor of Verona for the implementation of specific equal opportunities actions, like consistent research projects, good practices local spreading, conferences and seminar courses' organization. Lessons on anti-discrimination law within the Specialized degree courses of the Faculty of law. Lessons on anti-discrimination law within the Specialization school for legal professionals of Verona and Trento Universities. Besides, the Legal studies Department participated as a transnational partner to the European project "More than one day daddy", as attested by the Convention VS/2005/0444 signed by the European Commission with EWA. For more information about the Legal Department of Verona University: <http://www.dsg.univr.it/dol/main>; For more information about its staff: <http://www.giurisprudenza.univr.it/fof/main?ent=persona&grp=2>.

Francesca Zanuso, Stefano Fuselli,	Philosophy of Law
Maria Caterina Baruffi, Enrico Milano, Elena Fasoli, Caterina Fratea	International and European Law
Maurizio Pedrazza Gorlero, Elisabetta Crivelli, Daniele Butturini, Laura Bertolaso	Constitutional Law
Giovanna Ligugnana, Sergio Moro	Administrative Law
Stefano Troiano, Alessandra Cordiano	Private Law
Lorenzo Picotti, Roberto Flor	Criminal Law
Paolo Butturini, Alessandra Zanardo	Company Law
Donata Gottardi, Laura Calafà, Marco Peruzzi	Labour and Social Security Law
Francesco Palermo, Matteo Nicolini	Comparative Public Law
Matteo Ortino	Economics Public Law

*(For more information about the staff cv see §2.1.)*

**Participant 2 – University of Sevilla, Spain**

The research team of Sevilla University is particularly qualified, as it is composed by experts with significant experience in the study of multiculturalism and local integration in a Constitutional law perspective.

<b>Manuel Medina Guerrero</b> - Full Professor of Constitutional Law, Sevilla University	in the Department of Constitutional Law. Among his numerous publications: 2008: <i>Las nuevas formas de participación de los Gobiernos Locales en la toma de decisiones de las Comunidades Autónomas</i> ; 2006: <i>La regulación de la organización política del Ayuntamiento de Madrid</i> ; 2006: <i>Las competencias</i> ; 2005: <i>La articulación de la suficiencia financiera de los Entes locales</i> .
<b>Abraham Barrero Ortega</b> - Full Professor of Constitutional Law, Sevilla University	Among his numerous publications, he is author of the books: <i>La libertad religiosa en España [Religious freedom in Spain]</i> , 2006; <i>Modelos de relación entre el Estado y las Iglesias en la historia constitucional española [Models of relationships between State and Churches in Spanish constitutional history]</i> , 2007; <i>Las grandes decisiones del Tribunal Europeo de Derechos Humanos, [The main decisions of European Court of Human Rights]</i> , 2005 (with Manuel J. Terol Becerra and Fernando Álvarez Ossorio Micheo).
<b>Blanca Rodríguez Ruiz</b> – Lecturer of Constitutional Law, Seville University	Among her publications: 2008: <i>Autonomía, salud y genética. Algunas reflexiones</i> ; 2006: <i>The Logic of Rights vs. the Logic of Representation. The Case of Cohabitants in Spain</i> ; 2004: <i>La Carta de Derechos Fundamentales de la Unión Europea. Acordes y desacuerdos</i> .
<b>Irene Sobrino Guijarro</b> - Lecturer of Constitutional Law, University of Seville	2007: Welfare state and federalism: a constitutional viewpoint. The cases of Germany and Spain within the framework of the European Union; 2006: “La Constitución Europea y la distribución de competencias sociales entre los estados miembros y la Unión”; 2004: “Federalismo e igualdad. Análisis crítico de la violencia doméstica en Estados Unidos”, <i>Las mujeres y la experiencia autonómica</i> ; 2003: “The Constitution for Europe and the delimitation of social competences between the Member States and the Union”.
<b>Manuel Carrasco Duràn</b> - General Subdirector of Constitutional Affairs/ Ministry of Presidency	Among his numerous publications: Los procesos para la tutela judicial de los derechos fundamentales, Publicado por el Centro de Estudios Políticos y Constitucionales, Madrid, 2002, 572 págs; El reparto de competencias entre el Estado y las Comunidades Autónomas sobre la actividad económica; Consideraciones desde la perspectiva constitucional acerca de las diferencias de trato fiscal causadas por las normas de los Territorios Históricos del País Vasco y de la Comunidad Foral de Navarra sobre incentivos fiscales a empresas. Comentario a la STC 96/2002; La repercusión de la integración en la Unión Europea en la reforma del Estatuto de Autonomía de Andalucía.

**Participant 3 – University of Malaga, Spain**

The research team provided by Malaga University is particularly qualified for the study of migratory phenomena, specifically in relation with the criminal law area. The main topics that will be analyzed are: crimes against foreigner citizens, criminal treatment of discriminations related to racism and xenophobia, crimes committed by foreigners, violence related to gender and multiculturalism. The research connection with the local context is guaranteed by the commitment of the team to the project “Estudios Migratorios” on migratory phenomena in Andalusia.

