



European Network Against Racism

# **ENAR WORK PROGRAMME**

## **MAY 2004 – APRIL 2005**

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## **Introductory remarks and methodology**

### **ENAR's long-term perspective**

ENAR is a permanent structure of the anti-racist NGOs in the European Union. For long-term planning (3 years) ENAR has prepared a strategic plan, which is to be adopted at the 2<sup>nd</sup> GA in March 2004.

This strategic plan will guide the various bodies such as the Board and Bureau as well as the Secretariat in its long-term defined goals. The work programme (WP) in front of you owes a great deal to the draft strategic plan, even though it has not yet been officially adopted at the time of drafting and adopting this WP.

### **ENAR review and performance management**

ENAR has gone through an intensive and very constructive review process. The findings outlined in the 'Manifesto' have guided us in working towards a more transparent, democratic, visible and effective network. The work on the implementation of the 'Manifesto' will be finalised by March 2004 with the adoption of a comprehensive 'Operating Manual' including ENAR's newly defined mission and vision and a comprehensive fundraising strategy.

ENAR can strongly build on this experience and continue to sharpen and strengthen the political profile of the organisation. Initiated in 2003/2004, a performance management system was put in place and will be continued, so that there are tools to hand to continuously assess ENAR's work performance and the impact made.

### **Objective of the work programme**

The European Network against Racism has designed a work programme to define its priorities and to specify the activities of the network as well as the funding resources needed to carry out the work outlined.

This work programme will guide all relevant stakeholders of the network, be they internal or external. It will bind the stakeholders to a certain extent to make a co-ordinated effort to implement what was agreed upon by the representatives of the national co-ordinations (NCs) at the 5<sup>th</sup> AEA in 2003.

### **Structure of draft WP**

The WP is divided into five chapters.

- A. Policy activities
- B Unforeseen policy activities
- C. Statutory/structural activities
- D. ENAR services
- E. Assessment of work programme 2004/2005

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

Learning from past experience, we need to be realistic about what available capacities we have in order to avoid fuelling frustration and negative assessments of the quality and quantity of work performed.

### **Stakeholders of the ENAR work programme**

This work programme outlines the work programme for the whole ENAR network.

This includes:

- Secretariat
- Bureau
- Board
- ENAR's national/EU co-ordinations

All involved parties mentioned above assessed realistically their capacities and skills during a consultation and adoption process in order to design a programme that can be implemented. The work programme will only be successfully implemented if all involved parties take their responsibility seriously and carry out the activities confirmed and stated in the work programme. Special emphasis is put on the involvement of co-ordinations in lobbying at the national level. The co-ordinations play a crucial role in this process.

As agreed elsewhere, external assistants will be involved in various short-term activities like publications, conferences, training seminars or contributing to policy discussions. Costs for their services are included in the application to the EC.

### **Timeline**

This work programme proposes certain periods or dates when activities will be carried out. In the context of meetings, events and conferences, specific dates are stated. These dates were adopted by the 5<sup>th</sup> AEA. The Secretariat tried to respect religious holidays as much as possible. Even though it is intended to respect the needs of all Board members, this will remain a difficult task and all persons involved are kindly asked to be flexible enough to allow compromises.

Other activities like lobbying and advocacy work will be carried out over a longer period. This is why such dates are indicated in months.

Dates and periods are suggested in an overview (last page) to avoid meetings being held too close together. Activities need to build on one another and might/will need to be carried out at certain times to follow and respect the official policy agenda of the EU.

### **Financial aspects leading to the application for the May 2004 – April 2005 budget**

The work programme adopted by the 5<sup>th</sup> AEA forms the basis for the application for funding from the EC, which will define the available budget for 2004/2005. The AEA has given guidance to the Director and Treasurer working on the application. However the Board and AEA is aware that the Treasurer and Director must respect certain rules set by the EC.

## **ENAR draft work programme 2004/2005**

### **Current political situation**

2003 was a virtual milestone for European anti-discrimination legislation. The 'Racial Equality Directive' was supposed to be transposed into national law by 19 July. ENAR was focusing on the transposition of the Racial Equality Directive and, given the non-transposition of this Directive in most of the countries, this work needs to remain high on the agenda of the network.

ENAR has co-operated with other EU networks working on discrimination in the context of the Employment Framework Directive, to make sure that public pressure remains high on political leaders to transpose this Directive into national law. However, many EU countries seem to lack the political will to transpose these Directives by their respective deadlines as agreed in 2000.

As concerns the Tampere commitment to "grant third-country nationals rights as close as possible to those of EU citizens", NGOs have witnessed rather serious backlashes in the context of the discussions on family reunion and long-term resident status that took place in the Council of the European Union in the past months.

Legislative measures to tackle discrimination are, however, only one strand of possible strategies to work towards a just and equal society. Positive measures like integration measures for migrants or measures to promote equal rights for third-country nationals should equally shape the EU agenda.

NGOs feel that the shift of political colour we witnessed recently in many EU countries from labour, centre-left governments to centre-right, conservative or even populist governments will make it even more difficult for the European Union to design and implement progressive strategies and legislation aiming at a society built on equality and non-discrimination.

### **There are new challenges ahead**

From May 2004 onwards the EU will have a very different face. The accession of 10 new countries will shape the policies and structure of the Union. This will have a considerable influence on the ENAR network. Not only will the EU be enlarged, but ENAR, as an EU network, will also need to follow this enlargement process and establish national co-ordinations in the 10 new countries. In addition to the full policy agenda for anti-racist NGOs in Europe, this will be one of the big challenges for the years to come.

## **A. Policy activities of ENAR**

### **A.1. Horizontal activities**

#### **A.1.1. New constellation of European Commission (EC) and European Parliament (EP)**

##### *Introduction*

2004 will see elections for the European Parliament. The constellation of committees, groups and intergroups etc. are very likely to change (even though a number of current MEPs may retain their seats in the European Parliament). This means ENAR will have to establish new contacts, to find out which members sympathise with the anti-racist cause and which people might be willing to actively support anti-racism, anti-discrimination and equal rights policies in the Parliament's work.

The European Commission is faced with a similar situation. In 2004 the Commissioners will change, even though people from the relevant DGs may stay. This could mean new focuses in the political work of the EC. It will be crucial to establish smooth working relations with the cabinets of the new Commissioners to make sure that ENAR issues are properly considered.

##### *Activities*

#### 1.1.1. Holding meetings with MEPs

*Goal: Have a supportive and constructive working relationship with the EP*

During the first six months of the new legislative period it will be crucial actively to make contact with new MEPs and to sound out their willingness to support ENAR and its political work. A good number of meetings should be held, formal and informal, to introduce ENAR and its work programme and to see in which aspects of the latter co-operation can be established.

The overall work with the EP should be continued. The agendas of relevant committee meetings, reports and group debates need to be monitored and lobbying should take place when relevant legal or political initiatives are on the EP agenda. It is hoped that the Intergroup on Racism will be re-established and will develop regular activities. Depending on its objectives and on its good functioning, ENAR may decide to collaborate more closely with the inter-group.

#### 1.1.2. Holding meetings with the new EC

*Goal: Have a supportive and constructive working relationship with the EC*

Given the situation that Commissioners have the opportunity to steer the policies and set priorities for their DG, it will be important to establish regular communication with the cabinets and, if possible, with the new Commissioners working on Employment and Social Affairs as well as Justice and Home Affairs. In the light of the implementation of ENAR's mainstreaming policy it will also be important to meet the other Commissioners to sensitise them to their duty to mainstream anti-racism.

