

European Union Agency for Fundamental Rights

Activities in 2007



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Luxembourg: Office for Official Publications of the European Communities, 2009

ISBN 978-92-9192-224-6

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Printed in Belgium

PRINTED ON WHITE CHLORINE-FREE PAPER

Foreword

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Anastasia Crickley,
Chairperson of the FRA Management Board



Constantinos Manoloupolos,
Acting Director of the FRA

Events in 2007 once again highlighted that European societies and political leaders must remain firm in combating existing inequalities, racist crimes, and social exclusion of disadvantaged members of society. 2007 has been a very busy year for the European Agency for Fundamental Rights (FRA) which succeeded the European Monitoring Centre on Racism and Xenophobia (EUMC) during that year. The Agency's work priorities focused on the collection and analysis of secondary data, research, communication and cooperation activities, with the aim of supporting the development of effective policies and practices.

On 15 February 2007, the Council adopted Regulation (EC) No 168/07 establishing the European Agency for Fundamental Rights. The Agency came into existence on 1 March 2007. This development reflects the increased awareness of policy-makers of the importance of collecting reliable data, developing robust comparative analyses, and implementing transnational research on fundamental rights issues in the formulation of evidence based policies and measures. Expanding the research work of the Agency beyond the issue of racism and related intolerance will provide the EU with new and consolidated information on critical fundamental rights issues.

The transformation of the EUMC into the Fundamental Rights Agency also gives an opportunity to reflect upon and take stock of past activities, which in 2007 have again had a significant input into policy-making against racism. The Agency has contributed to increasing awareness of existing discrimination and xenophobia in the EU Member States. Its reports have enabled a certain comparison between the situation in different EU countries and revealed multi-year trends within countries. The conclusions and opinions from these reports have fed into the EU policy-making process and informed work by the European Parliament, Council and Commission. Civil society has been able to use the findings of the reports to highlight existing inequalities and encourage a response from the relevant stakeholders.

But the Agency's work also focuses on positive developments highlighting practical solutions to many of the issues some people think are intractable. In this way the Agency has sought to demonstrate to policy-makers in the EU that non-discrimination

policies and measures are not only desirable and required by EU directives, but that they are workable and have practical benefits for society as a whole.

Europe's key challenge for the future is to promote an inclusive society on the basis of respect for diversity, equality and fundamental rights for all. We firmly believe that the Agency under its new mandate will continue the work of the EUMC and intensify its support for a Europe that we can all share in equally and be proud of.

We would like to thank the Management Board and the staff of the Agency for their support, their commitment and for the important work they have carried out.

Anastasia Crickley
Chairperson of the Management Board

Constantinos Manolopoulos
Acting Director of the FRA

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What is the FRA and how does it function

The establishment of the Agency

The European Union Agency for Fundamental Rights (FRA)¹ is one of the EU's agencies that have been established to support EU Institutions and the EU Member States when implementing EU law. These agencies are an answer to a desire for geographical devolution and the need to cope with new tasks of a legal, technical and/or scientific nature.

The respect for human rights and fundamental freedoms is a common value, shared by all EU Member States. According to Article 6, paragraph 2 of the Treaty on European Union: "The Union shall respect fundamental rights, as guaranteed by the European Convention for the Protection of Human Rights and Fundamental Freedoms signed in Rome on 4 November 1950 and as they result from the constitutional traditions common to the Member States, as general principles of Community law".

Fundamental Rights are, therefore, the foundation of the EU. Their protection and promotion is a key objective of European integration. There are several tools available for enshrining these rights. One of the best known of all is the Charter of Fundamental Rights proclaimed by European Union (EU) leaders in December 2000, which reaffirms the rights as they result in particular from the constitutional traditions and international obligations common to the Member States, the Council of Europe's Convention on Human Rights and the case-law of the European Court of Justice and the European Court of Human Rights. The Charter declares that the peoples of Europe are resolved to share a peaceful future based on common values in a European Union, "founded on the indivisible, universal values of human dignity, freedom, equality and solidarity; based on the principles of democracy and the rule of law."

In December 2003, the European Council decided to extend the remit of the European Monitoring Centre on Racism and Xenophobia in order to convert it into a Fundamental Rights Agency. That decision ended a long debate in which support for setting up such an Agency was widely expressed by stakeholders. In June 1999 the Cologne European Council had suggested examining the need for an Agency for human rights and democracy, an idea supported by the European Parliament. After a broad public consultation², the European Commission issued a proposal concerning the Fundamental Rights Agency in July 2005. Finally, the Council adopted on 15 February 2007 Regulation (EC) No 168/2007 establishing a European Union Agency for Fundamental Rights in Vienna, Austria. The launch

1 The FRA was established by Council Regulation (EC) No 168/2007 of 15 February 2007 (OJ L 53/1, 22 February 2007), hereinafter referred to as "the Regulation".

2 The European Commission launched a public consultation, by means of a Communication presented on October 25th 2004. On January 25, 2005 the Commission further pursued public consultation through a public hearing, which was opened by Franco Frattini, Vice-President of the European Commission, Luc Frieden, Minister of Justice of Luxembourg, and Jean-Louis Bourlanges, Chairman of the European Parliament's Committee on Civil Liberties, Justice and Home Affairs.

of the Agency took place on 1 March 2007 in Vienna with the participation of the President and Vice-President of the European Commission, the Austrian Chancellor and the Minister of Foreign Affairs, the German Minister of Justice and the Secretary-General of the Council of Europe.

President José Manuel Barroso stated: “The European Commission is fully committed to promoting the respect of fundamental rights at EU level. The establishment of the Fundamental Rights Agency is a step forward in providing the European Union with the expertise it needs to successfully combat discrimination. Once the Agency is fully operational, I believe it will provide a valuable resource for the Commission and other EU institutions. I see the Agency as a complement rather than competition to work being done elsewhere”.

Vice-President Frattini also warmly welcomed the creation of the Fundamental Rights Agency “We must promote fundamental rights if we are to achieve a Europe of which we can all be proud. A Europe which is richly diverse, where people are integrated and live side by side and gender, racial and other inequalities are overcome. European citizens support this: a recent survey found that 73% of them want more EU level decision making on promoting and protecting fundamental rights. The Fundamental Rights Agency will be one of the key resources to facilitate this”.

