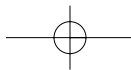


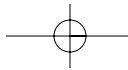
European Monitoring Centre on Racism and Xenophobia

Activities of the European Monitoring Centre on Racism and Xenophobia

Annual report 2003

Part I





***Europe Direct is a service to help you find answers
to your questions about the European Union***

**New freephone number
00 800 6 7 8 9 10 11**

A great deal of additional information on the European Union is available on the Internet.
It can be accessed through the Europa server (<http://europa.eu.int>).

Cataloguing data can be found at the end of this publication.

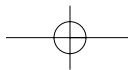
Luxembourg: Office for Official Publications of the European Communities, 2004

ISBN 92-95008-30-8

© European Monitoring Centre on Racism and Xenophobia, 2004
Reproduction is authorised provided the source is acknowledged.

Printed in Italy

PRINTED ON WHITE CHLORINE-FREE PAPER



Foreword

The European Monitoring Centre on Racism and Xenophobia (EUMC) is pleased to present this report on its activities in 2003, following its adoption at the 18th meeting of the EUMC Management Board in March 2004.

This Annual Report, Part 1 gives an account of the EUMC's activities and achievements during 2003. Part 2 of the Annual Report, to be published in December 2004, will provide an overview of the situation regarding racism and xenophobia in the Community and its Member States, with a particular focus on education. This will also include a preliminary overview of provision of schooling for minorities in the new Member States of central and eastern Europe, due to join the EU in May 2004.

In 2003 the EUMC continued its work in five areas:

- monitoring racism, xenophobia and anti-Semitism by collecting, recording and analysing information and data from all EU Member States;
- coordinating and developing the European racism and xenophobia information network (RAXEN);
- developing methods to improve the comparability, objectivity and reliability of data at EU level;
- drawing conclusions and producing recommendations for the EU and its Member States;
- setting up structures and mechanisms to coordinate the exchange and dissemination of information, opinions and conclusions with EU institutions, Member States, national and international organisations and the public.

At the same time, the EUMC has adopted a new strategic approach to RAXEN, the 15 national focal points that act as the entry points for the EUMC in the Member States. In line with its role as a service organisation, the EUMC has begun to orient the work of RAXEN even more clearly towards the needs of its clients. To assist with this, the EUMC conducted a survey of Members of the European Parliament, the Commission and the Member States, through their EUMC liaison officers, on their information needs and priorities.

Data collection in 2003 focused on discrimination, racism, xenophobia, anti-Semitism and Islamophobia in employment, education and housing, as well as on

legislative developments and racist crimes. The RAXEN analytical reports also highlighted examples of good practice, thus supporting the EUMC's emphasis on evidence-based learning as an integral part of the process of effecting change. In addition, the RAXEN national focal points were asked to produce a specific report on incidents of anti-Semitic violence, verbal aggression/hate speech and other forms of discrimination and anti-Semitic attitudes that occurred in the years 2002 and 2003, enabling the EUMC to produce a major report on anti-Semitism in the EU in early 2004.

During 2003 the EUMC prepared for the new Member States joining the EU in 2004. To this end a RAXEN network was established in the central and east European accession countries, which in 2004 will be fully integrated into the EUMC's work.

Also new in 2003 was the Jean Kahn Award, intended to reward an outstanding contribution to combating racism, xenophobia and anti-Semitism in Europe. The winner was FARE (Football Against Racism in Europe), a network dedicated to fighting racism and discrimination in and through football.

We would like to thank the EUMC Management Board, the EUMC staff and the RAXEN national focal points for all their work and commitment, which has enabled the EUMC once again to strengthen its work against all forms of racism, xenophobia, Islamophobia and anti-Semitism in Europe.

Bob Purkiss
Chair

Beate Winkler
Director

Contents

1.	Operational activities	7
1.1.	RAXEN	7
1.1.1.	Developments in 2003	7
1.1.2.	Tasks of the national focal points	8
1.2.	Phare Raxen_CC project	12
1.2.1.	RAXEN_CC national focal points in 2003	12
1.2.2.	Mapping exercise	13
1.2.3.	Public presentation	13
1.2.4.	Contribution to EUMC objectives	14
1.2.5.	Prospects	15
1.3.	Round tables	15
1.3.1.	Main objectives of national round tables	15
1.3.2.	National round table meetings in 2003	16
1.3.3.	European round table workshop 2003	17
1.3.4.	European round table conference 2003	18
1.4.	Documentation and library	19
1.4.1.	Electronic archive and EUMC web-database	19
1.4.2.	Library	19
1.5.	EUMC research projects	20
1.5.1.	Migrants' experiences of racism and discrimination	20
1.5.2.	Comparative studies	20
1.5.3.	The majority of the population's attitudes to migrants and minorities	22
1.6.	EUMC workshops	22
1.6.1.	Key issues	23
1.6.2.	Thematic network workshop	23
1.6.3.	Metropolis workshop	23
1.6.4.	RAXEN meetings	24
1.6.5.	Phare meetings	24
1.6.6.	Round tables on the fight against anti-Semitism and Islamophobia	24
1.6.7.	Coordination Committee on Human Rights Documentation	25
1.6.8.	Local communities	25
1.6.9.	Racism in sport	25
1.7.	Cooperation with EU institutions, international organisations and Member States	26
1.7.1.	Cooperation with EU institutions	26
1.7.2.	Cooperation with international organisations	29
1.7.3.	Cooperation with Member States	31

1.8.	Cooperation with civil society organisations	31
1.8.1.	Cooperation with the European network against racism	31
1.8.2.	Cooperation with private foundations	32
1.9.	Information, public relations and media	32
1.9.1.	Jean Kahn Award	32
1.9.2.	Publications	33
1.9.3.	Annual Report 2002, Part 2	34
1.9.4.	Equal voices and EUMC newsletter	34
1.9.5.	Website	35
2.	The management and executive boards	37
2.1.	Members and tasks of the Boards	37
2.1.1.	Management Board (MB)	37
2.1.2.	Executive Board (EB)	38
3.	Personnel, organisational and financial information	39
3.1.	Staff information	39
3.1.1.	Administrative information	39
3.1.2.	Staff	39
3.2.	Internal organisation	40
3.3.	Budget and financial affairs	41
3.3.1.	Revenue	41
3.3.2.	Expenditure	41

1. Operational activities

1.1. RAXEN

In accordance with its founding regulation the EUMC created in 2000 the European racism and xenophobia network (RAXEN). This is a unique network composed of civil society actors that constantly monitor in all Member States the situation regarding the phenomena of racism, xenophobia and anti-Semitism assisting the EUMC in its 'early warning' function and in the collection of reliable and objective data and information. By involving civil society directly the EUMC contributes positively to the improvement of democracy and transparency of European institutions.

RAXEN is the central data and information collection tool providing the EUMC with the necessary material in order to compile for the European Union and its Member States comparative reports at European level on the phenomena of racism, xenophobia and anti-Semitism. RAXEN is composed of 15 national focal points (NFPs), one in each Member State. They represent the entry points of the EUMC at national level regarding data and information collection. In 2003 the issues and themes for data collection within RAXEN were chosen in accordance with EU priorities. In particular, RAXEN collected information in 2003 relating to the transposition process of the EU anti-discrimination directives in the Member States.

1.1.1. Developments in 2003

The year 2003 was the fourth year of RAXEN. With the exception of the Danish NFP, whose composition changed in 2002, all NFPs selected in 2001 continued their work in accordance with the guidelines.

1.1.1.1. The 15 NFPs in 2003

NFPs represent different types of organisations: in some countries they are a research institution or a specialised body, whereas in others an NGO is the leading organisation:

Belgium	Centre pour l'égalité des chances et la lutte contre le racisme Centrum voor gelijkheid van kansen en voor racismebestrijding Centre for Equal Opportunities and Opposition to Racism
Denmark	Dokumentations- og RådgivningsCenteret om Racediskrimination Documentation and Advisory Centre on Racial Discrimination

Germany	Europäisches Forum für Migrationsstudien European Forum for Migration Studies
Greece	Antigone – Information & Documentation Centre
Spain	Movimiento por la paz, el desarme y la libertad Movement for Peace, Disarmament and Liberty
France	Agence pour le développement des relations interculturelles Agency for the Development of Intercultural Relations
Ireland	National Consultative Committee on Racism and Interculturalism and Equality Authority
Italy	Cooperazione per lo sviluppo dei paesi emergenti Cooperation for the Development of Emerging Countries
Luxembourg	Association de soutien aux travailleurs immigrés Association for the Support of Immigrant Workers
The Netherlands	Dutch Monitoring Centre on Racism and Xenophobia
Austria	Ludwig Boltzmann Institut für Menschenrechte Ludwig Boltzmann Institute for Human Rights
Portugal	Numena – Centro de Investigação em Ciências Sociais e Humanas Numena – Research Centre on Human and Social Sciences
Finland	Ihmisoikeusliitto Ry Finnish League for Human Rights
Sweden	EXPO – Foundation
United Kingdom	Commission for Racial Equality

1.1.1.2. Core tasks of the 15 NFPs for 2003

- Administration of the national data and information collection network.
- Contribution to the EUMC Annual Report, Part 2, 2002.
- Analytical reports in the areas of employment, racist violence, education, legislation and housing.
- Compilation of all data and information collected in the five areas into the RAXEN database.
- Rapid response function.