## ***Actors***

The Secretariat will mainly take responsibility for establishing contacts with new MEPs and Commissioners and holding meetings. National co-ordinations are, however, encouraged to meet their respective MEPs to establish new working relationships and communicate this to the Secretariat.

The relevant persons in the Secretariat will regularly monitor the agenda of the EP and attend meetings of EP committees, etc. The relevant staff and Board representatives will hold meetings with cabinets or Commissioners, as appropriate.

## ***Timeline***

Second half 2004	Establish contacts with new MEPs and cabinets
As appropriate	Hold meetings with MEPs and cabinets/Commissioners
As appropriate	Support Intergroups of EP

## **A.1.2. Presidencies**

### ***Introduction***

Even if the new European Constitution abolishes the rotating Presidency system, this will not enter into force before 2006 if so adopted by the Council. ENAR will therefore still need to establish strong working relationships in this work programme period, and possibly beyond, with the presidencies of the EU in order to shape the policy agenda of the EU.

## ***Activities***

### **1.2.1. Meetings with Presidencies**

*Goal: Exert influence on the policy agenda of Presidencies*

It is suggested that ENAR meets 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. These meetings will create the opportunity for ENAR to steer the wider presidency agenda on the basis of our work programme and will allow us to receive information in advance on the policy developments planned by the respective Presidencies, which would then allow us to develop timely and appropriate responses.

## ***Actors***

In order to make the strongest impact, the first meeting should be scheduled 6 months in advance. At that time it will still be possible to steer the presidency programme. A follow-up meeting will need to take place 2 to 4 weeks before the Presidency starts. The Secretariat will co-ordinate the

preparation of the meetings but is, however, dependent on the support of national member NGOs to request meetings with the permanent representatives or relevant ministry representatives in the country. If the national co-ordination does not have the capacity to provide this support, the Secretariat will approach the permanent representations in Brussels.

### ***Timeline***

6 months before Presidency starts	Hold first meeting
2-4 weeks before Presidency starts	Hold follow-up meeting

### **A.1.3. Impact of the Convention on anti-racism work in the future**

#### ***Introduction***

With the possible establishment of a EU constitution political as well as legal aspects of anti-racism work and work to achieve equality might need to be adjusted and newly considered. New strategic instruments and legal tools might give ENAR the opportunity to explore new tools to address our issues.

#### ***Activities***

ENAR will provide for an overview of the instruments and references made in the future EU constitutions referring to equal rights and anti-discrimination. Those points will be analysed and prospects for the future will be developed on a political and legal level.

This will be done in a form of a publication covering the following aspects:

- Which instruments are provided by the future Constitution for fighting racism and to promote equal rights for third country nationals?
- Do they open new ways relevant for ENAR as EU network?
- Which strategies could be drawn from these instruments and how do they fit into the overall aim of ENAR?

The publication will be produced in EN, FR, DE and will be available in hard copy as well as on the ENAR website. It is recommended to publish only one publication for this WP period given the high workload and to increase the budget for this one publication to improve its style and appearance.

#### ***Actors***

Secretariat with support of reference group on this publication (to be established)

### ***Timeline***

September 2004	Identify authors
October 2004	Write text
January 2005	Layout and printing

#### **A.1.4. Media strategy**

##### *Introduction*

ENAR is aware that one strand of its work is addressed at the wider public to voice the network's concerns, take a public political stand and to indirectly 'do lobbying work' through the media. This can and should be done through regular media contacts, press releases, press briefings, press conferences, etc. which develop into a coherent and strategic approach to media work on the basis of the strategy document on media work that was possibly drawn up in early 2004 by the Information Officer.

##### *Activities*

The Secretariat, possibly on the initiative of Board members, will write press releases and briefings and will establish and maintain regular media contacts with media people on the EU level. In the context of ENAR events the media will be targeted as appropriate. The media will be actively contacted to make policy statements and to announce opinions on measures taken by the EU. National media work will be carried out by national co-ordinations or Board members as appropriate.

##### *Actors*

###### Ø EU-level media work on European issues

The Secretariat will proactively take responsibility for this activity or will do so upon request of Board members based on internal procedural agreements already made.

###### Ø National-level media work on EU and national issues

The Board members will carry out this work within their capacities, if possible with the support of other national member organisations.

##### *Timeline*

As appropriate                      EU and national media work

#### **A.1.5. Exchange of information and close collaboration Secretariat/NCs**

During the past years it has become clear that one of the weaknesses of such a big network as ENAR has been the limited communication and exchange of information between the Secretariat and the national co-ordinations. This exchange of information is crucial for developing a strong stand by ENAR, not only on the EU level but also on the national levels. Only through transparency and sharing of information will the Information Officer be able to make information accessible for the network and the wider public.

The Board has adopted a proposal on how to enhance the communication between the Secretariat and the NCs in 2003. This communication strategy needs to be developed and strengthened more in

this work programme. This includes the regular exchange of newsletters and publications of NCs with the Secretariat, so as to be able to include information from the national level on the ENAR website. NCs are requested to hold at least one meeting each year. In order to develop sensitivity for needs and debates on the national level, it will be important for members of the Secretariat to attend those meetings where appropriate. Furthermore, it will be important to provide the Secretariat with information concerning legal and political initiatives from their country, so as to be able to voice concerns on the EU level. Board members or member NGOs should proactively support the Secretariat with relevant material and information.

### *Actors*

#### Ø National co-ordinations/Board members

The national co-ordinations and/or Board members will proactively support the Secretariat with information and/or material and will make newsletters, publications and meetings accessible to the Secretariat on a regular basis.

#### Ø Secretariat

The Secretariat will use the material for its lobbying work and will include the information received on the website.

### *Timeline*

Continuous

## **A.2. Ethnic and religious<sup>1</sup> discrimination**

### **A. 2.1. Follow-up of the transposition of the Racial Equality Directive and the Employment Framework Directive**

#### *Introduction*

All 15 EU Member States were supposed to transpose the Race Directive (RD) and the Employment Framework Directive (ED) into national law by 19 July (RD) and 2 December 2003 (ED). The stage of transposition reached by the governments is most disappointing. The quick adoption of these Directives in 2000 was obviously not a guarantee for a quick implementation of the legal standards set by the EU. In fact the changing political landscape in various EU Member States has led to a clear lack of political will to speed up the transposition process. ENAR cannot rest until all countries have met their obligations in this regard.

We were always aware that the Directives only define the minimum standards for legal protection against ethnic or religious discrimination. There is still a long way to go until comprehensive

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<sup>1</sup> Any reference in this Work Programme to “religious discrimination” should be understood as including discrimination on the ground of ***both religion and belief***. In a more general manner, any reference in this Work Programme to religion should be equally understood to take belief into consideration. This is a working choice. ENAR acknowledges the difference between a religion and a belief.

legislation is in place and implemented in all EU Member States to ensure that discrimination is really combated.

