



European Network Against Racism
Réseau européen contre le racisme
Europäisches Netz gegen Rassismus

ENAR

Work programme 2008

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DRAFT

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Introduction

Since the establishment of the European Network against Racism (ENAR) in 1998 the face of European anti-racism has changed dramatically. The European Union has played a key role in the development of a common anti-discrimination agenda. However it must not see progress to date as the end game, but rather one step on the road to fulfilling the broader vision of societies where everyone can participate equally. Despite the positive developments, racism and discrimination continue to be persistently experienced by ethnic and religious minority groups across the European Union, as demonstrated by ENAR's Shadow Reports.

In this context, the need for an active and collective NGO voice in Europe remains essential. Consequently ENAR has a critical role to play in pushing the European Union to take further action to eradicate racism, as well as in monitoring European developments to ensure that they do not undermine fundamental rights.

This work plan covers the period between January and December 2008 is divided into two main parts. The first presents an overview of ENAR and places the objectives of the work plan 2008 in the context of ENAR's newly adopted strategic goals 2007-2010 and the network's new organisational model. The second provides the key objectives of the network for the period under consideration. These objectives are consistent with the strategic framework as adopted and address: (1) combating discrimination and promoting social inclusion; (2) promoting the development of progressive migration policies; (3) increasing recognition of anti-racism in equality and fundamental rights strategies; and (4) enhancing the capacity of the network to deliver its mission and programme activities. In line with those above mentioned objectives, the plan considers the mechanisms of networking and horizontal activities. It also provides an assessment of human and financial resources objectives. Finally, evaluation systems are considered as part of this plan. Each objective of the work plan is considered in the context of the integrated organisational model, and objectives are articulated in light of the range of activities that will be employed to meet the objective in question. It is also to be mentioned that this work programme will be placed under the sign of continuity as it builds on a series of activities and orientations already undertaken under the work Programme 2007 which have been planned to be realized over a two year basis or will be part of a more middle term effort in line with the strategic objectives of the network.

Racism and discrimination as pervasive phenomena

If the adoption of EU's Article 13 and the subsequent directives has been hailed as a watershed in the fight against discrimination in Europe, racism and discrimination continue to be very serious problems in all European Union Member States.

As evidenced by reports of the EUMC (now FRA)¹, the International Labour Organisation (ILO)² and the European Observatory on Demography (2006 Social Situation reports)³ and corroborated by the ENAR Shadow Reports 2006, discrimination against ethnic and religious minorities continues to be manifested in employment, education, health, housing, access to goods and services as well as participation in cultural and civic life. Institutional discrimination is pervasive and insufficiently tackled. There have been numerous disappointments in both the transposition and implementation of the equality directives.

One of the major challenges remains the social and economic inclusion of ethnic and religious minorities. Exclusion from employment, health, housing and education continue to undermine the everyday experiences of millions of ethnic minorities across Europe. Europe's social inclusion agenda provides an opportunity which has not yet been fully realised to combat the phenomena of poverty and exclusion of ethnic and religious minorities.

Europe continues to experience problems of **hate crimes** and violence perpetrated against religious and ethnic minorities. The manifestations of racial violence are difficult to quantify as official data collection on racist violence in many European Union countries is non-existent or requires further development. Under-recording and denial of the existence of racist crime is still common practice in many European Union Member States.

The Member States of the European Union face a variety of different situations with regard to **the situation of third country nationals** and mobile European Union nationals. Across Europe, migrants are socially excluded and subject to various forms of discrimination with regard to access to rights, employment, education, and social services. While some European developments have had positive implications for the protection of third country nationals, many more have sought to restrict rights, and serve to undermine the integration of all migrants, in particular the most vulnerable groups which include asylum seekers and undocumented workers.

Looking ahead to the EU's political and legislative developments in 2008

Looking ahead to 2008, some important political developments are expected, which will have an impact on the anti-racism agenda and ENAR operations. One of the European Union priorities for 2008 is 'growth and jobs' and the Lisbon strategy. As this correlates with ENAR's strategic objectives, ENAR will have to work to ensure that the revised Lisbon strategy promotes access and

¹ EUMC 2006 - Annual Report on the situation of racism and xenophobia in the member states of the EU-pages 41-110

² ILO global report 2007 "Equality at work –tackling the challenges"-2007- 978-92-2-118130-9 (ISBN)

The report provides a global picture of job-related discrimination, citing both progress and failures in the struggle to fight discrimination ranging from traditional forms such as sex, race or religion, to newer forms based on age, sexual orientation, HIV/AIDS status and disability.

³ See in particular the Monitoring Reports from the Social situation observatory. Report "Social inclusion and income distribution in the European Union" – December 2006 - pages 231-246 on the position of ethnic minorities across the EU. http://ec.europa.eu/employment_social/social_situation/docs/2006

opportunity in society, and addresses the risks and causes of social exclusion and poverty among ethnic and religious minorities through adequate social inclusion policies. The Commission Communication on Active inclusion and a foreseen Communication on "A renewed commitment to social justice in Europe: deepening the open method of coordination in social protection and social inclusion" will hopefully provide opportunities to achieve this.

Another key development in 2008 that correlates with ENAR's strategic objectives will be the promotion of an integrated approach to migration. The European Commission is increasingly examining the impact and potential contribution of migration flows to the EU's growth and taking an economic approach to migration. It will propose in 2008 further steps towards a common policy on migration as well as on asylum. It will be important to ensure that legislative developments in these areas do not undermine the fundamental rights which the EU has pledged to respect, nor the integration policies already put in place at EU level.

The proposed legislative initiative to combat discrimination outside employment is an important step forward in the fight against discrimination and ENAR will actively advocate for such an instrument. It is an important chance to move forward on the issue of gaps in protection under the European anti-discrimination law framework, building on and securing what is already there. It is also an opportunity to move the debate forward towards a fruitful discussion of how to take further action to address discrimination and inequality in the EU.

Building on the legacy of the European Year of Equal Opportunities 2007, 2008 will be highlighted by the European Year of Intercultural Dialogue. This confirms the recognition that within an increasingly multicultural Europe, the development of intercultural competences are essential to achieving social cohesion, equality and non-discrimination. Intercultural dialogue contributes to a number of strategic priorities of the European Union such as respecting and promoting cultural diversity; favoring the European Union's commitment to solidarity, social justice and reinforced cohesion.

2008 will also mark the beginning of campaigning across the EU member states for the 2009 European Parliament elections. Given the political shift to the right in many EU countries in recent years, it is essential to ensure that this election campaign does not propagate racist and anti-immigrant sentiments. This is all the more important in the light of ENAR's 2006 Shadow Report on racism in Europe, which shows that there is a rise in extremist political parties expressing racist sentiments, not only on the margins of politics but increasingly within the mainstream and even within government.

The landmark agreement reached by EU Heads of state and government on the new 'Lisbon Treaty' in October 2007 will enable the EU in 2008 to emerge from the recent deadlock on the future of Europe, although the Treaty still needs to be ratified by all EU member states by the end of 2008. A crucial element of this Treaty is the fact that the EU Charter of Fundamental Rights is now recognised as legally binding in the Treaty.

Strengthening a culture of human rights in today's Europe will continue to be critical to the achievement of peace, democracy, mutual respect, social justice and solidarity.

Celebrating ENAR's ten years of existence

Finally, 2008 will coincide with ENAR's 10th anniversary, an opportunity to celebrate the achievements of the network in the past ten years. ENAR can look back with pride on its achievements over the last years. Not least its ongoing drive to organise the anti-racist NGO community and become a vibrant advocate of civil society in the fight against racism, discrimination and xenophobia.

PART I: A presentation of ENAR

The European Network against Racism (ENAR) is an EU-wide network of organisations working to combat racism. ENAR promotes the cause of anti-racism and equal treatment for ethnic minorities and non-EU nationals residing in the EU. The network has a central role to play in voicing the concerns of its members as well as in influencing decision-making based on the legal tools available, or to be developed, with the aim to eliminate racial discrimination in the short, medium and long term. ENAR is committed to the fight against all forms of racism and racial discrimination and to the promotion of equality.

1. ENAR's vision and mission

ENAR's vision is of a Europe without racism, where each individual has an equal opportunity to participate in society. It believes that the coordinated cooperation of NGOs contributes significantly to the fight against ethnic and religious discrimination across the European Union.