The Fundamental Rights Agency replaces and builds on the work of the European Monitoring Centre on Racism and Xenophobia. Going beyond the work of the Monitoring Centre, the Fundamental Rights Agency will have three key functions: to collect information and data; provide advice to the European Union and its Member States and promote dialogue with civil society to raise public awareness of fundamental rights.

In the course of 2007, the Agency prepared for its extended role, and in early 2008 the Council adopted a Multi-annual Framework defining the precise areas of the Agency’s activities for 2007-2012, while its Management Board selected the Director of the Agency. During 2007, while the Multi-annual Framework was not yet in place, the Agency focused its work on combating racism, xenophobia and related intolerance, preparing for its extended role and initiating research in the areas of discrimination on grounds of sexual orientation and the rights of the child, in response to specific requests by the European Parliament and the European Commission. These are further discussed in the section on research work.

The role of the Agency

The Agency’s objective is to provide the relevant institutions and authorities of the Community and its Member States with assistance and expertise on fundamental rights when implementing community law, and to support them in taking measures and formulating appropriate courses of action. In order to accomplish this objective the Agency will develop its activities in line with the following main tasks:

- Collect, analyse and disseminate objective and reliable data;
- Develop comparability and reliability of data through new methods and standards;
- Carry out and promote research and studies in the fundamental rights field;
- Formulate and publish conclusions and opinions on specific topics, on its own initiative or at the request of the European Parliament, the Council or the Commission;
- Promote dialogue with civil society.

The Agency's tasks are fulfilled on the basis of its Annual Work Programme, which is drafted on the basis of a five-year Multi-annual Framework, which was adopted by Council after consultation with the European Parliament on 28 February 2008. In accordance with the basic Regulation, the Agency should continue to cover the phenomena of racism, xenophobia and anti-Semitism as essential elements for the protection of fundamental rights.

The FRA is working closely with other institutions and bodies, operating at both the national and European levels, and will further strengthen its cooperation with the Council of Europe. Furthermore, the FRA will actively engage civil society through the creation of a Fundamental Rights Platform.

Four bodies comprise the Agency:

- A Director responsible for the day-to-day management of the Agency and the preparation and implementation of its annual work programme;
- A Management Board responsible for ensuring that the Agency functions effectively and efficiently, as well as for establishing the draft budget and annual work programme, and for monitoring their subsequent implementation;
- An Executive Board providing assistance to the Management Board;
- A Scientific Committee responsible for the scientific quality of the Agency's work.

The geographical scope of the FRA covers the EU and its 27 Member States. In addition, it may be open to the participation of candidate countries as observers, following a decision by the relevant Association Council determining the particular nature, extent and manner of their participation in the Agency's work. The Council, acting unanimously on a proposal by the Commission, may decide to invite a country with which a Stabilisation and Association Agreement has been concluded by the European Community to participate in the Agency as an observer.

Research and collection of secondary data

The focus of the Agency's work in the past, as EUMC, was on racism and xenophobia. As the EUMC was transformed into the FRA in 2007 its focus was gradually extended to cover other issues related to fundamental rights in response to requests by the European Parliament and the European Commission.

A main task of the Agency is to collect data and information at national level in order to develop comparative analyses that will enhance the understanding of the phenomena of racism, xenophobia, and related intolerances. It has principally tried to do this by improving the quality of the data and information available at the European Union level to support informed, evidence based and thus more effective policy making. This data and information forms the basis of much of its comparative research and analysis. Its data and information contributes to the data pool available at the international level and to organisations within and outside the European Union.

The Agency has developed a body of knowledge based on data and information that was not previously available at the European level. As the other chapters in this report highlight, the data and the information as well as the methods employed by the FRA to collect it have influenced the development of data collection by other international organisations and have contributed to setting standards of data collection at the national and international level. The FRA has continued to work to improve the guidelines for data collection and create awareness of its benefits to policy makers. As the information below highlights, throughout 2007, the FRA was active in collecting data on ethnic discrimination in the fields of employment, education and housing, monitoring developments in legislation and providing an overview of the situation related to racist crime and violence. The issue of health care was included in data collection as a new thematic area in 2007. Taken together, the results of this data collection have provided the European Union with a valuable comparative overview and analysis of the situation.

The Agency's Regulation specifies that the secondary data collected should be 'objective, reliable and comparable'. The term 'objective' indicates that the information should be collected with as much scientific rigour as is possible, according to good canons of social science methodology. The term 'reliable' can have more than one interpretation. For example, one relates to a more 'every day' usage, and another has a more specific meaning in social science methodology. The more common sense usage of the term sees data as 'reliable', if it is accurate and does not present a misleading picture of what it is trying to describe. However, in the literature of social science methodology, the concept of 'reliability' in research relates to the idea of 'replicability', namely the assumption that, if a piece of research is repeated under the same conditions on any similar sample of respondents, it will produce similar results. The Agency reasonably aspires to collecting data which is reliable according to both of these definitions. In order to ensure that the secondary

data collected presents an accurate reflection of what it is meant to describe, precise and common guidelines are provided to the Agency's contractors to direct them to collect the kinds of data required and provide the necessary contextual information that will allow the Agency to assess their validity, reliability and adequacy. The guidelines are exhaustively discussed with contractors during meetings, which also include training sessions. Furthermore, the accuracy and quality of secondary data is carefully scrutinised and verified by in-house experts, and, if in-house expertise is not available, additionally by external experts with specialist knowledge.

The term 'comparable' poses more problems than the other two terms. The implication is that the units between which comparisons are to be made are the EU Member States. The Agency has produced a great deal of data on Member States which is comparative, in the sense of describing, analysing and commenting on similarities and differences in the occurrence of incidents, policies, and so on, between Member States. However, this information is rarely directly comparable, as data are collected following different methodologies and on the basis of different legal definitions. The Agency's reports have contributed significantly to the raising of awareness on the need for convergence in Member States' administrative procedures, in data gathering methods, and in definitions used in the various Member States, so that officially-produced data can become intrinsically more comparable. These messages have been disseminated every year in workshops and conferences across the EU, as well as in regular meetings with Member State government officers, and in parliamentary presentations.