## **Activities**

### 2.1.1. Lobbying for transposition

*Goal: Achieve national legislation on the prohibition of ethnic and religious discrimination*

#### **Ø National level**

Victims of racism are still far from having legal protection against ethnic or religious discrimination. The NCs of ENAR will need to keep the pressure on national governments to make sure that legislation is in place as soon as possible, respecting at least the minimal standards set by the Directives, but hopefully going beyond these. A dialogue with governments will be crucial to contribute to the adoption of appropriate legislation. It is recommended that national co-ordinations network with a variety of NGOs active in the field of anti-discrimination in order to join forces and to support such efforts.

National co-ordinations will need to communicate any change/development in the legislation on ethnic and religious discrimination to the Secretariat, in order to keep an updated overview of national legislation available for the entire network.

### 2.1.2. Dissemination of information concerning anti-discrimination policies

*Goal: Keep membership updated on EU developments and on best practice in other Member States*

The exchange of information is crucial for the exchange of best practice and to keep the networking dynamic. The national co-ordinations are encouraged to send in any information on new developments in the legislative field concerning ethnic or religious discrimination. The Secretariat will compile this information (to update our 'overview table') and share it with the wider network through the monthly newsletter, the website, e-mailings and fact sheets. These means will also be used to keep the membership updated on any other information on EU policies, to ensure the implementation of both Directives (litigation, infringement procedures, experts group reports, etc.).

The Secretariat will support NCs as much as requested and possible in their efforts with material and good examples/arguments from other countries.

### 2.1.3. Analyse new laws based on the Racial Equality Directive and the Employment Framework Directive

*Goal: Check compliance with Race Directive and Employment Framework Directive and identify possible gaps*

#### **Ø National level**

The NGO community is well advised to have a close look at the content of the transposed laws based on the Racial Equality Directive and the Employment Framework Directive to check whether they comply with all aspects laid out in the Directives. Membership organisations which have lawyers and legal experts within their structure will be invited to analyse in co-operation, with

external support if need be, the laws as transposed or drafted by governments. This exercise will be crucial to ensure proper implementation of the minimum standards as defined in the Directives. This information should be given to the EU level to make best use of the infringement procedure carried out by the EC.

#### Ø EU level

The above-described analysis of existing laws on the national level will be compiled, made public and disseminated to the Commission to support infringement procedures in case of non-compliance with the Directives. This analysis is meant to support or complement the work of the EC experts monitoring group on the Directives.

#### 2.1.4. Anniversary of the deadlines for transposition of the Directives

*Goal: Keep the pressure high at the European level*

It is considered as useful to design a mini-event, such as, for example, a public hearing in the European Parliament to mark the first anniversary of the deadline for transposition of the two Directives. Besides keeping the pressure high on the European Commission and on the other European institutions, it would also provide the opportunity to establish a new overview of the new developments in the transposition of the Directives, emphasising good and bad practice.

#### 2.1.5. Information on the Article 13 Action Programme

*Goal: Inform membership*

The Action Programme is the funding basis for ENAR as a network, as well as for a number of projects carried out by member organisations. The ENAR Secretariat will continue to inform the membership about developments, trends and actions under this programme to support the coherence of anti-discrimination and anti-racism activities in the EU and to make sure that ENAR's membership is making full use of such opportunities.

The website and the newsletter will be the natural means of keeping the membership informed about this programme.

A Europe-wide consultation will be launched in Spring 2004 by the Commission through a Green Paper. On this basis the Commission wants to make a policy document for the new Commissioner, outlining the future of anti-discrimination policies. ENAR will certainly provide input to this document by consulting NGO's inside the network. It will equally encourage its members to contribute on an independent basis and with a national perspective to the development of such a policy.

#### 2.1.6. European Commission info campaign on combating discrimination

*Goal: Ensure the input of the NGO perspective in the information campaign*

The information campaign on discrimination, with a specific focus on employment for the first year, was launched in June 2003 and will be run until 2006. The main purpose of the campaign is to inform the wider public as well as any specific stakeholder of their rights and/or duties under the two Directives. Given the limited impact EU NGOs were able to make in the development of the

strategies for the campaign on the EU level, NGOs on the national level should actively use the opportunity to be involved in the development and implementation of national and more specific campaigns.

The Secretariat will collect the information communicated by the national co-ordinations and by the Commission concerning the development of these campaigns in the sector of ethnic and religious discrimination and will make this information available through its newsletter and website. EU material will be disseminated to the membership where appropriate.

#### 2.1.7. Update ENAR policy papers

*Goal: Achieve internal mainstreaming of religious discrimination issues in existing policy papers*

The Secretariat will review existing policy papers to ensure that issues related to religious discrimination are properly mainstreamed in relevant ENAR policy papers.

#### **Actors**

##### National co-ordinations:

- Lobby national governments where transposition is not finalised
- Communicate developments to Secretariat
- Analyse existing and drafted laws with expertise of legal experts in member organisations and inform Secretariat
- Get involved in national information campaigns and inform Secretariat about developments

##### Secretariat:

- Monitor transposition process with the help of the NCs and update overview table regularly
- Compile analysis received from NCs and communicate it to relevant actors
- Organise event around first anniversary of Directives
- Cover information on the Action Programme in monthly newsletter and website
- Provide any relevant information on the transposition of the Racial Equality Directive and the Employment Framework Directive in the ENAR newsletter, website, mailings and fact sheets.

#### **Timeline**

May 2004	If they have not already done NCs get involved in national information campaigns
July or December 2004	Hold event on 1 <sup>st</sup> anniversary of Directives
Where appropriate	Cover info of Action Programme in newsletter and website
Regularly and where appropriate	Lobby national governments where transposition is not yet finalised
	NCs keep Secretariat updated about developments
	Analyse laws and communicate with relevant actors

Secretariat monitors developments and updates ‘overview table’

Secretariat provides NCs with information on the transposition on regular basis

*Project concerning ‘Strategies on litigation tackling discrimination in EU countries’ (SOLID)*

ENAR, as core partner, is involved in applying for a project co-ordinated by NICEM, Northern Ireland to enhance the capacity of NGOs to identify cases of discrimination suitable for being brought to the courts. This project does not constitute an activity as part of this work programme, given the financial limitations provided from the EC under the call for proposals funding EU networks. However it is mentioned here for the sake of being complete.

## **A. 2.2. Ethnic and religious discrimination in employment**

### Introduction

By the end of 2003 all EU Member States are supposed to transpose the Employment Framework Directive. This Directive covers the prohibition of religious discrimination in employment. Within the debates held in ENAR we identified the close link between ethnic and religious discrimination. This leads to the understanding that work on the ED should include the combined aspects of discrimination, ethnic and religious.

Work carried out in the previous period as well as documents developed will feed into the activities outlined.

### *Activities*

#### 2.2.1. Dissemination of information

*Goal: Raise awareness on accompanying measures to tackle ethnic and religious discrimination in employment*

As part of its mainstreaming strategy and a comprehensive approach towards combating racism, the Commission has provided for a specific reference to combating discrimination in its broader social policy

#### **Ø Employment Strategies**

Fighting against ethnic and religious discrimination in employment should not only take place through legal routes. In broader response to the problems linked to employment in the European Union, the European Commission has established the Employment Strategy. This strategy includes a specific guideline on measures to combat all forms of discrimination, including ethnic and religious discrimination. This strategy is, if well used, a forceful tool to work on these phenomena outside the legal field and to pressure national governments also to meet their anti-discrimination commitments under this strategy. It is crucial for ENAR to gain a better understanding of this

strategy, in order to be able to shape both the European and the national agenda on employment and discrimination and make the best use of the financial possibilities linked to it.