ENAR's mission is to foster a collective civil society voice and to influence decision-making in the EU in order to:

- Redress the negative consequences of discrimination based on colour, ethnicity, national origin, religion or culture
- Promote diversity and create the conditions for equal participation in a community characterised by a plurality of values

1.1 ENAR operating principles

ENAR is informed by the following operating principles that constitute its core values:

- **Inclusiveness:** bringing together organisations of victims of racism, and human rights, anti-racist and migrants' organisations
- **Pluralism and diversity:** associating and supporting a wide range of organisations, including: grassroots organisations, NGOs, welfare organisations, faith based groups, trade unions, migrants' organisations and other established organisations
- **Democracy:** ensuring that all members actively participate in decision-making
- **Quality:** organising the work in a professional manner producing tangible products and results, which are regularly reviewed
- **Efficiency:** concentrating on a limited number of activities and ensuring that its activities are delivered in a cost effective manner
- **Flexibility:** responding adequately to new challenges and the changing needs of the associated organisations
- **Transparency and accountability:** ensuring sound governance and reporting processes to its main stakeholders its membership and the European Union institutions.

1.2 ENAR's Strategic goals 2007-2010

The network has identified four strategic goals for the period 2007-2010.

1. Combat discrimination, promote equality and redress disadvantage

ENAR's strategic goal is to enhance the fight against racial discrimination in Europe and promote the social and labour market inclusion of ethnic and religious minorities.

2. Promote the development of progressive migration and integration policies

ENAR's strategic goal is to promote the rights of third country nationals and to ensure that migration, and related policies and practices, do not undermine ENAR's vision.

3. Increase recognition of anti-racism in equality and fundamental rights

ENAR's strategic goal is to ensure that the specific focus on racism, and its different forms, is a core aspect of single equality and fundamental rights approaches

4. Enhance the capacity of the network to deliver its strategy

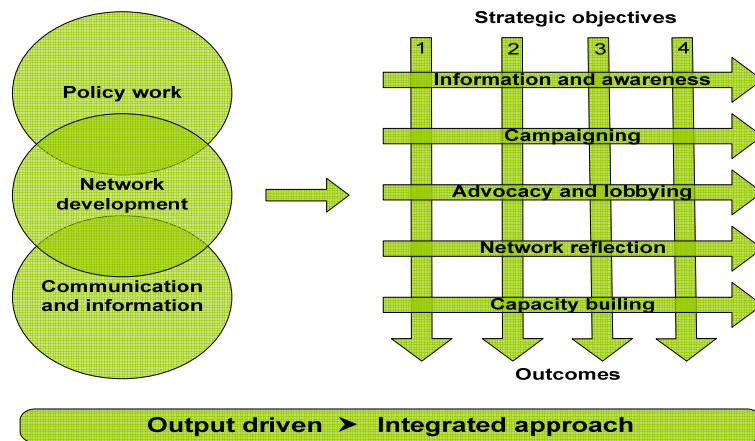
ENAR's strategic goal is to develop the skills of its membership, ensure sound governance practices and management systems to achieve its advocacy and campaigning objectives and build the sustainability of the organisation in the medium to long term

In fulfilling its mission, ENAR will ensure that its activities respond to the needs of all communities that experience racism in Europe. Racism is experienced in many different forms, including: colour racism, racism against Roma, Sinti and Traveller communities, Islamophobia and anti-Semitism, as well as by other vulnerable communities including stateless persons and mobile European Union nationals.

1.3 ENAR organisational model

In line with its strategy 2007-2010, ENAR will put into motion its integrated operational model, intended to galvanise all of ENAR's resources in a targeted and strategic manner to fulfil its objectives.

ENAR has five key operational mechanisms: (1) information and awareness; (2) campaigning; (3) advocacy and lobbying; (4) network reflection; and (5) capacity building. Each of these tools will be employed in a coordinated manner for the realisation of the goals and actions identified in this plan.



PART. II: ENAR work programme 2008

In the context of its 2008 work programme, ENAR will continue to put into motion its strategic orientations 2007-2010. In implementing its policy priorities ENAR will aim to be responsive to both current and new developments, while maintaining its commitment to agenda-setting and forward-looking policies.. This work programme outlines key activities during 2008 for the structures of the network and its partners, including:

- National/EU co-ordinations
- Board
- Bureau
- Board working groups
- Secretariat

2. Combating discrimination, promoting equality and redressing disadvantage affecting ethnic and religious minorities

Numerous reports and studies, including ENAR's Shadow Reports 2006, demonstrate that discrimination continues to manifest itself across a range of sectors including employment, education, health, housing and accommodation, access to goods and services, racist crime and violence, and the media. ENAR is particularly concerned about the most vulnerable groups within ethnic minority communities, in particular Roma, Sinti and Travellers and those who experience multiple forms of discrimination, including the intersection between racism and religious discrimination. Racism takes many forms in the European Union, and efforts to combat it must respond to this complexity.

A recent Eurobarometer survey on discrimination in Europe, published in January 2007 shows that Europeans identified racial discrimination as the most prevalent form of discrimination in Europe. Over two-thirds of Europeans believe that racial discrimination is widespread in their country. However the survey also found that there is little awareness of anti-discrimination law and rights: 39% of respondents did not know that racial discrimination in hiring new employees is against the law.

The objectives set out by ENAR for combating discrimination and promoting social inclusion and derived from its 2007-2010 Strategic Plan will be informed by the European Commission's Social Agenda (2005-2010) for modernising Europe's social model under the revamped Lisbon Strategy for growth and jobs. The Social Agenda which will go through a mid term review in 2008 has two key priorities, (i) employment and (ii) fighting poverty and promoting equal opportunities

During 2008, ENAR will also continue to provide support to the implementation of the European Commission's communication: Non discrimination and equal opportunities for all - a framework strategy (June 2005)

2.1 Contributing to ensuring adequate protection and legal redress for those experiencing racial and ethnic discrimination and racial segregation

While the Equality Directives offer a high level of protection, the quality of the transposition and implementation remains problematic in most EU Member States and gaps remain in the overall legal framework. The procedure launched in June 2007 by the European Commission against 14 EU member states for failure to adequately transpose the race directive 2000/43 is an illustration of that situation. ENAR will therefore continue to ensure its full engagement in monitoring the implementation of the directives at the national level and supporting the European Commission in its demands for full compliance.

Formalized in its legislative work programme 2008, the European commission has announced the proposal of a **directive implementing the principle of equal treatment outside employment**. The EU Commission has made a significant step in recognising the existence of gaps in the current anti-discrimination framework at the European level, and the need for EU action to address this.

The summary of views expressed by the ENAR members have been articulated in various network responses and the latest produced in October 2007. These responses have been backed up by the available research data and notably the ENAR Shadow Reports 2006⁴. Building on the in depth review it made of the equality directives (from 2005 to 2007), ENAR will engage in the debates around any proposals and provide all relevant input and recommendations.

2.1.1 Information and awareness

ENAR's shadow reports covering 2007 will constitute a monitoring tool provided by ENAR to ensure structured review of the state of transposition of the Equality directives in the EU member states. ENAR will also publish one ENARgy on the EU's Equality directives and the new proposed legislation.

2.1.2 Advocacy and coalition building

ENAR will engage with both the Slovenian and French upcoming presidencies in order to ensure that the transposition of the EU's Equality Directives is given full attention during the employment and social affairs Council meetings.

⁴ The European Network against Racism (ENAR) Shadow Reports for Europe provide a unique mechanism to collect and present the views of civil society on the state of racism in EU member states and across Europe. The reports provide an update on and analysis of the issues relating to racism and religious discrimination across Europe and identify commonalities in the experience of racism. The 2006 Shadow Report for Europe, findings are used in this paper, is based on a comparison of national shadow reports from 26 of the 27 EU member states.

It will also seek to contribute its views to the second Equality summit which should take place during the French Presidency.(see also point 5.1.4).

Finally, ENAR will also engage in the debates related to the European commission's proposal for an new directive covering equal treatment beyond employment.

2.1.3 Campaigning

In 2007 ENAR will continue to stimulate its National Coordinations to take action on the infringement procedures that will be issued by the EC in 2008 on the transposition of the race directive and the employment directives.

2.1.4 Network reflection and exchange

ENAR will organize an Ad hoc Expert group (combined with a Policy and Lobbying Committee meeting) on the proposed new Directive. ENAR recommendations resulting from its deliberations within the Ad Hoc Expert group will be disseminated to all relevant stakeholders and promoted in the debates on the new initiative

2.1.5 Capacity building

ENAR will ensure that the network members are equipped with the necessary information to engage in the debate with the relevant policy makers at the national level.