1.1.2. Tasks of the national focal points

The NFPs are the entry points for the EUMC at national level regarding the collection of data and information, including good practices in the field of racism,

xenophobia and anti-Semitism. Many NFPs are well recognised in the national context, as they have set up an informal national information network cooperating with the main actors in the field of racism, xenophobia and anti-Semitism, being either governmental institutions, NGOs, research bodies, specialised bodies or social partners.

1.1.2.2. Contribution to the EUMC Annual Report 2002, Part 2

Data collected by RAXEN constitutes the major source of information for the EUMC Annual Report 2002, Part 2 on the situation of racism and xenophobia in the EU Member States. In particular they provided information on the situation in the Member States with regard to racist/xenophobic violence and crimes, and the situation and recent developments in the fields of employment and education. They also provided information on Article 13 legislative developments which were integrated with other sources such as the European Commission and government liaison officers.

1.1.2.3. Analytical reports in the areas of employment, racist violence, education, legislation and housing

The analytical reports examine the situation and major recent developments regarding discrimination, racism, xenophobia and anti-Semitism in the areas of employment, education, racist violence, legislation and housing.

The analytical reports on employment and education focus on the circumstances of migrants and minorities and examine critically new policies and initiatives for supporting diversity. The studies also refer to relevant legislation and court cases concerning discrimination. In the field of racist violence the studies include new policies and legislation, acts and cases as well as positive initiatives. In the field of legislation the focus is on new legislation and integration policy related to Article 13 of the Amsterdam Treaty. The legislation reports also examine jurisprudence. The housing reports examine forms of indirect and direct discrimination in rural and urban areas.

The NFPs have also updated the analytical reports and the data collection delivered in 2002. The RAXEN database is already available on the EUMC website. The RAXEN 3 comparative report on employment was published in 2003 and the remaining comparative reports on education, legislation and racist violence will be published in 2004. RAXEN 3 national analytical reports in the areas of employment will also be published in 2004. RAXEN 4 national analytical reports in the areas of employment, education and legislation, racist violence and housing will be published by June 2004, along with the comparative report on housing.

1.1.2.4. Compilation of all data and information collected in the five areas in the RAXEN database

The objective of the RAXEN database is to identify and record all actors and their activities in the field of combating racism, xenophobia and anti-Semitism in each Member State since 1995. The RAXEN database is a unique tool that can be used as a guide for contacting institutions at national level and for fact-finding regarding data and research in the Member States. The NFPs are constantly updating the RAXEN database.

1.1.2.5. Rapid response function

The rapid response function enables the EUMC to investigate urgent issues on the European agenda within a short timeframe. It allows the EUMC to act as an early warning mechanism at European level on matters of concern to the EU, to react quickly to specified and relevant requests and support data collection gaps in information already collected but requiring immediate updates. The EUMC used this function in 2003 as follows:

Requests from the European Parliament

The European Parliament's Committee on Citizens' Freedoms and Rights, Justice and Home Affairs, addressed urgently the EUMC with a number of key questions for the 2003 report on the situation of fundamental rights in the EU. The EUMC used the rapid response function twice during the year to provide the necessary information to the European Parliament.

European Day of Media Monitoring

The European Day of Media Monitoring project aims to establish an event which will support media representations of minorities, facilitate activities which promote a dialogue between minority communities and journalists, and empower minority NGOs to deal with the media more effectively. Migrant and refugee organisations monitored the media output for one day in 2003. The results will be used to establish a dialogue with journalists on their national media's representation of minority groups and the coverage of information relating to the field of racism and xenophobia. The project was carried out by the organisation Online/More Colour in the Media, the European network on media and minorities. The EUMC facilitated the meetings and RAXEN contributed, via the rapid response function, by providing the necessary raw data to the researchers during the Media Monitoring Day on 13 November. Online/More Colour in the Media plan to publish the results in 2004.

Manifestations of anti-Semitism in the European Union

Based on media reports of increasing anti-Semitic activities in some Member States, the EUMC expressed its concern about anti-Semitism and asked the

RAXEN NFPs to report on incidents of violence, verbal aggression/hate speech and other, subtler forms of discrimination and anti-Semitic attitudes over a four-week period in April–May 2002. However, the report the EUMC commissioned to synthesise this information revealed inadequacies in the data collected and thus delayed the production of an EUMC publication on anti-Semitism. For this and other reasons, the EUMC introduced a special focus on anti-Semitism in 2002 and 2003 in the normal data collection process of RAXEN. In addition to this, the NFPs were asked to carry out a second data collection exercise, this time covering a longer time period and using more ambitious guidelines than had been given to the NFPs for the first study.

Also, in June 2003 the Management Board set up a working group to examine how Jewish communities in Europe perceived the development of anti-Semitism, based on interviews with Jewish representatives in several Member States. The results of the EUMC's anti-Semitism research were published in two reports at the end of March 2004 and are available on the EUMC website.

1.1.2.6. Preparation of the RAXEN 5 phase in 2004

RAXEN is primarily a learning process; since data collection through such a network has never been attempted in the past, the guidelines, processes and products of RAXEN are constantly improved through interaction between the NFPs, the EUMC, its main target groups and other experts. The EUMC's work has become much more focused on the needs of its main target groups.

In 2003, the 'Future of RAXEN' process was implemented mainly through the following three activities.

- First, the EUMC conducted a standardised survey of all Members of the European Parliament, the Commission and the Member States (liaison officers).
- Second, its results were presented and discussed in a workshop bringing together representatives of the above target groups and NFPs with members of the EUMC.
- Third, the NFP meeting in November 2003 discussed the outcome of both the survey and the workshop. This meeting was also attended by NGOs from accession and candidate countries functioning as NFPs in the context of the EUMC's Phare project.

The conclusions from the 'Future of RAXEN' process are very encouraging.

- There is general agreement that RAXEN is a uniquely valuable tool in data collection and analysis, fulfilling its primary task of providing the EUMC with reliable and objective information.

- It was further noted that more RAXEN reports should be published during 2004 and that the database, already available on the Internet, should be improved.
- Finally, future reports and database entries should be more focused and specific. New guidelines have been elaborated on the basis of this strategic process.

1.2. Phare Raxen_CC project

On 1 March 2003 the EUMC started its project ‘RAXEN_CC — Information network on racism and xenophobia in the central and east European candidate countries (CEECs)’ supported by the European Phare multi-beneficiary programme on participation of the central and east European candidate countries (CEECs) in Community agencies in 2003. The RAXEN_CC project was completed at the end of February 2004.

The overall objective was to prepare the CEECs for participation in the future work of the EUMC. More specifically, the project aimed to take the first steps in building up a racism and xenophobia information network (RAXEN_CC) in these countries, thereby enlarging the present RAXEN network currently covering the 15 Member States to 25, and even to 27 (including Romania and Bulgaria). Building on experiences gained with the existing RAXEN network the project in the CEECs applied an improved methodology.

For the management of the RAXEN_CC project a principal manager, a data assistant, a contract and budget assistant and a secretary were recruited. An open call for tender for the establishment of the national focal points resulted in a total of 20 offers for the 10 CEECs. In order to ensure that there was no one-sidedness in the structure and that both qualitative and quantitative data were collected, the RAXEN_CC network included governmental organisations and NGOs, research organisations, specialised bodies and public bodies. The number of participating institutions therefore varied from country to country.

1.2.1. RAXEN_CC national focal points in 2003

Bulgaria — Open Society Foundation (<http://www.osf.bg>) and Bulgarian Helsinki Committee (<http://www.bghelsinki.org>)

Czech Republic — Dženo Association (<http://www.dzeno.cz>)

Estonia — Estonian Refugee Council (<http://www.estref.org.ee/>)

Hungary — Centre for Migration and Refugee Studies (<http://www.mtaki.hu/>)

Lithuania — Lithuanian Human Rights Association (www.aiva.lt/human_rights)

Latvia — Latvian Centre for Human Rights and Ethnic Studies

Poland — Helsinki Foundation for Human Rights
(<http://www.hfhrpol.waw.pl/en/index.htm>)
Romania — Ombudspersons for National Minorities
Slovenia — Institute for Ethnic Studies (<http://www.inv.si/>)
Slovakia — People Against Racism (<http://www.rasizmus.sk/>)

As a result of the assistance provided by the Phare programme the RAXEN_CC project staff were able to visit the 10 NFPs during the first phase of cooperation. This was of utmost importance in order to guarantee the conversion of the project objectives and to avoid misinterpretations of the guidelines, during the rather limited project runtime of less than one year. The visits also gave an opportunity for meetings with other important governmental and non-governmental actors combating racism and xenophobia in the CEECs.

1.2.2. Mapping exercise

The mapping exercise, as the main objective for the NFPs, included editing the existing guidelines and templates of the overall RAXEN network and organising training courses for the new NFPs during missions to their countries. The mapping exercise for the 10 CEECs from the beginning thematically focused on racism, xenophobia (including anti-Roma racism and Islamophobia) and anti-Semitism. The following data sets were collected by the NFPs via a questionnaire and the results distributed to the EUMC in January 2004:

- contact data for organisations active in the field and general information on their objectives and field of activity;
- activities carried out by the organisation above since 1995, with a focus on ‘best practices’;
- data collected by each organisation in the course of its activities;
- publications produced by the organisations.

The progress of the mapping exercise was evaluated in several working steps. The data sets became available on the website of the EUMC during 2004.

