



Activities of the European Monitoring Centre on Racism and Xenophobia

Annual Report 2002



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Introduction

The European Monitoring Centre on Racism and Xenophobia (EUMC) is pleased to present this report of its activities to the European Parliament, the Council of the European Union, the European Commission and the Member States, following its adoption by the EUMC Management Board on 28 February 2003.

With effect from 2003, the EUMC is required to publish two annual reports: this document, the EUMC Annual Report, Part 1, provides an account of the activities and achievements of the EUMC during 2002. Part 2, which will be published in December 2003, will provide information on the situation regarding racism and xenophobia in the Community and its Member States, and highlight examples of good practice.

The work of the EUMC is concentrated in five areas:

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

The EUMC has made major progress in developing RAXEN, which consists of 15 national focal points (NFPs) that are the entry points for the EUMC at national level in the Member States. In 2002, the core tasks of the NFPs have been to carry out analytical studies on the four priority areas: the employment sector, racist violence, education and legislation; and to contribute to the EUMC's *Annual Report 2001*.

The EUMC has developed a new electronic archive and database, which offers data and information covering the fields of combating racism, xenophobia and anti-Semitism. The database is integrated in the EUMC web site, which provides

a portal to comprehensive data and information on racism, xenophobia and anti-Semitism.

The EUMC continued to develop and strengthen its relations with the EU institutions, in particular the European Parliament, the Council of the European Union and the European Commission.

Work with EU governments also forms an integral part of the EUMC's mandate. In 2002, the EUMC held its first two meetings with government liaison officers to strengthen cooperation and share information on activities to support equal treatment and implement the anti-discrimination directives on race equality and employment equality.

During 2002, the EUMC published a number of reports including *Racism and cultural diversity in the mass media (1995–2000)*, *Islamophobia in the EU after 11 September 2001* and *Comparison of anti-discrimination legislation in the EU Member States*.

The year 2002 has been challenging and demanding, and we would like to thank the EUMC Management Board and the EUMC staff, as well as the national focal points for their work and support which enabled the EUMC to strengthen its operations and deliver the outcomes presented here.

Bob Purkiss
Chair

Beate Winkler
Director

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1. Operational activities

1.1. RAXEN

In accordance with its founding regulation, the EUMC has set up coordinates and runs the European Racism and Xenophobia Network (RAXEN).

RAXEN is one of the central tools for the EUMC to provide the European Union and its Member States with objective, reliable and comparable data (including examples of ‘good practices’) at European level on the phenomena of racism, xenophobia and anti-Semitism. RAXEN is composed of 15 national focal points (NFPs), one in each Member State. They represent the entry points of the EUMC at a national level regarding data and information collection. In 2002, the issues and themes for data collection within RAXEN were chosen in accordance with EU priorities. In particular, RAXEN documents the implementation process of the EU anti-discrimination package in the Member States.

1.1.1. Developments in 2002

In 2002, the EUMC started the third year of RAXEN. With the exception of Austria, where there was a change in the composition of the NFP, contracts with the NFPs selected in 2001 were renewed and they continued their work according to new guidelines.

1.1.1.1. The 15 NFPs in 2002

NFPs represent very different types of organisation: in some countries a research institution or a specialised body is the main partner, whereas in others an NGO is the leading organisation. The NFPs contracted in 2002 in the Member States were:

Belgium	Centre pour l'égalité des chances et la lutte contre le racisme/ Centrum voor gelijkheid van kansen en voor racismebestrijding (CEOOR) Centre for Equal Opportunities and Opposition to Racism
Denmark	Nævnet for Etnisk Ligestilling (NEL) The Danish Board for Ethnic Equality
Germany	Europäisches Forum für Migrationsstudien (efms) European Forum for Migration Studies
Greece	Antigone – Information and Documentation Centre
Spain	Movimiento por la paz, el desarme y la libertad (MPDL) Movement for Peace, Disarmament and Liberty

France	Agence pour le développement des relations interculturelles (ADRI) Agency for the Development of Intercultural Relations
Ireland	National Consultative Committee on Racism and Interculturalism (NCCRI) and Equality Authority (EA)
Italy	Cooperazione per lo sviluppo dei paesi emergenti (COSPE) Cooperation for the Development of Emerging Countries
Luxembourg	Association de soutien aux travailleurs immigrés (ASTI) Association for the Support of Immigrant Workers
The Netherlands	Dutch Monitoring Centre on Racism and Xenophobia (DUMC)
Austria	Ludwig Boltzmann Institut für Menschenrechte (BIM) Ludwig Boltzmann Institute for Human Rights
Portugal	Numena – Centro de Investigação em Ciências Sociais e Humanas Numena – Research Centre on Human and Social Sciences
Finland	Ihmisoikeusliitto Ry Finnish League for Human Rights
Sweden	EXPO – Foundation
United Kingdom	Commission for Racial Equality (CRE)

When setting up RAXEN it was a basic requirement that cooperation between different players including public bodies, specialised bodies, NGOs and research institutions in the field should be established. Therefore the NFPs have established national partnerships with other core institutions in the field of racism, xenophobia and anti-Semitism.

1.1.1.2. Core tasks of the 15 NFPs for 2002

- Maintenance of the NFP for RAXEN
- Update and continuation of data collection and mapping exercise
- Production of analytical studies on the four data collection areas
- Contribution to the EUMC *Annual Report 2001*
- Presentation of case studies
- Provision of a rapid response facility

1.1.2. Tasks of the national focal points

The NFPs are the entry points for the EUMC at a national level regarding reporting, data and information collection in the field of racism, xenophobia and anti-Semitism and on good practices in fighting them. They are recognised partners in the national context, as they have to set up a national information network which includes cooperation with the main actors in the field of racism, xenophobia and anti-Semitism, being either governmental institutions, NGOs, research bodies, specialised bodies or social partners. In this way, the NFPs are the national coordinators for reporting to the EUMC.

1.1.2.1. Data collection and mapping exercise

The purpose of the ‘data collection’ is to identify the key aspects of racism, xenophobia, anti-Semitism and direct and indirect discrimination, and to show their development trends. The aim is not to gather every piece of information available on racism, xenophobia and anti-Semitism, but rather to document and collect the most essential and interesting data from a monitoring perspective. In 2002, the data collection focused on four priority areas:

- employment sector,
- racist violence,
- education,
- legislation.

These areas were chosen in consultation with the European and national institutions to meet the most urgent needs for increasing knowledge, awareness and understanding at European level. This work provides information to support the Commission in the implementation of the Article 13 directives and the Community action programme.

In each area, the NFPs collected three kinds of data relating to the whole of 2001 and as much of the year 2002 as allowed by data availability:

- statistical data,
- descriptive and analytical (mainly textual) information: findings from research activities, opinion polls and other enquiries,
- information on conferences, campaigns, events.

In addition to data collection, the ‘mapping exercise’ was updated. The objective of the mapping exercise is to identify and document what is known, where and by whom, and what activities have been or are ongoing in the field of combating racism, xenophobia and anti-Semitism in each Member State since 1995. It provides an overview of the national organisations or bodies, both public and non-governmental, involved in the fight against racism, xenophobia and anti-Semitism, their activities, their data archive and publications in all EU countries. The mapping exercise is a tool that can be used as a guide for contacting institutions at national level and for fact finding regarding data and research existing in the Member States.

RAXEN results

In 2002, the EUMC evaluated the results of the data collection and mapping exercise undertaken by the NFPs in 2001 and transformed the results into a public-accessible database with a user-friendly search tool. The results, which are available on the EUMC web site (<http://eumc.eu.int>), include references to data collected in four areas (employment, racist violence, education and legislation) and the mapping exercises done in each country on national organisations, their activities and publications. Politicians, public administrators, researchers, civil society and the media can use the output. They can use the search features of the database to look for specific reference to research and data available in the field of discrimination in employment or education, racist violence and changes in legislation.

1.1.2.2. Analytical reports in four areas

The analytical reports, which cover the same four areas as the data collection, provide an overview of the current situation in the four areas on the national level, they review major activities and recent developments from 2000 to 2002 and present an analysis of the situation, causes of discrimination and its consequences.

The analytical reports on employment and education provide information on the situation of migrants and minorities and deal with new policies and initiatives for supporting diversity. The studies also refer to court cases of discrimination and include analysis and explanations on causes. In the field of racist violence, the studies include new policies and legislation, and acts and cases, as well as initiatives to fight violence on ethnic grounds. In the field of legislation, the focus is on new legislation and integration policy related to Article 13 of the Amsterdam Treaty. The legislation studies also refer to jurisprudence.