Action points

ENAR shadow reports 2007

ENAR campaign on further infringement proceedings on the transposition of the Race equality 2000/43 and the Employment framework directives 2000/78

ENAR Ad Hoc Group on the new proposed legislation on anti-discrimination beyond employment and dissemination of results

ENARgy on the equality directives and the new proposed legislation

Actors

Secretariat, National Coordinations and other partner NGOs

2.2 Promoting strategies to combat institutional discrimination and encouraging the use of positive action measures

In the context of its assessment of the EU's Equality directives in 2005 and 2006, ENAR has drawn particular attention to the failure to mandate positive action. The question of institutional racism remains one of the most pervasive forms of racial discrimination and fails to be addressed in a consistent manner. ENAR considers that positive action is a transversal issue that is a concern across a wide range of policy areas. Under this proposed work plan, ENAR will continue to concentrate on this topic as a priority. Building on the policy seminar on positive action realized in 2007, ENAR will engage the network in a series of 9 national round tables aimed at promoting action in this area.

2.2.1 Information and awareness

ENAR will allocate information resources to building awareness of the members on the issue of positive action. It will disseminate the printed proceedings of the policy seminar on positive action that took place in November 2007.

2.2.2 Campaigning

In 2008 ENAR will organize 9 national round tables organised on positive action with its membership in 2008. For this particular work programme a campaign action plan will be developed for the potential further implementation of ENAR national round tables.

2.2.3 Network reflection and exchange

The campaign and result of the 9 national round tables organized will be debated at the 27th Board Meeting.

2.2.4 Advocacy and Lobbying

ENAR will use the results of the policy seminar on positive action to strengthen its advocacy and lobbying strategies on anti-discrimination, including in the discussion related to the new proposed initiative on anti-discrimination. As the ARDI IG on Positive Action planned in 2007 was unfortunately cancelled, ENAR organises an ARDI/EP Intergroup during the course of 2008.

Action points

9 ENAR national round tables
Dissemination of print proceedings and advocacy of the results
ARDI Intergroup on positive action

Actors

National Coordinations and Secretariat

2.3 Contributing to the Lisbon Agenda on growth and jobs

The Lisbon strategy for growth and jobs remains a vehicle for promoting a more prosperous Europe. Since 2005, Member states have also acknowledged that economic and labour reform must contribute to strengthening social cohesion and social policies must contribute to support economic and employment growth (“feeding in and feeding out” concept). The 2008 spring council should give the EU an opportunity to reflect on whether the Lisbon strategy needs refinement. An annual report should set progress achieved both at community level and MS level.

Building on its Ad-Hoc Expert group on the social inclusion of ethnic and religious minorities produced in 2007 ENAR will continue to build the capacity of the ENAR membership on the Lisbon strategy for growth and jobs and ensure that the views of ethnic and religious minorities on non discrimination and social inclusion are taken into account in the context of the annual Progress report on the Lisbon Strategy that should be presented at the Spring Council.

2.3.1 Information and awareness

ENAR will produce a fact sheet on the Lisbon Strategy.

2.3.2 Advocacy and lobbying

Building on the Social Reality Stocktaking undertaken by the European Commission in 2007, ENAR will work with appropriate stakeholders to provide its views on the Lisbon debate.

Action points

Fact sheet on the Lisbon Strategy

Policy submission linked to the Annual Progress report on the Lisbon Strategy

Actors

Secretariat and PLC

2.4 EU’s High-level Advisory Group on the Social Integration of ethnic minorities

In order to support policy developments in the fight against social exclusion and discrimination faced by disadvantaged minority groups, the European Commission established in 2005 an EU’s High High-level Advisory group on the Social integration of ethnic minorities. That high level group has submitted its final recommendations to Commissioner Vladimir Spidla in charge of Employment, Social Affairs and Equal opportunities during the closing conference of the High level group on 3 and 4 December 2007.

2.4.1 Information and awareness

ENAR will produce a Fact Sheet on the recommendations of the High Level Advisory group (carried out from ENAR Work Programme 2007) (see also 6.6.7).

2.4.2 Network reflection and exchange

The network will give its views on the report that will be issued by the HLAG.

2.4.3 Advocacy and Lobbying

ENAR will seek to ensure that its recommendations and input related to the published report is brought to the attention of the EU institutions.

Action points

Analysis of the report of the HLAG
Fact Sheet on the HLAG

Actors

Secretariat, Bureau and PLC

2.5 Enhancing the capacity of the European Union Social Inclusion agenda to address the needs of ethnic and religious minorities

The experience of ENAR members shows that the implementation of the principle of non-discrimination needs to be promoted and anchored through a holistic approach tackling equality, disadvantage and social exclusion. This strategy as highlighted by the Commission's framework strategy on non-discrimination and equal opportunities for all considers the combination of various EU instruments as necessary to achieve equal opportunities. The EU Open Method of Coordination on social inclusion and NAPS⁵ is a core tool enabling civil society to ensure that poverty and exclusion experienced by ethnic and religious minorities, and immigrants can be given specific attention. That process will go under review in the context of the preparation of the new cycle of National action plans on social inclusion that should be developed in 2008.

Building on ENAR's work with the Open Method of Coordination to date (under the work programme 2006 – 2007 and 2007) ENAR will seek to engage its members in structured interaction with the EU member states in the framework of the new generation of NAPS to be developed in 2008.

2.5.1 Information and Awareness

ENAR will use its shadow reports to monitor the NAPS and survey developments in the field of social inclusion and how it impacts on ethnic and religious minorities across the EU member states.

2.5.2 Advocacy and Lobbying

ENAR will contribute to relevant policy discussions, likely to include the European commission preparation of its Communication on "A renewed commitment to social justice in Europe" and the debate related to the Communication on active inclusion (published in October 2007)

⁵ National reports on strategies for social inclusion, pension and long term care

ENAR will contribute to the 7th Round table on social exclusion to be held under French presidency and the European Peer review mechanisms on social inclusion. ENAR will also work jointly with other stakeholders to bring to the attention of policy makers the question of policy coherence between social inclusion and multiple discrimination (see point 2.3).

2.5.3 Campaigning

As a follow up to the two days seminar that took place in October 2007, ENAR will start engaging with the members in the generation of the EU NAPS in 2008. This will be achieved with the support of a Steering Group composed of ENAR members assisted by the Secretariat whose role will be to help and accompany the members in framing their national strategy on the NAPS. ENAR will also work on a resource toolbox kit that will support the members in their national activities. The Steering group will meet twice a year to assess and review the development of the engagement process in the different member states. It will also be empowered by specialised training activities aimed at furthering their knowledge of the different aspects of the NAP. The Steering Group will also serve as a pool of resources and expertise for future ENAR activities on that issue.

Action points

ENAR's Steering Group the OMC on social inclusion
NAP (Campaigning) T-Kit
Policy responses as appropriate
7th European Round table on Social Exclusion
Participation to the European MS Peer review processes on social inclusion

Actors

National Coordinations, Secretariat and Policy and Lobbying Committee

2.6 Ensuring the development of an effective response to racial violence and hate crime

Europe continues to experience problems of hate crimes and violence perpetrated against religious and ethnic based minorities within the European Union. As evidenced by the ENAR shadow reports for 2006 and various reports of the EUMC, the manifestations of racial violence are difficult to quantify as official data collection on racist violence in many EU countries is non-existent or requires further development. Under-recording and denial of the existence of racist crime is still common practice.

Over the last two years, ENAR was heavily involved in pressuring the Council and the member states with the view to ensure that the stalled negotiations on the Draft Framework Decision on Racism and Xenophobia proposed by the European commission in 2001 would be resumed.

In 2007, the German presidency achieved a general agreement on the text of the Framework Decision at the Justice and Home Affairs Council on April, 19,

2007. However some of the provisions of the Proposal for a Council Framework Decision on combating racism and xenophobia by means of criminal law are still the object of discussions between Member States and it is still unclear whether the framework decision will be formalised under the Portuguese or the Slovenian Presidencies.

The Framework Decision will only be legally binding once the Member States agree on its terms and upon its publication in the Official Journal of the European Union. Therefore the priority for this Work plan will be to ensure that the instrument is adopted and to start building the capacity of the ENAR network to monitor and advocate for best practice in implementation across the EU member states following adoption.

In line with its 2006-2007 and 2007 Work plans, ENAR conveyed its intention to conduct a thorough reflection on the issue relying on three main strands:

- Carrying out awareness raising ground work on the issue of hate crime and the problem it represents across the EU Member States
- Highlighting the experiences and perspectives of victims of racism and the organisations that represent them
- Exploring further why existing national laws do not meet the needs of victims and reflecting on the way forward at European level from a policy making perspective

Reflections from 2007 have also highlighted the need to link work on legal protection against racial violence and hate crime with work on anti-racism in policing.