Staff for the project: the proposed research will be carried out by Prof. Patricia Laurenzo Copello, Prof. Ana Maria Prieto del Pino, Dr. Ivan Salvadori and by one post-doctoral researcher whose name is not yet defined.

<p><b>Prof. Patricia Laurenzo Copello,</b></p> <p>Full professor of Criminal Law, Faculty of Law, Malaga University.</p>	<p>She currently participates to the Malaga University collective project “Estudios Migratorios” on migratory phenomena in Andalusia. Her research and teaching contribution concerns the relationship between immigration and criminal law, crimes against foreigner citizens, criminal treatment of discriminations related to racism and xenophobia, crimes committed by foreigners, violence related to gender and multiculturalism. She was coordinator of the National projects “Los derechos de los inmigrantes en España: las funciones de las distintas instancias políticas” (2002-2005) and “El impacto de la inmigración ilegal en Derecho penal” (1999-2001). Among her numerous publications connected to the topic addressed by the proposal: <i>Ultimas reformas en el Derecho penal de extranjeros</i> (2004); <i>La protección de los derechos de los ciudadanos extranjeros</i> (2003); <i>Inmigración y Derecho Penal. Bases para un debate</i> (2002); <i>La protección penal frente a conductas racistas y xenófobas</i> (2000); <i>Marco de protección jurídicopenal del derecho a no ser discriminado. Racismo y xenophobia</i> (1996)</p>
<p><b>Prof. Ana María Prieto del Pino</b></p> <p>Associate Professor of Criminal Law, Faculty of Law, Malaga University</p>	<p>Among her numerous publications: <i>Uso de información privilegiada en el mercado de valores</i> □ Ana María Prieto del Pino □ Boletín de información del Ministerio de Justicia, ISSN 0211-4267, Año 60, N° 2015, 2006 (Ejemplar dedicado a: la armonización del derecho penal español: una evaluación legislativa), pags. 168-180; <i>Una contribución al estudio de la delincuencia económica: el sistema económico diseñado por la Constitución Española</i> □ Ana María Prieto del Pino □ Revista de derecho penal y criminología, ISSN 1132-9955, N° 12, 2003, pags. 95-140; <i>El derecho penal ante el uso de información privilegiada en el mercado de valores</i> □ Ana María Prieto del Pino □ Editorial Aranzadi, 2004; <i>La política legislativa penal en Occidente : una perspectiva comparada</i> □ coord. por José Luis Díez Ripollés, Susana Soto Navarro, Ana María Prieto del Pino □ Tirant lo Blanch, 2005. ISBN 84-8456-265-4</p>
<p><b>Dr. Ivan Salvadori</b></p>	<p>Post doctoral researcher, expert in Comparative criminal law</p>
<p><b>Post-doctoral researcher</b></p> <p>(to be defined)</p>	



**Participant 4 – University of Amsterdam, Netherlands**

The research team provided by the Center for **International Law** of Amsterdam University is particularly experienced in the study of **human rights in their cultural dimension** (specifically, freedom of expression, freedom of religion, participation in cultural life).

