



European Network Against Racism

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ENAR WORK PROGRAMME JANUARY 2003 – APRIL 2004

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Details of work programme

Current political situation

The European Union has undergone fundamental political changes in the past two years. After the first coalition with a xenophobic party in Austria and strong reactions at EU level, several more conservative right-wing parties have made their way into national parliaments or are in coalitions with governing parties. These parties plead for less immigration from third countries, fewer rights for third country nationals and stir up sentiments of nationalism and xenophobia. This development is highly alarming for a network like ENAR, which promotes equal rights and anti-racist strategies for a peaceful and constructive coexistence of all residents in the EU, whatever their colour, ethnic background, nationality, culture, religion or beliefs. We need to state that, although the right-wing movement as it stands is not necessarily a subject of ENAR's work, the consequences resulting from policies such as unequal treatment or racial discrimination are at the core of ENAR's activities.

This situation will require ENAR to develop different strategies from those hitherto used as well as public visibility. The lobbying work needs to be more visible, make more rigorous demands and be targeted not only at sympathetic parties but also directly at governments and ministers in their national and EU functions, to make the NGO voice heard. We also need to help the NGO community to join forces and combine its energy to achieve its goals. Public relations work as well as media work is required to make positions clear and tangible for the public. Strong co-operation between NGOs in the EU (anti-racist and others) is needed to achieve this. To be successful, ENAR's work performance will require a redoubled effort by all the organisations and individuals involved.

The following three aspects must be at the heart of ENAR's work:

- Information
- Networking
- Lobbying

They will form the basis for achieving the goals specified below.

ENAR and the review process

ENAR is currently going through a review process. The findings have clearly identified the requirement to improve the political profile of the organisation significantly, in order to build credibility in the coming year in the eyes of our main funder. This work programme aims to identify roles, responsibilities, methods, aims, goals and financial requirements to achieve this credibility. The concrete outcome of a review seminar is the manifesto signed by all Board and staff members. Discussions during the review process as well as the goals of the manifesto are introduced in the WP as appropriate.

Overall objective of the work programme

After the three years of the existence of the ENAR secretariat, we have identified various issues for improvement. The work programme presented here aims within its overall objective to strengthen the ownership felt by member organisations. This should lead to greater involvement of member organisations and encouragement to act in the name of ENAR within an overall context and within the scope of this work programme. ENAR defined its vision, which is reflected in the work programme to manifest it in concrete activities, positioning and co-operation. The co-operation of the national and EU levels is a central issue in the implementation of this work programme. Only in fruitful co-operation and mutual and active support of the outlined projects will ENAR enhance its visibility and be able to demonstrate that it is a factor in the anti-racist movement. This will automatically close the gap between the national and EU levels. The involvement of regional, national and EU NGOs as well as the co-ordination done by the ENAR Secretariat within the context of the work programme will and must be complementary. Each partner has a role, which is identified as clearly as possible in this work programme.

Structure of draft WP

The draft WP is divided into five sections.

- Core activities (policy and statutory)
- Optional activities
- Unforeseen activities
- ENAR services
- Review of work programme 2003/2004

Given the small number of staff in the Secretariat and the limited amount of time available from the Board members and ENAR member organisations, the work programme states certain core activities closely linked to the area of combating discrimination on the grounds of race, ethnicity and religion.

However, if capacity is available through active representatives of co-ordinations, Board members, trainees or volunteers, attention can be dedicated to activities outlined in the section on ‘optional activities’.

Within the areas of activities central and most important issues are placed at the beginning of the listing. The list indicates the priorities as defined by the 4th ENAR AEA.

Within each item you will find sub-headings, such as activities, actors and timeline. This will help to answer the crucial questions of what, how, when and with whom.

A. Core activities of ENAR (policy)

A.1. Religious discrimination

Introduction

Throughout the EU, and not only after 11 September 2001, religious minorities are faced with exclusion and harassment, whether in education, in the labour market, in worship or on a personal level. This type of discussion is often linked or overlapped with ethnicity of these individuals or groups. A network such as ENAR must pay attention to such circumstances and do its utmost to dismantle these forms of discrimination and to define strategies as to how to build a society with multiple religions. The objective will be, on the one hand, to have appropriate legislation and measures in place to punish such discrimination and, on the other, to avoid such situations occurring in the long term.

Through the inclusion of religion and belief as grounds for discrimination within Article 13, religious discrimination gained a status equal to that of discrimination on the grounds of race and ethnicity. Religious discrimination is an overarching theme including all forms of discrimination based on religion, such as Islamophobia and anti-Semitism. However, the instruments and means of tackling religious discrimination are not very clear. Up to now religious discrimination has often been dealt with in conjunction with racism. Organisations combating religious discrimination are often church-based organisations or religious minorities themselves. Anti-Semitism and specific discrimination against members of the Muslim community are becoming increasingly visible. Specifically, after 11 September 2001 and the association made between terrorism, Islam and the need for security, unjustified investigations as well as arbitrary restrictions for such communities have occurred, even without real evidence of their involvement in criminal activities. It appears that this phenomenon will become even more serious and strategies for combating this tendency should be developed.

ENAR, as a network fighting racism, will use its time in 2003 to develop a debate on how ENAR should position itself and to develop policy strategies on how the network can promote constructive instruments to develop an accepting society, which is open in its attitudes towards religion and belief. ENAR member organisations, which represent religious minorities, might have a specific interest in bringing this matter forward. However, to develop a stable ENAR position, the necessary discussion on religious discrimination should go beyond a discussion amongst religious minorities themselves.

This topic is closely related to ENAR's work on the Employment Directive (religious discrimination in the labour market). For additional specification please refer to Chapter A.6.

Activities

Monitoring

It is one of ENAR's tasks to monitor developments in the context of religious discrimination, which should lead to visible action once a position is developed.

Internal discussion and positioning

- In order to develop a position on religious discrimination the ENAR Board, as the decision-making body on policies, will encourage a discussion within the network but also with external

experts and persons with a specific interest in this matter. This will enrich the debate and might bring additional expertise to the discussion. Two sessions of about 2 – 2.5 hours during the 17th and 18th Board meetings on this topic will be held as a first step in initiating the discussion. The Secretariat suggests inviting two external persons (Pandeli Glavanis, University of Manchester, working on Islamophobia and citizenship and Rainer Nickel, University of Frankfurt/M., a lawyer working on freedom of religion) to attend the 17th Board meeting as a first step.

- At the 18th Board meeting the session could be used to have a discussion amongst ENAR Board members
- The publication on religious discrimination (finalised in February 2003) will serve as a basis for discussion in general
- Once a draft position paper is developed, it will be posted on the website to encourage a network-wide discussion via electronic means to guarantee an inclusive debate.

Conference

The discourse employed to approach the area of religious discrimination is often personal and emotional. Concrete and pragmatic strategies are needed to follow the ENAR mission to influence decision-making in this context. In order to ensure sufficient space and time is made available for this, an ENAR conference on religious discrimination is envisaged. The conference should include experts working in this field, as well as religious minorities, to develop and formulate strategies for combating religious discrimination and to devise activities in the context of the Employment Directive, which includes religion and belief as one of the grounds with which ENAR is concerned. The objective of the conference would be to discuss the various aspects of religious discrimination with a large number of ENAR member organisations in order to develop concrete and pragmatic strategies to be carried forward by the whole network. The debate during the conference should feed into the development of a position paper for lobbying EU and if appropriate national institutions.