The EUMC launched a call for tender for doing comparative research on the basis of the national analytical studies in the four areas. The comparative reports will be published in 2003 (see paragraph 1.4.6). They will summarise the knowledge available in the Member States and serve as a basis for the development of indicators to measure the effects of the Community action programme to combat discrimination.

1.1.2.3. Contribution to the *Annual Report 2001*

The NFPs contributed to the EUMC *Annual Report 2001* and participated in the editing phase. In particular they provided information on ethnic discrimination in employment.

1.1.2.4. Case studies

Each NFP wrote two case studies in 2002. Most of the studies focused on good practices but also gave examples of bad practice. The case studies reflect areas of public interest in the Member States in the field of racism, xenophobia and anti-Semitism. While the comparative studies look for the common denominator of data collection on an EU level and describe the differences between the systems of data collection in the Member States, the purpose of the case studies is to address the particular national context of each of them and to provide in-depth understanding of national issues that have been receiving attention. The case studies will be published in 2003.

1.1.2.5. Rapid response activity

The rapid response activity is designed to enable the EUMC to investigate urgent matters on the European agenda within a short timeframe. It contributes to an early warning mechanism at European level, raises awareness and improves understanding. The EUMC used this facility three times in 2002.

Islamophobia after 11 September

In the immediate aftermath of the 11 September 2001 terrorist attack, the EUMC installed a system to monitor the situation of Muslims in the EU Member States. The monitoring system continued over the following four months and, in 2002, the EUMC published a synthesis report on Islamophobia. The report provides information on the nature and strength of Islamophobia in the 15 EU Member States, and also examples of good practices and recommendations to reduce the negative feelings and violent incidents against Muslims.

The findings show that Islamic communities became targets of increased hostility after 11 September 2001. A greater sense of fear among the general population exacerbated already existing prejudices and fuelled acts of aggression and harassment in many EU Member States. At the same time, attempts to allay fears sometimes led to a new interest in Islamic culture and to practical inter-faith initiatives. The report suggests that politicians, the media and individual citizens can play a role in reducing tensions and promoting understanding among different faiths, cultures and ethnic groups.

The report was widely distributed and received considerable attention both at national and European level.

Manifestations of anti-Semitism in the European Union

As a follow up and in the light of the recent wave of violence in the Middle East, the EUMC was worried about the increase of anti-Semitic acts in several European Member States. It therefore decided also to use the rapid response activity to get information on anti-Semitic incidents in the Member States and on good practices to prevent and reduce them.

The EUMC asked RAXEN to report incidents of violence, verbal aggression/hate speech and other, subtler forms of discrimination and changes in attitudes. The NFPs were also invited to provide the EUMC with references about research studies on anti-Semitic violence and on good practices for reducing prejudice, violence and aggression. In addition, the NFPs were asked to report on reactions of politicians and other opinion leaders including initiatives to reduce polarisation and counteract negative national trends.

Requests from the European Parliament

The EP Committee on Citizens' Freedoms and Rights, Justice and Home Affairs addressed a number of key questions to the EUMC to get background information for the report on the human rights situation in the EU (2001). The EUMC used the rapid response activity to answer the questions and provide information to the EP.

1.1.2.6. Preparation of the RAXEN4 phase in 2003

During the last quarter of 2002, the EUMC worked out new guidelines for the tasks to be performed by the NFPs during the RAXEN4 (2003). The EUMC discussed the draft guidelines with the NFPs during their November meeting and with the European Commission. The EUMC also performed an evaluation of the work of the NFPs, with the assistance of external experts. This process helped to inform decisions on contract renewals and to improve the guidelines.

1.2. Round tables

An important part of the mandate of the EUMC is the facilitation of round table meetings in the area of racism and xenophobia on the national as well as European level. The national round tables involve members of permanent consultative institutions of the EU Member States, representatives of NGOs, social partners, research centres and competent authorities, as well as other persons or institutions dealing with issues of racism and xenophobia.

1.2.1. Main objectives of national round tables

The main objectives of the national round tables are to:

- engage the representatives of civil society and the public authorities in a dialogue and to encourage their cooperation,
- identify ‘key issues’ and specific aspects in the Member States,
- inform about developments in the area of racism and xenophobia,
- exchange information on ‘good practice’ in the Member States,
- communicate their work to the EUMC, other national round tables and members of the RAXEN,
- include ethnic minorities as well as the ENAR and ECRI,
- prepare recommendations for the EUMC work programme and annual report.

The round table meetings focus on the analysis and assessment of the situation related to racism in the Member State. They discuss and exchange information on good practices in the Member State to fight racism. They are focused on present and future developments and intend to develop a joint strategy with the key players in the field.

1.2.2. National round table meetings in 2002

Belgium	hosts regular round table and experts’ meetings on a regular basis organised by the Centre for Equal Opportunities and the Fight against Racism, in Brussels, several times per year. The EUMC is invited to participate in relevant sessions with emphasis on EU key issues.
Denmark	held its annual ‘Baton conference’ for approximately 800 participants in March 2002 in Copenhagen. The transposition of EU anti-discrimination legislation at the national level was the main item on the agenda.
Germany	hosted two round table meetings – in March 2002 in Berlin and in October 2002 in Frankfurt-am-Main. The meetings focused on the process of implementation of EU anti-discrimination directives into national law, the follow-up of the World Conference on Racism and the new proposals for German integration policies.
Greece	held its first, encompassing a national round table conference, in December 2002 in Athens. The sessions addressed the transposition of EU anti-discrimination directives, social inclusion of the Roma population, models and

practices of social inclusion and exclusion, religious and ethnic minorities in Greece. Nearly 200 participants included representatives from EU institutions and the Greek Government, religious leaders, trade unions, the media and experts from the scientific community.

France continuously convenes a monthly round table on the combat of racism and xenophobia organised by the National Consultative Commission of Human Rights. The implementation of the EU anti-discrimination directives in France was one of the principal themes dealt with.

Italy held its first round table conference in Florence in November 2002. The meeting was co-organised by EUMC and COSPE (Italian NFP). Representatives from major NGOs, the Italian Government and organisations from almost all Italian provinces (regions) attended the meeting, which provided a good basis for national networking. The principal focus of the meeting was on the implementation process of EU anti-discrimination directives in Italy.

Finland held its third round table meeting in December 2002 in Helsinki, which included as key issues the scope and goals of EU anti-discrimination legislation, youth and racism, ethnic minorities in Finland, discrimination in the labour market, and the follow-up of the Durban World Conference against Racism.

United Kingdom hosted its sixth round table meeting in Nottingham in July 2002 under the theme of 'Spirit of solidarity: living together in our multicultural societies'. Participants from NGOs, community groups, local authorities and faith organisations discussed issues of social cohesion at the local level, the rise of xenophobic attitudes throughout Europe and combating Islamophobia and anti-Semitism.

The principal outputs common to all round tables are the strengthening of national networks, implementing EU anti-discrimination legislation on the national level and the improvement of measures to foster integration and combat racism.

1.2.3. European round table workshop 2002

The second European round table workshop was held in May 2002 in Vienna.

The key issue on the agenda was the implementation of the EU anti-discrimination directives, and the workshop focused on the transposition process at national level as well as outlining the directives' general scope and format. Representatives from the national round table organisations and legal experts reported on the difficulties and progress. A representative from the ENAR reported on the NGO's perspective and expectations concerning the implementation of the EU directives.

The participants were able to share the expert inputs from studies presented by the Migration Policy Group and ECRI. They also had the opportunity to exchange

experience on national level relating to problems or obstacles concerning the implementation process.

1.2.4. European round table conference 2002

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

- identify key issues and take first steps towards a common European approach,
- incorporate the input and experience of NGOs and related organisations,
- be informed about ‘good practice’ examples in the Member States and assess possibilities for their implementation,
- become acquainted with other coordinators in order to complement rather than duplicate initiatives and to strengthen future cooperation,
- strengthen and improve cooperation of national round table organisations,
- strengthen cooperation between the ECRI, ENAR and EUMC.

The third annual European round table conference ‘Encountering right-wing populism and anti-Semitism and training young people to fight intolerance and racism’ took place in Vienna in October 2002.

Its main objective was to address rising right-wing sentiments and anti-Semitism and present measures whereby youth can demonstrate good practice to promote tolerance.

Representatives from 14 EU Member States, the European Commission, the European Network Against Racism (ENAR), the European Commission Against Racism and Intolerance (ECRI), the United Nations (Anti-Discrimination Unit), the research community and the United States (a major Hispanic NGO) participated in the conference.