1.2.3. Public presentation

- A virtual library of the main electronic texts regarding racism and xenophobia in these 10 countries was established. The texts were transferred to the new NFPs as a first stock of documents and might be published on the EUMC website.
- The concept and strategies of the project were presented in several internal and external meetings, e.g. at the EUMC European round table in Berlin, the

German national round table and the liaison officers' meeting of the EUMC in Vienna.

- A specific section on the EUMC website was launched.
- A leaflet in the languages of the 10 CEECs and in Russian was produced and published on the RAXEN_CC section of the EUMC website.
- RAXEN_CC presented an overview of its activities in the 13th edition of *Equal voices*.

1.2.4. Contribution to EUMC objectives

During the first weeks of working with the new NFPs it became obvious that there was no problem with respect to their ability to cooperate with the Phare RAXEN_CC project and the EUMC. As the main goal of the project is the complete integration of the CEECs into the EUMC context it was decided that the new NFPs and the Phare RAXEN_CC team should take over additional tasks in order to contribute directly to the EUMC work programme 2003 and 2004.

- The EUMC Annual Report 2003, Part II will focus on education and will include a specific mapping exercise and a report on national strategies for minority schooling in the CEECs. The project will evaluate the legislation and policies in the area of minority schooling in the 10 CEECs and its actual implementation. The report will summarise important and recent developments regarding the policy and practice of schooling for ethnic/national minorities, will deal with good practices in the national contexts and will present conclusions, critical remarks and recommendations. Most of the country reports will concentrate on schooling for Roma children; the reports of the Baltic NFPs will deal with education for Russian minority pupils. The EUMC prepared the results for publishing in 2004 both in English and the respective native language.
- The Phare RAXEN_CC project will contribute also to the EUMC activities on combating anti-Semitism in the EU with a 'Synthesis report: evaluation of available data on anti-Semitism in the 10 candidate countries of central and eastern Europe (CEECs)'. The project was launched by a restricted call for tender in November 2003 and the Slovenian Institute for Ethnic Studies was selected and contracted. It will investigate data produced by public authorities and other institutions in the 10 CEECs, analyse pertinent literature published both in these countries and by international institutions, prepare an overview of important actors in the field of combating anti-Semitism and identify specific legislative and institutional mechanisms and developments. The EUMC prepared the report for publishing in Spring 2004.

1.2.5. Prospects

With the full integration of eight CEEC countries (Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovak Republic, and Slovenia) into the EUMC RAXEN network, reflected in the first common call for 25 NFPs which the EUMC published in December 2003, one of the main objectives of the RAXEN_CC project has been fulfilled. The integration of the two candidate countries Bulgaria and Romania into the EUMC framework not least depends on the creation of a new multi-beneficiary Phare programme. (This decision had not been taken before the copy deadline for this Annual report.) But with the European Commission's decision of 16 December 2003 to integrate the countries of the western Balkans into the Phare programme the future of the enlargement process has been determined, and the EUMC might have the opportunity to set up a second RAXEN_CC project both for Bulgaria and Romania and for the countries of the western Balkans (Albania, Bosnia and Herzegovina, Croatia, the former Yugoslav Republic of Macedonia, and Serbia and Montenegro).

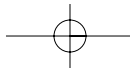
1.3. Round tables

1.3.1. Main objectives of national round tables

The main objectives of the national round tables are to:

- engage the representatives of civil society and the public authorities in a dialogue and to encourage their cooperation;
- identify 'key issues' and specific aspects in the Member States;
- inform about developments in the area of racism and xenophobia;
- exchange information on 'good practice' in the Member States;
- communicate their work to the EUMC, other national round tables and members of the RAXEN network;
- emphasise the participation of a diverse range of communities, in particular migrant and ethnic minority groups, as well as ECRI and ENAR;
- assume a consultative role and propose recommendations for the EUMC work programme and Annual report.

The round table meetings focus on the analysis and assessment of the situation related to racism in the Member State. They discuss and exchange information on good practices in the Member State to fight racism. They are focused on pres-



ent and future developments and intend to develop a joint strategy with the key players in the field.

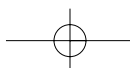
Round tables at national level have differed in their organisation and structure. This takes into account the particular situation in each Member State and the working philosophy of not duplicating already existing structures.

National round tables facilitate the exchange of information (e.g. good practice) between local, national and EU levels. This enables the use of the knowledge gained from the meetings to be applied to the EUMC's recommendations in specific fields and in its Annual report on developments in the Member States.

The round table meetings are a forum for bringing together key organisations and individuals working in the areas of racism, xenophobia and anti-Semitism. They enable the EUMC to engage with thinking and action ranging from the grass-roots level to government departments. Round tables add a European dimension to the discussions and support network building among participants — many of whom would not otherwise have access to EU level dialogues.

1.3.2. National round table meetings in 2003

- Belgium:** 10 March in Brussels (key topics: implementation of national action plan (Durban follow-up) and cooperation with European and international organisations)
- Germany:** 11 March (key topics: proposals for new immigration legislation and presentation by German Institute for Human Rights);
18 December (key topics: the transposition process of EU equality legislation into existing German law; presentation of the EUMC Phare project) in Berlin
- Greece:** 17 December in Athens (this year's topic: 'Discrimination against immigrants and the homosexual community in a constantly evolving European context', dealt with current discriminatory practices against migrants and homosexuals in Greece, as well as the changes expected after the transposition of EU racial and employment equality directives.
Presentations centred on the legislative framework against discrimination in Europe; the challenges facing transposition of the directives in Greece and institutional discrimination.
- Spain:** 14 March in Madrid (key topics: presentation of EUMC activities and the RAXEN project; networking of NGOs migrants' organisations and government organisations),
- France:** 10 regular meetings each year by the Sub-Commission on Human Rights in Paris centring around human rights issues and anti-discrimination legislation.
- Ireland:** 26 March in Dublin (key topics: the EU directive on racism and proposed framework decisions, the EUMC RAXEN data and research initiative, ECRI Recommendation No 7 on anti-racist legislation, the development of national action plans against racism).



- The Netherlands:** 15 December in Rotterdam (key topics/workshops: registration and monitoring of racial violence, experience with reporting racist crimes and incidents; fighting discrimination in the European context; implementation of EU equality legislation in the Netherlands; equality and non-discrimination of ethnic minorities in the workplace).
- Austria:** 21 October in Vienna (key topics: the status of transposition of EU equality legislation in Austria; the impact of enlargement on Austrian society and integration processes).
- Portugal:** 27 February in Lisbon – ECRI round table with the participation of EUMC (key topics: new immigration legislation in Portugal, status of implementation of EU anti-discrimination legislation).
- Finland:** 10 December in Helsinki (key topics: the politics of free access in the city space; action by the EU to tackle discrimination; the European media campaign against discrimination in Finland).
- United Kingdom:** 14 March in London, entitled 'A new equality framework for the UK?'. Key topics of discussion were the proposed changes to British equality legislation and the practical implementation of race equality laws. Recommendations included: to harmonise British equality laws upwards to achieve full and equal protection across all equality grounds; to guarantee a strong and effective enforcement role for any new single equality body; to ensure that the EUMC monitors the implementation of the EU race equality directive in a way that enables action against non-compliance; to implement public contract compliance policies to achieve equal opportunities; and to ensure that EUMC information is relevant and accessible to grassroots organisations.

10 July in Sheffield, entitled 'Working together for equality: anti-racism, inclusion and regeneration in an enlarged Europe'. Among other speakers, the meeting was addressed by the Minister for Europe and the Chair of ECRI. Key topics of discussion were the role of the black voluntary sector in European inclusion initiatives, cross-community cooperation in regeneration programmes and the significance of EU enlargement for black and Asian communities in Britain. Recommendations included: the EU should adopt targeted requirements for racial equality; EU funding conditionalities should be reformed to ensure participation of small organisations; targeted support should be given to the black voluntary sector; and more capacity building measures should be developed with and for black and minority ethnic communities.

The principal recommendations common to all round table meetings were the strengthening of national networks (notably ethnic minority NGOs) and the need for the effective and complete implementation of the EU equality legislation at national level.

1.3.3. European round table workshop 2003

The third European round table workshop took place on 21 March 2003 and was a joint meeting hosted by the EUMC in cooperation with the European

Commission against Racism and Intolerance (ECRI). Organised to coincide with the International Day for the Elimination of Racial Discrimination on 21 March 2003, the workshop was entitled ‘Local solutions to combat racism’.

The objective of the workshop was to examine the conditions for minimising points of potential conflict between different groups in a given community — with an emphasis on practical initiatives.

The main themes were: (i) the application at local level of effective national legislation against racial discrimination, incitement to racial discrimination and violence; (ii) youth and the fight against racism and intolerance; and (iii) the mechanisms for dialogue, cooperation and conflict resolution and the necessary conditions for their success.

The conference made recommendations in the areas of promoting the exchange of good practice at national and international levels (e.g. youth programmes, community cohesion projects and the legislative process).

1.3.4. European round table conference 2003

The fourth European round table conference was held on 3–4 November 2003, at the European Academy in Berlin, Germany. The conference focused on three key issues: the European PR campaign to promote the scope and implementation of EU equality legislation (presented by the Media Consulta Company), EU enlargement (the Phare RAXEN programme and its implication for new Member States), and Community cohesion in the urban environment.

For the first time, representatives of Bulgaria, the Czech Republic, Hungary, Lithuania, Poland and Slovenia participated in the conference.

