



ENAR ANNUAL WORK PROGRAMME 2010: HIGHLIGHTS

Introduction

Looking ahead to 2010, some important political developments are expected, which will have an impact on the anti-racism agenda and ENAR's work:

- 2010 will be an important year for the EU. A new European Parliament and a new European Commission will just have taken office for the following five years. 2010 will also see the Lisbon Treaty introducing major changes to the EU's institutional framework.
- 2010 will be the first year of implementation of the Stockholm Programme in the area of freedom, security and justice, and the European Council will hold its first annual debate on the implementation of the European Pact on Immigration and Asylum Pact in June 2010.
- Employment, education and training policies will be at the centre of efforts to deal with the consequences of the economic crisis, and a renewed strategic framework for education and training will be developed.
- 2010 will also be the European Year against Poverty and Social Exclusion, providing a framework for reviewing developments since the inception of the Lisbon Strategy on Growth and Jobs and reflecting on the post-Lisbon Strategy beyond 2010.

Internally, the network will be preparing its third strategic plan by identifying its strategic goals for the next period as 2010 will be the last year of the current work plan. Furthermore, ENAR has decided to create space in this upcoming work plan to develop a number of forward looking analyses and reflections aiming at bringing the organisation to become an agenda setter at European level in the field of anti-racism rather than keep responding to the challenges imposed on social NGOs by societal, economical and political developments on which they have little impact. This entails a more proactive and longer term perspective going much beyond the 2011-2013 strategic plan currently being elaborated.

1. Combat discrimination, promote equality and redress disadvantage

ENAR's goal is to enhance the fight against racial and related discrimination and promote the social and labour market integration of ethnic and religious minorities in Europe. The objectives set out by ENAR for combating discrimination and promoting social inclusion will be informed by the EU post-2010 Lisbon Strategy and the implementation of the European Commission's Communication on "Non-discrimination and equal opportunities: a renewed commitment". ENAR will continue to ensure that the European Union social inclusion agenda addresses the needs of ethnic and religious minorities and will in particular engage in the 2010 European Year

against Poverty. The question of ethnic profiling and counter-terrorism will also continue to be given focus.

The following actions are foreseen:

- Monitor the implementation of the Equality directives at the national level. ENAR's Shadow reports covering 2009-10 will continue to monitor the transposition/implementation of the Equality directives in the EU member states and to provide the evidence base for this review.
- Actively engage in the debates related to the European Commission's proposal for a directive implementing the principle of equal treatment outside employment.
- Engage in the EU Platform for Roma Inclusion and publish an ENARgy on the situation of Roma in Europe.
- Continue to engage the network in a series of 9 national round tables aimed at promoting positive action.
- Complete research started in 2009 on the social and employment dimensions of the Lisbon strategy from a race equality perspective. The second part of the research to be carried out in 2010 will build on the mapping undertaken in 2009. It will analyse existing data and identify indicators, as well as put forward concrete and quantified European level targets in key areas relating to social inclusion and employment.
- Disseminate the recommendations of its ad-hoc expert group on promoting equality in employment through a public launch event and continue the dialogue with social partners and business in this framework.
- Engage with the debates on the social aspects of migration expected in 2010 and advocate for ambitious and measureable targets.
- Engage in the 2010 European Year for Combating Poverty and Social Exclusion.
- Organise a training session on ethnic profiling data collection mechanisms and publish 3 pilot national reports on ethnic profiling as supplements to the ENAR Shadow Reports, with the support of the Open Society Justice Initiative.

2. Promoting the development of progressive migration and integration policies

ENAR's goal is to promote the rights of third country nationals and ensure that migration policies and practices do not undermine fundamental rights. In line with its strategic approach 2007-2010, ENAR will continue to focus its efforts on advocating and campaigning for a positive and rights-based approach to migration and integration within the context of the EU's common policies related to legal and irregular immigration. ENAR will also start putting in place the basis of a multiple stakeholder approach to its post-2010 strategic plan that will broaden the development of progressive alternative narratives on diversity, beyond migration.

The following actions are foreseen:

- Start defining the network's strategic priorities on migration and integration and identify lobbying and campaigning activities to be pursued in the middle and long term on the basis of the 15 principles framing a positive approach to migration.