<p><b>Yvonne Donders</b>, Deputy Director, Amsterdam Center for International Law, Amsterdam University.</p>	<p>She is currently the Chair of the Dutch United Nations Association. Previously, she was Programme Specialist on Economic, Social and Cultural Rights in the Division of Human Rights and Struggle against Discrimination of UNESCO's Secretariat in Paris; among her publications, "<i>Culture and Human Rights</i>", forthcoming 2009; "<i>The UN Declaration on the Rights of Indigenous Peoples: a Victory for Cultural Autonomy?</i>", 2008; "<i>The History of the UNESCO Convention on the Protection and Promotion of the Diversity of Cultural Expressions</i>", 2008; "<i>A Right to Cultural Identity in UNESCO</i>" 2008; with Vladimir Volodin (eds.) <i>Human Rights in Education, Science and Culture: Legal Developments and Challenges</i>, 2007; "<i>Study on the legal framework of the right to take part in cultural life</i>", 2007; "<i>The Protection of Cultural Rights in Europe: None of the EU's Business?</i>", 2003; <i>Towards a Right to Cultural Identity?</i>, 2002.</p>
<p><b>Annamari Laaksonen</b>,  Researcher and Programme Officer at the Interarts Foundation</p>	<p>Annamari Laaksonen has been working as a Researcher and Programme Officer at the Interarts Foundation since 2000. She holds a MASocSc in International Politics from the University of Tampere. Prior to Interarts, she conducted PhD studies in international law and worked at the Carter Center in Atlanta, supported by a Fulbright Scholarship and the Finnish Ministry of Foreign Affairs. She is actually a PhD candidate in Cultural Policies at the University of Girona and her PhD dissertation will concentrate on the role of cultural normative in sexual and reproductive health. She has coordinated several cooperation projects in Europe, Latin America and Africa and is currently coordinating a Study on the Access of Young People to Culture for the Education, Audiovisual and Culture Executive Agency of the European Commission. She has lectured widely in different universities and has participated in many conferences. Among her publications: "<i>Access, participation and cultural provision in the European Context</i>", 2009 (forthcoming); "<i>Building Cohesion: Cultural Rights and their application into policies and action</i>", 2006; "<i>Local Policies for Cultural Diversity. With emphasis on Europe and Latin America</i>", 2006; "<i>The Engaged culture: cultural rights and duties</i>", 2006; "<i>Cultural Rights Dialogue</i>" 2006; "<i>The Cultural impact of immigration</i>" 2005; "<i>Research on the understanding on cultural rights</i>", 2006; "<i>Measuring Cultural Exclusion through the Right to Participate in Cultural Life</i>".</p>
<p><b>Dr. Elisa Fornalè</b> PhD student</p>	<p><u>Education:</u> PhD candidate in International Human rights Law Program at the Department of Law and Political Science, Palermo College of Law. Dissertation topic: Relationship between Human rights and Migration Law in transit areas. Master's Degree in "Mediation and Conflict Management". International Law degree, <i>Thesis</i>: International Migration Law, Trento College of Law.</p> <p><u>Research activity:</u> Human Rights Law Research Assistant to Dr. Curtis Doebbler, American University, Washington College of Law. Researched legal matters and wrote thesis Migrations and Respect for Family reunification, Louvain la Neuve College of law.</p> <p><u>Publication:</u> "<i>Pour une migration responsable: le parcours du migrant vers l'Europe</i>", published by the Zakoura Foundation, Casablanca, Morocco 2008.</p> <p><u>Professional experience:</u> Legal consultant in Morocco and Algeria (2007-2008). Responsible of the project "<i>Migration: Tous en réseaux!</i>", funded by European Union, to develop theoretical underpinnings of migration procedures, legal aspects and a case study approach. Lawyer in Milano (2006-2007), specialized in International Law and Migration law.</p>

**Participant 5 – National Centre of Scientific Research (CNRS), France**

The research team is provided by CNRS in collaboration with the Centre of comparative labour law of Bordeaux University. It is particularly experienced in the study of the social dimension of economic globalization, racial discriminations and international migrations. The local declination and implementation of the research activity is guaranteed by the connection with “Boulevard des potes”, an association that works at local level in Bordeaux to promote solidarity and fight against racial social exclusion and discriminations.

<p><b>Prof. Isabelle Daugareilh,</b> CNRS Research director</p>	<p>Specialist in international and comparative social law, she is full professor at Montesquieu University of Bordeaux IV and collaborates with the Institut d’Etude Politiques. Among her publications: Social Rights of non European illegal immigrants in France, 2008; Du nouveau sur les allocations familiales pour les étrangers, 2004; « Le traitement juridique de l’accès aux soins des étrangers en situation irrégulière », 2005; « Les migrations internationales depuis la révolution industrielle », 2004; Les migrations internationales saisies par le droit » 2004; La lutte contre les discriminations raciales : nouveau combat ...nouvelles perspectives ?, 1999; La loi du 11 mai 1998 relative à l’entrée et au séjour des étrangers en France. Les modifications du droit de la sécurité sociale, 1998; La situation de l’emploi des étrangers en France, Revue de droit sanitaire et social, 1997.</p>
<p><b>Marcel Kagambega,</b> PhD student</p>	<p>He was responsible for Social Protection at the Ministry of labour law of Burkina Faso as well as coordinator for the Commission on public health issues at the Ministry of Health of Burkina Faso. He is currently working on a PhD thesis on Economic migrations in international law.</p>
<p><b>Sylvain Nadalet</b> Researcher</p>	<p>Juris Doctor from Paris X-Nanterre University – 1995, Specialized Studies Diploma (D.E.A.) in <i>Droit des relations économiques internationales et communautaires</i>, Paris X-Nanterre University (France) – 1996 ; Specialized Studies Diploma (D.E.A.) in <i>Droit social et droit syndical</i>, Paris X-Nanterre University (France) – 1999. PhD in <i>European and Comparative Labour Law</i>, Ferrara University (Italy) in collaboration with Paris X-Nanterre University (France) – 2003 ; Allocator, Faculty of Political Science, Bologna University, 2003 – 2006. Researcher. Among his publications: <i>Le tecniche di regolazione dello svantaggio sociale</i>, in <i>I lavoratori svantaggiati tra eguaglianza e diritto diseguale</i>, Ballestrero, Balandi (ed.), Bologna: Il Mulino, 2006, pp. 229-249. <i>La responsabilità sociale des entreprises à l’échelle globale: quelle responsabilité juridique ?</i> in P. Auvergnon (ed.), <i>La responsabilité sociale des entreprises</i>, Actes du séminaire international de droit comparé du travail, des relations professionnelles et de la Sécurité sociale, Bordeaux, Comptrasec (Université Montesquieu Bordeaux IV), 2005, pp. 235-251. <i>I congedi dei padri lavoratori in Francia: tra legislazione e norme sociali</i>, 2007, in <i>Paternità e lavoro</i>, Calafà (ed.), Bologna: Il Mulino, 2007, pp.131-165. <i>La contrattazione collettiva sulle eccedenze di personale tra disciplina legale e prassi contrattuale</i>, in <i>La stabilità come valore e come problema</i>, Ballestrero (ed.), Torino:Giappicchelli, 2007, pp. 159-175.</p>
<p><b>Boulevard des potes,</b> Local Non-profit Organisation</p>	<p>Association that works at local level in Bordeaux to promote solidarity and fight against racial social exclusion and discriminations. It experiments new mediation actions between citizens of different origin, age and social class, called “Spheres of solidarity actions”.</p>