Conference participants discussed the new EU campaign for diversity and against discrimination. The conference also provided space for interaction between representatives of the old and new EU Member States, especially in the context of the EUMC’s Phare project. Participants recommended creating more fora to exchange models of good practice regarding national and local level actions to combat racism and xenophobia.

The principle goals of the European round table conference are to:

- discuss issues of primary importance identified by the EUMC and at the national round table meetings, and
- to provide information to be filtered back to national organisations, exchange of good practice and networking. By identifying one or more key issues, the EUMC seeks to strengthen the European dimension for the coordinators to incorporate into their national activities.

1.4. Documentation and library

1.4.1. Electronic archive and EUMC web-database

In February 2003 the EUMC launched its database, which is now freely available to the public via the EUMC website <http://eumc.eu.int>.

The database contains general information on organisations involved in activities against racism, xenophobia and anti-Semitism in all Member States, information about 'good practices' and other activities, like fieldwork projects, campaigns, studies, etc. and references of relevant publications and audiovisual material. One of the main sources of information offered is the result of the RAXEN mapping exercises and of the RAXEN data collection in the fields of employment, racist violence, education and legislation.

In 2003, the EUMC continued to improve the mainly virtual documentation archive. Data have been updated and revised, and new data that were collected during the RAXEN 3 mapping exercises and data collection were implemented. At the end of 2003 there were 32 000 entries in the EUMC database, of which 15 000 are available on the Internet.

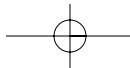
Additionally the EUMC has started to prepare other internal services to use the electronic archive tool. This includes an internal EUMC address database and the virtual storage of press releases.

The EUMC has continued to develop a new form of data presentation, where EUMC reports will be linked to relevant data entries of the database. Therefore additional software tools have been developed within the EUMC electronic archive software. A pilot project on the employment reports is still ongoing and results will be made available in early 2004.

The EUMC has also taken first steps for the implementation of country fact sheets on the EUMC website. These fact sheets will provide the public with general overview information on racism, xenophobia and other relevant issues in each Member State.

1.4.2. Library

The stock of the library has been extended, especially by purchasing official national and EU statistics, dictionaries and recent standard literature and relevant scientific journals in the fields of racism, xenophobia, anti-Semitism and Islamophobia.



1.5. EUMC research projects

In addition to establishing networks and collecting existing data, the EUMC initiates research projects to study and analyses the extent, causes and consequences of the phenomena and manifestations of racism, xenophobia and anti-Semitism, as well as examining examples of good practice in dealing with them. In 2003, five studies were finalised and three new studies were initiated. The EUMC publishes the final reports on its website (<http://eumc.eu.int>). Reports are also available by mail.

1.5.1. Migrants' experiences of racism and discrimination

The EUMC has continued its research project: 'Migrants' experiences of racism and racial discrimination', which was initiated in 2001. The aim of the project is to develop comparable data on migrant and minority groups with regard to their subjective experiences of racism and discrimination in their everyday life by using, as far as possible, a similar methodology for data collection and data analysis. A survey conducted in Sweden ⁽¹⁾ (similar to surveys carried out in Denmark ⁽²⁾ and Finland ⁽³⁾) was used as a model for the project. The first two EUMC studies, Italy ⁽⁴⁾ and the Netherlands ⁽⁵⁾, were finalised in 2002. Following these, the EUMC commissioned four further studies: in Belgium ⁽⁶⁾, Spain ⁽⁷⁾, Austria ⁽⁸⁾ and the United Kingdom ⁽⁹⁾. All studies were completed by the end of 2003 and most will be available in 2004.

During 2003 the EUMC commissioned new studies in Germany and Greece, and these will be completed in 2004.

1.5.2. Comparative studies

Comparability of data

One problem which lies at the core of the EUMC's work is the enormous variety between Member States in their systems for recording the main indicators for discrimination or for racist violence and crimes. Because records in the Community and its Member States are not coherent and not harmonised, it is not

⁽¹⁾ A. Lange (1997), *Immigrants on Discrimination II*, CEIFO, University of Stockholm.

⁽²⁾ B. Møller, and L. Tøgeby (1999) *Oplevet Diskrimination. En undersøgelse blandt etniske minoriteter*, København: Naevnet for Etnisk Ligestilling (Experienced discrimination. An investigation among ethnic minorities, Copenhagen: National Board for Ethnic Equality).

⁽³⁾ K. Liebkind, Dr I Jasinskaja-Lahti, *Maahanmuuttajien sopeutumisen paakaupunkiseudulla*, Ministry of Labour: Helsinki.

⁽⁴⁾ M. Maneri (2002), *Migrants' experiences of discrimination in Italy*, EUMC.

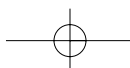
⁽⁵⁾ J. ter Wal (2002), *Migrants' experiences of discrimination in the Netherlands*, EUMC.

⁽⁶⁾ M. Martiniello (2002), *Migrants' experiences of discrimination in Belgium*, EUMC.

⁽⁷⁾ C. Pereda (2003), *Migrants' experiences of discrimination in Spain*, EUMC.

⁽⁸⁾ C. Schwab (2003), *Migrants' experiences of discrimination in Austria*, EUMC.

⁽⁹⁾ S. Roberts (2003), *Migrants' experiences of discrimination in the United Kingdom*, EUMC.



possible to make meaningful comparisons between them. Countries with better data collection and monitoring systems inevitably present the misleading impression that they have a much larger problem of cases than other countries, and in Member States without proper national reporting systems on discrimination, the logically erroneous assumption is made that there is ‘no problem’.

The EUMC is working to improve the comparability of data. In the short term it collects data from its NFPs under common headings so as to maximise the comparability of existing secondary data, with all its imperfections. A medium term strategy is to commission original research with comparability built into the methodology, thereby producing directly comparable data in specific limited fields. An example is the current EUMC project ‘Migrants’ experiences of racism and racial discrimination’, which uses a common methodology in various Member States to produce comparable data on subjective experiences of racism and discrimination in everyday life.

Four comparative studies

In 2003, the EUMC completed four comparative analytical studies on the themes of employment, education, legislation and racist violence and crimes. The reports on employment and education present a European overview of evidence on discrimination and exclusion in the Member States, and also highlight examples of preventive initiatives and anti-discrimination practice in these two fields.

The report on legislation sets out the developments in anti-discrimination legislation in each of the Member States during 2002 and in particular during the countdown to the deadlines for the implementation of the two Council equality directives in 2003. The report on racist violence and crimes sets out the legal framework and data collection systems in different Member States, lists examples of racist incidents occurring during 2002, and also presents examples of programmes to combat them.

The material within the four reports was produced by the RAXEN NFP in each Member State. The EUMC then commissioned experts in the four fields to bring together this material in the form of comparative reports, adding new theoretical material and relevant additional literature of their own, describing common themes, identifying national differences, and pointing out gaps in the data.

The first of the four to be published, in report form as well as on the EUMC’s website, was the report on employment⁽¹⁰⁾. This report constitutes a unique collection of evidence on employment disadvantage, discrimination and exclusion of migrants and ethnic minorities. As well as documenting discrimination, the report also highlights examples of anti-discrimination ‘good practices’ in the area of employment, carried out by governments, employers, trade unions, NGOs and

⁽¹⁰⁾ *Migrants, minorities and employment: exclusion, discrimination and anti-discrimination in 15 Member States of the EU*, published in November 2003.

migrant organisations, and suggests selected recommendations for the EU and its Member States. Finally, the report illustrates the difficulties, both theoretical and practical, of collecting comparable information on the employment circumstances and experiences of migrants and minorities in the Member States, and identifies some of the barriers that need to be overcome in order to enhance comparability.

The remaining three comparative reports were completed at the end of 2003 and the EUMC plans to publish them early in 2004.

1.5.3. The majority of the population's attitudes to migrants and minorities

In 2003, the EUMC participated in the Eurobarometer survey to measure the attitudes of the majority of the population to migrants and minorities in all Member States. This was a repeat of the EUMC's participation in the same exercise in 2000. However, one extra aspect of the 2003 participation was the addition to the Eurobarometer survey of the 13 candidate countries, namely Bulgaria, Cyprus, the Czech Republic, Estonia, Hungary, Latvia, Lithuania, Malta, Poland, Romania, Slovakia, Slovenia and Turkey.

In 2003, the EUMC commissioned a major analysis of the data from these surveys, including a comparison of the data from the candidate countries and the existing Member States, and a comparison of the standard Eurobarometer data with the same battery of questions from the earlier Eurobarometer surveys of 2000 and 1997. Added to this is an analysis of data from the spring 2003 European social survey, which contains selected questions on xenophobic attitudes and experiences of discrimination. The analysis of data from the spring 2003 European social survey includes comparisons with the previous European social survey. A major report on and analysis of the data on European majority attitudes combined from these different sources will be published by the EUMC early in 2004.

1.6. EUMC workshops

In addition to the meetings organised under the round table umbrella (see Section 1.3) the EUMC initiates workshops which provide fora for discussion and debate by external experts on issues of concern to the EUMC in its development of projects, methodology, strategies and recommendations.

The minutes and information about the workshops are available on the EUMC website (<http://eumc.eu.int>).