ENAR will make information available on the Employment Strategy in a fact sheet, and if appropriate in the newsletter, to make sure that member organisations are fully aware of European policy strategy.

#### Ø EQUAL

EQUAL is the funding programme of the European Commission supporting projects in the wider field of discrimination in the work place. This includes gender, disability and other grounds of discrimination. EQUAL has huge financial capacities, which could potentially be used for projects promoting equal treatment of ethnic and religious communities in employment. NGOs could be potential partners in large-scale projects.

ENAR will make information available on EQUAL in a fact sheet and, if appropriate, in the newsletter to make sure that member organisations are fully aware of available resources.

#### Ø Combat social exclusion

Target groups of ethnic discrimination are often faced with poverty and social exclusion. In addition to the Action Programme combating discrimination, the EC also developed a specific strategy to combat social exclusion, which is ruled by the open method of co-ordination. ENAR strives to widen our perspective and inform the membership about related activities and strategies in which they may be involved if they so wish.

ENAR will make information available on developments concerning social exclusion in a fact sheet and, if appropriate, in the newsletter to make sure that member organisations will be fully aware of such strategies.

#### 2.2.2. Co-operation with social partners

*Goal: Convince central stakeholders on the EU and Council of Europe level of need for action*

Working on employment requires contact with social partners. ENAR will continue to co-operate with the European Trade Union Confederation (ETUC) but will also try to establish a connection to employers' organisations, or other International stakeholders (ILO and ESC) to present ideas and measures for tackling discrimination in the employment sector. This should lead in the long term to encouraging social partners to stand up for equal treatment and support concrete action against ethnic and religious discrimination.

#### **Actors**

The Secretariat will be in charge of collecting and processing information on the Employment Strategy, EQUAL and on social exclusion for the publication of various fact sheets.

Concerning meetings with social partners, ENAR will communicate with the relevant organisations and will arrange meetings to discuss ethnic and religious discrimination in employment with them.

## ***Timeline***

May 2004	Meeting with employers' organisations
June 2004	Fact sheet on Employment Strategies
June/July 2004	Review existing ENAR policy papers concerning religious discrimination
October 2004	Fact sheet on EQUAL
February 2005	Fact sheet on social exclusion

## **A.3. Racism and xenophobia: Fear, hatred and violence on grounds of ethnic origin or religion**

### ***Introduction***

Racism can take different forms. With the two Directives and the Action Programme promoting equal treatment and combating discrimination, discrimination as one of the expressions of racism has received a lot of political attention. Ethnic or religious discrimination is nevertheless, although closely related to, a different problem from issues related to fear, hatred (Islamophobia, anti-Semitism) and violence on grounds of ethnic origin or religion. These different problems therefore require a different approach and an appropriate strategy.

Physical violence against people because of their ethnic background or religion is a serious crime, even more so because racism is the motivation behind it and it should therefore genuinely be condemned. As regards hatred and hate speech, however, a balance should be found with the right to freedom of expression, which is a fundamental right of every individual. This right might be misused for incitement to racial hatred and it is important to weigh the interests of an individual against the interests and rights of others. The freedom of speech has its limits and it is important for ENAR to acknowledge where freedom of expression ends and where racist speech starts. The important work done by ECRI should be acknowledged in this regard and the collaboration with ECRI should be maintained.

### ***Activities***

#### **A.3.1. Framework Decision on Racism and Xenophobia**

*Goal: Support the development of a constructive legal tool tackling violence and hate speech on grounds of ethnic origin or religion on the EU level*

On 28 November 2001 the European Commission adopted a proposal for a Framework Decision to Combat Racism and Xenophobia. The Council has more or less achieved an agreement on the content of the draft proposal, but the current signals concerning the adoption of the Framework Decision on Racism and Xenophobia are rather negative (due, among other things, to general reservation from Italy). In the past months governments of EU Member States have raised a number of objections and reservations regarding this legal instrument. ENAR should continue to lobby for the adoption of this instrument and look at it as an interim step towards a more comprehensive and stringent legal instrument.

The new possibilities that might be given through the new European Constitution could open doors for action by ENAR, if the draft Constitution is adopted by the Intergovernmental Conference (IGC) in December 2003. As soon as possible ENAR should start to develop more complete and comprehensive policy demands in relation to the EC to obtain the most appropriate legal instrument, which is in this case an EU Framework law (formerly Directive). The Secretariat will therefore further monitor the policy developments in this area and keep the network informed about them. This will be done as appropriate in the newsletter or on the website.

### A.3.2. Event on strategies to combat racism and xenophobia (fear, hatred and violence)

*Goal: Provide for input into policy paper on strategies to combat racism and xenophobia*

ENAR members and the Board have not yet had the opportunity to discuss this matter in a substantial way. In order to create sufficient space and time for an exchange of information and views on this subject it is suggested to hold an ENAR event on strategies to combat fear, hatred and violence on grounds of ethnic origin or religion (racism and xenophobia) through, amongst other things, penal law. The event should include legal experts working in this context as well as NGOs which support victims of racial and religious hatred and violence. This will allow ENAR to develop strategies leading to a general policy paper on combating fear, hatred and violence on grounds of ethnic origin or religion.

#### **Ø Format**

The format of the event would be similar to the events held before. The event would be held over two days with panel discussions and workshops to be used for in-depth discussions on the topic. This event should inform a policy paper and should be designed accordingly to achieve this goal.

#### **Ø Costs**

The budget for this event should not exceed 65.000 Euro.

#### **Ø Date and venue**

This event should be held in September 2004.

A detailed proposal for this event will be produced by the Secretariat at a later stage and presented at a Bureau meeting well in advance before the event needs to be prepared.

For this activity ENAR should seek to obtain additional funding from foundations or funding organisations which support such activities.

### A.3.3. Policy paper

*Goal: Define an ENAR position on this subject*

As a follow-up to the publication which ENAR issued in 2003 on European strategies to combat racism and xenophobia as a crime, it is time for ENAR not only to look at legal strategies but also other strategies to combat racially motivated crime.

Within the framework of debates held during Board meetings (20<sup>th</sup> and 21<sup>st</sup> Board meetings for at least 3 hours each) and during the event mentioned above, a policy paper should be developed as a follow-up to define and formulate the ENAR position.

### ***Actors***

The Secretariat will monitor the developments on the Framework Decision on Racism and Xenophobia and will inform the network as appropriate. The Secretariat will develop a new policy strategy on this issue if the Draft Constitution is adopted in 2004, in order to increase our demands accordingly in relation to the new competencies established by the Constitution.

As usual, the Secretariat will develop a proposal for the event and will share it with the Bureau for feedback and input. An external conference assistant will be employed on an interim and part-time basis to prepare this event.

### ***Timeline***

As appropriate	Monitor developments on the Framework Decision / develop new policy strategy according to the changes in competence brought in by the European Constitution.
June - September 2004	Preparation of event
11 - 12 September 2004	Event on racism and penal law
October 2004	Debate on subject at 20 <sup>th</sup> BM
March 2005	Debate at 21 <sup>st</sup> BM
April 2005	Drafting of policy paper

### **A.3.4. The future of JHA policies**

Commissioner Vitorino has announced that the DG Justice and Home affairs will produce a document setting out policy orientations on Justice and Home Affairs for the new Commission and that this will be based on a broader consultation. ENAR will certainly provide input to this document by consulting NGO's inside the network. It will equally encourage its members to contribute on an independent basis and with a national perspective to the development of such a policy.