Ø Format

The format of the conference would be the same as for previous conferences: Catering for about 80 – 100 participants over two days with panel discussions and workshops to be used for in-depth discussions on the topic.

Ø Date and venue

This conference will be held 9 - 10 October 2003 in the Netherlands in conjunction with the 18th Board meeting if the Board of ENAR decides to choose this topic at its 16th meeting in January 2003.

A detailed proposal on this conference will be developed by the Secretariat and presented at the 17th Board meeting.

ENAR should seek to obtain additional funding for this conference from foundations or funding organisations working in this area.

Position paper for external use

The Secretariat will work on a draft position paper, including general views as well as specific issues related to the Employment Directive. This position paper will be based on the discussions held during Board meetings and via electronic means.

Information

Religious discrimination will be one topic used as a lead article in the monthly newsletter. Existing literature, texts and debates held in other circles should be presented as well.

Methods

Discussion and positioning

During 2003 the main task of ENAR will be to develop meaningful positions and strategies for lobbying and implementation of legal measures (such as the Employment Directive). This needs to be guaranteed through an open, inclusive, pragmatic and constructive debate with as many member organisations as possible. The session on religious discrimination during Board meetings (17th and 18th) and the conference will provide this opportunity. Input from experts will enrich the debate.

Information work

Information work will be crucial to guarantee an informed and high-level discussion. The publication already produced in 2002 and the Fact Sheet will facilitate this. Additional information will be given during the process via the ENAR website.

Actors

- The Secretariat will facilitate the process and discussion on religious discrimination as much as possible and will make sure that coherence is achieved with other areas of ENAR's work programme such as the work on the Employment Directive.
- Board members will gather information about the situation concerning religious discrimination in their countries to make an input into the discussion
- Member organisations are asked to participate in the consultation and discussion process
- External experts will be contacted by the Secretariat to obtain high-level input.

Timeline

February 2003	Finalisation of publication on religious discrimination (costs included in 2002/2003 budget)
24 - 25 May	First session on religious discrimination with P. Glavanis and R. Nickel at 17 th Board meeting
August	Fact Sheet on religious discrimination
9 – 10 October	Conference on religious discrimination
11 - 12 October	Summing up discussion on the conference on religious discrimination at 18 th Board meeting
November	Drafting position paper on religious discrimination by Policy Manager
September - December 2003	Lobbying on religious discrimination in the context of the Employment Directive and, if appropriate, in other areas.

A.2. Citizenship Campaign

The EU has established a three-class society: nationals, EU nationals and third country nationals. These groups have different sets of rights. As a network campaigning on equal rights for all ENAR cannot accept that such categories are maintained. The overall aim of this campaign is to achieve equal rights for all citizens of the EU. The work towards the Convention on the Future of Europe concerning 'Citizenship of Residents' is to be understood as one channel to influence the EU towards this goal. For further details please refer to Chapter A.7.

Activities

Disseminate the Madrid Appeal and the Euro-Petition

Based on the activities undertaken in 2002, the Madrid Appeal (Appeal launched at the Citizenship Conference in Madrid) and the Euro-Petition will be widely disseminated, to draw the attention of NGOs to this matter. The aim of the petition is to attract VIPs to sign it, to reinforce the activity and give it more public visibility.

Identify supporters of the campaign in each co-ordination and establish an informal network

In order to establish activities in the context of the citizenship campaign on the national level, support is required from volunteers and activists on the national level. As has happened before, people working in this field should volunteer to be the supporter for a specific country and to guarantee that the activities proposed are undertaken in that country. This would form a small informal network of supporters for the ENAR citizenship campaign.

Information and co-ordination

As an overall task it will be necessary to co-ordinate the activities around the citizenship campaign to move them in a common direction. Information exchange will be needed to keep those involved updated and to inform the wider ENAR constituency about the activities. Last but not least the citizenship campaign needs to reach a certain level of public awareness. This requires public relations work and information dissemination in the wider public sphere.

Links to the Convention

The content of the citizenship campaign is closely linked to the issue ENAR wants to address in the Convention. The people working on both (Board members, staff members, volunteers) should make sure that there is sufficient communication to co-ordinate the activities.

Lobbying

Further lobbying will be needed to attract MEPs and national politicians to keep the political rights of third country nationals on the political agenda. Based on positions developed over the past two years, ENAR will continue to influence decision makers in this respect.

Co-operation with NGOs/social movements in the field of migration

In order to enhance the campaign on a broader level, the involvement of and co-operation with other EU or national NGOs in the sector are envisaged such as ECAS, European Platform of Social NGOs, etc. In addition, the campaign will be conveyed into Europe-wide social movements, such as the Social Forum and others.

Eurobarometer

The Eurobarometer carries out opinion polls concerning various topics in the EU. As an optional possibility it would be interesting to find out the opinions of EU nationals in relation to the possibility of third country nationals voting in local and EU elections. A poll of this nature could be initiated by lobbying the European Parliament or the EC.

Press work

Specific presswork on the activities concerning the campaign is necessary to make the issue publicly visible.

Publication

ENAR decided to dedicate one publication in 2003/2004 to the theme of citizenship.

The following proposal will be considered:

Some of the EU countries have a different set of rights for third country nationals to participate and integrate in the host society.

It will be the goal to identify the following issues:

- Respective laws and regulations concerning political rights
- Access to labour market and housing
- Social and economical rights
- Investigate how much voting rights are exploited by third country nationals
- Develop strategies to implement good practise in other EU countries

Actors

Secretariat:

- Disseminate the Madrid Appeal and the Euro-Petition
- Identify supporters for the campaign in each co-ordination and establish an informal network
- Information and co-ordination
- Establish links to the Convention and mainstream Citizenship of Residents into the Convention work
- Lobbying
- Co-operation with NGOs in the field of migration
- Press work if appropriate
- Publication

National co-ordinations:

- Disseminate the Madrid Appeal and the Euro-Petition
- Identify supporters for the campaign in each co-ordination and establish an informal network
- Press work
- Lobbying
- Co-operation with NGOs in the field of migration

Timeline

January – April 2003	Disseminate the Madrid Appeal and the Euro-Petition
January – April	Identify supporters for the campaign in each co-ordination and establish an informal network
January – February	Links to the Convention
Throughout	Lobbying
Throughout	Co-operation with NGOs in the field of migration
July – September	Publication
Throughout	Information and co-ordination

At the end of this work programme period ENAR needs to assess the impact made with the Citizenship of Residents Campaign and decide whether the campaign will be closed or continued for a defined period.

A.3. Transposition of the Race Directive

After the adoption of the Directives associated with Article 13, ENAR identified the Race Directive as one of the core priorities for ENAR's work programme over the last few years. The transposition of the Race Directive must be finalised by national governments by 19 July 2003.

A successful transposition of the Race Directive will establish national legislation in all 15 EU member states, which was always one of the strongest demands from NGOs working in this context.

After intensive information and lobbying work at EU level, it is now time for the national co-ordinations to come into the picture. Several countries have prepared new or amended legislation to be adopted by the parliaments in due course. Other countries have not yet even started to do so. We will focus on these countries for the first six months of 2003.

ENAR holds a conference on the transposition process in January 2003 with a strong emphasis on mobilising member NGOs of ENAR to lobby at the national level where necessary and appropriate. The Secretariat, assisted by supporters in the EU member countries, has prepared parliamentary questions to elicit official responses from governments concerning the transposition of the Race Directive.