The focus on ‘Right wing populism in the EU Member States’ was selected following concern expressed during national round table meetings in several EU Member States. A journalist reported on right-wing activities and tendencies in Europe and a researcher from the Berlin Centre for Research on anti-Semitism presented an overview on anti-Semitic propaganda on the Internet and worldwide connections of the right-wing scene. A representative from the European Commission’s Directorate-General for Education and Culture (Youth programme) presented the European Commission’s White Book on youth activities against racism and intol-

erance. The European Diversity Peer Training Programme (EPTO) was also presented.

Participants at the conference and national round table organisations had the opportunity to become aware of mechanisms involved in right-wing propaganda and ways to encounter them. They shared their experience and models of good practice on the national level with each other and gained insights into activities on the European level (e.g. European Commission and EU diversity network) to promote tolerance and encounter right-wing tendencies. Documentation with the expert interventions will be published in the first quarter of 2003.

1.3. Documentation and library

1.3.1. Electronic archive and EUMC web database

In 2002, the EUMC established a mainly virtual documentation archive, which is accessible via the Internet. The core of the archive is a new database Artefact. The aim of the database is to provide the public with a user-friendly search tool for retrieving various information covering the fields of combating and researching racism, xenophobia and anti-Semitism in all EU Member States.

The first step undertaken in 2002 was the implementation of an electronic archive at the Centre and the transfer of all data, which had been already archived in the LARS library system and collected by the RAXEN NFPs, to the new Artefact database. The physical documents have been sorted and catalogued in the electronic archive.

In a second step a web mirror of the archive was designed, and in September 2002 the database was made available for a test period via the Internet (www.raxen.eumc.eu.int). The database has a modern relational structure such that different types of data like organisations, events or publications are related to each other. It is available in three languages (English, French and German). The database will be launched with the new EUMC web site in February 2003.

The database contains general information on organisations involved in activities against racism, xenophobia and anti-Semitism in all Member States, information about 'good practices' and other activities, like fieldwork projects, campaigns, studies, etc., and references of publications and audiovisual material. As many as 7 000 data entries and all EUMC publications are available on the Internet (December 2002); and it is possible to access 22 000 entries internally. Most of the entries have been transferred electronically, and are revised and updated continuously.

The EUMC has also set up a mailing list server for the members of RAXEN. They are provided with a login name, which will be used for data collection and updating.

1.3.2. Library

The stock of the EUMC library has been catalogued and is accessible via the EUMC internal database. It has been extended, especially by purchasing official national and EU statistics, dictionaries and recent standard literature in the fields of racism, xenophobia and anti-Semitism.

1.4. EUMC research projects

In addition to establishing networks and collecting existing data, the EUMC initiates research projects to study and analyse the extent, causes and consequences of the phenomena and manifestations of racism, xenophobia and anti-Semitism, as well as examining examples of good practice in dealing with them. In 2002, six studies were finalised and eight new studies were initiated. The EUMC publishes the final reports on its web site (<http://eumc.eu.int>). They are also available by mail.

1.4.1. Racism and cultural diversity in the mass media

Reporting by the mass media is especially sensitive when it comes to ethnic, cultural and religious relations in our society. The way the mass media present, focus on and give voice to different actors and incidents can influence society's thinking, and could have the unintentional result of strengthening a racist discourse instead of fighting against it. The research interest in analysing the way mass media report on ethnic issues has increased in the Member States over the last decade. And, for this reason, the EUMC decided to provide an overview of the major research reports and examples of good practice in the EU Member States in the period 1995–2000. The EUMC published the *Racism and cultural diversity in the mass media* report in February 2002.

The report addressed three issues. First, how do existing studies report on the way in which general media practices and organisation of the media in different Member States affect reporting on ethnic issues? Second, what are the available findings about the representation of ethnic and cultural diversity in the media, and the reproduction of racism in the media? And finally, what actions have been launched in the different Member States to promote cultural diversity and combat racism in the media?

As a result of the report, the EUMC has provided recommendations to media professionals, to policy-makers and to inform further research and monitoring.

1.4.2. Migrants' experiences of racism and discrimination

The lack of comparable data on migrants' and minorities' experiences of racism and discrimination in the EU Member States was the starting point for this project, which was initiated in 2001. The project has two aims: First, it studies empirically the extent and kind of subjective experiences migrants and minorities have of racism and discrimination in the 15 EU Member States. Second, it develops comparable empirical data, by using a similar methodology for data collection and data compilation. The model for the project has been developed in Denmark, Finland and Sweden, where similar studies have recently been carried out.

The first two studies financed by the EUMC were finalised in 2002, covering the situation in Italy and the Netherlands. Findings on extensive experiences of racism and discrimination have been documented, especially among persons of Moroccan and Turkish background in the Netherlands and among persons from Senegal, Albania and Morocco in Italy. As for the methodology, several modifications of the model have been necessary, in particular on sampling. The studies have used local samples from selected municipalities rather than national samples.

As the project continued in 2002 in Belgium, Spain, Austria and the United Kingdom, it became clear that it is not possible to apply the same methodology to all EU Member States. For the studies carried out in Spain, Austria and the United Kingdom the samples were based on local samples and on membership of migrants' organisations. The reports will be finalised in 2003. In 2003, two or three more national studies will be initiated and, by 2004, the project will end with full coverage of all the 15 EU Member States.

As an outcome of the final project, the EUMC will be able to compare the extent to which the most vulnerable groups in the Community and its Member States have perceived racism and discrimination on racial, ethnical, religious and cultural grounds in recent years. The EUMC will also have specialist knowledge about how comparative quantitative empirical studies can be carried out in the EU Member States among migrants and minorities.

The EUMC will use the results of the surveys to work out recommendations to the EU Member States, the European Parliament and the European Commission regarding the steps to be taken to improve the situation for migrants and minorities.

1.4.3. Racism in rural areas

The project aimed at studying the situation with regard to racism and discrimination in rural areas in the European Community and its Member States. The study, initiated by Members of the European Parliament, presents an inventory of research findings, analyses vulnerable groups and gives examples of government initiatives to combat racism and discrimination in rural areas. Already existing research suggests that there exists a special form of racism in rural areas and that migrants encounter racism as a result of more conservative, traditionalistic and nationalistic views in rural as opposed to urban areas. Racism takes more aggressive and violent forms. Perpetrators are often organised neo-nazi organisation members. Especially vulnerable are Roma, Africans, Muslims and Jewish people in rural areas. At the same time, anti-racist activities have been documented and the important role of civil society highlighted. The study was finalised at the end of 2002.

As a result of the study, the EUMC will make recommendations to the EU Member States, the European Parliament and the European Commission regarding necessary steps to be taken to improve the situation for migrants and minorities living and working in rural areas of Europe.

1.4.4. Intercultural competence training

The project was initiated by the EUMC in 2001 and finalised in 2002 and aimed at exploring successful ways for intercultural competence training via the Internet. Starting with an inventory of existing Internet web sites, in English, aimed at children and young people (aged between 5 and 21) and teachers and trainers in primary and secondary schools, the study presents a typology of web sites in the field. Monitoring and interviewing groups of children in selected multicultural environments support the findings.

The study did not reveal a 'perfect' web site. There are several web sites with high functionality but with poor content and also web sites with appropriate content and poor functional and aesthetics. Based on the analysis of existing web sites the study recommends criteria for making a successful web site. In turn, the EUMC will make recommendations to the EU Member States, the European Parliament and the European Commission on the aspects to be considered when initiating Internet web sites for intercultural competence training.

1.4.5. Mainstreaming diversity in employment

A task of high importance for the EUMC is to identify, describe and disseminate good practices in the EU Member States. In 2001, a research project was initiated with the aim of identifying activities for promoting cultural diversity in the labour market and at the workplace. The project was finalised in 2002.

The findings of the study are encouraging. There has been an increasing interest in diversity in recent years and a clear shift from a deficit-oriented approach of seeing ethnic minorities as a group of persons lacking qualification to an approach valuing the positive resources, intercultural competencies and capabilities of persons belonging to ethnic minorities. This has been underpinned by the promotion of the principle of equal treatment, which found its legal basis in the Article 13 directives.

The collection of measures was divided into four areas:

- improved access of ethnic minorities to a job,
- concrete working conditions at the workplace,
- anti-discrimination policies at the workplace,
- establishing a framework for cultural diversity activities.

The business and public sector employers mainly drive the promotion of cultural diversity and the main focus is therefore diversity management.

Based on the results of the study, the EUMC will make recommendations to the EU Member States, the European Parliament and the European Commission on good practices in mainstreaming diversity in the employment sector. The EUMC will also address the recommendations to employers' organisations and trades unions.

1.4.6. Four comparative studies

The EUMC has initiated and financed four comparative analytical studies on discrimination and preventive initiatives in the employment sector and education, on racist violence and on changes in legislation related to Article 13 of the Amsterdam Treaty. The work is based on the RAXEN data collection and the national reports in four areas on the situation in the 15 EU Member States. The aim of the studies is to bring an added European value to the national reports, including a gap analysis, and they will be finalised in 2003.