1.6.1. Key issues

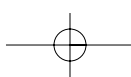
In November 2003, the EUMC organised its fourth 'Key issues workshop'. The aim of this series of workshops is to bring together leading academics and experts to discuss key topics relevant to the EUMC's mission, so as to assist the EUMC in its objective to combat racism and xenophobia and foster equality and diversity. At the previous key issues workshop in 2002, discussion had focused on the paper 'Diversity within unity'. Following the meeting the EUMC commissioned a new paper entitled 'How to combine integration and diversities — the challenge of a European Union multicultural citizenship' which was more sensitive to a European, rather than a North American context. The paper was discussed at the November 2003 workshop where 17 participants from 11 countries attended, including leading academics and experts, and representatives from the European Commission, the EUMC Management Board, and EUMC staff. Following the discussion, the EUMC will produce a revised European position paper in 2004.

1.6.2. Thematic network workshop

The aim of this meeting of European networks was to identify common projects, activities and priority areas within the fields of racism and xenophobia as well as diversity, and to develop cooperation in fields of common interest. A workshop was held in February 2003 which was attended by a number of NGOs and other organisations concerned with the European dimension of racism, discrimination and xenophobia. One aim of the workshop was to ensure that the networks do not unnecessarily duplicate their activities. Another was to exchange information, contacts and publications in an arrangement of mutual benefit, as well as generating further names from the organisations for the EUMC's 'list of experts' database.

1.6.3. Metropolis workshop

The eighth annual Metropolis conference was held in Vienna from 15–19 September. In this framework, the EUMC organised a workshop on 'the role of NGOs and civil society actors in combating discrimination and promoting diversity — a European comparative perspective' as a way of displaying to the international research and NGO community the operation of its RAXEN network. There were five presentations, one by a member of EUMC staff, three from members of RAXEN national focal points, and one representing ENAR, the European network against racism. The presenters described the character of their activities with regard to immigrants and ethnic minorities, and in doing so showed how the work of NGOs in this field varies across the EU according to differences of national context, e.g. differences in the recognition of discrimination as a problem, in the recording of incidents of discrimination, in the laws and



institutions against discrimination, in the nature of political discourse on minorities and cultural diversity, in the way NGOs are funded, in the character of the relationship between NGOs and government bodies, and so on. The aim was to present contrasting approaches in very different national contexts, showing examples of success and highlighting problems and difficulties, so others could draw practical lessons from this international exchange of experience.

1.6.4. RAXEN meetings

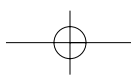
The EUMC held three meetings with the RAXEN NFPs in 2003. The aim was to coordinate the ongoing work of the national focal points, clarify guidelines, discuss problems encountered in data collection and report writing, and foster a common understanding of tasks. The future of RAXEN was also widely discussed during these meetings. The NFPs identified the main strong and weak points of RAXEN and formulated proposals for the future.

1.6.5. Phare meetings

To foster cooperation between RAXEN_CC and the EUMC within the Phare programme, two meetings took place in 2003. The first meeting of the RAXEN_CC network was held on 14 and 15 October in Vienna. Several EUMC staff members presented an overview about recent developments and activities, including a presentation by the EUMC director. The meeting discussed the first results of the mapping exercise and offered a first training in the new EU Circa software, which is tested by the NFPs as a future model of communication for the enlarged RAXEN network. The second meeting was organised as an 'enlarged' RAXEN network meeting of the 25 NFPs on 10 and 11 November. A third meeting is scheduled for February 2004 and will present the results of the RAXEN_CC project to a wider public.

1.6.6. Round tables on the fight against anti-Semitism and Islamophobia

Being concerned about the recent rise in anti-Semitism and Islamophobia in Europe, Anna Diamantopoulou, European Commissioner responsible for Employment and Social Affairs asked the EUMC to prepare and organise a series of round tables. The first round table of this series on 'Manifestations of anti-Semitism in Europe' had already taken place in December 2002. The discussion had shown the need for a clear definition of anti-Semitism and for a distinction to be drawn between anti-Semitism and criticism of Israeli government policies. Education on the rule of law, mobilising political leadership and the reporting of the media had been found to be vital in dealing with anti-Semitism. In February 2003 leading experts from around Europe discussed 'Manifestations of



Islamophobia in Europe'. Among other key issues, the participants drew particular attention to the decisive influence of the media and of education on both fostering and preventing Islamophobia. It was regretted that a 'culture of exclusion' had developed in the EU. In March 2003, representatives from the Christian church, the Jewish and Muslim communities, the educational and cultural sector, the media and NGOs took part in a meeting which was dedicated to 'The fight against anti-Semitism and Islamophobia: bringing communities together'. This round table has concluded that the EU must promote 'a culture of healing' with regard to anti-Semitism, which is manifested in thousands of small acts, apparently insignificant in isolation, but powerful in combination. The results of the three round tables are available on the EUMC website.

1.6.7. Coordination Committee on Human Rights Documentation

In May 2003, the EUMC hosted the 26th European Coordination Committee on Human Rights Documentation (ECCHRD) meeting, consisting of professionals working in the field of human rights documentation. The meeting was held to discuss appropriate and compatible methods and techniques of information handling and to build up cooperation between the different documentation centres.

1.6.8. Local communities

In 2002, a conference had been organised by the EUMC, in cooperation with the city of Barcelona, on 'Immigration and cities in Europe', and the outcome of the conference was to try and set up a network of local authorities in Europe to deal with the issue of immigration and integration. In 2003, the EUMC organised a meeting with interested parties to brainstorm on the setting up of this network.

The participants, representing the European Parliament, the Committee of the Regions, the city of Barcelona and a consultant on cities networks, agreed to the main objectives of the network, as well as to the main points and guidelines that the network should be set around. The involvement of the city of Rotterdam as a lead city in the network along with Barcelona was also discussed.

1.6.9. Racism in sport

The EUMC hosted a meeting with the Athens 2004 organising committee to examine possibilities for undertaking common and complementary initiatives during the 'European Year of Education through Sport'. Participants included representatives from the European Parliament, European Commission, Committee of the Regions, UNDP, UEFA, and the NGO network, Football against Racism in Europe (FARE). Follow up discussions were held with the Committee of the Regions representative with a view to undertaking activities in 2004 related to racism and football.

1.7. Cooperation with EU institutions, international organisations and Member States

The EUMC continues to enhance its cooperation with the EU institutions, in particular the European Commission, the European Parliament and the Committee of the Regions. The cooperation takes a variety of forms and is directed principally in three areas, namely to support specific projects to meet European Commission objectives; to feed into regular reporting; and to maintain coherence and complementarity within the broad EU approach to the particular issue or subject. In some of the areas the EUMC has a formal role and is part of the process, in others it has a complementary role to an ongoing process and further still in others it is called upon to fulfil an advisory function. Irrespective of the role or function, the interaction with the Community institutions serves to underline the common and comprehensive approach which is at the heart of Community action.

Cooperation with international organisations is governed by a legal cooperation agreement with the Council of Europe. To ensure consistency and coherence at international level on matters related to racism, the EUMC also cooperates with the Organisation for Security and Cooperation in Europe (OSCE) and the United Nations (UN).

Cooperation with the EU Member States is channelled principally through the contact with the EUMC's government liaison officers. This cooperation serves to enhance the information and data flow from and to national authorities, serves as a one stop facility for each Member State to gather information about each other and provides a forum to raise issues and communicate future priorities and activities.

In all areas of cooperation the added value is to draw in the specific expertise and experience of the various organisations, institutions or Member States to make action to combat racism and xenophobia more effective.

1.7.1. Cooperation with EU institutions

1.7.1.1. Cooperation with the European Commission

Directorate-General for Employment and Social Affairs Working group to prepare implementation of Article 13 directives

The EUMC participated in February and June meetings of the Legal Working Group on the transposition of the racial equality and employment equality directives into national legislation. The Legal Working Group serves as a forum to report on the progress of transposition of the directives, outline legal and technical issues related to transposition and highlight existing good practice and mod-

els related to legal and institutional mechanisms to promote equality and combat discrimination. The Legal Working Group provided an indispensable forum to present the results of the EUMC study on anti-discrimination legislation, cross check and update information on the transposition process and ensure coherence and effective coordination between the Commission and EUMC in related activities up to the transposition deadlines.

The EUMC complemented its information from its RAXEN network and government liaison contacts with that of the European Commission in the EUMC's Annual report on the state of play of the transposition.

In addition, as part of its follow up, the EUMC's approach to supporting the effectiveness of the new or amended national legislation related to race or ethnic origin is coordinated with the Commission's activities to avoid duplication and build on added value.

Working group on data collection

In the longer term the EUMC hopes to encourage Member States to improve their systems for collecting data so as to facilitate more comparability. In the meantime the EUMC is represented on the Commission's working group on data collection to measure the extent and impact of discrimination in Europe, which met twice during 2003. One of the first tasks of this group was to initiate research to map existing data collection at European level and in Member States, to map the already available instruments for collecting data relating to discrimination in Member States and at European level, and to provide initial proposals on comparable qualitative and quantitative indicators and analysis methods. Whilst the remit of the working group is wider than that of the EUMC, covering all the areas of the equality directives, the EUMC is providing inputs in relation to issues of race/ethnicity and religion, and making available the relevant material existing on its database.

The EUMC participated in the meetings of the EU-level advisory group preparing the information campaigns to combat discrimination, which was launched by Commissioner Diamantopoulou in June 2003 and attended by the EUMC.

Directorate-General for Justice and Home Affairs

The EUMC cooperated with the Justice and Home Affairs DG (JAI DG) on the setting up of a European observatory on migration, to meet the need to improve the exchange of statistics and information on asylum and immigration. The initial activities for the establishment of a 'virtual' migration-monitoring centre involved the setting-up of a network of national 'focal points' linked to each other and to a central unit. In this respect the EUMC shared information with the Justice and Home Affairs DG (JAI DG) on its experience of the setting up of its RAXEN network.