In line with its medium term priorities, the focus of ENAR during the 2008 work programme will be to continue to build awareness on the issue by bringing the perspective of victims to the forefront of the debate and raising awareness on the necessity of the development of legal measures to combat hate crime and violence on the grounds of ethnic origin or religion on the EU level.

2.6.1 Information and awareness

During this work programme and building on the concept paper developed in 2007, ENAR will produce a booklet whose objectives will be to address the issues that victims of violence face in all EU member states and to provide advocacy tools that will allow ENAR members to lobby effectively their national governments on the implementation of the framework decision on racism and xenophobia and other European instruments and standards (ECRI/COE and OSCE recommendations) on combating racial violence.

The booklet will be illustrated by testimonies of victims in the 27 EU Member States and examples of best practices including legislative and non legislative measures to counter racial violence.

2.6.2 Capacity building

During this work programme, the network will continue the work engaged in 2007 with the view to develop a training programme for its members carried

out during 2009 on the practices of support to victims across the 27 EU Member States.

2.6.3 Advocacy and lobbying

Contingent upon political developments that might occur during the Portuguese presidency in 2007, the network will continue its advocacy efforts related to pressuring the Slovenian Presidency to formalise the adoption of the framework decision on combating racism as a crime.

Action points
Testimony booklet

Actors
National Coordinations and Secretariat

2.7 Raising awareness of the negative consequences of security measures and racial Profiling

The ENAR Shadow Report 2006 has continued to confirm the trends related to the existence of racial profiling in the work of the police in nearly all countries in Europe and is based on police stereotypes which might be described as associating ethnic and religious minority groups with terrorism, drug dealing and irregular migration. The involvement of police in immigration matters and increased powers in this regard are of particular concern, as racial profiling has been identified as a clear outcome of this situation. Groups that appear to be the main targets of racial profiling include Muslims, Roma, and youths from ethnic and religious minority groups.

2.7.1 Information and Exchange

The question of security measures and racial profiling is tied up with the question of policing ethnic minorities. Building on the Coe/ECRI published recommendation on Policing, ENAR will devote one of the issue of ENARgy to the subject of relations between the police forces and ethnic and religious minorities, also linked to the issue of effective protection against racial violence and hate crime.

2.7.2 Advocacy and lobbying

During this current work programme 2008, ENAR will continue to work with the Open Society Justice Initiative in relation to the question of ethnic profiling, and cooperate on: (a) information exchange and consultation on potential advocacy issues; (b) joint actions to bring ethnic profiling to the attention of national and regional policy actors and into public debates; and (c) where desired, technical assistance and capacity-building support for initiatives and research by ENAR and its members. This partnership will be formalised through the participation of ENAR members to the launch of the OSI report "Crime Terror and Suspect Communities". The OSI research and analysis is covering existing practices of ethnic profiling, as well as on profiling in general,

notably on the gaps in current law and security practices that give rise to profiling, the harms that result from these practices.

In this context, ENAR might also be led to participate to a possible hearing that could be organized on the initiative of the EP's Committee on Civil Liberties, Justice and Home Affairs (LIBE) early 2008 on the problem of profiling, notably on the basis of ethnicity and race, in counter-terrorism, law enforcement, immigration, customs and border control (see also below at 4.2 regarding the recently adopted ENAR General Policy Paper on Counter Terrorism).

Action points

ENARgy on Policing Ethnic and Religious minorities
OSI-ENAR Coalition on profiling

Actors

National Coordinations and Secretariat

3. Promoting the development of progressive migration policies

In recent years the debate on migration in Europe has come to the fore of public and policy discourse. The EU has developed a broad agenda in the field of migration policy ranging from the adoption of the long-term residence and family reunification directives, to developments in the field of asylum and control of 'illegal migration'. Many of these developments are restrictive and have the potential to undermine the rights of third country nationals.

At a same time an EU approach on integration has emerged since the adoption In November 2004 of the 11 Common Basic Principles (CBP) on Integration. In 2005, the Commission adopted a framework for the integration of third-country nationals in the EU which aims to provide proposals for concrete measures to put the Common Basic Principles into practice, together with a series of supportive EU mechanisms. In May 2007, an informal meeting of EU ministers responsible for integration took place in Potsdam in order to discuss strengthening European cooperation and the exchange of experience within the EU regarding integration policy issues, as well as the issue of intercultural dialogue. The ministers agreed that successful integration policy is a key prerequisite for future immigration, emphasised the need to continue to strengthen the integration policies of Member States with a view to managing diverse societies, and agreed to expand the role of the National Contact Points on Integration.

The lack of policy coherence between the areas of migration, integration, social inclusion and anti-discrimination has in many cases led migrants to fall through the gap left by such a vacuum, exposing them to social exclusion and discrimination. In particular while the issue of irregular and undocumented migrants is increasingly visible on the European policy agenda, initiatives

focus on measures to combat irregular migration very little exists in the view of the human rights and social protection of irregular and undocumented migrants.

As part of the work programme 2008 and in line with its strategic approach 2007-2010, ENAR will continue to reiterate its call on EU governments and policy makers to ensure that the fundamental right to equal treatment of third country nationals is respected. The approach to integration and migration policies should be firmly grounded in a rights-based approach, which mainstreams equality and non-discrimination across all EU policy areas, including immigration and integration .

3.1 Promoting a positive approach to migration and shaping an intercultural ethos respectful of diversity in all spheres of society

Debates on demographic change and Europe's ageing population give rise to fears that Europe's future is not sustainable. Europe must find realistic, innovative and creative ways of responding to these challenges. As many have indicated migration plays a key role in the debate on demographic change, and it is clear that migration can be part of the response to Europe's demographic challenges.

Nevertheless, there is a real danger that the current discourse sees migration as a utilitarian and short-term solution to demographic change whereby migrants will come to Europe for a few years, contribute to the economy, and leave before they become a 'burden'. This approach is not consistent with European values and fails to recognise migrants for what they are, human beings. In addition, positive integration measures are undermined by a discourse centred on control of "illegal immigration" that sees migration (and migrants) as a problem to be solved. In this context it is necessary to highlight the importance of promoting diversity and recognising the positive role of migration in European society. It is essential to change the often negative perception of migrant populations into a positive perception, and to highlight migrants' contribution to host societies. Part of this is recognizing the breadth and depth of wealth creation from international migration and placing this into the context of the socio-cultural enrichment resulting from migration that opens up host societies.

As part of this Work programme ENAR will focus on the images and the public discourse related to migration and diversity in the European Union, addressing the ways by which a positive narrative could be developed.

3.1.1 Information and awareness

ENAR will publish an ENARGY on the theme of "Migration and Diversity".

3.1.2 Network reflection

Building on a conceptual paper produced during the work programme 2007, ENAR will organise its annual policy conference on the theme of "the framing of a positive approach to Migration".

Action points

ENARgy on migration and diversity
Annual 2008 conference on “Framing a positive approach to Migration”

Actors

National Coordinations, Secretariat, Policy and Lobbying Committee

3.2 Promoting a “rights based approach” within the context of the EU agenda on legal and irregular migration including the common European asylum policy

The EU 2008 agenda will be dominated by the continuation of debate around new pieces of legislation putting into motion the EU’s adopted Policy Plan on legal migration around four specific directives, a framework directive on the basic socio-economic rights of all third-country workers and a directive on the admission of highly skilled immigrants (released in October 2007). In 2008 proposals will follow for Directives on seasonal workers, remunerated trainees and intra-corporate transferees. The EU will also continue to implement its priorities in the fight against irregular immigration of third-country nationals, cooperation with third countries, integrated management of external borders; the fight against human trafficking; illegal employment; return policy and carrier’s liability. Finally 2008 should also coincide with the further development of an “Asylum package and a Policy plan on Asylum that should outline a possible blue print for a Common European Asylum package (ECAS).

3.2.1 Information and awareness

Through its shadow report covering 2007 and part of this Work Programme, ENAR will continue to monitor how the European debate on migration is impacting the policies of the EU member states.

3.2.2 Network reflection and exchange

ENAR will start reflecting on the possibility of a future General Policy Paper on “Rights based approaches to migration policies”.