**Participant 6 – Central European University, Budapest (CEU)**

The research team provided by the Central European University of Budapest is particularly experienced in the field of Comparative social protection, Equal Opportunity Law, Feminist Jurisprudence, Gender and Law as well as Labour Law of the European Union.

<p><b>Csilla Kollonay Lehoczky,</b> Full professor of Labour Law, Central European University</p>	<p>Professor and Chair of the Labour and Social Law Department at Eötvös Loránd University, Faculty of Law (Budapest) with interruption since 1992 up to date. Dean of Legal Studies between 1997-2002 at the Central European University, a post-graduate private university teaching international students. Taught subjects: labour and social law at ELTE, European labour law, gender and law, equal opportunity law as well as comparative social protection at CEU. She was a visiting professor at the University of Illinois, College of Business Administration (1984), Stanford Law School (1990-1991), Johann Wolfgang Goethe University in Frankfurt of Main, Faculty of Law (2003) and taught at summer university courses in Bologna, Florence, Venice (Italy), in Bordeaux (France). She is the founder (1995) and up to now the academic director of the First Degree Program in Social Security at the Faculty of Law of Eötvös Loránd University. Since 2001 she is a Member of the European Committee of Social Rights, the independent experts' body of the Council of Europe (Strasbourg) assessing the compliance of the State Parties to the European Social Charter with their obligations under the Charter. Since 2004 is a member of the Gender Equality Legal Experts' Network of the Commission of the European Union, in 2006-2007 served as a member of the expert group on flexicurity established by the Commission of the European Union. She is a member of the international academic advisory board of ETUI-REHS, the research and training institute of the European Trade Union Confederation (Brussels) and also of the international advisory board of the Marco Biagi Foundation (Modena, Italy). Rapporteur and general rapporteur at several world and European congresses as of labour law, social security and industrial relations. Author of numerous publications in the field of labour and social law as well as gender equality. Among the ones in foreign languages: C. Kollonay Lehoczky: European Enlargement: A comparative View of Hungarian Labour Law. In: G. A. Berman and K. Pistor (Ed.s): Law and Governance in an Enlarged European Union. Hart Publishing, 2004, pp. 209-238; Nouvelles méthodes de gouvernance politiques, sociales et d'emploi. À propos de l'expérience d'un nouvel État membre de l'Union européenne post-socialiste. Bulletin de droit comparé du travail et de la sécurité sociale. 2004. (Comptrasec UMR CNRS Université Montesquieu – Bordeaux IV) pp, 3-35. Work and family issues in the transitional countries of Central and Eastern Europe. The case of Hungary. in J. Conaghan-K. Rittich (eds.): Women, Work and Family Oxford University Press., 2005; Dispute Resolution Methods – Finding a Balance at the Workplace. pp. 369-380. in: Arbeitnehmermitwirkung in einer sich globalisierenden Arbeitswelt. Employee involvement in a Globalising World. Liber Amicorum Manfred Weiss. (Ed. by Armin Höland, Christine Hohmann-Dennhardt, Marlene Schmidt, Achim Seifert); Women in Academia and Equality Law, Aiming High – Falling Short? Hungary – Easy to accede, hard to succeed – the ambivalent case of academic career for women in the post-socialist Hungary, pp. 83. Bulletin of Comparative Labour Relations 57 Ed.s Roger Blanpain - Ann Numhauser-Henning, Kluwer, 2005. pp. 83-111; The significance of existing EU sex equality law for women in the new Member States. The case of Hungary. Ed. by Tammy Hervey, Special edition of Maastricht Journal of Comparative Law, 2005. No. 4. (307) pp. 467-493; Ways and Effects of Deconstructing, Protection in the Post-socialist New Member States – Based on Hungarian Experience. In: Brian Languille – Guy Davidov (ed.s): Boundaries and Frontiers of Labour Law. Hart Publishing, Oxford and Portland, Oregon, 2006. pp. 221-244.</p>
<p><b>Post – doctoral researcher</b> (to be defined)</p>	

**Participant 7 University of Castilla La Mancha, Spain (UCLM)**

The research team provided by Castilla La Mancha University is specialized in the analysis of migration phenomena, discrimination bans and equal opportunities models in a labour and industrial relations law perspective, with particular regard to the local specificities of the region of Castilla La Mancha.