The first results already provide a general structure for future data collection and analytical studies on the level of the Member States to be applied by the RAXEN NFPs in 2003. They will also enable the EUMC to develop a list of key indicators to assess the effect of the Community action programme or other anti-discrimination policies.

At the end of 2002, a feasibility project was initiated with the aim of developing a user-friendly Internet presentation of all the results on discrimination in employ-

ment and promoting diversity available at the EUMC. The 15 national reports, the EU-wide comparative study based on them, and other publications and papers produced by the EUMC are linked together and to relative data from the EUMC database. It is updated whenever new information becomes available. It can be browsed and searched by the public. The hypertext represents the first step towards an EUMC knowledge space bringing together all relevant and available texts and data in a structured, comparable and user-friendly way. It will assist politicians, civil servants, NGOs and research scholars to have quick access to information they need.

1.5. EUMC workshops

By initiating workshops, the EUMC opens the door to discussion and debate by external experts on issues of concern to the EUMC in its development of projects, methodology, strategies and recommendations. In 2002, the EUMC arranged, in total, seven workshops on different activities, of which five were directly related to the data collection of the RAXEN NFPs. The minutes and information about the workshops are available on the EUMC web site (<http://eumc.eu.int>).

1.5.1. Measuring xenophobic attitudes

A crucial task for the EUMC is to develop comparable data in the EU. The EUMC held a workshop in Vienna in March to discuss instruments for measuring xenophobic attitudes in the EU Member States. The meeting discussed the Eurobarometer survey, in which the EUMC participated in 2000, in relation to recently initiated research projects on ‘misanthropic’ attitudes. The outcome of the discussion informed the strategy of the EUMC as to which instruments should be used in 2003 to measure attitudes towards migrants and minorities. The EUMC will again use the Eurobarometer survey of the European Commission, but will also complement the results by exploring the new data of the European social survey (supported by the European Commission), which is available on the Internet. Both surveys are carried out in all the EU Member States and in most of the candidate countries, allowing the EUMC to get a comprehensive picture on attitudes in all the countries of the enlarged Union. The use of Eurobarometer enables the EUMC to compare indicators over time (1997–2000–2003).

1.5.2. Key issues

In October, the EUMC organised the third workshop on key issues. The aim of these workshops is to support and guide the EUMC in its objective to combat racism and xenophobia and engender respect for equality and diversity. The workshop in 2002 continued the discussion on integration policies and took this year its starting point in a position paper entitled ‘Diversity within unity’ drafted by the

Communitarian network and responses to it developed by key European scientists. The discussion highlighted the great political importance for the European Union developing perspectives on diversity. It was felt that future work on this area by the EUMC in the European context could be valuable. However, not forgetting the work done in the UN system (Unesco) on world cultural policies, a European position paper should take in aspects of European policies on immigration and citizenship, as well as on poverty, marginalisation and social exclusion along ethnic lines.

As an outcome of the discussion, the participants recommended that the EUMC should take the initiative to draft a European position paper in 2003.

1.5.3. Comparability of data

The EUMC Management Board initiated in 2002 a working group on comparability of data with the aim of finding ways to develop comparability at a stage where the EU Member States have not harmonised definitions or systems for classification and recording of data. The first meeting was held in November. This meeting was concerned with data on racist violence and crimes. Participants stressed that the knowledge of the extent of racist violence and crimes is limited. Official data does not exist in all Member States and, even if data is available, it is not comparable and must be further analysed. It is very important to know how official data is collected and categorised in Member States.

As an outcome of the workshop, the EUMC will continue to conduct research, such as victims' studies, and to take part in international comparative surveys on criminal behaviour and self-reporting studies in schools.

1.5.4. RAXEN meetings

In 2002, the EUMC held three meetings with RAXEN NFPs; the first in March, the second in June and the third meeting in November. The meetings were aimed at coordinating the ongoing work of the national focal points, clarifying concepts to be applied by them, discussing problems encountered in data collection and report writing, and fostering the shared understanding of the tasks given to them. The meetings also dealt with more theoretical issues, such as definitions and concepts of racism and xenophobia, anti-Semitism and Islamophobia to have a common approach to data collection. Background papers structured and informed the discussion with the aim of improving reliability and comparability of data.

At the third meeting, a discussion was initiated on new areas for data collection in 2003. Because of its relevance for the social situation of migrants, discrimination and good practices in housing was chosen. A background paper was prepared, which served as the basis for guidelines in this sector of the data collection in 2003.

1.5.5. Round table on anti-Semitism in Europe

European Commissioner for Employment and Social Affairs, Anna Diamantopoulou, called on the EUMC to organise, together with the European Commission, three round table meetings on the issues of anti-Semitism, Islamophobia and intercultural dialogue in the European Union. The first of the workshops, 'Manifestations of anti-Semitism in Europe', was held in Brussels in December 2002, the second, 'Manifestations of Islamophobia in Europe', will be held in February 2003, and the third, 'Fighting anti-Semitism and Islamophobia', in March 2003.

The first round table brought together some 30 participants, including internationally renowned experts, representatives of NGOs, journalists, the European Commission and the EUMC. Some participants felt that the current increase in anti-Semitism in the EU is closely linked to the situation in the Middle East, and the discussion emphasised the necessity of a clear distinction between anti-Semitism and criticism of the policies of the Israeli Government. A review of recent forms of anti-Semitism showed that the traditional stereotypes against Jews are still alive, even if the Internet as new media to communicate prejudice and hate speech is used. To improve the situation, the participants put emphasis on education (formal and informal), but it was also proposed to strengthen the role of the law. Its implementation and reinforcement and the firm condemnation of racist attacks are vital. The round table found inter-religious dialogue important and participants asked whether the EU could have a role of mediator and facilitator in this matter.

1.5.6. Project with Islamic communities (local authorities project)

The 2001 project on the situation of Islamic communities in five European cities aimed at collecting and comparing city approaches in the field of anti-discrimination on grounds of religion. The report addressed good practices that contribute to the promotion of tolerance and equal treatment on grounds of religion in key areas of public life such as employment, public services and education. To follow up this work, in December 2002, the EUMC organised in cooperation with the city of Barcelona and with the participation of representatives of the European Parliament, the Committee of the Regions and the European Commission an 'Immigration and cities in Europe' workshop. The aim of the workshop was to generate a debate about immigration and the main challenges relating to social cohesion and coexistence that the local authorities of European cities are now facing. The workshop addressed the representatives of local governments of Barcelona and its metropolitan area and European cities, as well as representatives of other institutions in the field at local and European level. The main objectives of the workshop were to:

- promote the results, good practice and recommendations of the study on the situation of Islamic communities,

- organise the transfer of knowledge and spread best practice at the regional and municipal level between cities that participated in the study and other cities in Europe.

The main recommendation of the workshop is to set up a network of European local authorities to deal with the issue of immigration and integration of immigrants, through the EUMC and in close cooperation with the European Parliament, the Committee of the Regions, the European Commission and the network of European cities. The network will have two aims: first, to facilitate the transfer of knowledge between cities, and second, to act as a political lobby to influence policy and legislation. The EUMC will take this work forward in 2003.

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

1.6.1. Cooperation with EU institutions and organisations

1.6.1.1. Cooperation with the European Commission

The memorandum of understanding (MoU) between the European Commission and the EUMC sets out a framework for contacts and identifies areas for cooperation between the EUMC and various directorates-general of the European Commission. In 2002, this cooperation was consolidated and enhanced. Areas of direct support to the Commission are outlined below. Timely and more comprehensive exchange of information, support in respective areas of expertise and continuing participation in common activities were the principal areas of cooperation. Several individual meetings with relevant units in the different directorate-generals were held on specific issues that led to participation in common activities.

The EUMC continued to participate in the meetings organised by the Commission to support the implementation of the Article 13 directives. The EUMC has a task of contributing to analysis and evaluation of legislative initiatives and the institutional mechanisms in EU Member States to support equal treatment and combat discrimination based on racial or ethnic origin, religion or belief. The EUMC finalised its reports on anti-discrimination legislation in the EU Member States and these were distributed to members of the Legal Working Group responsible for the transposition of the directives into national legislation. The reports drew attention to several areas in legislation and the institutional framework which should be addressed by the Member States during the transposition process. Some Member States indicated that they found the reports a useful tool to aid them in their work. The EUMC believes that, following the transposition process, the reports can act

as a benchmark for related developments and highlight specific areas to follow up. In addition, the information in the reports can be fed into the work of the Council of Europe in its preparation of general policy recommendations on national legislation to combat racism. The EUMC exchanged information with the Commission on progress by the Member States towards implementation in 2002.