Directorate-General for External Relations

The main area of cooperation with the European Commission's External Relations DG (RELEX DG) in 2003 concerned the OSCE's conferences on anti-Semitism (June), racism (September) and the human dimension implementation meeting (HDIM) (October). The EUMC supported the EU's contribution to the conferences by providing advice and information to the Commission and Member States (under the aegis of the Greek and Italian presidencies of the EU) on the situation of racism and anti-Semitism. It also used the opportunity of the OSCE HDIM to make a presentation on its work and activities at a side event hosted by the Italian Presidency.

Directorate-General for Education and Culture

As part of its discussion on possible activities during the 'European Year of Education through Sport' in 2004, the EUMC held discussions with the Education and Culture DG on their planned programme of events and the opportunities for common and complementary activities. A representative of Education and Culture DG also participated in the meeting on racism and sport hosted jointly by the EUMC and Athens 2004 organising committee. (See also 1.6.9.)

1.7.1.2. Cooperation with the European Parliament

The EUMC participated in various meetings and hearings of the European Parliament (EP) committees, in particular the Committee on Citizens' Freedoms and Rights, Justice and Home Affairs, and also in other committees, such as the Committee on Culture, Youth, Education, media and sports and political groups at the request of the EP and the EUMC.

The EUMC presented its Annual report to the EP, to the Committee on Citizens' Freedoms and Rights, Justice and Home Affairs.

The EUMC contributed to the 2003 EP report on 'The situation of fundamental rights in the EU', prepared by the Committee of Citizens' Freedoms and Rights, Justice and Home Affairs, and participated actively in the public seminar organised by the Committee on the 'Respect for fundamental rights in the EU in 2003'.

The EUMC worked with the EP on the project of the Charter of European Political Parties for a non-racist society. The EUMC has been involved in the project of the Charter since its beginning in 1998. At the end of 2003, after a series of meetings between the EUMC, ECRI, the EP and the Parliamentary Assembly of the Council of Europe, the project was taken over by the EP and PACE. In the framework of their joint meeting held in September 2003, on the theme of 'Building one Europe', the presidents of the two assemblies took the opportunity to emphasise the Charter and to call upon political parties to sign up to it.

The next step is for the two assemblies to set up a steering committee and a secretariat to ensure the future of the Charter.

For the purpose of awareness-raising the EUMC has produced some posters and postcards with the text of the Charter in all the official languages of the EU including those of the 10 acceding countries and Russian.

1.7.1.3. Cooperation with the Committee of the Regions

The EUMC continues to cooperate with the Committee of the Regions in examining options and activities to set up a local communities network of municipalities to tackle issues related to racism and xenophobia, particularly the integration of migrant communities. (See also 1.6.8.)

Furthermore, the EUMC discussed with the Committee of the Regions ideas for awareness-raising activities to fight racism and xenophobia in 2004 in the context of the ‘European Year of Education through Sport’ and in the framework of sports events planned for 2004. (See also 1.6.9.).

1.7.1.4. Cooperation with the European Economic and Social Committee

The EUMC presented its work, activities and the findings of its main report to the Section of Employment, Social Affairs and Citizenship of the European Economic and Social Committee.

1.7.2. Cooperation with international organisations

1.7.2.1. Cooperation with the Council of Europe – European Commission against Racism and Intolerance (ECRI), Migration and Roma/Gypsies Division

The EUMC and ECRI hosted jointly a common round table event to commemorate anti-racism day in March (See also 1.3.3., European round table workshop 2003). The EUMC and ECRI held their annual joint bureau meeting in Vienna. The purpose of the meeting was to review and assess their cooperation and to identify further complementary activities based on the medium to long-term perspective and planned activities in their respective work programmes. Areas addressed included EUMC participation at ECRI’s 10th anniversary event in 2004.

Other work with the Council of Europe was undertaken with the Migration and Roma/Gypsies Division in the context of the Roma Women and Access to health care project (See also 1.7.2.2 Roma Project – cooperation with the Council of Europe and OSCE). The EUMC also held preliminary discussion with the Migration and Roma/Gypsies Division on other possible areas of future cooperation.

1.7.2.2. Roma project – cooperation with the Council of Europe and the Organisation for Security and Cooperation in Europe (OSCE)

The EUMC in cooperation with the Council of Europe's Migration and Roma/Gypsies Division and the OSCE's Office of the High Commissioner on National Minorities completed the common project on Romani women and access to public healthcare. The project had several measurable objectives in 2003 which included the hosting of an intergovernmental conference and the publication of a report on the issue. The three-year project demonstrated successful cooperation among intergovernmental organisations each of which contributed a specific perspective and expertise based on their respective mandates and modalities of operation.

The IGO conference was held in Strasbourg on 11–12 September where Simone Veil gave the keynote speech. A key participant in the conference was the international Romani women's network whose establishment had been facilitated by the three organisations as part of the project. The IGO conference also provided the opportunity to launch the report 'Breaking the barriers — Romani women and access to public healthcare'. The report provides an overview of the situation together with recommendations and examples of good practice.

1.7.2.3. Cooperation with the OSCE

The work with the OSCE institutions was undertaken primarily with the Office of the High Commissioner on National Minorities (HCNM) within the Romani women common project. In addition, the EUMC participated in the OSCE HCNM 10th anniversary seminar 'Preventing conflict through integrating diversity: challenges for the second decade of the OSCE High Commissioner on National Minorities' at the Hague on 31 January–1 February. The EUMC also began the process of enhancing its cooperation with the Office for Democratic Institutions and Human Rights (ODIHR) with a view to further strengthening cooperation in 2004, particularly around the tolerance related issues.

1.7.2.4. Cooperation with the United Nations (UN) System

Follow-up to the World Conference against Racism (WCAR)

As part of its own follow-up to the World Conference against Racism, the EUMC has focussed on enhancing cooperation with relevant organisations of the UN system. In this context it participated in the UN regional seminar of experts for eastern Europe, under the auspices of the Office of the High Commissioner for Human Rights (OHCHR), and Unesco's strategy meeting in Moscow. The EUMC also continued to provide data and information to OHCHR on developments within the Union on racism and xenophobia.

1.7.3. Cooperation with Member States

1.7.3.1. Relations with governments of EU Member States

The EUMC hosted the third and fourth meetings of the government liaison officers in 2003. The meetings aim to share and exchange information on developments in the field of racism and xenophobia, highlight key issues and coordinate information on activities. The third meeting in March addressed *inter alia* approaches to anti-discrimination in the Member States with a presentation of the Irish experience. The EUMC provided a progress report on its activities including its work on RAXEN, data comparability and its seminars on anti-Semitism and Islamophobia. The fourth meeting was joined for the first time by observers from three of the 10 accession States, namely Cyprus, Lithuania and Hungary. The fourth meeting examined the Commission's communication on recasting the EUMC's regulation. Information was provided on the extension of the RAXEN network to the 10 accession States and candidate countries on the European mainland (see above under RAXEN CC) and the evaluation of the RAXEN network.

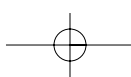
In 2003, the EUMC was engaged heavily in supporting the EU Member States' preparations for the OSCE conferences on anti-Semitism and racism in June and September respectively. The EUMC provided input and advice to the Member States at the conferences and the preparatory meetings and working groups on programmes and activities of the Union. Under the Italian Presidency of the EU the EUMC gave a presentation of its work to OSCE participants at the human dimension implementation meeting in Warsaw in October.

In addition, the EUMC continued to attend conferences and events organised by the Member States such as the anti-discrimination conference in Milan in July.

1.8. Cooperation with civil society organisations

1.8.1. Cooperation with the European network against racism

The EUMC participated in the hearing co-organised by ENAR and MEP Claude Moraes on: '19 July 2003 – Deadline for the race equality directive. A landmark day?' The purpose of the meeting was to have a general overview on the transposition of Council Directive 2000/43/EC of 29 June 2000, to hear where countries had difficulties in implementing the directives, to share experience in transposition and to hear why some of the Member States have not yet implemented the directives.



1.8.2 Cooperation with private foundations

The EUMC held a meeting on 22 October 2003 with the director of the Barrow Cadbury Trust Foundation, United Kingdom and the chairman of the Freudenberg Foundation, Germany, representing the Minorities and Multiculturalism Interest Group of the European Foundation Centre (EFC). This was a follow-up to last year's conference in Brussels.

The EFC'S Migration Interest Group focuses on migration problems (immigration policies, access to services for new arrivals, etc) and the challenges of establishing multi-ethnic communities.

1.9. Information, public relations and media

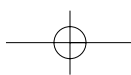
1.9.1. Jean Kahn Award

The EUMC together with the Evens Foundation launched in March 2003 the Jean Kahn Award 2003. The award of EUR 10 000 is intended to reward an organisation or an individual in recognition of an outstanding contribution in combating racism, xenophobia and anti-Semitism by initiating significant and sustained change and developing good practices or innovative projects with a European impact.