<p><b>Prof. Joaquin Aparicio,</b></p> <p>Full Professor of Labour Law and Industrial Relations, Albacete Law Faculty, UCLM</p>	<p>Expert in the study of European labour law, European social dialogue, Labour and social security law, Industrial relations, Equality law. Director of the School of Labour relations of Castilla La Mancha University, since 1994. Participant in the National Research project: “Dialogo social y autonomía colectiva en el marco de la Unión Europea” (1998-2003). Coordinator of the National Research projects “El desarrollo del Sistema de Seguridad Social desde los Pactos de Toledo”, Junta de Comunidades de Castilla-La Mancha (2003- 2006), “El desarrollo del Sistema de Seguridad Social desde los Pactos de Toledo”, Ministerio de Educación y Ciencia (2004-2007) . Participant in the Ester European Commission project “Social Regulation of European Transnational Companies” (Call identifier FP6-2002-Citizens-2) (Coordinating person prof. I. Daughereilh), 2004-2007. Among his numerous publications: “La evolución regresiva de la Seguridad Social en periodo 1996-2002: Hacia el seguro y el asistencialismo”, <i>Revista de Derecho Social</i>, nº 19 (2002), pp. 19-51; “La Seguridad Social en la Constitución”, en vol. AA.VV. <i>El modelo social en la Constitución Española de 1978</i>, Ministerio de Trabajo y Asuntos Sociales, Madrid, 2003, pp. 787-814. ISBN 84-8417-142-6.</p>
<p><b>Prof. Antonio Baylos,</b></p> <p>Full Professor of Labour Law, Ciudad Real Law and social science Faculty, UCLM</p>	<p>Expert of European Labour law, Labour law and Industrial relations, with particular regard to the immigrants protection in the region of Castilla La Mancha. Among his numerous publications: “<i>Inmigrantes "sin papeles" en Castilla La Mancha: el retorno al siglo XIX</i>”; Fundación Sindical de Estudios, 2007; “<i>Sobre la prestación de trabajo y su laboralidad</i> (2007); «<i>En tomo al estatuto de los TVabajadores: la prohibición de inquirir sobre la ideología, creencias y vida privada del trabajador</i>», en <i>Lecciones de Derecho del Trabajo</i>, 307-337; <i>Sindicalismo y derecho Sindical</i>; with Caruso, D’Antona and Sciarra (ed.), “<i>Dizionario di Diritto del Lavoro Comunitario</i>”, Monduzzi Editore, Bologna, 1996, pp. 379-397; “<i>Instituciones de Derecho Procesal Laboral</i>”, with J. Cruz Villalon and M.F. Fernández López, Ed. Trotta, Madrid.</p>
<p><b>Prof. Maria Jose Romero Rodenas.</b></p> <p>Full Professor of Labour Law, Albacete Law Faculty, UCLM</p>	<p>Expert of Equality Law, European Labour Law, Labour Law, Social security Law. Among her numerous publications: <i>Sida y Toxicomanías un análisis jurídico laboral y Seguridad social</i>, 1995; <i>Relaciones Laborales en el empleo público</i>, 1995; <i>La revisión del grado de incapacidad permanente: concepto, causas y plazos</i>, 2001; <i>Trabajo y Protección social del discapacitado</i>, 2003; <i>La protección frente al Acoso en el trabajo</i>, 2004; “<i>La excedencia por cuidado de hijos y familiares</i>”, 2003; “<i>El estrés laboral como factor desencadenante de los riesgos psicosociales. Su posible protección en el ámbito de la Empresa</i>”, 2005; “<i>Valoración de incapacidades y Equipos de Valoración de Incapacidades</i>” 2005.</p>
<p><b>Dr. Milena Bogoni</b></p> <p>Researcher of Labour Law, Ciudad Real Law and social science Faculty, UCLM</p>	<p>Expert of European and comparative labour and social security law, she is involved in the teaching and research activities of the University School of Labour Relations of UCLM and of the “Máster sobre Empleo, Relaciones Laborales y Diálogo Social” organized within this school. Among her numerous publications: “<i>La exclusión de los trabajadores menores de 26 años de los derechos de información y consulta en la empresa como medida de fomento del empleo : el problemático caso francés</i>”, <i>Revista de derecho social</i>. -- N. 40 (2007), p. 125-136.</p>

### 2.3 Consortium as a whole

The participants collectively constitute a consortium capable of achieving the project objectives. The strengths of the consortium are multiple:

- The consortium is composed by 7 Research Units – Univr, coordinator, included – that have reached levels of excellence in the legal study of the multi-ethnic dimension. The interaction between these participants is planned to be functional and strategic to address the topic overall objectives and high performance results. The inter-disciplinary barycentre is provided by Verona University: its research team is composed by eleven different disciplinary areas. The other participants are meant to provide for a specific disciplinary approach; that's why their team has a smaller number of researchers. Univr will accurately coordinate the conclusions and contributions of each participant's report, so that research efforts are not wasted in not complementary perspectives.
- Besides the interdisciplinarity profile, the complementarity between participants is guaranteed by the their specific geographical position. The geographical areas involved are Italy, France, Spain, Netherlands and Hungary. In order to guarantee an effective implementation of the pro-action project, the partners network is composed by research units located in different geo-political contexts, each characterised by specific models of multi-ethnic integration. All the local contexts involved are defined by advanced forms of socio-economical development. According to the country, their immigration scenarios are quite different, considering the steady situation of Netherlands and France and the rapidly increasing trends of Italy, Spain and Hungary. The different European position of the participants - Continental (Netherlands, France, Hungary) or Mediterranean (Spain, Italy) – as well as the East European coverage provided by Hungary represent a key factor in the construction of the research network and in the development of the research perspective. Nevertheless, it shows how the composition of the consortium is well-balanced in relation to the objectives of the project. To this regard, in accordance with the local declination of the research activity, the Spanish participation enables to valorise the Spanish context as a paradigmatic model of different sub-national scenarios and approaches in social integration processes. In fact the three Spanish partners are located in two different regions (Castilla La Mancha and Andalusia).
- Finally, it is worth mentioning that research relationships between the several research teams involved are already well-established.

### 2.4 Resources to be committed

The resources requested for the project are indicated in Part A3 of the proposal.

The total amount is 707.872 euros (including the contributions of the 7 partners: UNIVR, Sevilla, Malaga, Amsterdam, CNRS, CEU, UCLM).

R/T activities costs are the most significant. Besides the contribution of University researchers, R/T activity costs include the funding of researchers that will participate to the team but that are to be hired by the single Universities. Univr R/T costs are higher because its research team involves 24 people, as the inter-disciplinary approach and the double typology of products (reports and guidelines) require a larger and composite research team.

The management costs estimated for the coordinator (Univr) include administrative costs for research management and the costs met by the entities established for the well functioning of management activities (Scientific Committee, Interdisciplinary Observatory, Smile project coordination Office, Social Networking).

For all the participants (Univr included) “other activities” costs include: travel costs of each research team and the costs for the publication of research products. As for Univr, the amount includes the creation and management of a website dedicated to the project and all the communication expenses (even the graphics-related ones). “Other activities” costs also include the management of the experimental phase of implementation of guidelines with the collaboration of the social network. The estimated amounts are adequate and consistent with the achievement of the projects objectives. The Univr amount is higher than the partners’ proportionately to the tasks assigned to each participant.

### 3. Impact

The aim of the Area 8.3.3., concerning “Cultural interactions in an international perspective, is to study European societies in a context of increasingly diverse cultural backgrounds. In particular, an assessment of multiculturalism, cultural interactions and their relationship to integration, social cohesion in urban spaces, tolerance as well as intolerance, racism and xenophobia should be addressed in order to provide recommendations for future European Union policies. In general, the expected impact of the project are:

- a) advance the state of the art in the field of cultural and religious interactions among European societies and between them and the rest of the world,
- b) enhance interdisciplinary cooperation in the research areas between researchers in Europe and in other relevant geographic regions,
- c) devise strategies to involve relevant communities, stakeholders, practitioners in the making and/or diffusion of research,
- d) improve the formulation, development and implementation of policies.

In particular, the aim of Topics: SSH-2009 - 3.3.1., concerning “Tolerance and cultural diversity”, is to valorise cultural diversity as a key factor in modern European societies.

The European Commission specifies the impact criteria.

A1) - In investigating whether European societies are becoming more or less tolerant and pluralistic in their values and practices, researchers can help to clarify the concepts involved and determine those factors which have contributed, or can contribute to, the construction and the maintenance of tolerant, culturally diverse societies with a view to better formulation of policies.

A2) - Research should address the notion of tolerance: the different perspectives on the concept, both historical and cultural; its relationship to other concepts and values such as respect, understanding, multiculturalism, liberalism, pluralism and the preservation of cultural heritage and tradition; the embodiment of the notion of tolerance in different historical, social, religious, cultural, linguistic and political contexts.

A3) - Research projects may examine how educational systems in culturally diverse societies can promote or undermine tolerance through the shaping of perceptions, attitudes and values.

#### 3.1 Expected impacts listed in the work programme

The S.M.I.L.E. research project is focused on the concept of “law as culture of difference” and on the analysis of the instruments of the “law of diversity”. The research topic addressed by the proposal (tolerance towards and acceptance of different cultures within European societies) provides for the opportunity to read the capabilities of modern multi-cultural and multi-ethnic societies through the lens of the legal perspective. The S.M.I.L.E project can help to clarify the concepts involved and determine those factors that have contributed, or can contribute to, the construction and the maintenance of tolerant, culturally diverse societies with a view to better formulation of policies.