3.2.3 Advocacy and lobbying

In line with its strategic plan and building on its General Policy Paper no 3 on the Rights of Third Country Nationals. ENAR will focus its efforts in mainstreaming the principles of non discrimination, and rights based approach within the context of the EU common policies related to legal and irregular immigration. This will be done bearing in mind resources available and building on synergies (ECRE, European NGO platform on migration, SOLIDAR, CCME, Social agenda). ENAR will also contribute its views to the Policy plan on Asylum that should be developed in 2008.

3.3 Promoting progressive and comprehensive integration strategies

Integration has emerged as a key area of activity for the European Union in recent years. There have been a number of important initiatives not least the adoption in 2004 of the 11 Common Basic Principles (CBP) on Integration followed in 2005 by the adoption of a framework for the integration of third-country nationals in the EU. Many of the policy approaches to date have recognised that anti-racism and the fight against discrimination are an important element of an integration strategy. However ENAR believes that they have failed to recognise that anti-discrimination is both a pre-requisite for, and modus operandi of, successful integration.

ENAR will continue to follow the emerging debate on integration and pledge for policy coherence between EU's anti-discrimination, social inclusion and integration strategies.

3.3.1 Information and awareness

Through its shadow report covering 2007 and as part of this Work Programme, ENAR will continue to monitor how the European debate on integration is impacting the policies of the EU member states.

3.3.2 Advocacy and Lobbying

ENAR will also seek to contribute its views to the second European inter-ministerial meeting on integration to be held during the French presidency in the second half of 2008.

3.3.3 Campaigning

ENAR will seek to ensure that the various mechanisms and policy tools on integration put into place by the EU are brought to the attention of the anti-racist civil society and accessible by ENAR membership. This relates to the national contact points on integration, the European integration fund, The European integration Forum).

Action points

NGO Platform on migration and Asylum
First reflection on a GPP on "Rights based approaches to Migration Policies"
Policy responses as appropriate

Actors

National Coordinations, Secretariat, Policy and Lobbying Committee

4. Increasing recognition of anti-racism in equality and fundamental rights strategies

Freedom from racism is one of the most widely recognised human rights, and ENAR is concerned to ensure that approaches to securing protection of fundamental rights in the European Union include a strong focus on the fight against racism. In addition international human rights standards should be employed in order to enhance existing protections in the European Union. Instruments such as Protocol 12 of the European Convention on Human Rights, the International Convention on the Elimination of all forms of Racial Discrimination, and the International Convention on the Protection of Rights of All Migrant Workers and Members of Their Families, will continue to make a significant contribution to the European debate.

During this work programme, ENAR will continue to ensure that in the context of the move toward a single equality framework, anti-racism is not undermined. It will promote the mainstreaming of anti-racism and equal treatment across European public policies. In doing so it will engage with all relevant stakeholders and promote a partnership approach, including through engagement with the Social Platform and its Fundamental Rights and anti-discrimination group, of which ENAR is Vice-Chair.

4.1 Promote Anti-racism in the debate on the future of Europe

In the context of the new Reform treaty, the new status of the Charter of Fundamental rights is an important step forward for ethnic and religious minorities. However, among the numerous challenges ahead, efforts will have to be made to ensure that the Polish and UK opt-outs of the Charter would not undermine the very basis of the EU's commitment to fundamental rights. ENAR will monitor developments in this area in order to guard the gains that have been achieved.

4.2 Enhancing strategies to respond to multiple discrimination including the intersection between racism and other forms of discrimination such as gender, disability, sexual orientation, age, religion and belief

During this work programme, ENAR will continue its networking contacts with the other anti-discrimination umbrella networks with the view to enhancing the conceptual understanding of the issue of multiple discrimination and build the capacity of the network on the question of multiple discrimination. ENAR will participate in joint activities with its sister networks, in the context of the informal working group on multiple discrimination. ENAR will also continue to mainstream multiple identities into all areas of its work.

ENAR will also organise in Brussels a one day joint Intergroup meeting between the Anti-Racism and Diversity IG and the Gay and Lesbian Rights

IG. This joint IG will be targeted at raising the awareness of European Policy makers of the need to foster the fight against the different facets of multiple discrimination and increase the policy coherence between the areas of anti-discrimination and social inclusion.

Action points

Multiple discrimination working group
ARDI-ILGA joint Intergroup on multiple discrimination and policy coherence in the field of anti-discrimination and social inclusion

Actors

Secretariat and ARDI

4.3 Encourage the mainstreaming of diversity, equality and anti-discrimination

ENAR is committed to developing the practice of mainstreaming and to this end will continue to promote a thematic approach to the debate.

4.3.1 Education and European Year of Intercultural Dialogue 2008

2008 will be an important year for ENAR as this coincides with the European Year of Intercultural Dialogue 2008. The objectives of the EYID 2008 are to promote intercultural dialogue as an instrument to assist European citizens, and all those living in the European Union, in acquiring the knowledge and abilities in order to deal with a more open and more complex environment and to raise the awareness of European citizens, and all those living in the European Union, of the importance of developing an active European citizenship which is open to the world, respectful of cultural diversity and based on common values in the EU. The EYID 2008 will cover a broad variety of topics, events, projects and other activities related to culture, youth, education, migration, minorities, religion, etc. offering a unique opportunity for media coverage.

Consistent with the EU's legislative priorities on education planned for 2008, ENAR will frame its policy approach on education and equal treatment. During this Work Programme, ENAR will participate and contribute to the implementation of the European Year of Intercultural Dialogue and will seek to involve its membership, notably by cross-fertilisation of ENAR members' best practices in the area during 2008.

4.3.1.1 Information and Exchange

ENAR will produce an ENARgy on the European Year of Intercultural dialogue.

4.3.1.2 Advocacy and coalition building

Building on the desk research undertaken in 2007, and its participation to the EU's consultation on "Schools in the 21st century", ENAR will develop a "General Policy Paper on education and equal treatment", this policy output

should contribute to respond to the various initiatives on education that will dominate the EU agenda in 2008 and notably a **Green paper on Migration and Education** and a Commissions communication on “**Schools for the 21st Century**” that should be published by the European Commission in 2008.

Building on its key role and involvement in the Steering Group of the Civil Society Platform on Intercultural Dialogue facilitated by European Forum of Arts and Heritage, ENAR will participate to the development of the “Rainbow Paper on Intercultural Dialogue”, one of the key civil society initiatives that should take place during the 2008 European Year of Intercultural Dialogue.. The aim of the Rainbow Paper is to concentrate on action-oriented initiatives and come with a document that should be launched at the end of the 2008 EY with the following outputs:

- 5 to 8 **key principles** for Intercultural Dialogue
- A series of **thematic objectives** that fit under the umbrella principle
- A space for all Platform partners to insert their own projects (**instrumental actions**) under these objectives

In line with the Rainbow Paper, ENAR will particularly ensure that the anti-racism and anti-discrimination dimensions are mainstreamed into the debates of the European Year of Intercultural Dialogue.

4.3.1.3 Capacity Building

ENAR will organise a training seminar on Intercultural Dialogue as one of its concrete contributions to the „European Year of Intercultural Dialogue“. ENAR will build on the successful experience of its Dutch Member „Art. 1“, which has been implemented in every major city of the Netherlands and its German Member ARiC Berlin: the „Intercultural Dialogue Days“. The aim of those „Dialogue Days“ is to develop exchanges between people and communities, break stereotypes and prejudices across the board, foster social and community cohesion through mutual understanding and develop pools of social actors and mediators to be mobilised in case of inter-community unrests or tensions. ENAR intends to disseminate this good practice among its membership to cater for a broader development of this initiative, both with the support of „Art. 1“ and „ARiC Berlin“.

Action plans

ENARgy on the European Year of Intercultural dialogue
Rainbow Paper
ENAR Training seminar on Intercultural dialogue
GPP on Education and Equal Treatment
Social Platform FRAND Working Group

Actors

National Coordinations, Secretariat and Policy and Lobbying Committee

4.4 Guarding the focus on racism in fundamental rights policy

During this work programme, ENAR will monitor the implementation of the EU's Hague Programme in line with the particular concerns of the network. ENAR will seek to ensure that the right to freedom from racial discrimination is enhanced through the EU's fundamental rights structures, and by drawing on international human rights protections.

ENAR will continue work to ensure a structured and productive relationship between the **Fundamental Rights Agency** and civil society is cultivated and ensure the anti-racist dimension is adequately serviced and resourced, including through partnership with other stakeholders as appropriate.