More directly, as part of this process, the Agency has continued in 2007 its close cooperation with bodies such as EUROSTAT, and with the Commission's Working Group on Data Collection to Measure the Extent and Impact of Discrimination. One outcome of the latter has been the production of the "European Handbook on Equality Data", published in 2007 by the European Commission, which has drawn extensively upon the FRA's data collection experiences in order to raise awareness amongst policy makers of the need for better data.

In order to make up for the paucity of comparable statistical data at national level the Agency began gradually to design and implement increasingly more ambitious research projects with comparability built into them, as its human and financial resources capacity allowed. Research can complement official statistics and overcome many of the problems that have been described above. Research projects can be designed so as to include sensitive categories, such as 'race', or ethnic or national origin, which are often so difficult to find and use in existing statistics. Research can identify the importance of variables which cannot be shown in official statistics, and can produce a range of evidence of different types on discrimination, in its various manifestations and locations.

The Agency's research projects use a common scientific methodology, applied across all Member States, in order to produce primary data of a directly comparable nature. Examples of such research includes the study on majority attitudes towards minorities, the study on the minorities' experiences of racism

and discrimination and the ongoing large scale survey on migrants' and minorities' experiences and attitudes towards discrimination and victimisation.

Collecting data at national level

Since 2000 the Agency contracts different types of organisations in the Member States to collect relevant data and information to be used as background material for its comparative analyses. These organisations formed RAXEN, the Agency's source of data and information at national level for issues concerning racism and xenophobia. RAXEN is composed of different organisations, for example equality bodies, institutes for human rights, university research centres and anti-racist NGOs. RAXEN is a unique and pioneering effort to collect reliable secondary data and information from both governmental and non-governmental sources systematically and on the basis of common guidelines. National focal points are selected through an international tender and contracted by the Agency to provide data and information in a variety of reporting formats at different time intervals. They work closely with other key actors at national level to ensure that data collection is comprehensive. The Agency coordinates and monitors closely the work and activities of RAXEN, through meetings, training and frequent e-mail and telephone communication.

Data collection by RAXEN covers mainly ethnic discrimination in employment, education and housing. In 2007 ethnic discrimination in the field of health care was introduced. The national level reports also cover developments regarding anti-discrimination legislation and official and unofficial data on racist violence and crime focusing particularly on incidents of anti-Semitism and Islamophobia. Government and civil society 'good practices' and positive initiatives in combating racism are also highlighted.

In 2007, RAXEN regularly contributed background material to the Agency through a variety of reporting tools:

- The RAXEN data collection reports, which were used as the main background material for drafting the Agency's "Report on Racism and Xenophobia in the Member States of the EU" and the Annual Report 2008; additionally the material is used in the InfoBase;
- The RAXEN Bulletins, which were produced in 2007 every two months reporting on political developments, important surveys and research, statistical data and other information, fed into the FRA Bulletin and were also used to update information available in the InfoBase;
- At the end of 2007 two complementary reports on the situation regarding xenophobia and anti-gypsyism in Italy and Romania were produced to be used as background material for further research and analysis;

Based on the secondary data that were systematically collected and analysed since 2000 and in order to assess the development over time of racist and xenophobic phenomena, as well as EU and national policies combating them, the Agency prepared and published in 2007 an overview report on “Trends and Developments 1997-2005: Combating Ethnic and Racial Discrimination and Promoting Equality in the European Union”. This publication provides a unique and concise overview of multi-year trends in the fight against racism inside the EU.

In 2007 following the extension of the Agency’s remit to cover other fundamental rights and in order to improve the FRA’s capacity for legal analysis and the collection of judicial data, including statistics and court cases, a group of legal experts, in short FRALEX (Fundamental Rights Agency Legal Experts), was set up with teams in each Member State that can produce at short notice high quality legal reports to be used as background material for the Agency’s comparative analysis. The experts were identified and contracted on the basis of a call for tender for highly qualified legal experts in the field of fundamental rights for all EU Member States, who will provide the Agency with legal studies, reports and relevant judicial data, such as statistics and case law.

In late 2007 the legal experts started preparation of their work on existing national and EU-level legal instruments and their effectiveness regarding homophobia and discrimination on grounds of sexual orientation. The legal analysis will feed into one of the Agency’s major ongoing projects, a comparative study of the situation concerning homophobia and discrimination on grounds of sexual orientation in the EU.

Engaging Candidate Countries: the RAXEN_CT project

During 2006 the Agency implemented the RAXEN_BR project, which was funded by DG Enlargement with the aim of developing the data collection and reporting capacity of civil society organisations in the Candidate Countries of Bulgaria and Romania. In this way the Agency was in a position to integrate immediately and fully the new EU Member States into its data collecting activities by contracting organisations as national focal points for these two countries.

During 2007 the FRA engaged in a similar project, again funded by DG Enlargement. The aim of the RAXEN_CT project was twofold: on the one hand to improve the expertise and experience of local civil society organisations in Croatia and Turkey in data collection and reporting on issues of racism, xenophobia and related intolerances, and on the other hand to develop the capacity of such organisations, through awareness raising, training and capacity building events, to develop a better understanding of EU policies regarding racial and ethnic discrimination. Within this framework, two series of events were organised in Croatia and Turkey in the course of 2007. The first was two seminars focusing on the Council Directive 2000/43/EC (the Racial Equality Directive) which were held in June. The objective was to make civil society and the governments of both countries more familiar with

the provisions of the Directive and give them the opportunity to benefit from the experiences of other countries which have been involved in the transposition and implementation of this part of the EU legislation. The second series of seminars focused on data collection in the field of racism and xenophobia. These seminars had the purpose of supporting the capacity of local actors (i.e. ministries, research centres, NGOs) to collect data and to monitor discrimination and its implications at the social, political and institutional levels. The events, which were implemented in close cooperation with the European Commission delegations, proved very successful and were attended by a large number of key public officials and other stakeholders, particularly civil society actors. The proceedings and several other key documents were also published in both English and in the national languages.

Future participation of Candidate Countries in the work of the Agency and the respective modalities this might take will be determined by a decision of the relevant Association Council. Such a decision is currently under preparation.

Conducting research and improving data comparability

The collection of secondary data consistently highlights the paucity of comparable data. In order to improve comparability and develop new data sources the Agency initiated in 2007 a number of research projects which will provide original and comparable primary data on racism and discrimination.