The EUMC supported the Commission in various other activities. These included participating in the Council of the Baltic Sea States Seminar on Racism and Xenophobia, which examined ways to tackle racism at the national and local levels and follow up the results of the World Conference against Racism, and providing advice on non-discrimination issues for work with the OSCE's Working Group on Tolerance.

The EUMC prepared a position paper to the European Commission 'Green Paper on compensation to crime victims' (COM(2001) 536 final), participated at the hearing on the matter organised by the European Commission and presented its activities to the Employment and Social Affairs DG in order to strengthen cooperation and support the Commission's activities.

The EUMC participated in several conferences and events organised by the European institutions, such as the 'Immigration: the role of civil society in promoting integration' conference organised by the European Commission and the Economic and Social Committee, in September 2002, and the 'Convention and partnership with civil society' conference organised by the Education and Culture DG, in October 2002.

The European Commission participated in EUMC events, such as the European round table with the participation of the Education and Culture DG Youth directorate and its Civil Society and Town Twinning Unit in the conference 'Immigration and cities in Europe'. Following this conference, the Education and Culture DG will be actively involved in the network of local authorities that the EUMC will set up in cooperation with the Committee of the Regions, the European Parliament and the cities of Barcelona and Rotterdam.

Furthermore, the European Commissioner for Employment and Social Affairs, Anna Diamantopoulou, called on the EUMC to organise, together with the European Commission, three round table meetings on the issues of anti-Semitism, Islamophobia and intercultural dialogue in the European Union (see Chapter 1.5.5).

1.6.1.2. Cooperation with the European Parliament

The EUMC participated in various meetings and hearings of EP committees, in particular the Committee on Citizens' Freedoms and Rights, Justice and Home Affairs, and also in the Committee on Women's Rights and Equal Opportunities, and in political groups at the request of the EP. The EUMC presented its annual report to

the European Parliament, to the Committee on Citizens' Freedoms and Rights, Justice and Home Affairs.

The EUMC contributed with a position paper to the European Parliament to the report of the Committee on Citizens' Freedoms and Rights, Justice and Home Affairs on the Commission proposal for a Council framework decision to combat racism and xenophobia.

The EUMC contributed, via its rapid response function of RAXEN, to the chapter on racism and xenophobia of the 2001 EP report 'The situation of fundamental rights in the EU', prepared by the Committee of Citizens' Freedoms and Rights, Justice and Home Affairs, and participated in the hearing organised by the Committee on 'Situation of fundamental rights in the EU in 2001' in April 2002.

The EUMC also held discussions with the EP on ways to support the European Year of Education through Sport in 2004, in particular on how to integrate ways to combat racism and discrimination into possible activities.

1.6.1.3. Cooperation with the Committee of the Regions

In 2002, the cooperation with the Committee of the Regions (CoR) continued to increase. The EUMC has included regional and local authorities within the scope of its activities such that information is both disseminated to, and collected from, regional and local authorities.

The CoR was associated in the organisation of the 'Immigration and cities in Europe' conference, held in Barcelona in December 2002, to follow up the study 'Situation of Islamic communities in five European cities'. The EUMC will continue working actively and closely with the CoR to enhance and improve cooperation at the local level.

1.6.1.4. Cooperation with private foundations

In recent years, private foundations have increased their efforts to cooperate on a European level in the fields of combating racism, immigrant integration and asylum and migration. In order to facilitate closer ties to civil society, private business and foundations, the EUMC aims to strengthen its cooperation with these sectors.

The EUMC cooperates with private foundations and the European Foundation Centre (EFC) in order to improve the situation in the fields of diversity in European societies and immigrant integration. This action sustains the successful cooperation within the EFC Minorities and Multiculturalism Interest Group.

As a follow-up of the inventory on private foundations published in 2001, the EUMC invited key European foundations to exchange ideas and to discuss possible areas of cooperation in the field of diversity, immigrant integration and multiculturalism at a meeting in Brussels in November 2002. Representatives of 14 private foundations, the EUMC, the European Commission, the EFC and an independent expert participated in the meeting.

The most important areas of cooperation were identified:

- mapping: taking stock of the activities of foundations and which standards are applied,
- integration of political leadership and media in our work, and development of tools for lobbying,
- cooperation: developing a new approach for linking private foundations and the public sector at local, national and European levels on matters of community cohesion,
- empowerment: taking stock of successful models of diversity management and cultural innovation.

In order to develop common indicators, it was agreed to take ‘good practice’ and successful projects of private foundations as a basis in order to devise a chart of guidelines and examples of ‘success stories’.

It was agreed to have a small working group consisting of representatives of the EUMC, Freudenberg Foundation and EFC to prepare a follow-up meeting in 2003, focusing on ‘good practice’ and successful models for cooperation.

1.6.1.5. Charter of European Political Parties for a Non-Racist Society

The Charter of European Political Parties for a Non-Racist Society is the result of an intensive consultation process among a vast majority of European political parties under the patronage of the Consultative Commission on Racism and Xenophobia of the European Union. It was initially promoted by the Dutch National Bureau against Racial Discrimination as an effort to draft a European code of conduct for political parties. It was supported by the municipality of Utrecht, the Migration Policy Group, the European Parliament and the European Commission, who provided financial assistance.

The charter was adopted in February 1998, during the European congress of political parties in Utrecht, and has to date been signed by nearly 100 political parties, including 11 parties from the non-EU member countries: Cyprus, Czech Republic, Estonia, Hungary, Lithuania, Malta, Romania, San Marino, Slovakia, Slovenia and Switzerland.

The EUMC has supported the work of the charter since 1999. Following a study commissioned by the EUMC in 2001 to assess compliance, review effectiveness of the charter and provide examples of good practice in relation to compliance with the charter, the EUMC held a series of meetings throughout 2002 with key members of the European Parliament and with members of European political parties to discuss the next steps and, in particular, to raise awareness and publicise the charter further.

The outcomes of the meeting showed the need to enhance the visibility of the charter and to create an institutional mechanism and address for the charter. The meetings also showed the necessity of close collaboration and involvement of the European Parliament in order to raise awareness and publicise the charter.

1.6.2. Cooperation with international organisations

1.6.2.1. Cooperation with the European Commission against Racism and Intolerance (ECRI), Council of Europe

The EUMC and ECRI continued to hold their regular joint meetings in 2002. Operational staff of both organisations held their first meeting in January 2002 to complement the joint bureaux relations by strengthening cooperation at the operational level. The meeting in Strasbourg in October reviewed and assessed the cooperation between the two organisations and identified further complementary activities for 2003 and 2004. The meeting agreed that the ECRI would host a joint EUMC/ECRI round table in March 2003 to discuss combating racism at the local level, and both organisations would examine the opportunities that sporting events may give rise to in 2004, the year of the Olympic Games and of Education through Sport.

The key development in the formal relations between the ECRI and the EUMC in 2002 was the adoption of the ECRI statute by the Council of Europe's Committee of Ministers in June 2002. The statute states that the ECRI will invite the Management Board of the EUMC to be represented in the ECRI, but without the right to vote. Other activities included the ECRI participation at the EUMC's UK round table and European round table and EUMC participation at ECRI's Romania round table.

1.6.2.2. Roma project – Cooperation with the Council of Europe and OSCE

The common project 'Roma women and access to healthcare' continues to be the main focus of cooperation between the EUMC, the Council of Europe and the OSCE. Meetings were held during the year to examine the draft report and prepare two conferences which are all part of the project. The EUMC, in cooperation with the OSCE and Council of Europe, hosted the NGO conference 'Roma women and

access to healthcare' in November 2002. The aim of the conference was to stimulate information exchange and discussion between NGOs working on women's health and Roma issues, providing them with the opportunity to develop and share positions in preparation for the IGO conference on the issue planned for 2003. The conference also had the objective of providing stimulus for the creation of a Romani women's network. Participants were representatives from all three organisations and Roma and traveller women organisations and supporting organisations. The conference resulted in two important outputs, namely the identification of a variety of issues which will inform the planned IGO conference in 2003 and the decision to set up a network of Roma and traveller women. A report of the conference was published in the first issue of the EUMC's *Equal Voices* magazine in 2003. The Council of Europe agreed to host the first meeting of the network in 2003 and the EUMC agreed to host a meeting of the network in 2004.

The EUMC also participated in the Council of Europe's 'Roma participation in Europe — The way forward' seminar in October 2002.

1.6.2.3. Work with the OSCE

The EUMC, in support of the European Commission and the EU Member States, participated in the OSCE's Working Group on Tolerance, which had the task of preparing a decision on tolerance and non-discrimination which was adopted at the Ministerial Council meeting in Porto in December.