On 6 November 2007, the European Commission's adopted a new package of proposals aimed at improving the EU's capabilities in the fight against terrorism. The package contained a series of proposals dealing with the criminalization of terrorist training, recruitment and public provocation to commit terrorist offences, the prevention of the use of explosives by terrorists and the use of airline passenger information in law enforcement investigations. During the 2007 work programme period ENAR produced its **GPP on counter terrorism**. During its present work programme 2008, it will ensure that its views are disseminated among the EU institutions and other key stakeholders.

Actions

Promotion of ENAR's General Policy Paper on Counter-Terrorism

Actors

Secretariat, Policy and Lobbying Committee, Board, National Coordinations

4.5 Monitoring trends in anti-racism: ENAR shadow reports 2007

Over the last four years, ENAR shadow reports have brought together facts and developments from across the European Union on matters pertaining to racism and anti-racism. The ENAR shadow reports bring an NGO alternative perspective on racism, they have become a major and recurrent tool of the network for communication and advocacy purposes. During 2007 work programme, the ENAR shadow reports covering 2006 were produced thanks to the support of external funders. The impressive delivery and success of the 2006 Shadow reports have confirmed the importance of this monitoring tool offering a civil society perspective on the situation of racism and xenophobia within the EU. As part of work programme, ENAR will produce the Shadow Reports covering 2007.

It will continue to promote the improvement of quality control mechanisms into place.

Action points

27 National shadow reports

One European comparative report

Actors

National Coordinations, Secretariat and Policy and Lobbying Committee

5. Mechanisms of networking and horizontal activities

5.1 EU institutions and agencies

As a European network, ENAR is committed to responding to the needs and activities of all its key stakeholders. ENAR has three broad groups of stakeholders: (1) membership and civil society organisations; (2) European Union institutions, and (3) the broader human rights community, (4) the foundations and the business community. In implementing its vision of a world free from racism, ENAR is committed to building on existing links and contacts. Under this work programme, ENAR will strengthen cooperation with the European institutions, other inter-governmental stakeholders, the NGO , the foundations and the business community with a view to advancing the network's political agenda.

5.1.1 European Commission

The Directorate General Employment, Social Affairs and Equal Opportunities is a key stakeholder for ENAR. During the coming period, ENAR will continue to develop a positive working relationship with the Directorate General's Anti-Discrimination Unit in line with the implementation of the EU Framework Strategy for non-discrimination and equal opportunities. ENAR will also invest in strengthening its relations with the Social Inclusion Unit. ENAR will also:

- Develop working relationships with the Directorate General Freedom, Security and Justice and Directorate General Education, Training, Culture and Multilingualism, in line with the preparation of the European Year for intercultural education 2008
- Develop other links as appropriate in implementing its objectives with regard to mainstreaming equality and anti-racism

5.1.2 European Parliament

The Intergroup on Anti-Racism and Diversity will continue to be a particular area of activity for ENAR under this work programme. However these activities will be enhanced by targeted approaches to other Parliament actors, including developing relations with the major political groups and enhancing cooperation with relevant European Parliament committees and rapporteurs.

5.1.2.1 European Parliament elections 2009

In preparation of the European parliament elections 2009, ENAR will seek to ensure through targeted campaigning efforts that the commitment of the European political parties to the philosophy of the **Charter of European Parties for a Non-Racist Society**. is upheld. The Charter, which was signed by the majority of political groups in 2001, explicitly states that the signatories commit to "refrain from any form of political alliance or cooperation at all levels with any political party which incites or attempts to stir up racial or ethnic prejudices and racial hatred". Outreach will take place with the main political

groups so to encourage the political leadership to increase the representation of ethnic and religious in putting forward for the 2009 candidates lists.

Actions

3 meetings of the Intergroup
Targeted Campaign
European Parliament Elections 2009

Actors

National Coordinations and Secretariat

5.1.3 Other institutional actors

ENAR will seek to enhance its relations with other key EU institutions and agencies including:

- European fundamental rights agency: ENAR will continue to build on structural links with the new European Agency for Fundamental Rights and in particular the European civil society fundamental rights platform
- Committee of the Regions, and European Economic and Social Committee

5.1.4 Presidencies (Slovenia, France)

ENAR will continue to establish strong working relationships in this work programme with the presidencies of the EU, in order to shape the policy agenda. It is suggested that ENAR meet at least twice with each Presidency, either in Brussels in connection with the permanent representation of the country, or in the country itself with representatives of the relevant ministries, to steer the Presidency political agenda on issues of relevance to the work network. A memorandum will be published for each presidency.

Actions

Memorandum to the Slovenian and French presidencies
Meetings and conferences of the EU's Council Presidencies
Participation to conferences organized by the European Commission, European Parliament, FRA and other International and Regional Stakeholders

Actors

Secretariat, Policy and Lobbying Committee and NCS members as appropriate

5.1.5 Other international and regional stakeholders

During this Work Programme, ENAR will:

- Enhance cooperation with the Council of Europe (CoE) and the Organisation for Security and Cooperation in Europe (OSCE)
- Stimulate cooperation with sister organisations (AGE, ILGA, EDF, and the Social Platform), and other civil society actors
- Build on contacts with other organisation working in the fields of anti-racism and human rights, in particular ERIO and Amnesty International.
- Encourage cooperation and dialogue with the European Foundation Centre and the Network of European foundations (NEF)
- Build links with the international trade union movement, including the European Trade Union Confederation
- Structure cooperation with the Coalition of Cities against Racism

6. Enhancing the capacity of the network to deliver its mission and work programme

ENAR is a membership organisation and is concerned to promote efficient interaction with its members. Only with smooth decision-making procedures and the full support and cooperation of its members can the network develop its operational capacity. Fostering better participation of National Coordinations within ENAR and enhancing capacity building to achieve the work programme's policy objectives is central to the strategy of the organisation.

During the work programme period, ENAR will give priority to the capacity building and engagement of its membership with the following objectives:

- Fully integrate new coordination's within the network and extend the network reach out.
- Continue to provide capacity building tools on European affairs relevant to the fight against racial discrimination
- Enhance the capacity and resources of members to engage in campaigning projects

6.1 Extending the network reach out and reinforcing links between the secretariat and the members

An important task will be for the network to continue to support ENAR coordination's in their work. This will require support and communication exchange between the secretariat and the network's members. Also the network reach out will be developed to include Croatia and Iceland.

Actions

Daily support to the NCs
Induction meeting in Croatia
Strengthening contacts in Iceland

Actors

Secretariat

6.2 Increasing awareness of EU developments

ENAR will continue to improve the knowledge of Coordinations of EU policy developments and their national effects. For that purpose a series of communication tools is available. When possible, members of the Secretariat will attend meetings of National Coordinations. Regular policy updates will be prepared by the secretariat in line with the policy priorities identified by the network.

Actions

Attendance of secretariat staff to National Coordination meetings
Policy updates
Weekly mail
ENARgys

Actors

Secretariat

6.2.1 Capacity building

ENAR will continue to provide capacity building training seminars on issues that are central to the performance of the network, in order to enhance the skills, knowledge and capacity of ENAR's members. One training programme is proposed on the subject of Intercultural dialogue (see also section 1.6)

Actions

Training seminar on Intercultural dialogue

Actors

National Coordinations and Secretariat

6.3 Engaging ENAR members in the activities of the network

In 2006, the creation of a campaign and networking position gave a strategic push to encouraging the bottom-up approach in the work of ENAR. Structured interactive communication is the key to building ownership and participation of members. As part of the integrated approach organisational model During 2007, the Campaigns and Networking Officer will continue to give priority to the strengthening the capacity of members in campaigning and governing operations.

6.4 Enhancing the capacity and resources of National Coordinations

As revealed by the membership survey conducted by the network in 2006, the need for capacity building is still very strong, with regional variations; it ranges from improving the knowledge of the European Union and subsequent programmes and policies to strategic planning, working in solidarity with other civil society organisations, fundraising and project management. Better cross fertilisation and peer exchanges have also emerged as important to the healthy functioning of the network and activities.

During this work programme, the principle of peer learning study visits between National Coordinations will be continued. A small budget will be available within the ENAR budget to enable Coordinations to develop bilateral

or trilateral links. Specific initiatives proposed by Coordinations will be subject to approval by the Bureau. A report will have to be submitted to the bureau after the activity has taken place.

Also the bureau and the regional members together with the secretariat will reflect on a European project that could help the development of resources for national coordinations.