### ***Actors***

The Secretariat will inform the network about the consultation and will draft a policy contribution on the issue.

### ***Timeline***

Spring 2004

## **A.4. Promoting equal treatment irrespective of ethnic origin or religion**

### *Introduction*

Combating racism, xenophobia and ethnic or religious discrimination is a crucial step towards a more just and equal society. It is, however, not enough, because the disadvantages experienced by people with a minority ethnic or religious background are often deeply rooted in society. Consequently, positive measures are needed to make sure these people have first and foremost the same rights, but also the same opportunities to achieve a similar standard of living and inclusion as mainstream citizens.

### **A. 4.1. Promoting equal access to political rights**

#### *Introduction*

The European Commission published a Communication in 2003 on “Migration, integration and employment”, which emphasises, among other things, that racism and ethnic and religious discrimination are clear obstacles to integration. The Communication also stresses the importance of the political involvement of third-country nationals in local, national and European political life for their integration in these societies.

Access to equal rights, especially political rights, for non-EU citizens constitutes a key theme and area of work for ENAR. This work goes hand in hand with fighting discrimination. It leads to the fair involvement of all people residing in the EU and paves the way for an open and receptive Europe.

As one of the rights deriving from European citizenship, EU citizens have the right to stand as candidates and to vote in local and European Parliament elections in the Member State where they reside permanently. What about third-country nationals residing legally and permanently in an EU Member State? They have very different political rights, depending on which Member State they reside in. Only in a small number of EU countries have governments understood that granting political rights on the local and European level enhances the involvement and integration of these people and could constitute an interim step in acquiring citizenship and the nationality of the Member State.

ENAR has led a 2-year campaign calling for the creation of an ‘EU citizenship of residence’. After a debate by the Board, it appeared that the campaign should be further developed. It was decided to proceed to a next phase, beyond awareness-raising among the wider public and politicians, and to develop our demands in greater detail. The political principles of this campaign are reflected in the activities outlined below.

## *Activities*

### 4.1.1. In-house research on access to political rights and on laws and procedures for naturalisation

*Goal: Enhance ENAR's knowledge on how third-country nationals acquire political rights in an EU Member State.*

If ENAR wishes to develop its demands related to acquiring political rights and drawing up a comprehensive proposal based on facts, there is a need for in-depth research on how third-country nationals can acquire political rights, on laws granting such rights and on laws on naturalisation if the acquisition of such rights is linked to naturalisation. Such research will enable us to stress, based on facts and figures, that there are huge discrepancies in the way third-country nationals are treated in terms of the possibility of being politically involved in European /national or local elections, depending on the Member State they reside in. The Secretariat will perform the research to collect such information across the EU. The factual information will be screened, processed and summarised in a fact sheet, which will be widely disseminated within the network. The information will also be put on the website and it will be used as a base for a further debate by the Board.

### 4.1.2. Monitor and disseminate the results of the main research projects financed by the Commission DG Research on citizenship and integration

The 6<sup>th</sup> Framework Programme for Research of the Commission (DG Research) has a specific branch on "citizens and governance in a knowledge-based society". This branch focuses amongst others on: "citizenship, democracy and new forms of governance: implications of European integration and enlargement for governance and the citizen; articulation of areas of responsibility and new forms of governance; new forms of citizenship and cultural identities"  
(<http://www.cordis.lu/citizens/citizens.htm>)

These studies on citizenship and the link of citizenship with the integration of migrants will certainly contribute to a better understanding of the issues addressed by the ENAR network.

The Secretariat will monitor and disseminate the outcomes of the different research projects under this branch of the 6<sup>th</sup> Framework Programme of DG Research.

### 4.1.3. Discussion at Board level on access to political rights for third-country nationals

*Goal: Achieve a common understanding on the issue amongst Board members*

The ENAR Board will dedicate half a day of the 21<sup>st</sup> Board meeting to debating positions concerning access to political rights for third-country nationals.

### 4.1.4. Clearer policy demands on access to political rights for third-country nationals

*Goal: Define position of ENAR*

The ENAR Secretariat will develop clearer and more precise policy demands based on the input received at the event and with the support of experts on this topic amongst ENAR members. Any

paper based on these new policy demands will be formally adopted by the Bureau and will be disseminated widely throughout the network and put on the ENAR website. This policy paper will guide future lobbying work of ENAR in this regard.

#### 4.1.5. Information and media work

This topic will be covered as a lead article in one of the ENAR newsletters. To reach the wider public ENAR will proactively approach the EU and national media to cover this topic.

The Secretariat will propose or initiate appropriate work in this area in relation to the media, based on the media strategy produced in 2003 to make the positions of ENAR known to the wider public.

#### 4.1.6. Lobbying

*Goal: Work for appropriate tools on the EU level to achieve equal access to political rights for third-country nationals in the European Union*

Based on the work ENAR has carried out through its citizenship campaign, we have seen the limitations of our arguments to carry out successful lobbying on a European citizenship of residence.

Devising clearer, more concrete demands in the context of equal access to political rights will constitute a next step. These demands will be presented to the relevant DGs of the European Commission to propose, in the long run, the establishment of instruments to harmonise the legal basis for third-country nationals concerning voting rights. This work will be started in 2005 and needs to be continued in the following work programme to enable results in the long term.

In most EU Member States political rights, such as the right to stand or vote in elections and at whatever political level, are intrinsically linked to the concept of nationality of the country of residence. This means that people must acquire the nationality of the Member State before being able to stand or vote in any elections. But nationality laws are often very complex and differ widely between the different Member States, leading to unequal treatment among third-country nationals residing legally in an EU Member State for the same duration. There is a need for a harmonisation of access to nationality and citizenship within the EU Member States, bearing in mind that this is solely under the authority of the national state.

The European Commission acknowledges this and therefore launched the concept of 'civic citizenship'. Up to now it seems to be an empty concept, as besides launching the idea, the Commission has not produced any information on its content. Given the position of the Commission, that naturalisation can help to foster integration, there might be a possibility to approach the Commission with progressive ideas. A small number of experts amongst the network should work together on debating and developing proposals to feed into the concept of civic citizenship. The policy manager will support and co-ordinate this action.

## *Actors*

### Secretariat:

- Carry out research on political rights for third-country nationals and on national procedures and laws on naturalisation
- Monitor the results of the projects on citizenship and integration under the 6<sup>th</sup> Framework Programme for Research of the European Commission
- Develop proposal for event and take care of preparation
- Produce fact sheet
- Place relevant material on the ENAR website
- Formulate clearer policy demands (policy paper)
- Lead article in newsletter
- Press work as appropriate
- Lobbying as appropriate

### Board/Bureau:

- Discuss the issue at 21<sup>st</sup> Board meeting
- Final adoption of new policy demands
- Form working group on civic citizenship

### National co-ordinations:

- Give input into debate
- Gather material on political rights for third-country nationals in their respective Member State and communicate it to the Secretariat
- Gather material on national procedures and laws for naturalisation

## *Timeline*

Continuous	Monitor outputs of 6 <sup>th</sup> Research Framework Programme on citizenship
Summer 2004	Receive input from NCs
September 2004	Form working group on civic citizenship
December	Present outcome of working group to Board
November 2004 - February 2005	Prepare conference
March 2005	Fact sheet
March 2005	Place material on legal regime on voting rights on the ENAR website
March 2005	Debate at 21 <sup>st</sup> Board meeting
April 2005	Draft general policy paper
April 2005	Formal adoption of policy paper
April 2005	Lead article in newsletter

## **A.5. Mainstreaming anti-racism into other EU policies**

### *Introduction*

Unfortunately, racism extends into all areas of policies and life. The Commission has already committed itself to mainstreaming anti-racism in its other policies. ENAR developed a general policy paper on mainstreaming in 2003, which sets the basis for our further lobbying strategy in that area.