1.6.2.4. Work to follow up the World Conference against Racism (WCAR) and with the United Nations (UN)

The EUMC participated in the ad hoc meeting organised by the Council of Europe to follow up the results of the WCAR at the European level. The EUMC highlighted the importance of data collection in order to monitor, assess and develop effective policy to combat racism and racial discrimination. It also supported the development of national action plans as part of the adoption of a comprehensive approach by Member States to tackle the phenomena. Cooperation with other intergovernmental organisations is seen by the EUMC as important to avoid duplication of efforts, ensure that activities are complementary and that information and experience is exchanged and used effectively.

As part of the follow up to the WCAR, the EUMC established relations with the Anti-Discrimination Unit (ADU) in the Office of the High Commissioner for Human Rights (OHCHR). A representative of the ADU participated in the EUMC's European round table. The first step in the relations was the exchange of information between the organisations. To further enhance relations, the EUMC will participate in an expert seminar, hosted jointly by the OHCHR and the United Nations

Educational, Scientific and Cultural Organisation (Unesco), to develop a publication to combat racism and foster tolerance in Paris in February 2003.

The EUMC continued to cooperate with the UN Committee for the Elimination of Racial Discrimination (CERD) and the special rapporteur on racism by responding to requests for information and documentation, particularly on issues related to Islamophobia.

1.6.3. Cooperation with Member States

1.6.3.1. Relations with governments of EU Member States

Work with EU governments forms an integral part of the EUMC's mandate and broad aim to combat racism, anti-Semitism and xenophobia in the EU. Working with national administrations to improve the effectiveness of their policies and practices and strengthen their legal framework is fundamental to the success of the fight against racism and xenophobia. At the request of the EUMC, the mechanism of government liaison officers was established to facilitate this aim. The EUMC received the nominations of the government representatives at the end of 2001 and proceeded to set up the first meetings in 2002.

The EUMC held its first two meetings with its government liaison officers in March and October. The first meeting established the government liaison meetings as a mechanism to strengthen cooperation, share and exchange information and discuss issues related to the EUMC's areas of activities. It also outlined the role of the government liaison officers. The first meeting focused on issues of data comparability and the EUMC's annual report. The second meeting examined the issues of integration policy and enlargement while following up issues from the first meeting. The meetings also provided the forum for the Member States to update the EUMC on their activities to support equal treatment and implement the anti-discrimination directives on race equality and employment equality.

The meetings have resulted in more information becoming available to Member States via the EUMC such as on national action plans against racism, examples of good practice and policy development, a more structured and timely input into the EUMC annual report process. The EUMC is also receiving more direct requests for support of events in the Member States.

In addition, the EUMC participated in various meetings at the invitation of EU Member States such as the conference to discuss EU employment strategy, in Spain, and the conference to discuss the race equality and employment anti-discrimination directives, in Copenhagen, as part of the Danish Presidency of the EU.

1.7. Information, public relations and media

During 2002, the EUMC expanded its information activities and its visibility to policy-makers, key target groups, the media and the general public. A proactive dissemination of publications, newsletters and media releases was reflected in considerable media coverage on the activities of the EUMC throughout the year and the EUMC web site has also had a significant increase in the number of visitors.

1.7.1. Interest of the public and the media

The work and the activities of the EUMC have had a consistently high interest of the media during the year. Following the proactive dissemination of media releases and quality information, many journalists have listed the EUMC as an important source of data and information on racism, xenophobia and related intolerance, and, in 2002, EUMC staff were in contact with more than 300 journalists by telephone, during visits at the Centre, at media conferences and at different events throughout Europe. Information from the EUMC was published by news agencies, in newspapers, magazines and bulletins and on web sites, mainly in the EU Member States, but also in Japan, the United States of America and the Arabic world. The EUMC also featured in interviews on radio and TV stations throughout Europe.

Three major media conferences covered the launches of the publication *Racism and cultural diversity in the mass media* (in Vienna), the presentation of the summary report on *Islamophobia in the EU after 11 September 2001* (Brussels) and the *Annual Report 2001* (Brussels). In addition, the EUMC issued 12 media releases during the year. These dealt mainly with information on the activities and results of the work of the EUMC and raised awareness of the need for vigilance and tolerance in Europe on issues of racism and xenophobia.

The EUMC sought to be present as an active partner or participant in several relevant conferences dealing with racism and xenophobia. To highlight a few examples, representatives of the EUMC attended the hearing 'The respect for fundamental rights: situation within the EU' in Brussels in April, the 'Freedom for growth' conference of the European Liberal Democrats and Reform Party in Bath in October, the meeting of the Jewish World Congress in Brussels in April, a 'Racism and the media' seminar organised by the President of the European Parliament in Cork in April, the 'Successful integration in the labour market' conference organised by the Danish Presidency in July, the 'Minority protection in multicultural Europe' conference organised by the European University Institute in Florence and the 'CivisEurope' media conference in Brussels in December.

Furthermore, the EUMC was present at a number of meetings, seminars, hearings and discussions with NGOs and at universities and institutions with socio-political relevance, underlining the EUMC's role as a networking organisation as well as a driving force in combating racism and xenophobia.

Also, 460 guests from the European Parliament, national parliaments, political parties, public authorities, universities, international institutions and schools visited the EUMC to get information on its objectives and activities.

1.7.2. Publications

During 2002 the EUMC published a number of reports, mainly:

- *Annual Report 2001*,
- *Annual Report 2001 summary*,
- *Racism and cultural diversity in the mass media (1995–2000)*,
- *Anti-discrimination legislation in the EU Member States*,
- *Racism in football on the Internet*,
- *Islamophobia in the EU after 11 September 2001*,
- *Situation of Islamic communities in five European cities*.

1.7.3. Annual Report 2001

The Director of the EUMC launched the fourth EUMC annual report on 9 December 2002 in the Committee on Citizens' Freedoms and Rights, Justice and Home Affairs in the European Parliament. The annual report focused mainly on the situation of migrants, minorities and non-nationals in the employment sector, and also included an overview on racism and xenophobia in the EU in a wider perspective. The committee welcomed the conclusions and the comprehensive overview on anti-discrimination initiatives, integration and other good practices for diversity in the employment sector. The MEPs discussed its conclusions. On 10 December, MEP and Vice-Chair of the CFR Committee, Robert Evans, EUMC Chair Bob Purkiss, and the Director presented the conclusions of the report at a media conference of the European Commission.

1.7.4. Equal Voices

The quarterly magazine *Equal Voices* informs about new initiatives, projects, research and good practice in the EU and its Member States. In 2002, *Equal Voices* focused on, among other things, ethnic minority employment, cultural diversity in the Irish healthcare sector, dilemmas in monitoring human rights, the Euro-Med Youth programme, policing in a multicultural society and the Atlantic divide on the fight against racist web sites. The objective of *Equal Voices* is to inform readers about

current events and developments, results of research and concepts of good practice in the Member States. The magazine has a circulation of 4 500 copies.

1.7.5. EUMC News

EUMC News publishes short, accurate information and news about initiatives taken by the EUMC and developments within the field of discrimination, racism and xenophobia at European level and from the Member States. The newsletter has a circulation of 4 000 copies.

1.7.6. Web site

In 2002, the EUMC web site was continuously used to deliver news and information about the Centre, its work and output. It has proven to be a useful tool for quick dissemination of information notably through the considerable increases of visits to the web site after the release of new information by the EUMC.

The online information is available in English, but French and German translations are increasingly provided. Some publications are also available in other official languages of the EU. The online information includes all publications of the EUMC with short descriptions. Editions of *Equal Voices* and *EUMC News* are provided for online reading. An online order facility enables the reader to subscribe to the EUMC's mailing list and order printed versions of the EUMC's publications.

The web site provides information on all major projects with detailed description of the project, the expected outputs and a timetable for further actions. A special area is reserved for the RAXEN, round tables and other activities. Another section provides information about the EUMC itself, about calls for tender and job vacancies.

An important element of the web site is to provide links to related information from other sources, where this is appropriate.

To handle this amount of increasing information the EUMC web site provides a tool to its visitors to minimise the time needed to identify and find the latest information. The 'Last update' page offers a chronological list of all information uploaded to the web site. A link to the specific information provides a 'come and be served' situation. In 2002, the project of designing a new, user-friendly presentation of the EUMC web site was finalised and, after a short test period, the new web site will be launched in February 2003.

The EUMC web site received a daily average of 475 visitors. The number of visitors reflects a continuing increase over the year from 411 in January to 493 in December 2002. The total number of hits was around 2 700 000 in 2002, an increase of 1 500 000 compared with 2001.