In 2007 the pilot project on selected immigrant and ethnic minorities' experiences of criminal victimisation, implemented in six Member States, was successfully completed. Based on the lessons learned from this pilot, the Agency launched in late 2007 a full scale survey on discrimination and victimisation across the EU examining the experiences and attitudes of immigrants and other minorities. This project is designed to capture the 'vulnerable' communities' experiences of criminal victimisation, including any incidents that are 'racially', ethnically or religiously motivated. Objectivity, reliability and comparability are the three key features of the survey, which follows the methodology developed by the International Crime Victims Survey (ICVS) in 1989 by the United Nations. A main aim of the survey is to try and ensure, where possible, that its results can be compared with the results of existing surveys conducted on majority (non-minority) populations. Although the results from the survey will allow for comparisons of findings between different minority groups in different Member States, it is also useful to have a comparison with the majority population so that minorities' responses don't stand in isolation. By doing this it will be possible to see where there are striking similarities or differences in Member States between majority and minority population responses, and so to highlight where policy responses need to be focused in particular Member States. The survey will be completed by the end of 2008 and will cover a number of issues including rights awareness (especially of the Racial Equality Directive), discrimination experiences and incidents, concern about crime in general and violent crime and harassment in particular, experience of crime and details of incidents, and law enforcement experiences.

In June 2007, the European Parliament asked the Agency³ to develop a comparative report on the situation concerning homophobia and discrimination on grounds of sexual orientation in the EU. The aim of this report is to assist the European Parliament when discussing the need for a Directive covering all grounds of discrimination listed in Article 13 of the EC Treaty for all sectors referred to in the Racial Equality Directive 2000/43/EC, namely, education, social security, health care, and access to goods and services. In addition, this report will also bring a valuable contribution to the impact assessment carried out by the European Commission, with the aim of exploring the possibility of tabling a draft directive which would include these further areas. The project entails the collection of official and unofficial data at national level in all EU Member States and comparative analysis at European level covering previous years until the present, as necessary to allow a good understanding of the issues involved. The project also examines comparatively the existing relevant legal instruments, judicial data and case law at both national and EU level, which will be published autonomously. The final report will bring together the available data and information in a policy oriented document that will also highlight positive measures and initiatives both by public authorities and civil society.

On the basis of a request by the European Commission, the Agency also launched a study on indicators measuring the implementation, protection, respect and promotion of the rights of the child in the European Union. This project aims to develop a set of indicators for measuring regularly how the rights of the child are implemented, protected, respected and promoted in the Member States of the EU. The development of these indicators will be based on a review of available sources, a structured consultation with experts and key stakeholders, and an assessment of the available data resources at national, EU and international level regarding comparability, gaps and other issues.

As part of its racism and xenophobia remit, the Agency initiated in 2007 three projects, also scheduled to be completed and published in 2008. The first project **“Racism and social marginalisation: potential pathways to violent radicalisation”** explores potential pathways to violent radicalisation through attitude survey research focusing on Muslim youth in selected Member States. The project studies the relationship between racist discrimination and abuse, social marginalisation, and the development of attitudes towards violent radicalisation among this section of the population. It is implemented in close cooperation with the European Commission with a view to complementing its own qualitative, interview based, study on violent radicalisation. It sets out to address some of the current gaps with respect to the interrelated themes of youth experiences of racism and discrimination; marginalisation, social exclusion and alienation; attitudes supporting the use of violence. The second project **“Combating ethnic profiling practices: good practice guide”** sets out to examine and highlight positive initiatives, particularly those that involve multi-agency partnerships that serve to combat racism, assist victims, and improve community relations with the relevant public authorities. The project aims also to contribute to the efforts for improved EU level cooperation in the area of immigration, border and customs control. In

³ According to Art. 4, par. 4c and d, and Art. 5, par. 3 of the Regulation, the European Parliament, the Council or the European Commission can request the Agency to undertake, provided its financial and human resources so permit, scientific research and surveys as well as publish conclusions and opinions on thematic areas not covered by the Multi-annual Framework.

addition, the project will support efforts to enhance a human rights dimension to law enforcement training initiatives, supporting particularly the efforts of FRONTEX and CEPOL to provide appropriate training for law enforcement officers and with respect to developing democratic safeguards in a multi-ethnic and diverse European society. Finally, the **“Pilot media project”** constitutes another effort to improve data comparability. It will explore how migrants and minorities are represented by analysing the content of a sample of print media in selected Member States, and examine in depth how issues of diversity are treated. The project will also develop relevant training material for journalists.

Comparability of data

One aim of the research work conducted by the Agency is to improve the comparability of data between Member States. The drive for improvement in comparability can operate at different levels. Firstly, the comparative reports (such as the one launched on the situation concerning homophobia and discrimination on grounds of sexual orientation in the EU) play a role in mapping what data is available in the various Member States, identifying the gaps, explaining the reasons why things are not comparable, drawing on descriptive, qualitative material to explain differences of national context and their implications for the current lack of comparability between data on discrimination in Member States.

Secondly, the Agency designs and implements research projects on various aspects of racism and discrimination with comparability built into them – i.e. using a common methodology which is applied in the various Member States in order to produce data of a comparable nature on discrimination. An example of this is the survey launched on discrimination and victimisation in Member States of the European Union, which examines the experiences and attitudes of immigrants and other minorities.

Thirdly, the Agency’s reports have contributed to the raising of awareness on the need for convergence in Member States’ administrative procedures, in data gathering methods and in definitions used in the various Member States so that officially produced data can become intrinsically more comparable. Also, as part of this process, the FRA has been cooperating closely with bodies such as EUROSTAT and other competent Commission Working Groups. Agency staff continues to participate in meetings of the European Commission’s Working Group on Data Collection to Measure the Extent and Impact of Discrimination, and the Reference Group on the European Handbook on Equality Data. The outcome of the latter has been the production of the European Handbook on Equality Data,⁴ which has drawn upon the FRA’s data collection experiences in order to raise awareness amongst policy makers of the need for better data.

⁴ *European Handbook on Equality Data: Why and how to build a national knowledge base on equality and discrimination on the grounds of racial and ethnic origin, religion and belief, disability, age and sexual orientation* European Commission/Finnish Ministry of Labour, 2007.