Activities

Information and lobbying work must be used together to achieve the goal of comprehensive and robust anti-discrimination legislation.

Information work

- The inclusion of this topic in the monthly Newsletter in the form of a lead article will be considered
- Report on parliamentary questions as preparation material for the conference
- Providing information about national developments to the Secretariat
- Providing information on Community Action Programme under Article 13 in the monthly newsletter

Lobbying

- Hold meetings with representatives of governments/ministries at national level in appropriate countries (at least one in each country) if not yet done so
- Producing press release(s) (at least one) concerning developments at national level
- Organising seminars for members of the public interested in the subject to draw attention to latest developments (if possible) and to widen the support for NGO policies
- Attending public hearings in the name of ENAR (if organised by government)
- Developing position papers on draft legislation and disseminating them widely including the Secretariat (one per country)

Written question by MEP concerning the Transposition of Race Directive

European Parliamentarians have the possibility to present written questions towards other EU institutions. The ENAR secretariat will contact an MEP to convince him/her to present a written question concerning the Transposition process of the Race Directive in late July 2003 right after the deadline for the transposition passed. This will serve to establish some public relations work in case not all countries have kept the deadline.

Conference

ENAR will organise a conference on the Transposition of the Race Directive on 30 – 31 January 2003 (Thursday and Friday in conjunction with the 16th Board meeting) in Berlin. A separate proposal was developed. Material can be found on the ENAR website (www.enar-eu.org).

The conference brings participants up to date on the transposition of the Race Directive in the various EU countries and focuses on the lobbying strategies of ENAR from the date of the conference until the deadline for implementation of the Race Directive in July 2003.

It could be envisaged in the long term to organise follow-up after the deadline of the Transposition of the Race Directive to evaluate the transposition process such as written questions towards the EC.

Information Campaign

As part of the Action Programme under Article 13 the Commission has launched a call for tenders for a Europe-wide Information Campaign on Article 13 and specifically on the Race Directive. This campaign will be carried out in 2003 and may be considered as a central tool to bring information on Article 13 to victims of racism. In the documents for the call for tenders the Commission stated that EU networks working on the different grounds of discrimination should be involved in the Information Campaign.

Various advertising companies responding to this call for tenders have approached ENAR asking whether we would support the development of the Information Campaign with our expertise.

Methods

Information work

- Monthly Newsletter

An article in the monthly newsletter will highlight information from all countries to keep all member organisations of co-ordinations updated about developments.

- Report on parliamentary questions

Follow-up and summary of information received by governments or member organisations concerning the latest stage of the transposition process.

- Providing information about national developments to the Secretariat

This information flow is crucial for the network to guarantee a regular exchange of information.

Good practice and negative experience needs to be evaluated and shared. This information flow will allow doing the following work.

- Individual and website information for national supporters of parliamentary questions

All the above-mentioned information will be posted on the website. On request the Secretariat can advise supporters or Board members on an individual basis.

- Bringing expertise into the Information Campaign

The involvement of ENAR in this information campaign will allow ENAR to influence the content and information dissemination to a wide audience especially to victims of racism.

Lobbying

- Hold meetings with representatives of Ministries at national level

To make an impact it is of utmost importance to introduce positions to decision-makers directly in face-to-face meetings. A small number of ENAR delegates or individuals mandated by a national network should initiate this and present positions concerning draft legislation. These meetings shall be well prepared and informed by a profound knowledge of the legal situation in the country concerned.

The above-mentioned written question from an MEP will be a tool to keep the attention on the transposition process.

- Producing press release(s) concerning developments

Public relations and media work will make the NGO position known and will ensure that the discussion on legislation remains in the public arena. A press release on the day of the deadline for the transposition should be published.

- Organising seminars for the national NGO community to draw attention to latest developments

These seminars will serve to identify allies and support in the NGO community to bring the networking and awareness process forward. They can be used to organise the NGO community and to develop lobbying plans, including writing a common position paper.

- Attending public hearings in the name of ENAR

Some countries may not yet have held public hearings to consult the NGO community. According to the Race Directive, they are obliged to establish dialogue with NGOs. NGOs should request such dialogue if not yet carried out. This will be the opportunity for NGO positions and their position papers to be publicly presented.

- Developing position papers on draft legislation and disseminating them widely

Position papers will state the positions of NGOs in relation to the draft legislation tabled by governments. A written position will be important in initiating press work and lobbying in general, since a wide range of people work on the development of legislation. This will allow alternatives and recommendations to be clearly formulated.

Actors

Secretariat

- Monthly newsletter
- Report on parliamentary questions
- Website information
- Support national supporters with expertise in writing position papers and to sustain cross fertilisation with good practice from other countries
- Identify MEP to present a written question to the Commission concerning the transposition of the Race Directive

National co-ordinations

Lobbying work carried out by the national co-ordinations where necessary and appropriate. BMs need to take a leading role or should identify an organisation or individual person to steer and to co-ordinate such activities within the national network.

- Provide information about national developments to Secretariat
- Hold meetings with representatives of Ministries
- Produce press releases concerning developments
- Organise seminars for the public to draw attention to latest developments
- Attend public hearings in the name of ENAR
- Develop national position papers on draft legislation and disseminate widely

Timeline

Early January 2003	Report on parliamentary questions
End January	Conference on Transposition of the Race Directive (costs included in budget 2002/2003)
End of February	Coverage in monthly newsletter
January – July	Website information
January – July	Provide information about national developments to Secretariat
January – April	Initiate meetings with representatives of Ministries
January – June	Initiate press releases concerning developments
January – April	Organise seminars for the public to draw attention to latest developments
Whenever organised	Attend public hearings in the name of ENAR
January – May	Develop position papers on draft legislation and disseminate widely
July	Identify MEP to present written question to EC

A.4. Framework Decision on Racism and Xenophobia

In 2002 the Commission DG Justice and Home Affairs published the Framework Decision on Racism and Xenophobia. When adopted by the Council of Ministers, this Framework Decision will complement the Race Directive on the penal law side. It will prohibit hate speech on the internet as well as increasing penalties for racially motivated crimes, to mention just some features of this tool. The link to the European Arrest Warrant covering arrest warrants for racist crimes should not be forgotten in this context. This legal tool will to a large extent cover the decision made by the 4th AEA to work on Right Wing Parties and movements since the Framework Decision builds a legal basis to act towards racist speeches and material.

Moreover since only a few EU countries cover such issues in their national legislation, it is of the utmost importance for ENAR to aim for such legislation in all EU countries.

In July 2002 the European Parliament delivered its report on the Framework Decision, which is considered as advice to the Council.

ENAR has lobbied a large number of MEPs with the intention of having some points included in the Framework Decision, which can be considered as strengthening the Framework Decision. Very constructive co-operation with the Parliament's Rapporteur was established.

- Adoption in Council:

Presently several EU member countries are hesitating about voting in favour of the Framework Decision, since they have a strong and longstanding tradition of freedom of speech, which does allow hate speech and denial of the Holocaust, unless they incite other punishable acts. Only four countries have an anti-negationist law. It is up to the NGO community in the EU to convince the respective ministers to vote unanimously for the Framework Decision possibly under Greek or Italian Presidency.