The winner of the Jean Kahn Award 2003 was FARE (Football Against Racism in Europe) a fan-oriented network dedicated to fight racism and discrimination in and through football, for its exemplary work in combating racism, xenophobia and anti-Semitism through sport and promoting a positive message of inclusiveness at all levels. FARE was launched on 7 June 2000 in the European Parliament in Brussels. More than 70 supporters' clubs, fan projects, anti-racist football campaigns, players associations and clubs from 18 European countries are linked to the network. The transnational cooperation of sport associations, players unions and fan-based activities strengthen a new, innovative approach to fighting discrimination.

Two other organisations, the Policy Research Institute on Ageing and Ethnicity (PRIAE) and Quick Response, received special recognition. PRIAE is one of the few black and minority ethnic-led organisations which applies a race relations analysis to the issue of ageing. The institute provides leadership at UK and European level in the ageing and ethnicity sector. Special recognition was given to PRIAE for the excellent work they undertake in this historically underdeveloped field.

Quick Response got special recognition for the excellent work they are undertaking in the field of media in increasing consciousness on, and in the long-run resistance against, discrimination. The concept of Quick Response is to scrutinise



how the Swedish media reports on the issues of immigration, integration, racism and xenophobia and to initiate discussions about the structure and stereotypes that are spread by the media. The primary target group are journalists.

Furthermore, it is also active in the education sector by giving lectures both to journalists and students studying journalism, and also to high school students and teachers to increase their knowledge in questions related to discrimination and hostility towards immigrants, as well as to encourage a critical approach to the media.

1.9.2. Publications

- During 2003 the EUMC published a number of reports and other publications, primarily:
- *Racism and xenophobia in the EU Member States trends, developments and good practice in 2002*, Annual Report 2002, Part 2, December 2003
- *The fight against anti-Semitism and Islamophobia — bringing communities together*, December 2003
- *Migrants, minorities and employment — exclusion, discrimination, and anti-discrimination in 15 Member States of the European Union*, November 2003
- *Equal voices*, Issue 14, November 2003
- *Breaking the barriers — Romani women and access to public healthcare*, September 2003
- *Using the Internet for intercultural training*, September 2003
- *Equal voices*, Issue 13, August 2003
- *EUMC newsletter*, No 18, June 2003
- *EUMC Internet guide on organisations combating racism and xenophobia in Europe*, June 2003
- *Activities of the European Monitoring Centre on Racism and Xenophobia — Annual Report 2002, Part 1*, June 2003
- *Equal voices*, Issue 12, May 2003
- *Situación de las Comunidades Islámicas en Cinco Ciudades Europeas (The Situation of Islamic communities in five European cities)*, May 2003
- *EUMC newsletter*, No 17, March 2003
- *Equal voices*, Issue 11, February 2003

1.9.3. Annual Report 2002, Part 2

The Director of the EUMC launched the fifth EUMC Annual Report on 2 December 2003 in the Committee on Citizens' Freedoms and Rights, Justice and Home Affairs of the European Parliament. The report details the developments during 2002 in legislative and institutional initiatives that Member States had taken by way of preparation for the Council equality directives. While some Member States attempted to exceed the minimum standards set by the directives, it was clear that the majority had not fulfilled their obligations to transpose the racial equality directive into their own national legislation by 19 July 2003. The report also looks at national developments in education and employment over 2002, two of the main areas covered by the racial equality directive. Evidence of discrimination came from complaints raised by victims or by concerned NGOs, as well as from various surveys and research inquiries, though much of this data is not yet comparable among Member States due to widely differing monitoring practices. The report also shows encouraging evidence of new initiatives to combat discrimination and embrace diversity.

Another major theme of the EUMC Annual report was racist and xenophobic violence and crimes. The report sets out the data available for each Member State in 2002, with cases of the crimes themselves and examples of initiatives to combat them. However, the report also shows that records on racist crimes in the Community and its Member States are not consistent or reliable, and recording systems are constantly being changed. For the majority of the Member States it was therefore not possible to assess national trends on racist crimes or make meaningful cross-national comparisons.

1.9.4. Equal voices and EUMC newsletter

The EUMC published four issues of its magazine *Equal Voices* in 2003. *Equal Voices* provides a forum for in-depth articles on topical, key and future issues related to racism. It also highlights EUMC projects and activities. The February issue had a particular focus on the NGO conference hosted by the EUMC in cooperation with the Council of Europe and OSCE on Roma women and access to healthcare. Other particular highlights were the launch of the Jean Kahn Award and articles dealing with cultural diversity. The May issue examined integration through political participation and provided information on the series of round tables jointly hosted with the European Commission on anti-Semitism and Islamophobia. The August issue focused largely on the European Commission's anti-discrimination campaign and the lead up to the deadline for the transposition of the racial equality directive. The November issue returned to the EUMC's Roma women project which was completed successfully in September with its partners the Council of Europe and OSCE. The interface between age, ethnicity and discrimination was the subject of an interesting article and information was provided on the EUMC report on ethnic minority communities and employment.

The EUMC published two issues of its newsletter in 2003. The newsletters cover a variety of issues and serve to provide a snapshot of developments in the Member States and the Union.

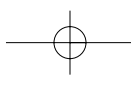
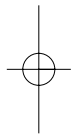
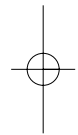
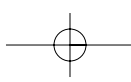
1.9.5. Website

The EUMC launched its new website at the beginning of 2003 and this has been well received by the public, as indicated by the increasing amount of visits to the site. Following a review of the operation of the website the EUMC initiated a project to improve the design and the interactivity of the front page of the website.

The website was used continuously in 2003 to deliver news and information about the Centre, its work and output. The information is available in English, but French and German translations are increasingly provided. Selected publications are also available in other official languages of the EU.

The website provides information on major projects and publications. A special area is reserved for RAXEN, round tables and other activities. A section provides information about the EUMC itself, about calls for tender and job vacancies.

The EUMC website was visited by a daily average of 505 visitors. The number of visitors showed a continuing increase over the year from 16 700 in January to 26 200 in December 2003. The total number of visitors was around 178 400 in 2003.



2. The Management and Executive Boards

2.1. Members and tasks of the boards

2.1.1. Management Board (MB)

The Centre's Management Board (MB) is composed of 18 independent members: one member nominated by each Member State, one representative appointed each by the European Parliament, the Council of Europe and the European Commission. Each member has a deputy appointed on a similar basis. Their term of office is three years, which can be renewed once.

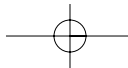
The MB takes decisions necessary for the operation of the EUMC. Each member, or in his/her absence, his/her deputy, has one vote. Decisions are taken by a two-thirds majority of the votes cast.

In particular, the MB is required to

- determine the EUMC's annual work programme;
- adopt the EUMC's Annual report and its conclusions and opinions;
- adopt the EUMC's annual draft and final budgets;
- approve the accounts of the EUMC and give the director discharge;
- appoint the EUMC's director.

The Management Board, which met three times in 2003, has the following members:

Country/organisation	Member	Deputy
Belgium	Johan LEMAN	Eliane DEPROOST
Denmark	Ole ESPERSEN	Morten KJAERUM
Germany	Joachim GAUCK	Barbara JOHN
Greece	Petros STANGOS	Vasilis VOUTSAKIS
Spain	Juan de Dios RAMÍREZ-HEREDIA	Joaquín ALVAREZ DE TOLEDO
France	Guy BRAIBANT	Martine VALDÈS-BOULOUQUE
Ireland	Seamus CULLIMORE	Anastasia CRICKLEY



Annual report 2003 – European Monitoring Centre on Racism and Xenophobia

Italy	Francesco MARGIOTTA BROGLIO	Diego UNGARO
Luxembourg	Victor WEITZEL	No nomination
The Netherlands	Ed VAN THIJN	Paul B. CLITEUR
Austria	Stefan KARNER	Peter J. SCHEER
Portugal	Francisca Eugénia DA SILVA DIAS VAN DUNEM	Carlos Manuel SOARES MIGUEL
Finland	Kaarina SUONIO	Tom SANDLUND
Sweden	Heléne LÖÖW	Agneta LINDELÖF
United Kingdom	Robert PURKISS	Naina PATEL
European Parliament	Ludwig STEINER	Michèle LINDEPERG
Council of Europe	Joseph VOYAME	Jenö KALTENBACH
European Commission	Bernhard JANSEN	Adam TYSON

2.1.2. Executive Board (EB)

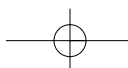
The EB is composed of the Chair and Vice-Chair of the Management Board, and a maximum of three other members of the MB, including the person appointed by the Council of Europe and the European Commission representative as ex-officio members. The MB elects the third member.

The EB supervises and monitors the work of the EUMC and prepares the meetings of the MB in cooperation with the director of the EUMC.

In addition, it deals with all matters delegated to it by the MB in accordance with its rules of procedure.

The Executive Board, which met six times in 2003, has the following members:

Position	Name
Chair	Robert PURKISS
Vice-Chair	Petros STANGOS
Member	Heléne LÖÖW
Member	Bernhard JANSEN
Member	Joseph VOYAME



3. Personnel, organisational and financial information

3.1. Staff information

3.1.1. Administrative information

The EUMC implemented the new Financial Regulation from 1 January 2003. This included, amongst other things, a decentralisation of responsibility towards the authorising officer (by delegation), in-build controls rather than ex-post verifications and the installation of an internal audit capability.

To improve further the budgetary processes the budget officer monitored the related processes and provided guidance where necessary. This led to an improved budgetary implementation in 2003 in comparison with 2002.

A new tender and procurement helpdesk was put in place and a risk assessment tool was developed and implemented.