Developing public documentation resources

The FRA is tasked by its Regulation⁵ to record and disseminate the results from research communicated to it by Member States, Union institutions as well as bodies, offices and agencies of the Community and the Union, research centres, national bodies, non-governmental organisations, third countries and international organisations including the competent bodies of the Council of Europe. The resultant documentation activities focused in 2007 on the updating, further development and technical refinement of the Agency's InfoBase, which is a large database containing data and information for all EU Member States on ethnic discrimination in employment, education and housing, as well as relevant legislative instruments and providing an overview of the situation and statistical data, where available, related to racist crime and violence. The InfoBase also contains a compilation of positive initiatives (a selection of projects with the objective of combating discrimination by means of practical action), as well as a unique dataset of case law (a selection of important national decisions/cases relating to issues of discrimination law).

5 Art. 4, par. 1a of the Regulation.

Supporting effective policies against racism and the promotion of fundamental rights

The work of the Agency in informing policy development continued in 2007 to focus on racism, xenophobia and related intolerance. The transition from a body tackling issues on racism to one providing advice on broader fundamental rights issues will be gradual.

Among the new tasks of the Agency is the setting up of networks and cooperation mechanisms which will enable the Agency to direct its policy contribution most effectively. The first two meetings of the new group of National Liaison Officers were held. In addition, the widening of cooperation with the European Commission services and the enhancing of relations with new Council of Europe structures were also required. Taken with the cooperation with civil society and first meetings with National Human Rights Institutions on the subject of the Agency (see below under Cooperation and awareness raising activities), FRA began to gather suggestions for future policy work which will form the basis of Annual Work Programme topics related to the priority thematic areas.

The Agency's work in informing policy development was directed primarily within the European Union framework and particularly the European Parliament, the European Commission and the Committee of the Regions. The Annual Report of the Agency and the results of its research highlighted a variety of issues related to the Racial Equality Directives, the situation of the Roma and Traveller communities, the Muslim communities, racist crime and the criminal justice system, the media and issues related to cultural diversity and the need for more coherent and coordinated responses at the national level by governments. The Agency therefore followed these issues up in the EU context.

The Agency continued working with the Committee of the Regions via the Local Communities Network (LCN). The LCN is a network consisting of the Committee of the Regions and policy officers from the cities of Aarhus (DK), Antwerp (BE), Bradford (UK), Genk (BE), Mannheim (DE), Nantes (FR), Sheffield (UK), Rotterdam (NL) and Turin (I). In 2007, the particular focus of the LCN was community cohesion and addressing the needs of Muslim communities.

As well as in the European Union, the Agency continued its work in engaging with the Council of Europe and the Organisation for Security and Cooperation in Europe (OSCE). This focussed on issues related to discrimination against the Roma and Traveller communities, racist crime and policing, and Islamophobia. The Agency's participation in the IGO inter-agency meetings ensures that action and activities on common issues are coordinated, duplication is avoided, added value is sought, and the activities are more coherent both strategically and in terms of prioritisation.

The contribution of the Agency's work is visible, when referenced in a variety of documents by EU institutions and national Governments, but it can also inform policy development at its conception stage. The impact of the Agency's work can be viewed in broad terms in the development of data collection as a component of policy development by national Governments, the use of the Agency's data to make policy choices and the sharing by a variety of actors of the good practice and initiatives identified by the Agency through its activities to guide measures and courses of action.

Working with EU institutions, Member States and other stakeholders

Work with the European Parliament (EP)

One of the Agency's principle tasks relates to providing expertise and advice to the European Parliament, the Council and the European Commission, on issues related to its mandate. FRA participated in several public hearings and committee meetings at the EP and contributed to draft reports. EUMC/FRA reports were frequently referred to in relevant EP resolutions.

The Agency made a written expert contribution to a report forming the basis for an EP resolution on the application of the Racial Equality Directive (2000/43/EC). FRA provided the responsible EP Rapporteur information on awareness raising initiatives and case law in relation to the Directive. The EP resolution referenced the Agency's findings and called on the Member States to collect and provide FRA with "relevant and reliable and comparable information and data".⁶

FRA also provided a written expert contribution to the EP's opinion in relation to the Council Framework Decision on combating certain forms and expressions of racism and xenophobia by means of criminal law. Referring to work of the Agency, the European Parliament adopted an own-initiative report urging the Council to reach agreement on the proposed Framework Decision.⁷ FRA provided one of the keynote speakers at the related European Parliament hearing.

The Agency was invited to present its "Report on Racism and Xenophobia in the Member States of the EU", to the Committee on Civil Liberties, Justice and Home Affairs. FRA highlighted current trends and progress in combating racism. At the same time, it pointed to the need to raise awareness on anti-discrimination legislation. The meeting was also an opportunity to introduce the members of FRA's Executive Board to this Committee that is the Agency's main interface at the EP.

⁶ European Parliament resolution of 27 September 2007 on the application of Council Directive 2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin (2007/2094(INI)). <http://www.europarl.europa.eu/sides/getDoc.do?pubRef=-//EP//TEXT+TA+P6-TA-2007-0422+0+DOC+XML+V0//EN&language=EN>

⁷ European Parliament recommendation to the Council of 21 June 2007 concerning the progress of the negotiations on the framework decision on action to combat racism and xenophobia (2007/2067(INI)) <http://www.europarl.europa.eu/sides/getDoc.do?pubRef=-//EP//TEXT+TA+P6-TA-2007-0285+0+DOC+XML+V0//EN&language=EN>

Work with the European Commission

The Agency maintained its cooperation with the European Commission, primarily in the policy areas related to justice, freedom and security and non-discrimination. It is involved in the work that the Commission undertakes on the Roma and Traveller Communities and in developing indicators and benchmarks to promote equality and combat racial discrimination.

The Agency made a written contribution for the White paper on Ethnic Minorities in the Labour Market, An Urgent Call for Better Social Inclusion, which was published by the Commission in December 2007. It also made a written contribution to briefs on Roma for the Group of Commissioners on Fundamental Rights. The Agency participated in meetings of the European Commission Advisory Group on the European Year of Equal Opportunities of All, the Inter-service Group on Racism and Xenophobia, the Inter-service Group on Roma, the group of experts on the policy needs for data on crime and criminal justice – DG JLS, the Expert Sub-Group on the Policy Needs of Data on Trafficking in Human Beings and the Informal Contact Group of Inter-Governmental Organisations and Institutions on Roma, Sinti and Travellers Issues. The Agency also held a consultation meeting with the President of the High Level Group on Socially Disadvantaged Ethnic Minorities.