Activities

Monitoring

- Identification of countries where lobbying will be necessary for a positive outcome in the vote
- Monitoring of developments and timetable in order to act appropriately

Information

- Coverage in newsletter on timetable and discussions in Council
- Regular update on this topic on the ENAR website

Lobbying

- Direct lobbying of the Council, permanent representations based in Brussels and national governments
- Regular communication and lobbying with permanent representations of EU countries in Brussels with ENAR position paper from 2002

Publication

So far, it is only a limited number of individuals who know about the preparation of the Framework Decision. Since the significance of this legal tool is comparable to that of the Race Directive, it is important to spread information widely to ENAR's constituency. This will raise knowledge about

the content of the Framework Decision and about the activities needed to accompany its adoption and implementation. This publication will contain:

- A summary of the content of the Framework Decision
- An overview of existing legislation in this context in EU member countries which could serve as positive examples
- Proposals for strategies for lobbying and NGO involvement

ENAR will seek to obtain additional funding for this publication from foundations or potential co-publishers.

Methods

Monitoring

Regular monitoring of EU websites, press releases and communications as well as information work is crucial to identify the necessary action and strategies and to carry out appropriate lobbying work.

Information

Information is a precondition for involvement. In order to create ownership and to gain support from the national co-ordinations (from organisations or individual supporters), information received must be shared with Board members as well as with member organisations. This will allow member organisations to contribute to network positions and to contribute the necessary support work (media work, lobbying, etc.).

Lobbying

Direct lobbying will make the position of ENAR known and, if carried out well, will lead to achieving the adoption of the Framework Decision in the long run and to an improvement of legal measures and strong legislation supporting victims of racism in receiving justice.

Actors

Secretariat

The Secretariat will monitor the agenda of the Presidency and of the Council to make sure that dates fixed for decisions are known well in advance and to inform the constituency about ongoing developments. The Secretariat will co-ordinate the work on the publication. External authors will write the texts.

Depending on decision making in the Council lobbying of Brussels-based institutions will be done by the Secretariat and, in co-operation with BMs, the Council will also be lobbied.

National co-ordinations

To ensure the full adoption of the Framework Decision, national co-ordinations need to meet ministers or other governmental representatives to convince them about the usefulness of the Framework Decision.

Once the Council adopted the Framework Decision, it will be in the hands of the co-ordinations to prepare policy and position papers addressed at decision-makers on the national level (MPs and relevant ministers). It will be necessary to carry out lobbying work as outlined in Chapter A.3. covering the Race Directive to achieve the best legislation possible which suits and services the national situation. Support will be offered from the Secretariat through the provision of information, expertise and good practice for member countries.

Timeline

Adoption process

To date the official timetable for the adoption of the Framework Decision by the Council of Ministers has not yet been decided or published. It is scheduled that the final decision might be made under the Greek or Italian Presidency in 2003.

Publication

The publication will be prepared from January to April 2003.

A.5. Mainstreaming anti-racism strategies in other areas

Method

Several items above and below (Employment Directive, employment guidelines, membership of the Social Platform, activities of the EU co-ordination, etc) do include a mainstreaming aspect and approach. One point of special interest could be migration or education and mainstreaming anti-racism strategies in the field of migration. In order not to miss this strategy the Secretariat will keep a record of mainstreaming of anti-racism strategies in other areas.

Activity

It is suggested that an ENAR event on mainstreaming anti-racism could be held. The 16th Board meeting will make a final decision concerning the topic of the ENAR conference in 2003 covered under the budget 2003/2004.

Actors

- EU-co-ordination
- The Secretariat will cover this topic when appropriate in the monthly newsletter
- Preparation of conference in co-operation with the EU co-ordination

Timing

The ENAR Secretariat will monitor relevant policy areas throughout the work program period.

A.6. Employment Directive and Employment Strategies

Minorities and immigrants regularly report that they experience discrimination in access to the labour market because of their ethnicity and/or religion. ENAR stands for equal rights and therefore pays attention to such problematic areas and invests time, attention and public funding to tackle these central problems and to ensure that appropriate laws will punish such situations in the near future.

Based on legal measures under Article 13 the employment sector is an important field in which to tackle discrimination. Connected to the Employment Directive, which is dealt with below, the Employment Strategies, as the national implementation of strategies in the sector of employment, might deserve attention on an equal footing. The work carried out here is part of to the overall work of ENAR on religious discrimination and therefore strongly linked.

Activities

Support transposition of the Employment Directive

- Communicate and co-operate with trade unions
- Support other EU networks, such as ILGA, EDF, AGE and the European Platform of Social NGOs (known as the Social Platform), in their work on the transposition of the Employment Directive
- Establish contacts at national level with branches of other EU networks to co-operate at national level during the transposition phase
- Establish a position paper on the Employment Directive for lobbying at national level with a focus on religious discrimination

Religious discrimination forms a central focus of ENAR's attention in the context of the Employment Directive. Please refer also to activities and methods mentioned in Chapter A.1. on 'religious discrimination'.

Information work

- Specific coverage in monthly newsletter
- Presentation of ENAR experience with the Race Directive at meetings and conferences concerning the Employment Directive organised by EU networks working on other grounds of discrimination
- Information on Employment Strategies in monthly newsletter

Publication

Discrimination in the labour market is one of the central areas where discrimination occurs. In order to sensitise the ENAR constituency on this matter ENAR will produce a publication on strategies to fight ethnic and religious discrimination specifically in the labour market. Positive action as implemented in various immigration countries will be analysed and lessons drawn from that experience will be used to develop strategies suitable for the EU and the specific situations on the national level. The format of the publication will be the standard format for ENAR publications.

Methods

Support transposition of the Employment Directive

ENAR gained important experience during the transposition period for the Race Directive. ENAR also received substantial support from other EU networks during this period. Other EU networks, such as ILGA, EDF and AGE, will work on the transposition of the Employment Directive. ENAR should now actively support other EU networks in their efforts to transpose the Employment Directive successfully.

Of special concern for ENAR in this Directive is religious discrimination (please see also Chapter A.1. on religious discrimination).

Information work

The Employment Directive will be as important as the Race Directive in mainstreaming anti-discrimination. In this context ENAR should emphasise the mainstreaming aspects.

For this reason it is important to keep ENAR's constituency informed about the transposition of this directive and to ensure that national laws concerning anti-discrimination are as strong and comprehensive as anti-racism legislation.

It should not be forgotten that the ENAR network includes trade unions and organisations working in the labour market, which should be specifically invited to be actively involved.

It would be useful to bring the Employment Strategies to the attention of NGOs and to support involvement where appropriate.

Publication

The publication should collate information to instruct the strategy building discussions in the national co-ordinations.

Actors

Secretariat

The Secretariat will assume responsibility for establishing and maintaining contacts with trade unions and other EU organisations working in this field. In this context contacts made through the membership in the Social Platform are most crucial. The Secretariat will continue to take part in the working group on discrimination and will keep anti-discrimination on the agenda of the Platform. The Secretariat will carry out the above-mentioned information work.

An external expert would edit the publication and the translation, layout and printing would be co-ordinated by the Secretariat.

National co-ordinations

National co-ordinations should establish contacts and co-operation with national organisations working on the Employment Directive as soon as possible. Trade unions, as members of the national networks, are specifically encouraged to focus on the Employment Directive.

For communication reasons it would be necessary to identify one or two supporters in this area to establish direct communication with the Secretariat.

Concerning the national Employment Strategies, it will be the responsibility of members of co-ordinations to carry out activities as appropriate.