- Advocate for a departure from the current EU and national approaches to integration as a subset of migration policies towards an approach to integration as a cross-cutting field that can be applied in the framework of specific policy areas: migration, social inclusion, citizenship, intercultural dialogue, education, etc. As a first step, ENAR will commission a research paper on “Integration beyond migration” in 2010.
- Engage with the adopted EU Stockholm Programme for Justice and Home Affairs.
- Elaborate a reflection document on an approach to migration based on shared values, rights and interests.
- Continue the “Migrants, Rights and Integration: From Practice to Policy (MRIP)” project which aims to bring a migrant voice perspective in the EU debate on integration.

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

ENAR’s goal is to ensure that the specific focus on racism and its different forms is a core aspect of single equality and fundamental rights approaches. During 2010, ENAR will continue to ensure that through the unique monitoring mechanism of its Shadow Reports, anti-racism is not undermined, and to promote the mainstreaming of anti-racism and equal treatment across European public policies.

The following actions are foreseen:

- ENAR shadow reports 2009-10: In order to improve the quality and to promote a wider use of the reports, ENAR will postpone the launch of the reports to 21 March 2011 (International Day against Racism), in order to publish more up-to-date reports at the time of the launch, which will cover the whole 2009 year and the first part of 2010. ENAR will also organise a methodology seminar including a special session on researching ethnic profiling practices in cooperation with OSJI. The methodological seminar will be designed to equip the authors of the shadow reports with tools and instruments to monitor and research legislative and other developments, case studies and collect data.
- Analyse the adopted Stockholm programme in line with the particular concerns of the network and devise strategies in order to guard the focus on racism in European fundamental rights policy.
- Encourage the mainstreaming of diversity, equality and anti-discrimination, in particular in education policies.
- Ensure that a structured and productive relationship between the Fundamental Rights Agency and civil society is cultivated and that the anti-racist dimension is adequately serviced and resourced, including through partnership with other stakeholders.

4. Enhancing the capacity of the network to deliver its mission

ENAR is a membership organisation and is concerned to promote efficient interaction with its members. Only with smooth decision-making procedures and the full support and cooperation of its members can the network develop its operational capacity. Fostering better participation of National Coordinations within ENAR and enhancing capacity building to achieve ENAR’s policy objectives is central to the strategy of the organisation. Ensuring strong human resources and quality management standards are also deemed essential to the activity of ENAR as a network.

Finally, securing the necessary funding conducive to achieving the aims of the organisation will also be given focus during 2010.

- **Capacity building and membership engagement**

ENAR will fully integrate Croatia and Turkey within the network and extend the network reach out through an induction meeting in Iceland. It will also continue to support ENAR national coordinations in their work through support and communication exchange between the secretariat and the network's members.

The "ENAR NC development project" is a capacity building and empowerment project for anti-racist NGOs in the European Union in the fields of good governance, leadership, project development, fundraising, organisational and strategic development. It aims to foster the emergence of a strong, responsible and structured civil society able to constructively engage at national level with all institutional or private stakeholders concerned by the issue of discrimination on the grounds of ethnicity, religion, language or culture in Europe. The project stretches over an initial 5 year phase. During 2009, the bulk of the efforts have focused on putting into place the financial structures that could host the project (ENAR foundation) and identifying potential funding sources for the taking off of the project. These efforts will continue in 2010 to collect the amount of money necessary to fully implement at least the pilot phase of the project.

Better cross fertilisation and peer exchanges have emerged as important to the healthy functioning of the network and activities. Regional seminars have therefore been established in order to enhance the development of regional activities. Started in 2009 with the eastern and southern regions, the northern regional seminar will take place in 2010. A training seminar on fundraising techniques is also scheduled for 2010 in order to enhance fundraising capacities of ENAR members at national level.

- **Enhancing engagement and ownership of Board, Working groups, Bureau, GA, Secretariat, NCs**

During the 2010 work programme the network will continue to ensure the functioning of its statutory bodies and mechanisms of governance, including the conclusion of an in-depth review of all the statutory documents of the network already started in 2009 (Statutes, Operating manual, Terms of reference of standing committees...) with the view to adapt the structure of ENAR to better respond to upcoming challenges. 2010 will also see the development of a new strategic planning cycle conducive to the development of the strategic plan 2010-2013. This exercise should mobilise additional resources that will need to be accounted for under the 2010 Work Programme.