The Agency also continued its work with the European Commission, in partnership with community agencies in the context of its Euromed regional activities, with participation in meetings related to media and cultural diversity. The meetings followed up the conference on **Racism, Xenophobia and the Media: Towards respect and understanding of all religions and cultures** jointly organised by the Agency, the European Commission and the Austrian Government in May 2006.

Work with the Council and the Member States

Each Member State has nominated a government official to function as contact point for the Agency in the Member State in question (National Liaison Officer, NLO for short). Two meetings were held with the NLOs to agree on the modalities of future cooperation. Among other things, the NLOs may submit to the Director of the Agency opinions on FRA's draft Annual Work Programme.

FRA participated in a meeting of the EU Council's working group dealing with OSCE and Council of Europe matters (COSCE) in November 2007. FRA, the Director of OSCE's Office for Democratic Institutions and Human Rights (ODIHR), Christian Strohal, and the Council of Europe Commissioner for Human Rights, Thomas Hammarberg, were invited to discuss the potential for cooperation.

The Agency also cooperated with the Presidencies of the European Union, which were held by Germany during the first half of 2007 and Portugal during the

second half. It attended a number of Presidency events, such as the Equality Summit (January 2007) which launched the 2007 “European Year of Equal Opportunities for All” and where FRA was represented with an information stand.

FRA was also invited to the Justice and Home Affairs Council in October 2007.

Work with intergovernmental organisations

Building on relations established by the EUMC, FRA continued to cooperate with intergovernmental organisations active in the fight against racism, in particular with the Council of Europe’s European Commission against Racism and Intolerance (ECRI), the OSCE’s Office for Democratic Institutions and Human Rights (ODIHR) and the UN’s Office of the High Commission for Human Rights (OHCHR). While their mandates differ, these organisations share similar concerns in the fight against racism. Regular inter-agency meetings have been held since 2004, with a view to identifying synergies, avoiding duplication and undertaking complementary activities. One such inter-agency meeting was held in 2007.

The main areas of FRA’s inter-agency work related to: (1) information exchange, (2) participation in each other’s events, (3) cross-checking and cross-referencing each other’s work, and (4) joint activities, such as a common message for the International Day against Racial Discrimination. In the last few years, this inter-agency co-operation has helped to realise projects and initiatives to support States in dealing with hate/racist crimes, policy-making for Roma, and developing responses to specific forms of intolerance such as anti-Semitism and Islamophobia. It has also advanced common efforts to highlight the importance of improving data collection on racist crime and racial equality.

Work with the Council of Europe

FRA’s engagement with the Council of Europe is through its cooperation with Council of Europe bodies in the activities related to human rights and social cohesion, in particular with the Office of the High Commissioner for Human Rights, the European Commission against Racism and Intolerance, the secretariat of the Framework Convention on National Minorities, the Roma and Travellers Division and the Experts’ Committee on Roma, Gypsies and Travellers (MG-S-ROM). In addition, the Agency participates in meetings of the European Roma and Travellers Forum under the auspices of the Council of Europe. The Agency’s policy input is directed towards policy recommendations and reports produced by these bodies.

The Agency participated in a strategy meeting with the Council of Europe’s High Commissioner for Human Rights. The purpose of the meeting was to identify the key human rights issues in Europe and to ensure that the focus of the work on human rights remained effective and relevant. The Agency continues to coordinate its information and policy suggestions with the High Commissioner by providing

input related to racism, xenophobia, anti-Semitism and Islamophobia for country visits and reports.

FRA continued its cooperation with the Council of Europe's European Commission against Racism and Intolerance contributing to its General Policy Recommendation N°10 on combating racism and racial discrimination in and through school education, and General Policy Recommendation N°11 on combating racism and racial discrimination in policing. The Agency provided data and information to the secretariat of the Framework Convention on National Minorities and, during 2007, participated as an observer in meetings of the Working Group on Human Rights in a Multicultural Society.

Work with the Organisation for Security and Cooperation in Europe (OSCE)

The Agency remained involved in the OSCE's work on tolerance and non-discrimination. In June 2007, FRA provided a keynote speaker at the OSCE High-Level Conference on Combating Discrimination and Promoting Mutual Respect and Understanding in Bucharest. He gave a presentation on the role of law enforcement and data collection in combating hate crimes. FRA also moderated a civil society working group during the preparatory NGO meeting. In October 2007, FRA was invited by the Spanish Chairmanship of the OSCE to its conference on intolerance and discrimination against Muslims. The Agency presented findings from its report "Muslims in the European Union: Discrimination and Islamophobia" (December 2006).

FRA also worked actively with the EU Member State delegations to the OSCE. The Agency's work is frequently referenced in EU statements at OSCE conferences and meetings. Together with the Portuguese Delegation to the OSCE, FRA organised an EU side-event on its work and mandate during the OSCE Human Dimension Implementation Meeting in September 2007. It also held a side-event on the "implementation of policies on Roma, Sinti and Travellers", jointly with the ODIHR contact point on Roma and Sinti issues and the Council of Europe's Roma and Travellers Division.

Work with the United Nations (UN)

On invitation by the European Commission Delegation to the international organisations in Geneva, FRA gave a presentation on its mandate to the UN's Intergovernmental Working Group on the effective implementation of the Durban Declaration and Programme of Action. The presentation highlighted that racism and xenophobia would remain key concerns of the Agency within its broader mandate.

Doudou Diène, UN Special Rapporteur on Contemporary Forms of Racism, Racial Discrimination, Xenophobia and related Intolerance, visited the

Agency in April 2007. The meeting served to exchange ideas on the global challenges in the field of racism and xenophobia. The Agency has also taken an active part in the work of UNESCO's European Coalition of Cities Against Racism and became a member of its steering group.

Informing policies in relation to specific issues

Muslim Communities

A project was carried out from December 2000 to June 2001, aiming at collecting and comparing city approaches in the field of anti-discrimination on grounds of religion. It addressed good practices that contributed 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. An additional outcome of that project was the forming of a local communities network (LCN) among the cities involved together with the Committee of the Regions. During 2007, a series of meetings of the LCN were held in order to issue a report on examples of local initiatives addressing the needs of Muslim Communities.