Timeline

January/February 2003	Hold meetings with Brussels-based trade unions to identify possibilities for co-operation
First half 2003	Meet Platform members working on the Employment Directive and Employment Strategies on a regular basis
January – March	ENAR co-ordinations establish contacts with other national organisations working on the Employment Directive and Employment Strategies
April	Writing of position paper (Policy Manager)
June	Information in monthly newsletter concerning the Employment Directive
As appropriate	Presentation of ENAR's position at conferences organised by other organisations
December – March 2004	Publication on discrimination in the labour market

Please see also the specific link to the area of religious discrimination.

A.7. Convention/Intergovernmental Conference (IGC)

The Convention on the Future of Europe will pave the way for an EU constitution. Central issues, such as citizenship and fundamental rights, will be defined in this constitutional debate. Based on the vision of ENAR, equal rights and freedoms as well as anti-discrimination must be reflected in a constitution as well as fully implemented and thus be brought to the attention of decision-makers.

ENAR must not miss the chance to present standpoints on issues such as citizenship of residence to the Convention and anti-discrimination, since this is the right time to make ENAR's voice heard. The work towards the Convention on the Future of Europe is to be understood as a tool to channel aims and goals of the ENAR Campaign on Citizenship of Residents to the EU institutions.

Activities

Information

- ENAR's constituency must be regularly updated about developments and discussions at the Convention
- Information on discussions concerning the IGC will be disseminated to Board members and member organisations.
- Coverage of the developments concerning the Convention in monthly newsletter

Lobbying

Based on the position paper supported by a group of Board members in 2002, lobbying of the Convention members and also governments will be carried out through ENAR's membership in the Social Platform.

Open letter to heads of state

Since the 'Listening phase' for the Convention will already be concluded in 2002, ENAR will draft a letter on citizenship and related matters to be sent to the EU heads of state to present our position.

Meeting with Convention members

ENAR, possibly in co-operation with other NGOs, will consider holding a meeting on citizenship of residence of about two to three hours, with a small and carefully selected number (about five to eight persons) of Convention members (possible guests could be Elena Paciotti and Jo Leinen, representatives from candidate countries) with four to five ENAR Board members.

National meetings with Convention members would be needed to support the lobbying activities.

Methods

Information

The role of the Convention and the aims of the IGC are not widely known in the NGO community. Information work is needed to make the role of these groups and events transparent so that member organisations can be involved in the lobbying work. Regular information in the monthly newsletter will be provided (please see information under 'Monthly News Sheet', chapter E.3.B.).

The main purpose of the publications would be to inform the ENAR constituency about issues related to the Convention and the Intergovernmental Conference.

Lobbying

The Convention is working on a proposal for an EU constitution. Equal treatment, EU citizenship and anti-discrimination need to be included in such a central document. To achieve this goal, direct communication and co-operation are needed. In order to gain supporters for such ideas in the Convention itself, as stated above, it would be advisable to hold a meeting with Convention members and exchange thoughts and proposals as stated in the ENAR position paper on the Convention (developed in 2002).

Influencing the debate on a new structure of the EU with an increased number of members is crucial. Individual meetings with members of the Convention, MEPs, national representatives of governments and permanent representations in Brussels need to be held to put the ENAR message across.

Actors

- The Secretariat and individual Board members willing to be involved in lobbying on the Convention
- The meeting with Convention members will be prepared by the Secretariat
- Board members or member organisations to arrange meetings with representatives of national governments concerning the IGC and the Convention

Timeline

Throughout the work programme period	Information work on the Convention and IGC
March 2003 (or earlier if appropriate)	Meeting with Convention members
March 2003	Open letter to Heads of States
September 2003 onwards	Information on IGC in monthly newsletter
March to December	Lobbying Convention members and national governments

A.8. Enlargement

ENAR is most aware that one precondition for applying for funding for EU networks includes having a structure in all EU member states. It is envisaged that in 2004 the first group of candidate countries will join the EU. Even though ENAR has discussed the enlargement issue a number of times in Board meetings and AEAs, we have not achieved stable co-operation with the first group of candidate countries. This is partially due to the fact that current ENAR funding does not allow money to be used for co-operation with candidate countries or for reimbursement of travel costs for visits from NGOs in these countries. This problem was presented by ENAR to the Commission on several occasions but no satisfactory or pragmatic solution has been found.

Based on the low priority given to enlargement at the 4th AEA ENAR will only establish contacts to NGOs in candidate countries. The Information Officer will mainly carry out this task. However in case additional funding can be obtained meetings with NGOs in the various countries of accession should be organised in order to establish formal ENAR co-ordinations.

A.9. Meetings with EU Presidencies

The interests of the Presidencies influence policy agendas. Countries holding the Presidency are able to set priorities on political topics.

In order to raise the profile of ENAR in the EU context it is crucial to establish communication with the upcoming Presidencies (Greece first half 2003, Italy second half 2003, Ireland first half 2004) and to undertake direct lobbying and advocacy work in relation to the Presidencies well in advance. It is suggested that at least one official meeting to be held between the national Board members and representatives of the ENAR Bureau and representatives of national governments holding the Presidency, to update them on the priorities and to put the ENAR message across according to the

agreed ENAR work programme. This would ideally be done about six to eight months before each Presidency begins.

Such meetings need to be understood as tool to carry out successful lobbying in all the areas covered by ENAR's work programme.

Actors

- The Secretariat and the respective Board member will co-operate in order to prepare and hold Presidency meetings
- The Secretariat will follow up the meetings and will keep the communication

Timeline

January to April 2003	Development of plans towards the Italian Presidency
July to September 2003	Development of plans towards the Irish Presidency
January to April 2004	Development of plans towards the Dutch Presidency

A.10. Follow-up of WCAR and National Action Plans

The intensive and also sometimes difficult involvement and experiences in the run-up to and during the WCAR will be justified if a network such as ENAR succeeds in achieving its aims. This is to have concrete action plans in place to tackle racism with all its specificity on the national level. For NGOs this will mean being or remaining involved in the National Action Plans against Racism as agreed by governments in Durban.

Activities

Based on the agreements made in the closing document of the WCAR, all national governments have committed themselves to carrying out national action plans (NAPs) to implement the agreements made in Durban.

Some national governments in the EU have started to define NAPs (UK, NL, Ireland, etc.) in 2002. Since activities will closely relate to anti-racism and measures to fight ethnic discrimination, the involvement of NGOs in their capacity as members of ENAR is central.

Methods

To guarantee an appropriate involvement of NGOs in the implementation of the NAPs, ENAR member NGOs should offer their support and actively request involvement. Best practice from other countries might be helpful in achieving the goal of the successful implementation of the NAPs. However this topic will be dealt with on low priority based on the decision made at 4th AEA.

Actors

- National co-ordinations to play active part in these activities
- The Secretariat will publish information received from ENAR co-ordinations

Timetable

As appropriate at the national level

B. Core activities of ENAR (statutory)

B.1. Internal regulations

Activities

As one of the products of the review process, the Manifesto Implementation Team will start drafting the basis for internal regulations in early 2003.

This draft should be added to and discussed during Board meetings, in order to prepare for its adoption at the GA in March 2004.

Actors

Manifesto Implementation Team

Timetable

January – March 2003	Drafting period
18 th Board meeting	First reading of internal regulations
2 nd GA	Adoption of internal regulations

B.2. General Assembly

ENAR holds its General Assembly (GA) every three years. The first GA was held in March 2001 and the second GA must be prepared in good time to implement the lessons learned from the first one. Bearing in mind that the first GA was too large and expensive to steer the group appropriately, the following aspects are suggested.