3.1.2. Staff

The year 2003 again saw a very large recruitment procedure due to a high level of fluctuation among the staff. Three posts were filled following the recruitment procedure launched in 2002.

A first recruitment procedure was launched in 2003, four posts were filled from November 2003 and one will be filled in January 2004. Three posts are actually vacant and two others will become vacant in the first half of 2004. A second recruitment procedure was launched in December 2003 to fill the posts in 2004.

At the end of 2003, 26 posts were filled. A second round of promotions was effected in November 2003.

In addition, as at 31 December 2003 the Centre was supported by two detached national experts one (throughout 2003) who dealt with evaluation and the second who has been dealing with data comparability since November 2003.

At the end of 2003 two thirds of A grade staff could be classed as operational and contributing directly to achieving the Centre's objectives.

Recruitment of staff (Number of temporary agents)

Year	2001		2002		2003	
	June	Dec	June	Dec	June	Dec
A	9	9	9	10	11	9
B	8	9	8	8	10	10
C	6	6	6	7	7	7
D	1	1	1	1	0	0
Total (*)	18	24	24	25	28	26

(*) Posts filled

When all categories are taken together, 58 % of the Centre's staff could be considered operational members of staff and 42 % responsible for support activities (administration and secretarial services).

When all categories are taken together, 58 % of the Centre's staff could be considered operational members of staff and 42 % responsible for support activities (administration and secretarial services).

3.2. Internal organisation

At the end of year 2003, the Centre was organised with three departments as follows:

Directorate	
Director	A
Secretariat	2 C
Audit capabilities	A
Evaluation expert	DNE

Administration	
Head of Unit	A
Secretariat	C
Legal adviser	A
Budget & planning	A
Accountant	B
Human resources	B
IT systems	B
Office support	C

Research and Data Collection	
Head of Unit	A
Secretariat	C
Head of Sector	
Data Collection	A
RAXEN assistant	B
Data Collection assistant	B
Quality & comparability	DNE
Documentation assistant	B
Head of Sector	
Research & analysis (unfilled)	A
Research administrator	A
Annual & special reports (unfilled)	DNE
Scientific editor	B
Workshop organiser	C

Communication and External Relations	
Head of Unit	A
Secretariat	C
Communication & External Relations administrator	A
Relations with EU institutions & bodies	A
Round tables assistant	B
Webmaster	B
Relations with clients	C
Conferences & events	B

3.3. Budget and financial affairs

The ordinary budget for the financial year 2003 amounted to EUR 6 575 000:

- 48.7 % for operational activities (48.5 % in 2002)
- 8.4 % for operating expenditure, building, equipment (7.8 % in 2002)
- 42.9 % for staff in active employment (43.7 % in 2002)

In 2003 all transfers of appropriations were made within the same titles.

Table 1 – Distribution by titles and transfers for 2003 and 2002

EUR	Budget 2003	Transfers 2003	Budget 2002	Transfers 2002
Title 1	2 820 000	-	2 695 500	+145 500
Title 2	555 000	-	483 500	-236 500
Title 3	3 200 000	-	2 991 000	+91 000
Total budget	6 575 000	0	6 170 000	0

The presentation of revenue and expenditure is as follows.

3.3.1. Revenue

The European Community subsidy was the principal revenue of the Centre in 2003. The Centre received also a financial support of the Austrian authorities corresponding to the reimbursement of around 50 % of the cost of the net rent: EUR 74 033 for the period in question. Bank interest amounted to EUR 15 225.

3.3.2. Expenditure

3.3.2.1. Title 1. Staff

In the staffing schedule adopted by the Budget Authority, 30 posts were mentioned for statutory agents. In December 2003, 26 temporary agents had a contract with the Centre. The average of present members was of 26.6 on an annual basis (24.2 in 2002).

Annual report 2003 – European Monitoring Centre on Racism and Xenophobia

Table 2 – Recruitment of staff

Year	2000		2001		2002		2003											
	6	12	6	12	6	12	1	2	3	4	5	6	7	8	9	10	11	12
A	7	9	9	9	9	10	10	11	11	12	12	11	11	11	11	9	9	9
B	5	8	7	8	8	8	8	8	8	8	9	9	9	9	8	8	8	9
C	5	6	6	6	6	8	8	8	8	8	8	8	7	7	6	7	8	8
D	1	1	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Temp	18	24	23	24	24	26	26	27	27	28	29	28	27	27	25	24	25	26
Aux C	3.5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nat Exp	-	-	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2	2
Interim C	-	1	2	2	3	4	2	2	3	2	2	2	3	3	3	2	2	2
Total	8	19.5	26	27	28	31	29	30	31	31	32	31	31	31	29	27	29	30
Phare staff								1	1	2	2	4	4	4	4			

For the Phare project, local agents were employed in 2003 (see above).

3.3.2.2. Title 2. Functioning

The overall increase in expenditure in Title 2 in 2003 was 6 %. This was the result principally of the IT expenditure that was postponed from 2002 and an increase in the cost of rent, the result of renting more office space for storage.

3.3.2.3. Title 3. Operational activities

In 2003 the amounts for commitments decreased by 3 % whilst the level of payments remained virtually unchanged. This reflects the EUMC's focus on prudent budget implementation, especially with regards to the principle of annuality.

The situation of budget implementation and financial statements is as follows.

Table 3 – EUMC – Balance sheet as at 31 December 2003 and at 31 December 2002 (provisional)

<i>(1000 EUR)</i>					
Assets	2003	2002	Liabilities	2003	2002
Fixed assets			Fixed capital		
Fixed assets	108	183	Own capital	108	183
			Balance of the year	98	-1579
Sub-total	108	183	Sub-total	206	-1396
Current assets			Current liabilities		
Advances on salaries	1	1	Automatic carryovers of appropriations	1 277	1482
Recoverable VAT	456	541	Liabilities on earmarked revenue	694	
Sundry accounts receivable	268	79	VAT/Others taxes	454	507
			Sundry accounts payable	275	225
Sub-total	725	621	Sub-total	2 700	2214
Cash accounts			Transitional accounts		
Bank account(s)	2 073	113	Re-use		99
Sub-total	2 073	113	Sub-total		99
Total assets	2 906	917	Total liabilities	2 906	917

Source: Table drawn up by the Court of Auditors on the basis of data compiled by the Centre.

Annual report 2003 – European Monitoring Centre on Racism and Xenophobia

Table 4 – Implementation of the budget for the financial year 2003 – EUMC Vienna (Provisional)*(million EUR)*

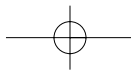
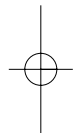
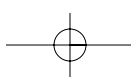
Title	Appropriations (a)	Commitments (b)	Payments (c)	% (d = c/b)	Carry-overs (f)	Cancellations (g = a - c - f)	% (h = g/a)
I – Staff							
Budget 2003	2.8	2.7	2.6	96.3	0.1	0.1	3.6
Carryovers 2002	0.2	0.2	0.1	50.0	–	0.1	50.0
Total	3.0	2.9	2.7	93.1	0.1	0.2	6.7
II – Administration							
Budget 2003	0.6	0.5	0.4	80.0	0.0	0.2	33.3
Carryovers 2002	0.1	0.1	0.1	100.0	–	0.0	0.0
Total	0.7	0.6	0.5	83.3	0.0	0.2	28.5
III – Operations							
Budget 2003	3.2	2.8	1.7	60.7	1.2	0.3	9.3
Carryovers 2002	1.2	1.2	1.0	83.3	–	0.2	16.6
Total	4.4	4.0	2.7	67.5	1.2	0.5	11.4
X – Reserve							
Total							
Budget 2003	6.6	6.0	4.7	78.3	1.3	0.6	9.0
Carryovers 2002	1.5	1.5	1.2	80.0	–	0.3	20.0
Total	8.1	7.5	5.9	78.7	1.3	0.9	11.1

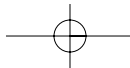
NB: Any discrepancies in totals are due to the effects of rounding.

Table 5 – EUMC – Revenue and expenditure accounts for the financial years 2003 and 2002 (Provisional)

	<i>(1 000 EUR)</i>	
	2003	2002
Revenue		
Commission subsidy	7 318	4 320
Earmarked revenue	676	
Sundry revenue	374	
Miscellaneous revenue (bank interest)	21	43
Total revenue	8 389	4 363
Expenditure		
<i>Staff – Title I of the budget</i>		
Payments	2 618	2 416
Appropriations carried over	64	187
<i>Administration – Title II of the budget</i>		
Payments	411	337
Appropriations carried over	51	60
<i>Operating expenditure – Title III of the budget</i>		
Payments	1 678	1 686
Appropriations carried over	1 162	1 234
<i>Earmarked – Title II and III</i>		
Payments	377	
Appropriations carried over	693	
Total expenditure	7 055	5 960
Out-turn for the financial year	1 334	-1 597
Out-turn carried over from the previous financial year	-1 579	-8
Appropriations carried over cancelled	339	52
Reused cancelled		151
Repayment to the Commission		-179
Exchange rate differences / exceptional charges	5	2
Balance for the financial year	98	-1 579

Source: Table drawn up by the Court of Auditors on the basis of data compiled by the Centre.





European Monitoring Centre on Racism and Xenophobia

**Activities of the European Monitoring Centre on Racism and Xenophobia –
Annual report 2003 – Part I**

Luxembourg: Office for Official Publications of the European Communities

2004 – 45 pp. – 21 x 29.7 cm

ISBN 92-95008-30-8