Actions

Specific national coordination exchange projects
European Project reflexion of NCs resources

Actors

National Coordinations and Bureau

6.5 Enhancing the capacity, engagement and ownership of Board, Bureau, Secretariat and National Coordinations

During the 2007 work programme the network will continue to ensure the functioning of its statutory bodies and mechanisms of governance, including an update of the operational manual of the network. ENAR is governed by statutory bodies, which are:

- The National Coordinations
- The European Coordination
- The General Assembly
- The Management Board
- The Bureau

6.5.1 Board and GA

ENAR will organise two Board Meetings and one General Assembly. The proposed dates for the meetings, subject to final approval are detailed in the calendar of activities page 46.

- 26th and 27 Board meeting
- 7th General Assembly *

6.5.2 Working groups operating within the Board of ENAR

Two working groups are currently operating: the Staffing Group and the Policy and Lobbying Committee (PLC).

The Staffing Group is responsible for conducting recruitment processes, including short-listing and interviews, for permanent staff. It consults and assists the Director in staffing matters. The group undertakes the appraisal of the Director on an annual basis. Appraisal documents of other staff members will be shared with the Staffing Group.

* Combined with the thematic Round Table on positive action

The PLC has been entrusted with two main functions: (1) assist in the development of policy positions, responses and proposals on key issues arising in the areas of interest for ENAR and contribute to the strategic development of ENAR's policy work; (2) develop lobbying strategies for the network.

Resources will be allocated to enable the two working groups to meet during this work programme.

6.5.3 Bureau

The Bureau is responsible for monitoring the performance of the Secretariat and for taking management and organisational decisions between the statutory meetings of the network. The Chair, two Vice Chairs, the Treasurer, three regional Bureau members and the Director participate in Bureau meetings

In 2008, the bureau will meet. The proposed dates for those meetings, subject to approval, are detailed in the Calendar of activities page 46.

6.5.4 Training on Governance

As a new Board will be into place from December 2007, ENAR will organise a specific training seminar aimed at levelling up the knowledge of the functioning and good governance developed by ENAR over the years, the management skills and the intercultural competencies of all the Board Members. It will ensure that they all engage in their upcoming three years term with consistent and accurate information and the necessary skills to carry on their managerial tasks, both at European and national level. As in 2005 and 2006, the training will be facilitated and animated by a professional consultant in diversity and international organisations management. The seminar will be coupled to the first Board Meeting of the new Board.

6.5.5 ENAR Advisory Council of Eminent Persons

At the 25TH Board meeting of ENAR in September 2007, the creation of an Advisory Council of Eminent Persons was adopted. While that council will not be an official organ of ENAR, it will gather eminent persons which have contributed to the fight against racism and/or played a leading role in the activities of ENAR. That body will play an ambassadorial role for ENAR and would be chaired by the most recent former President of ENAR. The members of that council will be requested to:

- to chair the Councils meetings
- to play a general ambassadorial role for ENAR
- to assist with conflict resolution either in ENAR or its National Co-ordinations
- to contribute as an ex-officio member of the Policy and Lobbying Committee
- to chair sessions of ENAR events
- to represent ENAR at external events and partner organisations and specialist bodies

The Advisory Board should in principle meet formally once a year and should be expected to meet during the ENAR 2008 Work Programme.

6.5.6 ENAR's 10th years Anniversary

In 2008, ENAR will be celebrating its tenth year anniversary. It is expected that a specific gathering will be organized in the European Parliament in cooperation with the Anti-racism Intergroup.

6.6 Fostering Communication and visibility

ENAR's communication objectives for the coming period will be to:

- Manage internal and external communication processes and outputs, including the continued improvement of the house style of ENAR and its products
- Increase ENAR's visibility and become the contact point on anti-racism issues for media and others interested stakeholders

6.6.1 Website

The website is a window for ENAR and its activities, policies and communication and has a key role in promoting ENAR's work. In 2007, the ENAR web site has been updated to make it more in line with ENAR's house style and responsive to members needs identified through the user's survey. In 2008, its new house style and functionalities will be tested and improved.

6.6.2 Media relations

ENAR will work on enlarging its media contacts database and improving relations with the European press corps. The network will aim to adopt a more proactive approach, by proposing editorials, articles or dossiers as a way to enhance awareness and visibility of ENAR's work.

ENAR will continue to release press releases and statements on key topics of relevance to the activities of the network and in conjunction with key moments corresponding to ENAR's activities.

6.6.3 Weekly mailing

Launched in July 2005, the Weekly Mail will continue to keep ENAR's members, and other stakeholders, up to date with information and developments within and outside the network. The weekly mailing will deal with various types of information content such as: ENAR's activities; news from ENAR's Members and other European NGOs and networks; news from across the EU; EU developments; publications, conferences and vacancies

6.6.4 ENARgy thematic newsletter

The 'ENARgy' newsletter will be published with the aim of providing ENAR members and the wider public with in-depth analysis. The content will include interviews, articles from ENAR members on good practices and EU

developments in matters of anti-racism and anti-discrimination. Two issues of ENARgy will be produced.

6.6.5 ENAR annual report 2007

A 2007 annual activity report will be produced. The publication enables the network to inform European decision makers on the activities of the network and is an important tool to support the communication of the network to its various target audiences.

6.6.6 Information on funding opportunities

Regular updates on EU budget lines offering grants for anti-racism work will continue under the terms agreed for the past work programme period (monitoring relevant EC budget lines, summarising the information on open calls, providing information with text in e-format for the website). The service is outsourced to an external company.

6.6.7 Fact Sheets

Fact Sheets aim to inform ENAR members and the general public about relevant policy issues at the EU level. Three fact sheets will be produced, one on the Lisbon strategy, one on the High Level Group on social inclusion of ethnic minorities (carried over from last year) and one on topical subjects central to the work of ENAR.

Actions

Weekly mailing
Four editions of ENARgy
Annual Report 2007
Updates on funding information
Website
Three fact sheets

Actors

Secretariat

experience over the years and is fully confident that it can continue to meet EC requirements.

7.2.2 Fundraising (foundations and companies)

In previous budget years ENAR has developed a fundraising strategy, including a policy on corporate partnership and sponsorship. Activities have so far been organised with the view to:

- Approach targeted foundations
- Establish and/or maintain contacts with the business community

During the coming year the fundraising strategy 2007-2010 will be put into operation, the strategy will seek to favour the following lines of action:

- Adopting an integrated approach of fundraising in closed interplay with ENAR's key operations
- Targeting key foundations, think tanks and companies in all ENAR information and communication activities to keep them informed of the organisation work
- Building strategic alliances with selected foundations with a view to gain support for the ENAR 2007-2010 Strategy and Work Programmes;
- Getting closer to foundations and companies which focus on integration, migration and diversity

7.3 Evaluation and organisational management

Over the past years, ENAR has been working with an external evaluator To foster a culture of learning or performance management into the organisation and in so doing:

- Help ENAR account for its successes against its plans by providing external reports on performance for the Commission
- Enhance the confidence and skill of the leadership of the organisation: Secretariat, Bureau & Board

In that context the organisation held a series of activities including:

- Workshops for the Bureau and staff on performance management helping to develop a system of monitoring, evaluation and reporting that is proportionate to ENAR's size and development
- Development of the logframe approach to performance management as required by the European Commission
- Preparation of year-end and sometimes half-year external monitoring reports
- Carrying out a survey of ENAR's membership

During the period, a more robust culture of accountability has been established. It is important that these ideas are consolidated. Thus the overall

goal of **fostering a culture of learning or performance management** seems to be still highly relevant.

7.3.1 Evaluation

Notwithstanding the requirements for external evaluation that the European Commission are introducing through PROGRESS, ENAR has been reflecting in 2007 on the mechanism of evaluation it will develop. In particular it reviewed on ways to address evaluation from three main objectives:

- Provide data upon which to evaluate progress against each annual work programme
- Cumulatively provide information upon which the success of the strategic plan can be assessed
- Provide information that can help the organisation embark upon a new strategic planning round every three years

These goals speak to a planned three-year cycle of evaluation activities that comprise:

- A single three-year evaluation framework e.g. a three-year logframe that comprises a small number of key performance indicators (KPIs)
- A common programme with the other sister anti-discrimination NGOs networks that enables cross-organisational learning so that the KPIs are largely common to all participating organisations
- A survey of members every three years
- A survey of policy stakeholders every three years
- Governance and management health checks every three years
- A common annual reporting framework against the agreed set of KPIs that also includes a tri-yearly report on the delivery of the strategy as well as annual (and if the Commission insists) half-yearly performance reports

A Joint workshop with ILGA-Europe and AGE took place in 2007 to frame the discussion and exchange on the development of Key Performance Indicators for the coming three years.. It is expected that the indicators proposed will be assessed and formalized during the course of 2008. A specific workshop will be convened with bureau members to evaluate and discuss those.