The city of Nantes (France) became a new member of the LCN and a meeting of the LCN was hosted by Mannheim to discuss the updating and extending of the information for the new report.

Roma Community

FRA's focus on work related to Roma and Travellers is twofold: firstly, the ongoing work related to Roma women and their access to public health care and related services and, secondly, issues related to equal access and treatment in public education emphasising discrimination and segregation.

The work on Roma women continued with a focus of activities on gender issues. The FRA held a Round Table with the International Romani Women's Network (IRWN) and the Joint Romani Women's Initiative in Stockholm. The Agency explored the possibility of extending the access to health issues in order to incorporate the situation of Roma children and the rights of the child context. FRA facilitated the participation of Roma women in the international conference "*Amare glasura ashunde* - Our voices heard: Romani Women's Rights Conference", in Stockholm (Sweden) on 3-4 December 2007. The conference was organised jointly by the FRA, the Council of Europe and the Swedish government with a focus on discussion and exchange of good practices concerning access to public health care and anti-trafficking. For the Agency, the conference was as a logical follow-up to the publication "Breaking the Barriers: Romani women and access to public health care", which resulted from a joint effort of the EUMC, the Council of Europe and the OSCE High Commissioner on National Minorities in 2003.

The Agency organised a joint event with the Council of Europe and OSCE on the occasion of the OSCE Human Dimension Implementation Meeting, in Warsaw. This side event focused on the need to step up implementation of policy on the Roma. The Agency attended also a coordination meeting of the Informal Contact Group of Inter-Governmental Organisations and Institutions on Roma, Sinti and Travellers Issues, convened by the EU Presidency.

Other work

In response to requests from its stakeholders, the Agency contracted thematic discussion papers on discrimination in housing, rights of the child and migration and positive action. The papers will either prepare the ground for identifying key issues in those policy areas or serve as short introductions to the subject and provide policy responses.

Cooperation and awareness raising activities

The focus in 2007 was on establishing new relationships with stakeholders and reorienting the Agency towards consulting and gathering the relevant information and suggestions on fundamental rights issues which could be transformed into activities in the Agency's Annual Work Programme. This had to be achieved while the Agency's Multi-annual Framework had not yet been adopted by the end of 2007. The preparation for the establishment of the Fundamental Rights Platform (FRP) was a major challenge and the Agency initiated a series of consultations, both physical and online via its website, with civil society. It is envisaged that the FRP will be established in 2008. The Agency began the process of reaching out to National Human Rights Institutions and Community Agencies and bodies, both important elements in the architecture of the Agency.

The major awareness raising activity was linked to the European Year of Equal Opportunities for All. The topic provided the Agency with the chance to bring together key elements of its youth targeted work and enhance its relationship with its host city. Both elements were viewed by the Agency as also supporting the wider European Union communication objective of bringing the EU closer to its citizens and demonstrating the relevance of the EU's work at a much more local level.

Work with civil society

FRA continued to strengthen its cooperation with civil society organisations. The Agency started a series of public consultations on FRA's cooperation with civil society in April, shortly after the launch of the Agency. The consultations took place between April and December. The aim was to receive inputs for the preparation of an enhanced civil society strategy for the Agency in general and for the setting up of the Fundamental Rights Platform in particular.

The consultations were conducted in different forms. The main part was an open website consultation where the respondents were asked to fill in a questionnaire. The questionnaire, available in English, French and German, was designed to gather views and opinions of all interested civil society actors. The consultation was published on the FRA website and it was announced in the FRA Bulletin. In addition, a direct electronic mail alert was sent to civil society organisations that are included in the FRA's mailing lists. In total 87 responses were received. The online consultations took place on two occasions: from 18 April till 18 May and from 3 October till 3 November 2007. All the individual contributions were made available on the FRA website.

The other contributions to the consultation were received in two expert meetings of selected non-governmental organizations (NGOs) in June and July in Vienna, and in an open consultative conference for interested civil society

stakeholders in December in Brussels. The purpose of the two expert meetings was to gather views and opinions from European level organizations which have solid expertise and long experience in running European wide networks of civil society actors in the different fields of fundamental rights.

European Round Table Conference

The European Round Table Conference was organised at the end of October and was hosted by the Portuguese EU presidency in Lisbon. The topic of the round table was entitled “Equal access to education and employment for youth with migrant background”. The event brought together more than 80 representatives of civil society, governments, international and European organisations.

FRA participation in civil society events

FRA staff participated in several civil society events in Member States on one hand to present the FRA, its mandate and actual status with regard to the setting up of the new structures of the Agency, and on the other hand to hear views of the civil society actors with regard to the development of possible forms of collaboration between FRA and civil society.

Cooperation with Community Agencies and others

The Agency developed further its cooperation with the EU’s European Foundation for the Improvement of Living and Working Conditions (EUROFOUND) through meetings, mutual invitations to events and information exchange. The work with EUROFOUND is seen very much as a pilot for the Agency to develop cooperation with other EU Agencies within the framework of its Multi-annual Framework.

FRA participated in a meeting with the European Coordinating Committee of National Human Rights Institutions in Dublin, hosted by the Irish National Human Rights Commission. The Agency discussed together with the representatives of National Human Rights Institutions issues of common concern, possible areas of cooperation and input into the Agency’s Annual Work Programme.

Awareness raising

The Agency contributed with a range of activities to the 2007 European Year of Equal Opportunities for All.

The Agency, in cooperation with the City of Vienna and the Viennese Board of Education, staged a youth event to sensitise young people to the goals of

the Year. Under the motto “chancen=gleich” (opportunities make us equal) around 2,000 school pupils participated in FRA’s Diversity Day on 14 November in Vienna. Local NGOs, schools and the European institutions in Vienna had worked with FRA to prepare a highly interactive programme for the young participants.

Continuing with its focus on youth, the Agency organised two video conferences with Yad Vashem of Israel for young people in Vienna in order to provide a first hand encounter with Holocaust survivors and thus raise awareness about the universal lessons of the Holocaust in relation to addressing racism, anti-Semitism and xenophobia today. The cooperation with Yad Vashem was one of the outcomes of the Agency’s participation in the European Commission’s seminars on racism, xenophobia and anti-Semitism with Israel. The Agency joined the International Task Force for Holocaust Education, Remembrance and Research in the role of observer and proceeded with consultation with relevant stakeholders concerning its project on “Fundamental Rights education in the European Union”. This will examine Holocaust education in the context of a comparative analysis of provisions and activities for fundamental rights education across the European Union. The project will be completed in 2008.