2. Activities of the Management and Executive Boards

2.1. Members and tasks of the Boards

2.1.1. Management Board

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

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

In particular, the MB is required to:

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

The composition of the Management Board in 2002 was as follows:

Country/Organisation	Member	Deputy
Belgium	Johan LEMAN	Eliane DEPROOST
Denmark	Ole ESPERSEN	Morten KJAERUM
Germany	Joachim GAUCK	Barbara JOHN
Greece	Petros STANGOS	Perikles PANGALOS (¹)
Spain	Juan de Díos RAMÍREZ-HEREDIA	Joaquín ALVAREZ DE TOLEDO
France	Guy BRAIBANT	Martine VALDÈS-BOULOUQUE
Ireland	Seamus CULLIMORE	Anastasia CRICKLEY
Italy	Francesco MARGIOTTA BROGLIO	Diego UNGARO
Luxembourg	Victor WEITZEL	No nomination
Netherlands	Ed VAN THIJN	Paul B. CLITEUR
Austria	Stefan KARNER	Peter J. SCHEER
Portugal	Francisca Eugénia DA SILVA DIAS VAN DUNEM	Carlos Manuel SOARES MIGUEL
Finland	Kaarina SUONIO	Tom SANDLUND
Sweden	Heléne LÖÖW	Agneta LINDELÖF
United Kingdom	Robert PURKISS	Naina PATEL
European Parliament	Ludwig STEINER	Michèle LINDEPERG
Council of Europe	Joseph VOYAME	Jenö KALTENBACH
European Commission	Bernhard JANSEN	Adam TYSON

(¹) † May 2002.

2.1.2. Executive Board

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

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

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

The composition of the EB was in 2002 as follows:

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

2.2. Meetings of the Boards**2.2.1. Management Board**

The Management Board (MB) held three meetings in 2002. The main results can be summarised as follows.

12th meeting (28 February to 1 March 2002)

The MB agreed to the discharge in respect of the implementation of the budgets 1999 and 2000, adopted the draft work programme (WP) and the preliminary draft budget (PDB) 2003. At its meeting the MB found an agreement regarding the structure and timetable of the *Annual Report 2001* and established a working group (WG) to follow closely the drafting of the annual report and to finalise the recommendations. To further the EUMC's contribution to the European Convention, the MB decided to set up another WG to ensure that the fight against racism and xenophobia becomes one of the objectives of this forum.

13th meeting (18–20 June 2002)

At its 13th meeting, the MB set up a WG for improving comparability of data. Regarding the Charter of European Political Parties for a Non-Racist Society, an expert presented the scope, goal and results of a study targeted at monitoring the charter, followed by a debate by the MB. The MB discussed the first draft of the *Annual Report 2001* and the report 'Anti-Islamic reactions within the EU after the acts of terror against the United States on 11 September 2001'. The MB approved the 'Overall strategy of the EUMC' and debated the report on the external evaluation of the Centre (1), the WP and budget 2003.

(1) Following Article 16 of Regulation (EC) No 1035/97 to set up the EUMC, an evaluation of the Centre has to take place: 'During the third year following the entry into force of this Regulation, the Commission shall forward to the European Parliament, the Council, the Economic and Social Committee and the Committee of the Regions a progress report on the Centre's activities, together with proposals, if appropriate, to modify or extend its tasks, taking into account, in particular, the development of Community powers in the field of racism and xenophobia.'

The MB decided to launch the Jean Kahn Award at its meeting in November, by honouring Jean Kahn, the first Chairman of the EUMC, in his lifelong fight against racism, xenophobia and anti-Semitism. The Jean Kahn Award, symbolised by an art piece of the EUMC logo in glass, and a prize will be awarded to an individual or organisation within the EU in recognition of an outstanding contribution to:

- combating racism, xenophobia and anti-Semitism and working with human rights issues,
- developing good practices or innovative projects with a European impact,
- initiating significant and sustained change.

Following an open competition, the MB interviewed candidates for the director's post and decided to re-appoint Ms Beate Winkler as Director of the Centre.

14th meeting (20 and 21 November 2002)

At its 14th meeting, the MB discussed the follow-up of the external evaluation of the EUMC and adopted the new financial regulation of the Centre and its implementation rules to come into force by 1 January 2003 as well as the WP and budget 2003. The MB approved the *Annual Report 2001* and started discussions on the content and timetable of the *Annual Report 2002*. In the light of the enlargement of the European Union, the MB expressed its wish to start work with representatives of the 10 new countries on an informal basis in 2003. The MB decided that the work of the WG on the European Convention should be broadened to include the preparation of contributions to the Intergovernmental Conference. The members discussed the cooperation with the European Parliament and the Council of Europe in the framework of the Charter of European Political Parties for a Non-Racist Society.

2.2.2. Executive Board

The Executive Board (EB) met seven times in 2002 (of which three meetings were to prepare the following meetings of the MB). The main results can be summarised as follows.

16th meeting (15 January 2002)

At its 16th meeting, the EB discussed the new 'Rules of procedure of the Management Board of the EUMC', discussed the draft work programme (WP) and the preliminary draft budget (PDB) 2003, the discharge in respect of the implementation of the budgets 1999 and 2000, the 'Overall strategy of the Centre' and the agenda of the 12th meeting of the MB. The EB decided to hold an extraordinary meeting on 4 February.

17th meeting (4 February 2002)

At the 17th meeting the EB debated the ‘Rules of procedure of the Management Board of the EUMC’, the PDB 2003, the work with political parties, the *Annual Report 2001*, the preparation of the 12th meeting of the MB and the recognition of Jean Kahn’s contribution to the work against racism, xenophobia and anti-Semitism.

18th meeting (28 February 2002)

The half-day meeting was devoted to a debate on the conference with national liaison officers and to the preparation of the 12th meeting of the Management Board.

19th meeting (29 and 30 April 2002)

During the 19th meeting, debates continued on the new ‘Rules of procedure of the Management Board of the EUMC’, the ‘Overall strategy of the EUMC’, the comparability of data, the report on the ‘Anti-Islamic reactions within the EU after the acts of terror against the United States on 11 September 2001’, the WP and budget 2003 and the communication policy of the Centre. The EB discussed the organisation and agenda of the 13th meeting of the MB.

20th meeting (18 June 2002)

The half-day meeting was devoted to the preparation of the 13th meeting of the Management Board.

21st meeting (24 and 25 September 2002)

At its 21st meeting, the EB discussed the Centre’s activities in the field of anti-Semitism, the Jean Kahn Award, the Charter of European Political Parties for a Non-Racist Society, the WP 2003, the external evaluation, the *Annual Report 2001* and decided on the agenda of the 14th meeting of the MB.

22nd meeting (20 November 2002)

The half-day meeting was devoted to the preparation of the 14th meeting of the Management Board.

3. Personnel and organisational information

3.1. Staff information

3.1.1. Administrative information

A new Advisory Committee on Procurements and Contracts (ACPC) regulation was signed by the Director in April 2002 enlarging the mandate of the ACPC to implement mandatory approval of all private contracts. The ACPC continued its work with some new members and a new chairman.

In 2002, internal procedures for promotion and renewal of staff contracts were decided and streamlined. A first round of promotions was effected in July 2002.

The contract of the Director was renewed by the Management Board in June 2002 after publication of the post and after a competitive recruitment procedure. The contract of the head of administration was also renewed after publication and competitive recruitment procedure in September 2002. In 2002, the contracts of three more staff members were renewed. The Management Board of the EUMC decided new rules of procedure.

The Director signed a delegation to enable the legal adviser to sign contracts up to EUR 1 050. A new decision on disciplinary procedures was signed and provides for the set-up of a professional disciplinary board for senior staff members.

3.1.2. Staff

The year 2002 saw a very large recruitment procedure. Nine posts were vacant. Seven were filled in 2002, two were filled at the beginning of 2003.

- At the end of year 2002, 26 posts were filled.
- A detached national expert dealt with evaluation.
- A detached national expert post for the research was also published but not filled.