Depending on the adoption of the new European Constitution, we might furthermore get a specific legal basis that imposes the mainstreaming of anti-discrimination issues into all policies of the Union. This will strengthen the demands we can make to the Commission and we will lobby the Commission accordingly to obtain a clear Commission policy strategy on mainstreaming anti-discrimination and, more widely, anti-racism.

### *Activities*

#### 5.1.1. Keep the network updated

*Goal: Increase awareness of areas where anti-racism is mainstreamed*

Based on the general policy paper on mainstreaming, which ENAR finalised in the previous work programme period, the Secretariat will continue to monitor EU developments and update its knowledge on the anti-racism mainstreaming activities of the EC.

The Secretariat will furthermore lobby the Commission according to this policy paper and develop its policy recommendations and demands on mainstreaming anti-racism, if new possibilities arise through the EU Constitution.

### *Actors*

#### Secretariat:

- Gather information on EU policies where anti-racism is mainstreamed
- Lobby the Commission according to the general policy paper produced in the previous work programme period and adapt this approach to the new EU Constitution

#### Board members:

- Support monitoring of EU policies and give input as appropriate

### *Timeline*

Continuous	Monitor EU policy developments
As appropriate	Lobby the Commission

## **A.6. Others**

### **A.6.1. Key dates for ENAR**

The 9th November (Commemoration of the Reichskristallnacht), 18th December (International day of migrants) and 21st March (international day against racism) are key dates for ENAR.

#### ***Actors***

The Secretariat will develop activities as appropriate (event, press release, media attention, participation in official events, etc) to mark these days for ENAR.

#### ***National action plans as follow-up of WCAR***

Member organisations or national co-ordinations on an individual basis continue to be involved in the development and implementation of NAPs. However the 5<sup>th</sup> AEA decided not to include the work on NAPs into this WP. The point is listed for the sake of being complete.

## **B. Unforeseen policy activities of ENAR**

Activities not specified

On the basis of past 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. 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.

## **C. Statutory/structural activities of ENAR**

### *Introduction*

ENAR has external tasks. These are activities on policy developments in the EU and ensuring that NGO views are presented and appropriately reflected in decision-making. The activities envisaged to be targeted at external stakeholders are sufficiently detailed in Section A of the work programme.

ENAR as a membership organisation also has a central task to look internally towards its members and its internal structure. Only with smoothly working decision-making procedures and the full support and co-operation of its members can the network develop its full capacity.

Thus one of the tasks before us is to enhance the ownership of ENAR's members. Through the ENAR database we are now able to identify ENAR's members. The database also gives the Secretariat the opportunity to directly communicate with the members if need be.

### **C.1. Ownership of and representativeness in the network**

Initial thoughts are being developed to possibly introduce a membership fee system in the future, which will make sure that members feel a responsibility towards ENAR as a structure and support the activities with a small sum. Furthermore it will be crucial to proactively involve the member organisations in the developments of ENAR policies. This will guarantee representativeness of the organisation towards EU institutions. A basis for such representativeness is a democratic and transparent structure, be it in elections of national Board members or in a regular communication about activities on the national level.

ENAR has established rules in the past and will have adopted its Operating Manual at the 2<sup>nd</sup> GA in March 2004. On this basis it will be crucial during this work programme period to broadly implement those rules and to request transparency and documentation as outlined in the Operating Manual.

### *Activities*

- Collect a complete set of documents (minutes, signed list of participants at meeting for elections, statement of representing the NGO in the NC) on the election process in each NC. Non-compliance with this rule will lead to representatives of the NC having no voting rights during statutory meetings.
- Implement a comprehensive consultation mechanism on policy papers
- Develop a proposal on a membership fee system (see also fund raising)

### *Actors*

The Secretariat, under the guidance of the Bureau, will make sure that the above-listed activities are implemented. Should the NC not give the required support, the Bureau will deal with such matters and will take appropriate action.

## ***Timeline***

May - August 2004	Develop proposal on policy consultations in network
October - December 2004	Collect election documents

## **C.2. Enlarging the ENAR structure**

### ***Introduction***

As mentioned before, the EU is facing a challenging phase. 10 new countries will join the EU in May 2004 with all the associated financial, linguistic, administrative and political implications. One central implication for ENAR is to establish national co-ordinations in the accession countries during an interim period, which will be defined by the EC. Based on the contact visits held in 2003/2004, ENAR needs to make an additional effort to support the establishment of such NCs. Given the limited growth of the ENAR budget, a certain amount of money needs to be dedicated to the staff, communication, support and establishment of new co-ordinations.

### ***Activities***

- Include NGOs from accession countries in ENAR database and mailing list
- Establish a direct and lively communication with accession country NGOs
- Revisit a limited number of countries to support formal the establishment of new NCs (up to 6 countries) with the involvement of Board members as appropriate.
- Make statutory documents (Operating Manual, statutes, etc) accessible to NGOs in accession countries via the ENAR website

### **C.2.1. Induction conference in candidate countries**

*Goal: Attract new members in candidate countries*

Given the very limited capacities in the Secretariat to focus on the issue of building up the ENAR network in candidate countries, an event in a central place in the accession region to invite potential members of ENAR to a conference will be held. The conference will involve debates on topics relevant for NGOs in this region as well as sessions on how ENAR works and how such issues could be tackled through networking and lobbying.

#### **Ø *Format***

The conference will have an ENAR internal character, with the aim of attracting new members and possibly identifying interim co-ordinations in the countries concerned. The number of participants should be max. 60 people over two days, 40 people from accession countries and 20 key people in the network from the 'old' EU countries, including the relevant ENAR staff to support the induction. Thought should be given to including a certain amount of time dedicated to policy aspects in the accession countries in relation to racism and equal treatment.

**Ø Costs**

The budget for this conference should not exceed 65.000 Euro.

**Ø Date and venue**

This conference will be held in February 2005 in one of the accession countries.

A detailed proposal for this conference will be drawn up by the Secretariat at a later stage and presented at a Bureau meeting well in advance before the conference needs to be prepared.

**Actors**

The above-mentioned activities will be carried out by the Secretariat. When it is felt appropriate to involve people with a political mandate (Bureau or Board) the Secretariat will suggest this to the appropriate individual/s.

**Timeline**

Regularly	Update membership database and mailing list
Throughout the year	Communication with NGOs in accession countries
As appropriate	Visits to accession countries
May 2004	Provide access to documents for accession members

**C.3. Board meetings/GA**

Given the far-reaching changes through EU enlargement, ENAR is currently revising its statutes. The number and task of statutory meetings might therefore change. A final confirmation of the statutes will be done at ENAR's 2<sup>nd</sup> GA in March 2004 in Lisbon. However, the ENAR Board needs to adopt its work programme and application to the EC in late 2003. Decisions made during the 5<sup>th</sup> AEA in Palermo might need to be revised, in case the new statutes do not harmonise with the decisions made on the budget 2004/2005.