The two main questions to be answered are, on one hand, which tangible effects the complex and multi-faceted impact of different cultures and life styles on current legal systems – which are marked by multiple, not homogeneous and sometimes contradictory values – has produced into the local dimension and, on the other, how much of these local experiences can be capitalized in the definition of general policies.

The Smile Project adopts an innovative perspective, which is capable to meet the expected impacts listed in the work programme (from letter a) to d)).

The Smile projects guarantees a progress beyond the state-of-the-art by means of an interdisciplinary legal research: there have been no such research projects in the scientific committee so far. In fact, if the contribution of legal science to culture is quite predictable, on the contrary, the development of a comparative study within the legal area with specific regard to the instruments of the law of difference is a research path worth deepening. Research activities will, therefore, focus on this theme.

The Smile project develops a horizontal comparative interdisciplinarity connecting all the partners’ research teams. This interaction and scientific junction is particularly functional for the selected research perspective, as it enhances the analysis potentials through a multiplicity of different legal instruments, stemming from very different cultural, political, social contexts. In fact, if all the local contexts involved are defined by advanced forms of socio-economical development, their immigration scenarios are quite different, considering the steady situation of Netherlands and

France and the rapidly increasing trends of Italy, Spain and Hungary. The different European position - Continental (Netherlands, France, Hungary) or Mediterranean (Spain, Italy) – and the different historical backgrounds represent key factors in the development of the research perspective.

The advance beyond the state-of-the-art is also guaranteed by the interaction of legal science with other disciplinary areas, combined together in order to keep the project consistent with the topic addressed by the proposal. This targeted interaction concern social, anthropological, psycho-pedagogic and economic areas. Legal science rarely communicates with these disciplinary areas. The research project is meant to go beyond the state-of-the-art also for this reason.

The Smile research has a pro-action nature: it includes an experimental phase that will involve several different stakeholders, such as companies, social parties, public authorities and organisation. They will all participate in the elaboration of tolerance policies, that will be defined in specific Guidelines, whose implementation will be attested by the Smile Label certification.

At the same time, the method of stakeholders involvement into periodical discussion meetings seems to be very useful for the development of a local synergy on the topic.

This local dimension of the analysis is the second peculiar feature of the project. The interaction of the local, national and European dimension will be the key-perspective in the elaboration of the Recommendations for the public entities entrusted to manage social integration policies. The aim is to provide for a significant means of peaceful tolerance in local communities, which are the most exposed to the strong political, economic, cultural tensions of multi-ethnic and multi-religious societies.

With regard to the criteria (from A1 to A3) listed in the research plan, it is worth mentioning the centrality of law as culture of difference in the achievement and conservation of tolerant and mature multi-cultural societies: the law is not just a repressive weapon; it is also an important means of promotion for social, political and economic models.

The comparison between different disciplinary areas and between different social, economic and cultural contexts will bring positive effects to the development of pluralistic democratic models, where the substantial equality actually represents the main development parameter for a not just legal civilization.

### **3.2 Dissemination and/or exploitation of project results**

The dissemination of the research results of the consortium will target to separate audiences: the research community and the Social Networking. The two audiences require a different approach.

#### **3.2.1. Dissemination to the Social Network and Local Communities**

The research outcomes performed by the consortium will be disseminated through the following means:

- Social parties, companies and organisations will participate to the experimentation of the SMILE Label and of elaborated Guidelines. This participation will involve larger and larger communities thanks to multiple instruments, such as the sending of SMILE Postcards to the different territories to be involved in the experimentation in order to solicit their attention.
- The experimentation phase will be preceded by workshops and meetings between social parties, companies and researchers.
- The Guidelines will solicit even the participation of institutional partners. The interaction with these partners changes in accordance with their typology. The outcomes expected from the partners involved in education (primary, secondary, university) concern the starting up of specific formative modules connected to their institutional activity (Superior School of Public Administration and Diversity Management; Courses dedicated to the intercultural mediation, for examples).

The website will guarantee the permanent interaction between researchers, the social network and the local community. This is the level that the research constantly addresses; this is the level that needs to be valorised in order to press for a higher attention on this topic.

An ad hoc communication campaign can guarantee a positive impact, extended to the local Community (for example, a Smile project advertising on public local transports) .



### **3.2.2. Dissemination to the research community**

The main vehicle for the dissemination of the research results among the members of the scientific community is the participation to conference and workshops and the results publication by prestigious publishing companies. “Il Mulino”, which is a publishing company particularly known and qualified, is willing to publish the research report in Italian. Besides, the website will publish all the intermediate research reports. The meetings are planned to be two while the workshops, one for each partner’s location, are meant to be six.