Aim:

- Define and identify political topics for the general work programme for the coming three years
- Acknowledge the achievements made in the work programme of the past three years
- Adopt changes in statutes and internal regulations

Number of participants: 118 (the size of each delegation to be allocated according to the division key in the EU parliament)

Place: Brussels or Lisbon

Date: 26 - 28 March 2004

Format:

The GA will be a two-day event from Friday afternoon to Sunday afternoon. Plenary sessions will be held for the adoption of various documents. A significant part of the GA should be devoted to discussions on ENAR policy and this should take place in a number of workshops. The GA is a central event to define the work programme and is therefore an intensive work session. Evenings are dedicated to networking and social gatherings.

Participants:

Delegates from co-ordinations shall be people dedicated to the fight against racism and shall contribute extensive knowledge about the situation in the different countries. The delegates should be chosen on the basis of intensive involvement in the national/EU co-ordination.

Preparation:

Two external assistants should be involved (one for logistics, one, if possible, with knowledge about ENAR policy, programme and structure). The two assistants should each work for the equivalent of a total of three months full-time or on a part-time basis for a period of about six months. The preparation period shall start in October 2003. The preparation should be carried out under the supervision of the Director and Policy Manager.

Proposal:

A detailed proposal will be drafted and presented at the 16th Board meeting in May 2003 for final adoption.

It is suggested that this event be accompanied by an EU-wide demonstration supported by the national co-ordination of the country concerned or alternatively a meeting with national NGOs for cross fertilisation.

B.3. Board meetings/AEA

Board meetings take place three times a year with the aim of discussing and deciding political, financial and management issues.

The central aim of the AEA is to make a final decision on the work programme. This event could be also used to establish stronger links between the national members of ENAR and the representatives in the AEA. Depending on the capacity of the host country where the Presidency is held, the relevant Board members should support involvement of national organisations in the programme of the AEA or might organise a national event to enhance the visibility of ENAR on the national level. The relevant Board members are encouraged to present proposals.

Proposed dates for Board meetings during the work programme period are:

16 th Board meeting	Saturday and Sunday 1 and 2 February 2003 in Berlin (GA)
17 th Board meeting	Saturday and Sunday 24 and 25 May in Greece (religious discrimination)
18 th Board meeting	Saturday and Sunday 11 and 12 October in the Netherlands (religious discrimination) in conjunction with ENAR conference
19 th Board meeting	Saturday and Sunday 6 - 7 February 2004 in Brussels
5 th AEA	Friday to Sunday 28 – 30 November 2003 in Palermo/Italy

B.4. Bureau meetings

Bureau meetings take place four times a year (max.) and last for one day. These meetings take place to monitor the achievements of the work programme, to take care of management issues and to take decisions between Board meetings. The Chair, two Vice Chairs, the Treasurer and the Director participate.

The proposed dates are:

5 th Bureau meeting	23 February 2003 (a conference call is envisaged)
6 th Bureau meeting	14 June 2003
7 th Bureau meeting	28 September 2003
8 th Bureau meeting	9 November 2003
9 th Bureau meeting	16 January 2004

C. Optional activities for ENAR

As mentioned in the introduction, ENAR has fairly limited financial resources and the time and expertise which staff and Board members have available for such an extensive work programme are also restricted. The section on core activities shows that these tasks are already intensive and time-consuming. Currently it cannot be expected that additional capacity will be available. However, if funding for these additional activities can be raised, they could be introduced into the work programme. The activities listed on the following pages are therefore optional and should be understood as such.

A considerable number of the following topics touch on migration issues. During the review process a clear guideline was developed to the effect that ENAR should only focus on migration issues, which are directly and obviously linked to ethnic and religious discrimination. The following proposals should be understood solely in this sense.

C.1. Racism and the media

Activities

- Monitor the media landscape on issues related to racism
- Analyse media role in supporting racist sentiments in cooperation with other specialised organisations
- Develop concrete and positive proposals on how to counteract the advancement of racism in the media in cooperation with other specialised organisations
- Training seminar on media work for ENAR member NGOs

Actors

Board members with a specific interest in this subject

Timeline

Throughout the budget period
27 – 28 February 2004

Training seminar on media work

MIGRATION ISSUES

The event of 11 September 2001 has made anti-terrorism a primary issue on the global agenda. We cannot ignore the fact that the enforcement of anti-terrorist strategies constitutes an unjustified correlation between terrorism and immigration. The publication of Presidency documents underlines the tendency to establish a 'dangerous liaison' between anti-terrorism strategies and migration policies.

Based on the European Council Conclusions in Tampere October 1999 the Commission received the task of publishing draft directives covering various aspects within the field of migration. These regulations and directives concerning the situation of third country nationals in the EU are a potential source of discrimination. In order to support equal rights of third country nationals in relation to the rights of EU nationals, ENAR might take into account the legal initiatives set out

below. This list is not exhaustive and should only be understood as the central issues on the current policy agenda of the EU.

Furthermore, policy on migration in to the EU, as well as all related issues such as external boarder control, may also be discriminatory in nature.

This is a rather broad issue and it should be carried forward in co-operation with other existing networks or movements, in order to join forces effectively, since ENAR must strive to maintain a balance between available capacity and the need to make an impact in areas of concern.

Introductory note:

In most of the countries migration issues come under the authority of home affairs. Traditionally home affairs ministries approach migration in terms of the security and legal implications rather than social or employment aspects. Whenever possible, and specifically in the context of the proposals made below, ENAR should advocate responsibility for migration being moved from home office ministries to social or employment affairs ministries, to guarantee that migration policy is approached in the right manner.

C.2. Directive on Family Reunification

Activities

Monitoring:

ENAR will monitor the developments concerning this Directive and see whether any discriminatory elements are involved in the negotiations of the draft text in relation to the situation of nationals and EU nationals.

Information:

Covered in the monthly news sheet

Positioning of ENAR:

In order to build a basis for lobbying, ENAR should formulate its position proactively on this legal initiative based on the position paper developed in 2002.

Lobbying:

On the basis of the ENAR position paper finalised in 2002, the Secretariat could meet MEPs and establish contacts with the Council to present the ENAR position and try to implement proposals from the position paper.

Actors

The Secretariat with support from experts on this topic within the network.

Timeline

Lobbying at EU level if adoption is not finalised

Lobbying at national level to influence Council decision

C.3. Right-wing movements and political parties

Right-wing organisations and political parties form the organised arm, which is carrying racism forward. The consequences arising from such movements specify the ENAR work. We will monitor the activities on the Framework Decision on Racism and Xenophobia as described in Chapter A.4. which are building the legal basis for the EU to tackle such movements. Work on right wing movements will be channelled through activities on the Framework Decision.

Activities

- Involve ENAR members in the Charter of Political Parties organised by EUMC
- Monitor right-wing parties in the national context
- NCs develop strategies on how to tackle such movements

Actors

Member organisations working in this sector are requested to support the EUMC and to monitor developments within the right-wing movement.

Concerning the development of strategies and positions the Board will initiate a proposal.

Timeline

Throughout the period of the work program

C.4. Directive on long-term residents

Activities

Monitoring:

ENAR could monitor the developments concerning this Directive and see whether any discriminatory elements are involved in the negotiations of the draft text in relation to the situation of nationals and EU nationals.

Information:

Covered in the monthly newsletter

Positioning of ENAR:

In order to build a basis for lobbying, ENAR could formulate its position if capacities allow.