Depending on the decisions made by the 2<sup>nd</sup> GA, the tasks of the Board and AEA might change. It is suggested that the Board meetings focus solely on policy issues. The AEA should combine the powers of the AEA and GA and should be held on an annual basis in the format of what is currently called the AEA. The GA (former AEA) would continue to follow the EU presidencies if the Presidency system is kept by the EU.

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

20 <sup>th</sup> Board meeting	Saturday and Sunday, 16 - 17 October 2004, UK (to discuss: hatred and violence)
21 <sup>st</sup> Board meeting	Saturday and Sunday, 25 - 27 March 2005, Brussels (to discuss: access to rights, hatred and violence)
3 <sup>rd</sup> GA (replacing AEA)	Friday, Saturday and Sunday, 26 – 28 November 2004, Netherlands

## **C.4. Bureau meetings**

Bureau meetings take place four times a year (max.) and last for a full day. These meetings exist to focus solely on management issues related to the implementation of the work programme and to take decisions between Board meetings. The Chair, two Vice Chairs, the Treasurer, three regional Bureau members and the Director participate.

The proposed dates are:

10 <sup>th</sup> Bureau meeting	14 May 2004 in Brussels
11 <sup>th</sup> Bureau meeting	13 September 2004 in Brussels in conjunction with ENAR event
12 <sup>th</sup> Bureau meeting	11 December 2004 in Brussels
13 <sup>th</sup> Bureau meeting	27 February 2005 in conjunction with ENAR event in France

## **C.5. Visibility of ENAR**

### *Introduction*

ENAR has in the past always done media work to present statements and press releases to the public. It is felt that this work needs to be further structured and systematised. A comprehensive media strategy will need to be developed for the network on the EU level. Furthermore, ENAR should develop material improving the visibility of ENAR, such as T-shirts and other free materials. A certain budget is specifically dedicated to PR work.

### *Activities*

- Develop proposal on comprehensive media strategy if not yet done so
- Monitor media output of ENAR
- Produce PR material and disseminate widely
- Produce PR brochure in FR

### *Actors*

The Information Officer will be in charge of carrying out the above-mentioned activities

### *Timeline*

May - July 2004	Develop media strategy if not yet done so
June	Produce PR brochure in FR
As appropriate	Implement media strategy
August - October 2004	Produce PR material
Regularly	Monitor media impact

## **C.6. Fund raising**

### Introduction

During ENAR's 2003/2004 working period a comprehensive fundraising strategy was developed and partially implemented. In order to benefit from this work it would be crucial to continue the efforts defined there. A budget of €18.000 will be needed to continue a contract with an external fundraiser.

### *Activities*

- Prepare and present applications to foundations as opportunities arise
- Establish and/or maintain contacts with the business community
- Develop a membership fee system

In order to diversify the sources of income of ENAR and to stabilise the own resources, which will increase over the time to come it is proposed to develop a membership fees system. This will be developed and debated over the year 2004 in order to receive widest input possible and to establish a system acceptable for most of the ENAR members.

- Explore further opportunities for third-party funding sources

### *Actors*

The fundraiser will implement the defined fundraising strategy under the supervision of the Director.

### *Timeline*

May – August 2004

Develop membership fee system

The other activities will be carried out throughout the work programme period as stated in the fundraising plan, which is available upon request in the Secretariat.

## **C.7. Staff of the Secretariat**

### Introduction

ENAR has currently 5 full-time staff members. Two of them are working on administrative issues. Only one person is focusing on policy work and another one works on information and communication. Furthermore it will be necessary to dedicate time and attention to new NCs in accession countries. The current staff is far from being sufficient. An effective network in the situation of ENAR, given the fact that the voluntary involvement of Board members is very limited, needs a team that is able to implement the extensive work programme and to react quickly to issues, which arise at EU level. This is currently not possible. It is therefore suggested to slightly increase the number of staff members with two part-time posts with the option to further increase staff in the future as need be. ENAR does not wish to follow the approach of other EU networks and hire specific officers working specifically with the accession countries. ENAR feels it is crucial to

integrate the new NCs and the relevant policy areas into the overall network structure and not to give them a different status than 'old' NCs.

It is therefore intended to hire:

Policy Assistant, half time

With the responsibility to:

- Research material for policy papers and policy measures at EU level
- Support the Policy Manager in her tasks
- Monitor agenda of EU institutions
- Attend meetings in the EU institutions

Website and Reports Officer, half time

With the responsibility to:

- Maintain and update the ENAR website
- Take care on the production of the ENAR publications
- Co-ordinate the production of the Shadow reports
- Co-ordinate the production of any printed PR material

**Activities**

When all involved decision-makers have agreed the following work needs to be done:

- Draft and agree job description for the new posts
- Advertise the posts and go through recruitment process
- Induct new staff members into their jobs

**Actors**

Negotiations on the funding will need to be done by the Director, with the support of the Treasurer if need be. Job descriptions need to be drafted by the Director and crosschecked by the Staffing group. The Staffing group, with the support of the Director, will go through the recruitment process as usual.

**Timeline**

Jan – April 2004	Negotiations
January 2004	Prepare JDs
February – March 2004	Recruitment procedure
May 2004	Start of new staff

## **D. ENAR services**

### **D.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 of ethnic and religious communities.

The national shadow reports aim to 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. Furthermore, they will form a starting point for constructive action and visible improvement in the long term.

The ENAR co-ordinations will be requested to produce national shadow reports (15) on the racism situation in each EU member country and one EU report on a specific theme for the calendar year 2004. 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 a EU-wide report on the situation concerning racism. This is an ambitious project and will only work if the vast majority of ENAR co-ordinations provide a well-drafted report along the established guidelines, as outlined in the contract to be signed with the author of the report. 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*

For national/EU shadow reports:

- The NC will propose an author for the shadow report
- The Secretariat will provide the contract text to be signed by the authors of the reports. The contract text includes detailed information concerning the content and format of the report.
- The editing, proof-reading and translation if required will be the responsibility of the author
- The Secretariat will harmonise the layout of the reports

ENAR European shadow report:

- The Secretariat will co-ordinate the production of the EU-wide report with the support of an external person

#### *Timeline*

October 2004	Identify authors in the 16 co-ordinations for shadow report
February 2005	Deliver national shadow reports to the Secretariat
April 2005	Publish EU-wide report

## **D.2. Means of information**

### **D.2.1. The ENAR website**

#### *Nature of service*

Information dissemination is an increasingly important service from the Secretariat to the ENAR membership. Since the past work programme period, the website has undergone enormous improvement.

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 will also be posted on the ENAR website. If not yet done so the website will be accessible for three audiences:

- The wider public
- Membership
- Board

Relevant documents will be placed on the various parts as appropriate.

#### *Actors*

The Website Officer, with support from national co-ordinations concerning national activities, and the external webmaster.

#### *Timeline*

As and when required

### **D.2.2. 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 the regular monthly newsletter, 'ENARgy', will continue to be published.

The newsletter will be targeted at ENAR members and the wider public with the aim of deepening their knowledge of EU issues. There is also the national dimension, which reflects a central perspective of the network. This newsletter aims also to support the flow of information horizontally between national co-ordinations to ensure that member organisations are aware of what happens in other co-ordinations.