#### **STAKEHOLDERS POOL (ITALIAN LOCAL CONTEXT)**

**Social Parties:** Apindustria Verona, Cgil Verona, Cisl Verona

**Companies:** Tosoni snc, Atv Verona (Azienda Trasporti Verona)

**Social Organisations:** Rete associazioni aderenti “Nella mia città nessuno è straniero”; Cestim, Centro Studi Immigrazioni; Istituto Don Calabria, Centro Polifunzionale;

**Public bodies:** Veneto Ombudsman, Spisal Verona, Azienda Ulss 20  
Superior School for Public Administration of Veneto and Friuli-Venezia Giulia

**4. Ethical Issues**

	<b>Research on Human Embryo/ Foetus</b>	<b>YES</b>	<b>Page</b>
*	Does the proposed research involve human Embryos?		
*	Does the proposed research involve human Foetal Tissues/ Cells?		
*	Does the proposed research involve human Embryonic Stem Cells (hESCs)?		
*	Does the proposed research on human Embryonic Stem Cells involve cells in culture?		
*	Does the proposed research on Human Embryonic Stem Cells involve the derivation of cells from Embryos?		
	I CONFIRM THAT NONE OF THE ABOVE ISSUES APPLY TO MY PROPOSAL	YES	

	<b>Research on Humans</b>	<b>YES</b>	<b>Page</b>
*	Does the proposed research involve children?		
*	Does the proposed research involve patients?		
*	Does the proposed research involve persons not able to give consent?		
*	Does the proposed research involve adult healthy volunteers?		
	Does the proposed research involve Human genetic material?		

	Does the proposed research involve Human biological samples?		
	Does the proposed research involve Human data collection?		
	I CONFIRM THAT NONE OF THE ABOVE ISSUES APPLY TO MY PROPOSAL	YES	

	<b>Privacy</b>	<b>YES</b>	<b>Page</b>
	Does the proposed research involve processing of genetic information or personal data (e.g. health, sexual lifestyle, ethnicity, political opinion, religious or philosophical conviction)?		
	Does the proposed research involve tracking the location or observation of people?		
	I CONFIRM THAT NONE OF THE ABOVE ISSUES APPLY TO MY PROPOSAL	YES	

	<b>Research on Animals</b>	<b>YES</b>	<b>Page</b>
	Does the proposed research involve research on animals?		
	Are those animals transgenic small laboratory animals?		
	Are those animals transgenic farm animals?		
*	Are those animals non-human primates?		
	Are those animals cloned farm animals?		
	I CONFIRM THAT	YES	

	NONE OF THE ABOVE ISSUES APPLY TO MY PROPOSAL		
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	<b>Research Involving Developing Countries</b>	<b>YES</b>	<b>Page</b>
	Does the proposed research involve the use of local resources (genetic, animal, plant, etc)?		
	Is the proposed research of benefit to local communities (e.g. capacity building, access to healthcare, education, etc)?		
	I CONFIRM THAT NONE OF THE ABOVE ISSUES APPLY TO MY PROPOSAL	YES	

	<b>Dual Use</b>	<b>YES</b>	<b>Page</b>
	Research having direct military use		
	Research having the potential for terrorist abuse		
	I CONFIRM THAT NONE OF THE ABOVE ISSUES APPLY TO MY PROPOSAL	YES	

## **5. Consideration of gender aspects**

Participants' research teams are equally and well-balanced composed as far as the gender of their members is concerned. Besides, all the partners involved are particularly sympathetic to the dimension of equal opportunities, specially the Central European University of Hungary, the CNRS and UCLM teams.

Finally, the coordinator is particularly experienced in the promotion of gender-related equal opportunities policies. In the last three years the Legal studies Department of Verona University has organized numerous specific activities, namely: a seminar course on anti-discrimination law in the European context, with the support of the Equal Opportunities Department of "Presidenza del Consiglio dei Ministri" of the Italian Government and the Equal Opportunities Counsellor of Verona. A Specialisation Course for Confidential Counsellors (4 editions, 2005/2006; 2006/2007; 2007/2008; 2008/2009), coordinated by prof. Laura Calafà. Two Conventions with the Equal Opportunities Counsellor of Verona for the implementation of specific equal opportunities actions, like consistent research projects, good practices local spreading, conferences and seminar courses' organization. Lessons on anti-discrimination law within the Specialized degree courses of the Faculty of law. Lessons on anti-discrimination law within the Specialization school for legal professionals of Verona and Trento Universities. Besides, the Legal studies Department participated as a transnational partner to the European project "More than one day daddy", as attested by the Convention VS/2005/0444 signed by the European Commission with EWA.

With specific regard to the project consortium organisation and to the project itself implementation, the Coordinator and the Project Coordination Committee (PCC) will guarantee a proper gender balance in all the research teams, measures to help reconcile work and private life, awareness raising within the consortium as well as actions aimed at a wider public, within each public event that will be arranged during the project or specifically dedicated events to be organised in schools or university. Finally, the Smile website will be a particularly effective means of promotion and dissemination.