Actions

Formalisation of the Performance Measurement Plan
Workshop on Performance measurement for the Bureau

Actors

Secretariat and Bureau

2008 WORK PROGRAMME AND SUMMARY OF OUTPUTS

WORK PROGRAMME 2007 Strategic goals and objectives	Information and awareness	Campaigning	Advocacy and Lobbying	Network reflection	Capacity building
<p>1. Combating discrimination and promoting inclusion of ethnic and religious minorities</p> <p>1. Ensure adequate protection and legal redress for those experiencing racial and ethnic discrimination and racial segregation</p> <p>2. Promote strategies to combat institutional discrimination and encourage the use of positive action measures</p> <p>3. Raise awareness of the negative consequences of security measures and racial profiling</p> <p>4. Encourage the development of an effective response to racial violence and hate crime</p> <p>5. Promote comprehensive strategies to support the victims of discrimination</p> <p>6. Enhance the capacity of the European Union Social Inclusion Agenda, to address the needs of ethnic and religious minorities</p>	<p>⇒ Monitoring – ENAR Shadow reports 2007</p> <p>⇒ ENAR Shadow report Handbook</p> <p>⇒ ENARgy on the new proposed initiative on anti-discrimination</p>	<p>⇒ 9 national round tables on positive action</p> <p>⇒ Follow up to the infringement proceedings on Race Directive (including on those already initiated and those expected in late 2007/early 2008)</p>	<p>⇒ New article 13 proposed legislation</p> <p>⇒ Responding to other consultations as deemed relevant</p>	<p>⇒ Ad-Hoc group on possible article 13 legislation</p>	<p>⇒ Training programme on practices of support to the victims of racial violence (Conceptual framework follow up- phase 2)</p>
	<p>⇒ ENARgy on Policing ethnic minorities (see also strand 3)</p> <p>⇒ Fact sheet on the Lisbon strategy</p> <p>⇒ Fact sheet on the High Level Advisory Group report on social inclusion (EU) (carried out from 2007)</p> <p>⇒ Monitoring –ENAR Shadow reports 2007</p>	<p>⇒ National launches of OSI report on ethnic profiling</p> <p>⇒ ENAR steering group on the NAPS</p>	<p>⇒ Follow up of the framework decision on racism –advocacy booklet on implementation of the FD,</p> <p>⇒ New 2008 cycle on NAPS</p> <p>⇒ Social inclusion Peer reviews</p> <p>⇒ 7th round table on social exclusion</p> <p>⇒ 2010 European year on combating poverty and social exclusion</p>	<p>⇒ Structured discussion on policing minorities during 28th board meeting</p> <p>⇒ ARDI</p>	

WORK PROGRAMME 2007 Strategic goals and objectives	Information and awareness	Campaigning	Advocacy and Lobbying	Network reflection	Capacity building
<p>2. Promoting the development of migration policies</p> <ol style="list-style-type: none"> 1. Promote a positive approach to migration and shape an intercultural ethos respectful of diversity in all spheres of society 2. Work towards full political, social, economic and cultural participation of third country nationals 3. End discrimination on the basis of citizenship and nationality 4. Ensure rights are protected in the context of admission and re-admission policies and end arbitrary detention 5. Promote progressive and comprehensive integration strategies, including anti-discrimination policies as a necessary part of such strategies 	<ul style="list-style-type: none"> ⇒ ENAR shadow reports 2007 ⇒ ENARgy on Migration and Diversity 		<ul style="list-style-type: none"> ⇒ Conference on migration –reshaping the discourse ⇒ Responses to JLS consultation as relevant on policies pertaining to migration, and integration ⇒ Contributing responses to European common framework on asylum 	<ul style="list-style-type: none"> ⇒ Preparatory reflection on a GPP on rights based approach to migration (PLC) 	

WORK PROGRAMME 2007 Strategic goals and objectives	Information and awareness	Campaigning	Advocacy and Lobbying	Network reflection	Capacity building
<p>3. Increase recognition of Anti-racism in equality and fundamental rights strategies</p> <ol style="list-style-type: none"> 1. Promote anti-racism in the debate on the future of Europe 2. Enhance strategies to respond to multiple discrimination, including the intersection between racism and other forms of discrimination such as gender, disability, sexual orientation, age, and religion or belief 3. Mainstream diversity, equality, and anti-discrimination 4. Guard the focus on racism in European fundamental rights policy 5. Ensure that diverse European Union funding programmes support anti-racism 6. Monitor trends in anti-racism policies in the Member States 	<p>⇒ ENAR shadow reports 07</p> <p>⇒ ENARgy on the EYID</p>		<p>⇒ European year of intercultural dialogue-ARDI/EPC event</p> <p>⇒ Engagement with FRA and the civil society platform</p> <p>⇒ Dissemination on GPP on counter terrorism</p> <p>⇒ GPP on education</p> <p>⇒ Responses to JLS and Education related policies as deemed relevant</p>	<p>⇒ Intercultural dialogue-structured reflexion in 23rd board meeting</p>	<p>⇒ Training on intercultural dialogue-transfer of best practices</p>

WORK PROGRAMME 2007 Strategic goals and objectives	Information and awareness	Campaigning	Advocacy and Lobbying	Network reflection	Capacity building
4. Mechanisms of networking and horizontal activities			<ul style="list-style-type: none"> ⇒ DG JLS, DG employment, DG education ⇒ Presidency memorandum ⇒ EP ARDI ⇒ EFRA ⇒ COE ⇒ SCE ⇒ Other international and regional stakeholders -UN Durban follow up 2009 ⇒ Social platform ⇒ OSI Roma coalition ⇒ OSI coalition on ethnic profiling 		

WORK PROGRAMME 2007 Strategic goals and objectives	Information and awareness	Campaigning	Advocacy and Lobbying	Network reflection	Capacity building
5. Enhance the capacity of the network to deliver its mission and work programme	<ul style="list-style-type: none"> ⇒ Attendance of secretariat staff at NCs meetings ⇒ Website ⇒ Media relations ⇒ Weekly mailing ⇒ ENARgy ⇒ Annual report ⇒ Updates on funding information 	<ul style="list-style-type: none"> ⇒ Enhance the capacity of the network to engage in policy making and campaigning 	<ul style="list-style-type: none"> ⇒ Enhance Relations with foundations and other stakeholders 	<ul style="list-style-type: none"> ⇒ Specific NCS exchange projects (southern region) ⇒ Development of ENAR coordination's in Romania and Bulgaria. Contacts with Croatia and Iceland. ⇒ 26th Board Meeting ⇒ 27th Board meeting ⇒ 7th General Assembly ⇒ 26th to 31st Bureau ⇒ PLC ⇒ Engaging the members in policy and campaigning (Bureau and PLC) 	<ul style="list-style-type: none"> ⇒ Governance seminar ⇒ Enhance the capacity of the policy and lobbying committee to operate effectively
6. Human and financial resource management and evaluation					<ul style="list-style-type: none"> ⇒ Staffing group meetings ⇒ Staff evaluations and review ⇒ Staff training ⇒ Fundraising ⇒ Evaluation

ENAR WORK PROGRAMME JANUARY – DECEMBER 2008

TIMETABLE OF MEETINGS

Month	Date	Day	Event
February	15	Friday	26 th Bureau Meeting (Belgium)
April	10	Thursday	Governance Seminar (Slovenia) 27 th Bureau Meeting (Slovenia)
April	11, 12	Friday, Saturday	26 th Board Meeting (Slovenia)
May	16	Friday	28 th Bureau Meeting (Belgium)
May	23, 24	Friday, Saturday	Intercultural Dialogue Seminar (Netherlands)
June	7	Friday	1 st NAPs Steering Group meeting (Belgium)
June	19	Thursday	29 th Bureau Meeting (Belgium)
June	19	Thursday	<ul style="list-style-type: none"> ▪ ENAR's 10TH anniversary event - Meeting in the European parliament ▪ 1st Meeting of ENAR 's Advisory Council of Eminent Persons ▪ Opening 7th General Assembly
June	20, 21	Friday and Saturday	7 th General Assembly (Belgium)
September	29	Monday	30 th Bureau Meeting (Belgium)
October	16	Thursday	31 st Bureau Meeting (France)
October	17, 18	Friday, Saturday	ENAR Conference (France)
November	7, 8	Friday, Saturday	27 th Board Meeting (Belgium)
December	13	Friday	2 nd NAPs Steering Group meeting (Belgium)



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