'ENARgy' covers policy aspects, legal initiatives, meetings, dates, network internal debates and developments, publications and activities in the sector, etc. Each issue will have a lead article covering a certain policy aspect relevant for the network. The NCs are invited to contribute with

relevant information from the national level to the newsletter. The newsletter will be posted on the website, thereby making it available to the wider public.

#### *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. Various policy areas will be covered in the form of lead articles. In order to have full capacity to react to the latest policy aspects, it is recommended to leave it to the Secretariat to decide on the chronology of the topics for lead articles.

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 will be included. The newsletter should comprise about five to ten pages per month, depending on the relevant news available.

The newsletter will be made available in electronic format (pdf. format), to be disseminated by the Board members or co-ordinators to the national/EU constituency. 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. 'ENARgy' will be published in English. If funding allows a FR version will follow during the work programme period.

#### *Actors*

Information Officer

#### *Timeline*

Regularly on a monthly basis

### **D.2.3. 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 board members. 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

## **D.2.4. Fact sheets**

### *Aim and target group*

Fact sheets aim to inform ENAR members about relevant policy issues.

### *Nature of the service*

Fact sheets will be prepared on issues as outlined in the work programme, such as the Employment Strategy, the EQUAL programme, social exclusion and voting rights of third-country nationals.

### *Actors*

Policy Manager

### *Timeline*

As and when required

## **D.3. Training for network members**

ENAR is able to offer two training seminars on issues, which are central to 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.

The programmes of the training seminars are tailor-made and require detailed preparation by the Secretariat and trainers to specifically address the ENAR target group.

The seminars are free of charge for one person from each co-ordination. The people who have responsibility for the particular theme/area covered in the seminar in their co-ordinations are requested to attend. 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.

The participants will be supported with hard copy material during the seminar to enable them to consolidate the lessons learned.

External experts with a high level of expertise in training are required to support the preparation and conduct of the seminars. A reasonable remuneration will be paid to such experts.

***Topics selected:***

***1. Instruments of the EU to promote equal treatment***

As outlined in the work programme, there are a number of instruments available to promote equal treatment in employment. These instruments, such as the Employment Strategy or EQUAL, are not widely known and not used by NGOs to promote equal treatment actively. The seminar aims to introduce such tools in depth to allow proactive usage.

***2. Governance***

Around October 2004 all NCs will have to hold elections for Board members. A number of Board members might be re-elected, while others might change and might not have experience of European NGO work. In order to allow all Board members to have a common basis to work from and to be fully empowered for their task on the ENAR Board, it is suggested to run a training seminar of two days to look into governance issues for ENAR Board members. This would be a continuation of the ENAR review and its findings. The seminar will allow the experience made since then to be used and governance needs of a European NGO structure such as ENAR to be reflected on.

***Actor***

Secretariat with the support of external seminar assistants

***Timeline***

1 <sup>st</sup> seminar	11 – 12 June 2004, Ireland
2 <sup>nd</sup> seminar	28 – 29 January 2005, Austria

**D.4. Information on funding opportunities on the website**

***Nature of service***

The ENAR network has improved the services it provides to member organisations. As funding for national anti-racism work is more and more insecure, NGOs need to keep their eyes open for EU funding and funding from foundations.

It is suggested that the regular update be continued of available EC budget lines under the terms agreed for the past work programme period (monitoring relevant EC budget lines, summarise the information on open calls, provide with text in e-format for website). The service is remunerated with €250 per month and a new annual contract would be signed for May 2004 to April 2005.

### *Actors*

External information provider

### *Timeline*

On a regular basis

## **D.5. ENAR annual report in printed edition**

ENAR is required to present activity reports on various occasions (instalments from Commission, AEAs, GAs, etc.). If funding allows we could 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 PR work and can be used as appropriate to present ENAR to a wider public.

However, the idea of producing such an activity report on an annual basis should be considered in future.

### *Format*

About 28 pages

Full-colour cover, body text in two colours

A4 or A5

Up to eight photos and graphics

It needs to be decided whether such a report will be published in EN and FR or only in EN according to the available budget.

### *Actor*

Secretariat

### *Timeline*

January 2005	Prepare texts and photos
February 2005	Translation into French
April 2005	Layout and printing

## **E. Assessment of work programme 2004/2005**

ENAR is a learning organisation.

The work programme presented is comprehensive, far-reaching and ambitious. It will not be sufficient simply to define the work to be carried out. As already agreed in the past work programme period, a performance management system was put in place. This system will be adjusted to the new work programme and experience from last year will be evaluated to improve it. ENAR intends to continue to work with the external evaluator and needs to dedicate an appropriate amount of money for this service.

### ***Activities and actors***

- External evaluator supports the definition of performance indicators for this work programme
- The Secretariat will monitor the implementation of the overall work programme on a monthly basis.
- The Secretariat will regularly provide the Board with update reports on the implementation of the work programme at Board meetings
- The external evaluator will provide for a final assessment report after the finalisation of the work programme

### ***Timeline***

May 2004	Definition of performance indicators
May 2005	Final external assessment of work performance by evaluator

## **Overview of concrete activities**

### **- Events**

ENAR will hold 2 conferences within this WP. The topics are:

1. Racism and criminal law
2. Induction conference in accession countries

### **- Publication**

1. Political and legal impact of the EU constitution on anti racism work

### **- Training seminars**

The budget allows for two training seminars during the work programme period.

1. Governance for new board members
2. EU tools to promote equal treatment

### **- Fact sheets**

1. Employment Strategy
2. EQUAL programme
3. Social exclusion
4. Voting rights

### **- Policy papers**

1. Racism and xenophobia, hatred and violence
2. Access to political rights

### **- Working groups to be established**

1. Civic Citizenship (up to 5 persons from amongst the ENAR membership)

### **- Reports**

1. 16 national/EU shadow reports
2. European Shadow report
3. Annual activity report

Timetable of meetings \*

<b>Month</b>	<b>Date</b>	<b>Day</b>	<b>Event</b>
May 2004			New budget period
May	14	Friday	10 <sup>th</sup> Bureau meeting, Brussels
June	11 – 12 (or 10 – 11 if overlapping with EP elections)	Friday/Saturday	1 <sup>st</sup> Training seminar, Ireland
July			
August			
September	11 – 12	Saturday/Sunday	1 <sup>st</sup> event, Brussels
	13	Monday	11 <sup>th</sup> Bureau meeting, Brussels
October	16 – 17	Saturday/Sunday	20 <sup>th</sup> Board meeting, UK
November	26 – 28	Friday to Sunday	3 <sup>rd</sup> GA (replacing 6 <sup>th</sup> AEA), Netherlands
December	11	Saturday	12 <sup>th</sup> Bureau meeting, Brussels
January 2005	28 – 29	Friday/Saturday	2 <sup>nd</sup> Training seminar, Austria
	late		Publication “Impact of the Convention on anti-racism work in the future”
February	25 – 26	Friday/Saturday	2 <sup>nd</sup> event, in accession country
	27	Sunday	13 <sup>th</sup> Bureau meeting, in accession country
March	25 - 27	Friday to Sunday	21 <sup>st</sup> Board meeting, Brussels
April	end		Close budget

\*The dates are carefully selected to avoid religious holidays. No objections were raised during the 5<sup>th</sup> AEA. Herewith the dates are adopted.