Lobbying:

ENAR drafted a position paper on this legal initiative during the Migration Conference in February 2002. This paper might require modification over time. The Policy Manager and Director could use it when meeting MEPs and will establish contacts with Permanent Representations to present the ENAR position and try to implement proposals from the position paper.

Actors

Secretariat with support from experts on this topic within the network

Timeline

Lobbying at EU level

Lobbying at national level to influence the Council decision

C.5. Integration of third country nationals

Activities

- Develop concrete and positive proposals on how the integration of third country nationals should be carried out. Positive measures from Scandinavian countries could serve as positive examples to develop an ENAR position on this subject.
- Collect material and information on integration strategies in EU countries to support an informed debate and the positioning of ENAR.
- Monitor the newly developed budget line on integration of third country nationals by the EC.

C.6. Undocumented and related issues

Various documents (Green Paper on return policy, communications, draft directives) were published by the European Commission in relation to undocumented migrants in the EU. In order to define the specific relevance for ENAR of this subject, only matters related to ethnic, racial and religious discrimination would be covered.

Activities

Monitoring:

The relevant EU institutions should be monitored in order to be up-to-date on new documents, discussions and possible meetings.

Information:

Information on these issues should be shared with members of the network or, if there is sufficient interest, with all co-ordinations (through the monthly newsletter).

Lobbying:

When directives are discussed in the European Parliament ENAR should be visible and present position papers and press releases if appropriate.

D. Unforeseen activities of ENAR

Not specified

On the basis of experience, approximately one third of ENAR's work cannot be planned or specifically scheduled, since the policy agenda may change or new issues may be introduced which were not foreseen. The attacks of 11 September 2001 are a good example of this.

In order to be able to react to such events, ENAR, and the Secretariat in particular, must be able and entitled to respond on such occasions in an appropriate manner. Should such an occasion occur, the Secretariat would communicate with the Bureau to receive an ad hoc mandate to act in an appropriate and timely manner.

E. ENAR services

E.1. ENAR shadow reports

Aim and activities

We have often experienced that official or governmental reports on racism whitewash the real situation. We cannot continue to hide reality behind the intention to describe the problem in a manner, which underestimates it. Therefore, the situation of victims and the views of NGOs must be presented in publicly accessible reports. This will give ENAR the opportunity to draw the attention of decision makers to the serious situation of victims of racism and ethnic minorities.

The national shadow reports can be used in communications with government representatives, ministries, public administration and bodies, as well as the media, to draw the attention of decision-makers and the public to the severe problems existing in society with regard to racism and to build a starting point for constructive action and visible improvement in the long term.

All 16 ENAR co-ordinations will be requested to produce a national shadow report (and one EU report on a specific theme) on the situation concerning racism in each EU member country for a calendar year (2003). This report should clearly make a difference to governmental reports and aims to present the NGO perspective on this matter.

Building on the national reports, ENAR will publish an EU-wide report on the situation concerning racism. This is an ambitious project and will only work if all co-ordinations provide ENAR with a well-drafted report along the established guidelines. An external editor will be charged with the task of structuring the information available from the national reports and editing the EU-wide report.

Actors

- The Secretariat will provide the national co-ordinations with guidelines on the content of the report
- The editing will be the responsibility of the national co-ordinations, possibly done by an expert
- The Secretariat will co-ordinate the production of the EU-wide report with the support of an external person

Timeline

September 2003	Identify editors in the 16 co-ordinations
January 2004	Deliver national shadow reports to the Secretariat
April 2004	Publish EU-wide report

E.2. General ENAR database

The Secretariat has so far worked with a database of limited capacity, which is no longer up to standard. In order to provide efficient services (mailings, communications, invitations to conferences, etc.) the Secretariat needs to buy database software adequate to service the technical needs of a network of this size. The data collected will be treated as confidential unless it is 'public' data. The database can be understood as an internal tool of the Secretariat.

Actors

Secretariat

Timeline

January to March 2003	Software should be identified
April to June	Software should be tailored
July	Inclusion of data in database by assistant

E.3. Information work

A. The ENAR website

Nature of service

Information dissemination is an increasingly important service from the Secretariat to the ENAR network. When the Information Officer commenced in post in 2002 these services experienced an enormous improvement. Since the website needs also to exhibit the political vision and activities of the network, some work will be required in this area.

The website forms the public's window on ENAR and should fully present all activities (whether of a political nature or otherwise). Various services described above and below should also be posted on the ENAR website and a rearrangement of sections covering ENAR's policy is envisaged.

Actors

Information Officer with support from national co-ordinations, concerning national activities, and the external Webmaster

Timeline

As and when required

B. Monthly ENAR newsletter

Nature of service

Aim of newsletter and target group

In order to structure the information flow from the EU level to the national level and horizontally between member states a regular monthly newsletter (title to be defined) will be published. This newsletter should not duplicate the information already available in the 'Migration News Sheet'. The newsletter will be targeted at ENAR members with the aim of deepening their knowledge of EU issues. There is also the national dimension, which reflects a central perspective of the network. The fact sheets produced up to now will be transformed into lead articles of the monthly newsletter. This newsletter should also support the flow of information horizontally between national co-ordinations to ensure that member organisations are aware what happens in other co-ordinations. The newsletter will be posted on the website, thereby making it available to the wider public. In order to reflect the needs of ENAR's constituency the Information Officer will consult the Bureau and the Director on the content and format of the newsletter.

Format and content

It will include information about the ongoing work and activities of ENAR. Another central aspect will be the policy agenda of the EU in the areas in which ENAR is active, to allow the national co-ordinations to react appropriately to legal measures and to become involved in lobbying on the EU and national levels. The newsletter should be made available in electronic format (pdf. format), to be disseminated by the Board members or co-ordinators to the national/EU constituency. An electronic format will make this possible without requiring significant resources in terms of time. This will guarantee a regular information flow and will encourage member organisations to contribute to the information dissemination with reports concerning their activities. It would also

enable individuals or organisations, which are not members of ENAR to receive information on a regular basis.

Developments concerning the ENAR work programme, as well as policy developments in the EU, should form the core of the ENAR newsletter. A timetable of NGO-relevant dates, meetings and conferences, as well as the official EU meetings and partnerships for projects, could also be announced. The newsletter should comprise about five to ten pages per month, depending on the relevant news available.

The 'Monthly Newsletter' will be published in English and French only.

Actors

Information Officer with support of colleagues

Timeline

Regularly on a monthly basis

C. Board Info Sheets

Aim and target group

Board Info Sheets aim to inform Board members exclusively about issues they need to be aware of in their function as BMs. These sheets are for internal use only.

Nature of the service

The Secretariat will continue to prepare Board Info Sheets on relevant issues concerning financial and management issues, etc relevant to the ENAR Board.

Actors

Director

Timeline

As and when required

E.4. Training for network members

ENAR is able to offer three training seminars on issues, which are central for the profile and performance of the network. The aim of the seminars is to enhance the skills, knowledge and capacity of central individuals in the network in relation to specific issues during the work programme period.

ENAR has organised one training seminar on 'Financial management' in October 2002 and will organise another seminar on 'EU policy' in March 2003 (covered under the current budget). The upcoming training seminars during this work programme period are a continuation of the activities started in 2002.

The seminars are free of charge for one person from each co-ordination. The people who have responsibility for the particular theme/area in their co-ordinations are requested to attend the seminar. Participants are required to report to the national membership about the training and use the knowledge gained to add value to the performance of their co-ordination.