Activities will include a General Assembly, a Strategic Congress, two Board meetings, and 6 Bureau meetings plus two meetings of each of the three standing subcommittees of ENAR (Finance, Policy and Network Development) and one meeting of its advisory council of eminent persons. A number of these activities will be linked to the Spanish and Belgian presidencies of the EU.

- **Fostering communication and visibility**

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

- Manage internal and external communication processes and outputs, including the continued improvement of the house style of ENAR and its products.
- Increase ENAR's visibility and become the contact point on anti-racism issues for media and others interested stakeholders.
- Evaluate the activities undertaken during the preceding period and develop a forward looking communication strategy in order to maximise the impact of ENAR's communication work.
- The different communication tools will continue to be updated and published, including the website, the weekly mail, 4 ENARgy newsletters, fact sheets, and the annual report.

- **Implementing the human resources plan and network's evaluation processes**

A complete and detailed human resources and training strategy for the three coming years has been developed in July 2007 and should be subject to further review by the statutory organs of the network in line with the strategic plan 2010-2013.

Notwithstanding the requirements for external evaluation that the European Commission is introducing through PROGRESS, ENAR has started implementing in 2009 its own KPIs system of evaluation. This system will be reviewed with regard to ways to address evaluation from three main objectives:

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

A performance measurement plan has been developed in 2008, it was implemented in 2009 and should continue running in 2010. It will also undergo review and its functioning will be adapted. The network will also take stock of the results of two evaluations (stakeholder survey and membership survey that have been conducted in 2009). A further survey/review of the health of the governance and management structure will be carried out in 2010. This will help the network to review the last strategic planning cycle and inform the new strategic cycle 2010-2013.

- **Implementing the fundraising strategy for 2007-2010 and devising a forward looking approach for 2010-2013**

ENAR has gained extensive experience over the years and is fully confident that it can continue to meet EC requirements. In 2010 ENAR will have to start planning its agreement with the renewal of the partnership with the EC under PROGRESS (2010-2013). In addition, a new fundraising strategy will have to be developed as part of ENAR's new strategic plan 2010-2013.

During the bulk of 2009, efforts continued to be targeted at examining the mechanisms of creation of the first **ENAR foundation**. Following a careful market review of possibilities, the decision was taken to move forward in setting the foundation in Belgium. In 2010, the foundation should normally be in a position to get off the ground and host various projects and ventures. Besides, ENAR will continue its usual fundraising activities aiming at providing the necessary co-funding to PROGRESS.

Networking with other stakeholders

As a European network, ENAR is committed to responding to the needs and activities of all its key stakeholders. ENAR has four broad groups of stakeholders: (1) membership and civil society organisations; (2) European Union institutions, (3) the broader human rights community, and (4) foundations and the business community. In 2010, ENAR will strengthen cooperation with the European institutions, other inter-governmental stakeholders, NGOs, foundations and the business community with a view to advancing the network's political agenda. These will include:

- Enhancing relationships with the European Commission, in particular the Directorates-General for Employment, Social affairs and Inclusion; for Freedom, Security and Justice; and Education & Culture.
- Establishing links with the European Integrated Platform on Roma Inclusion and actively supporting the work of the European Roma Policy Coalition.
- Establishing structured links with the European Integration Platform.
- Activating the European Parliament's anti-racism and diversity intergroup.
- Enhancing relations with the European Parliament's main political groups and key committees.
- Structuring relations with the Spanish and Belgian presidencies and issuing specific memoranda.
- Consolidating cooperation with the European Fundamental Rights Agency and its new Civil Society Platform.
- Stimulating cooperation with sister organisations and other civil society actors working in the fields of anti-racism and human rights.

Capacity building, coalition setting, membership engagement and networking will be the driving forces that will support the network in achieving its EU advocacy and campaigning objectives during 2010. It will also use various techniques designed to realise effective advocacy and campaigning operations that will include:

- Coordinated decentralised awareness raising and advocacy campaigns (national/regional meetings or round tables)
- NGO coalition building activities
- Campaigning toolkits for ENAR members
- Citizen action methods: letters and mail writings (MEPs, MPs, member states).