Table – Recruitment of staff (Number of temporary agents)

Year	2000		2001		2002	
	June	December	June	December	June	December
A	7	9	9	9	9	10
B	5	8	8	9	8	8
C	5	6	6	6	6	7
D	1	1	1	1	1	1
Total (1)	18	24	24	25	24	26

(1) Posts filled

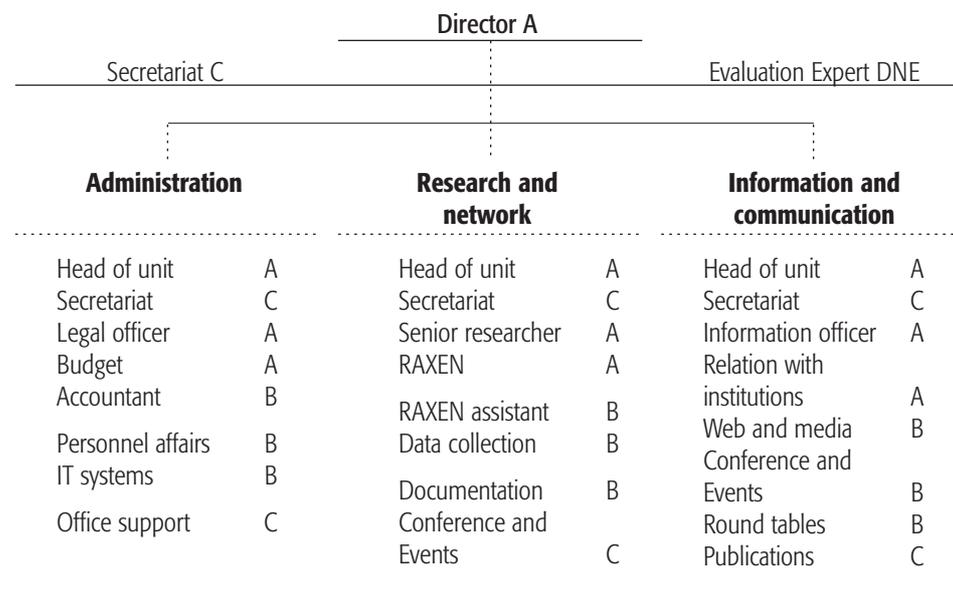
Three-quarters of A grade staff may be regarded at the end of 2002 as operational and contributing directly to achieving the Centre's objectives.

When all categories (A, B, C, D) are taken together, 55 % of the Centre's staff could be considered operational members of staff and 45 % responsible for support activities (administration and secretarial services).

3.2. Internal organisation

At the end of the year 2002, the Centre was organised with three departments as shown below.

Organisation chart



3.3. Budget and financial affairs

The ordinary budget for the financial year 2002 amounted to EUR 6 170 000:

48.5 % for operational activities (42.2 % in 2001),
7.8 % for operating expenditure, building, equipment (16.3 % in 2001),
43.7 % for staff in active employment (41.5 % in 2001).

Transfers of appropriations were made within the same titles except for one, which was submitted to the approval of the Board in June 2002.

Table 1 – Distribution by titles and transfers for 2002 and 2001

	Budget 2002	Transfer 2002	Budget 2001	Transfers 2001
Title 1	2 695 500	145 500	2 200 000	0
Title 2	483 500	- 236 500	950 000	- 87 008
Title 3	2 991 000	91 000	2 150 000	+ 87 008
Total budget	6 170 000	0	5 300 000	0

The presentation of revenue and expenditure is as follows.

3.3.1. Revenue

The budget for 2002 was met by a subsidy from the European Community. The Centre also received financial support from the Austrian authorities corresponding to the reimbursement of 50 % of the cost of the net rent: EUR 72 211, for the period under examination. Bank interest amounted to EUR 42 817.

3.3.2. Expenditure

3.3.2.1. Title 1: Staff

In the staffing schedule adopted by the Budget Authority, 26 posts were mentioned for statutory agents. In December 2002, 26 temporary agents had a contract with the Centre. The average of members present was of 24.25 on an annual basis (23.4 in 2001).

Table 2 – Recruitment of the staff

Year	1999		2000		2001		2002											
	6	12	6	12	6	12	1	2	3	4	5	6	7	8	9	10	11	12
A	2	5	7	9	9	9	9	9	9	9	9	9	9	9	9	9	9	10
B	1	5	5	8	7	8	9	9	9	8	8	8	8	7	7	7	8	8
C	1	3	5	6	6	6	6	6	6	6	6	6	6	6	6	6	7	7
D	-	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Temp.	4	14	18	24	23	24	25	25	25	24	24	24	24	23	23	23	25	26
Aux. C	-	3.5	3.5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nat. exp.			1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Interim. C	4	2	-	1	2	2	2	3	3	3	3	3	4	4	4	4	4	4
Total	8	19.5	22.5	27	26	27	28	29	29	28	28	28	29	28	28	28	30	31

3.3.2.2. Title 2: Functioning

With very limited arrangements in the premises, expenditure was drastically reduced in 2002 in comparison with the previous exercise for this title.

Only three budget items went over EUR 0.1 million: rent, security surveillance, data processing equipment. Due to some difficulties in joining a framework contract of the Commission, purchase of some equipment had to be postponed.

3.3.2.3. Title 3: Operational activities

There was a substantial increase of operational expenditure in 2002 (+ 43 % compared with 2001): 50 % concerned the RAXEN national focal points, all 15 fully operational this year. The second largest item (in terms of expenditure) related to the installation of the documentation centre, which is now in place with up-to-date tools. By concentrating on a limited number of top priorities, the Centre reduced the number of new projects to be able to dedicate resources to the new material received from projects launched during 2001.

Table 3 – Balance sheet as at 31 December 2002 and at 31 December 2001

(1 000 EUR)

Assets	2002	2001	Liabilities	2002	2001
Fixed assets			Fixed capital		
Fixed assets	183	385	Own capital	183	385
			Balance of the year	– 1 579	– 8
Sub-total	183	385	Sub-total	– 1 396	377
Current assets			Current liabilities		
Advances on salaries and amounts to be deducted from remunerations	1	3			
Recoverable VAT	541	454	Automatic carry-overs of appropriations	1 482	1 400
Sundry accounts receivable	66	2	Non-automatic carry-overs of appropriations		
			Other creditors	225	318
			VAT/Other taxes	507	488
Sub-total	621	459	Sub-total	2 214	2 206
Cash accounts			Transitional accounts		
Bank account(s)	113	2 030	Re-use	99	291
Sub-total	113	2 030	Sub-total	99	291
Total assets	917	2 874	Total liabilities	917	2 874

Source: Table drawn up by the Court of Auditors (2001) and by the EUMC (2002)

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

Table 4 – Execution of the budget for the financial year 2002 – EUMC, Vienna

(million EUR)

Title	Appropriations (a)	Commitments (b)	Payments (c)	% (d = c/b)	Carry-overs (f)	Cancellations (g = a - c - f)	% (h = g/a)
I – Staff							
Budget 2002	2.7	2.6	2.4	92.8	0.2	0.1	3.7
Carry-overs 2001	0.1	0.1	0.1	100	-	0.0	-
Total	2.8	2.7	2.5	92.6	0.2	0.1	3.6
II – Administration							
Budget 2002	0.5	0.4	0.4	100	0.1	0.0	0.0
Carry-overs 2001	0.2	0.2	0.2	100	-	0.0	0.0
Total	0.7	0.6	0.6	100	0.1	0.0	0.0
III – Operations							
Budget 2002	3.0	2.9	1.7	58.7	1.2	0.1	3.4
Carry-overs 2001	1.2	1.2	1.1	91.7	-	0.0	-
Total	4.2	4.2	2.8	66.7	1.2	0.1	2.4
X – Reserve							
Total							
Budget 2002	6.2	6.0	4.5	75.0	1.5	0.2	3.3
Carry-overs 2001	1.4	1.4	1.3	92.9	-	0.1	7.2
Total	7.6	7.4	5.9	79.8	1.5	0.3	4.0

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

Table 5 – EUMC – Revenue and expenditure accounts for the financial years 2002 and 2001

	<i>(1 000 EUR)</i>	
	2002	2001
Revenue		
Commission subsidy	4 320	5 000
Miscellaneous revenue (bank interest)	43	46
Total revenue	4 363	5 046
Expenditure		
<i>Staff – Title I of the budget</i>		
Payments	2 416	2 072
Appropriations carried over	187	67
<i>Administration – Title II of the budget</i>		
Payments	337	662
Appropriations carried over	60	151
<i>Operating expenditure – Title III of the budget</i>		
Payments	1 686	990
Appropriations carried over	1 234	1 181
Total expenditure	5 960	5 123
Out-turn for the financial year	- 1 597	- 77
Out-turn carried over from the previous financial year	- 8	179
Appropriations carried over cancelled	52	75
Reused cancelled	151	0
Repayment to the Commission	- 179	- 174
Exchange rate differences/exceptional charges	2	- 11
Balance for the financial year	- 1 579	- 8

Source: Table drawn up by the Court of Auditors (2001) and by the EUMC (2002).

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EUMC Mission Statement

The EUMC is a thinking, acting and challenging network organisation, working in all sectors of society for equality and diversity, and against racism and xenophobia in the European Union – as a network of knowledge, a bridge-builder and a service organisation.

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