The seminars are held over one full day or two half-days depending on the available options and are always adjacent to a weekend. External experts trained in the area to be covered conduct the seminars. A reasonable fee will be offered to such experts.

Topics

The 4th AEA selected two topics (3. and 4.):

2. *EU policy* (covered in budget 2002/2003)

Participants will learn about the structure of the EU, the roles of the various bodies and how decisions are taken in the EU. This knowledge will enhance the capacity to lobby the EU institutions in an appropriate manner.

3. *Lobbying techniques*

Lobbying is one of the core tasks of ENAR. During this seminar participants will learn how to approach policy makers and how to influence policy decision-making.

4. *Media and press work*

This seminar will offer training on how to ensure that the message of an organisation is heard in the world of the media. It will present information on how to write a press release and essential tips for approaching the media.

Timeline

2 nd seminar	14 - 15 March 2003	EU Policy
3 rd seminar	5 – 6 July 2003	Lobbying
4 th seminar	27 - 28 February 2004	Media

E.5. ENAR annual report in printed edition

ENAR is required to present activity reports on various occasions (instalments from Commission, AEAs, GAs, etc.). We consider producing an edition of an annual report at the end of this budget period for PR purposes. This means laying out and printing the annual report, including the activity report, financial report, descriptions of events, photos, etc.). Such a publication aims to support professional fundraising activities and can be used as appropriate to present ENAR to a wider public.

Format

About 28 pages

Full-colour cover, body text in two colours

A4 or A5

Up to eight photos

Versions in EN and FR

Actor

Secretariat

Timeline

January 2004	Prepare texts and photos
February 2004	Translation into French
April 2004	Layout and printing

E.6. Information on funding opportunities on the website

Nature of service

The ENAR network aims to improve the services provided to member organisations. As funding for national anti-racism work becomes more and more insecure, NGOs need to keep their eyes open for EU funding and funding from foundations. ENAR recently became a member of the European Foundation Centre. This will allow the Secretariat to disseminate information received concerning funding from foundations throughout the ENAR network.

A regular and reliable service will be provided by announcing open calls for proposals from the Commission, including budget lines available specifically under the Article 13 Community Action Programme, which are relevant to the ENAR constituency.

This is a time-consuming service, since the information must be collected and digested before it can be placed on the ENAR website. The time required for collecting this information is unfortunately not available in the Secretariat.

Therefore this work will be outsourced to a competent company specialised in supporting organisations in preparing applications to the Commission. A contract will be signed with such a company, initially on a temporary trial basis. If the service is well received by the ENAR constituency, an annual contract will be signed. The company would provide ENAR with the relevant information on a monthly basis and ENAR will place it in a special area on the website.

Actors

Information Officer and external information provider

Timeline

On a regular monthly basis

E.7. ENAR experts database (as part of general database)

It is a longstanding intention of Board members to identify expertise and skills within the ENAR network. Up to now the Secretariat and the Board have not succeeded in developing such an internal database.

This task will be undertaken in a systematic way to achieve the envisaged goal.

Nature of experts database

The database section will include information concerning specific experience and expertise relevant to anti-racism work and the network as a whole. A questionnaire must be designed which would request all contact details of the experts and list specific areas of expertise. This could include policy and other relevant experience in certain core issues of ENAR (such as legal knowledge, activist experience, media expertise, funding and organisational knowledge, training experience, published articles or books, in-depth knowledge of certain topics, such as right-wing movements, internet hate crime, immigration or asylum expertise etc.)

The data will be included in the general database of ENAR and can be used for internal or external needs (preparing conferences, seminars, publications, etc).

Actors

- Secretariat (design and entering data into database)
- Information should be received by individuals in the network

Timeline

March/April 2003	Design questionnaire
June	Deadline for receiving data from experts
July	Entry of data into database by external assistant

F. Review of work programme 2003/2004

The work programme presented is comprehensive, far-reaching and ambitious. It will not be sufficient simply to define the work to be carried out. The monitoring of the implementation of the work programme and a final evaluation is as crucial as professional planning to ensure that ENAR will enhance its profile (Manifesto point no. 3).

The implementation of this work programme will need to include evaluation methods and benchmarks as well as strategies to assess the quality and quantity of the work carried out during this period. Furthermore, activities should be assessed as to whether aims and objectives were met. An external evaluator will be charged to develop such benchmarks and define success factors, in order to enable ENAR to carry out a meaningful evaluation of the work programme at the end of its performance.

Actors

- External evaluators will support the definition of benchmarks and success factors in consultation with the Bureau
- The Board will monitor the implementation of the overall work programme on a bi-annual basis.
- The Secretariat will regularly provide the Board with the necessary information during Board meetings in the form of activity reports.

Timeline

17 th Board meeting	Presentation of benchmarks
19 th Board meeting	Interim assessment of WP on basis of defined benchmarks
20 th Board meeting (after April 2004)	Final assessment of WP in co-operation with external evaluator

Overview of activities

- Conferences

Since the GA will take place in March 2004 only one conference will be carried out during this WP and budget

1. Religious Discrimination*
2. Conference on mainstreaming*

* A final choice will be made at the 16th Board meeting, January 2003.

- Publications

The budget allows two publications plus one publication in March/April 2003 covered by the budget 2002/2003. New publications are scheduled for October/November 2003 and February/March 2004.

1. Framework Decision on Racism and Xenophobia
2. Right of citizenship of third country nationals in the EU
3. Ethnic and religious discrimination in the labour market

- Training seminars

The budget allows three during the work programme period

1. EU policy (14 – 15 March - included in budget 2002/2003)
2. Media and press work
3. Lobbying techniques

- Meetings

1. Members of Convention on citizenship of residence
2. EU Presidencies

- Internal report

1. Summary of feedback on parliamentary questions concerning the transposition of the Race Directive in EU member countries

- Position papers

1. Employment Directive
2. Religious discrimination
3. Right-wing movement as option
4. Migration issues as option

Timetable of meetings

Month	Date	Event
January 2003	17	Manifesto Implementation Team Seminar, Brussels
	30 - 31	Conference on Transposition, Berlin
February	1 - 2	16 th Board meeting, Berlin
	23	5 th Bureau meeting*
	End	Publication on religious discrimination
March	14 - 15	Training seminar on EU policy, Brussels
April	End	Publication on Framework Decision
May	Mid	Meeting with Convention members (optional)
	24 - 25	17 th Board meeting, Greece
June	14	6 th Bureau meeting, Brussels
July	5 - 6	3 rd Training seminar on lobbying, Florence**
August		
September	28	7 th Bureau meeting, Brussels
	End	Publication on 'Rights to Citizenship'
October	9 - 10	Conference, Netherlands
	11 - 12	18 th Board meeting, Netherlands
November	9	8 th Bureau meeting, Brussels
	28 - 30	5 th AEA, Italy
December		
January 2004	16	9 th Bureau meeting
	End	Editing of annual report
February	6 - 7	19 th Board meeting, Brussels
	27 - 28	4 th training seminar on media work, Brussels
March	26 - 28	General Assembly, Lisbon or Brussels (to be decided)
	Mid	Publication on ethnic and religious disc. in employment
April	Mid	Finalisation of annual report

* a conference call for this meeting is suggested in order to avoid extensive travelling for Bureau members

** to be held in conjunction with a meeting of ACODDEN, 3 – 4 July in Florence, Italy.

After final adoption of the WP the Secretariat will produce a chart to indicate activities and timelines on a few pages.