Finally, the Agency published in 2007 its first awareness raising publication aimed specifically at youth. The *S’cool Agenda* brings together a calendar of key dates related to issues on racism and cultural diversity with information on equal treatment and discrimination on the grounds of sexual orientation, religion or belief, age, and disability. It is aimed at raising awareness among young people of racism, xenophobia and anti-Semitism, discrimination under several grounds and the importance of respect and tolerance for diverse cultures and religions. The **S’cool agenda** was hugely popular with young people in the EU and beyond, with orders for over 10,000 copies requested.

Public information and communication

Launch of the Fundamental Rights Agency

A major part of the public information and communication work centred on the launch of the Fundamental Rights Agency on 1 March in Vienna. With the support of the European Commission and the Government of Austria the launch programme was prepared to schedule for the media, the guests and the general public. In terms of public information material, the Agency had to ensure that the website and supporting public information material such as the Regulation, a Question and Answer Sheet, a Fact Sheet, media material and website text would all be available on 1 March.

Equal Voices and FRA Bulletin

Equal Voices is FRA's magazine on topical issues related to its mandate. In 2007, FRA published two editions: (1) on forms of multiple discrimination faced by women ("Equality and discrimination through the gender lens"), and (2) on the launch of FRA itself. This latter issue was devoted to the inauguration of the Agency and featured speeches by Commission President José Manuel Barroso, Austrian Chancellor Alfred Gusenbauer and many others. It presented views on the Agency's possible impact, by the Council of Europe, civil society, equality bodies and national human rights institutions.

The Agency produced six issues of the *FRA Bulletin*. This electronic newsletter provides snapshot information on FRA's ongoing work, relevant EU and international developments, as well as an update on the situation in the Member States with regards to racism, xenophobia and related issues.

Work with the media

To communicate the results of its work to a wider public, the Agency issued several media releases and responded to many queries from journalists from across Europe. Much was initially centred on the launch of the Agency in March. The Agency had to demonstrate that its work was continuing in relation to the fight against racism, xenophobia and related intolerance, as well as, in relation to discrimination on the basis of sexual orientation and the rights of the child, as requested by the European Parliament and the European Commission, respectively. This occurred within a climate of media expectations that the Agency would be undertaking activities in new areas related to fundamental rights immediately following the launching of the Agency in March. By providing objective and reliable information to the media, the Agency seeks to support accurate reporting on issues related to its mandate.

In addition, FRA continued to support the CIVIS Europe Media Prize for Integration and Cultural Diversity, awarded to radio and television programmes that promote multicultural coexistence and intercultural understanding in the EU, as a means of promoting good practice in the media.

To have a sustainable impact on media reporting, the Agency additionally supported the European Broadcasting Union (EBU) in developing a cultural diversity toolkit for journalists. The toolkit was publicly presented at the European media conference on migration and integration, organised by France Télévision in November 2007. It will be published in early 2008 and brings together practical elements (checklists, references) and good practice advice that can be used, applied and learned from.

FRA website (<http://fra.europa.eu>)

In 2007 the website proved to be effective in the dissemination of publications and reports prepared by the FRA and the former EUMC. The website was visited, on a monthly average, by 54.246 visitors with a total of 650.949 visitors over the year. In 2007 the FRA website had an increase of 75% more visits against the total of 371.200 visits in 2006.

FRA launched in 2007 a project for the re-launch of its website. This project will result in a major facelift, increased functionality and accessibility of the website. The project will continue into 2008.

As the download statistics (see Annexes) reveal, in 2007, much interest continued to be generated by the Agency's work on Muslim communities and Islamophobia. This is reflected in the Agency's continuing engagement on this issue either via its own activities or in partnership with key organisations. The Agency's Annual Report on the situation of issues related to its mandate remains a key document for awareness of issues and suggestions for ways to tackle them. The other highlight was the Agency's youth focused "S'cool agenda" which received almost 7,000 requests for copies within a month – a totally new audience for the Agency.

ANNEXES

Management structure and staff

Management Board

The Agency's Management Board, as planning and monitoring body,⁸ adopts the FRA's Annual Work Programme drafted in accordance with the Multi-annual Framework and after the Commission and the Scientific Committee have delivered an opinion on the draft submitted by the Agency's Director. The Management Board also adopts FRA's budget, appoints the Director and the Scientific Committee, and adopts the Annual Reports. In 2007, the Management Board, which was appointed in June, met twice.

The FRA's Management Board is composed of persons with appropriate experience in the management of public or private sector organisations and, in addition, knowledge in the field of fundamental rights. Each Member State appoints an independent person having high level responsibilities in an independent national human rights institution or other public or private sector organisation; one independent person is appointed by the Council of Europe; and the Commission appoints two representatives.

FRA Management Board Members as of 4 March 2008

Members		
Member State	Member	Alternate
Belgique/België (BE)	Jozef De Witte	Edouard Delruelle
България (BG)	Emil Konstantinov	Irena Ilieva
Česká republika (CZ)	Jitka Seitlová	Filip Glotzmann
Danmark (DK)	Claus Gulmann	Linda Nielsen
Deutschland (DE)	Heidrun Merk	Eckart Klein
Eesti (EE)	Nele Parrest	Tanel Mätlik
Éire/Ireland (IE)	Anastasia Crickley (Chairperson)	Rory O'Donnell
Ελλάδα (EL)	Linos-Alexandros Sicilianos	Sophia Koukoulis-Spiliotopoulos
España (ES)	Gema Martín Muñoz	<i>Nomination pending</i>
France (FR)	Jean-Marie Coulon	Philippe Mettoux
Italia (IT)	Elena Paciotti	Marina Calloni
Κύπρος/Kıbrıs (CY)	Christos Clerides	Xenis Xenofontos
Latvija (LV)	Ilze Brands Kehris	Martins Mits
Lietuva (LT)	Gintaras Švedas	Stasys Šedbaras

⁸ Art. 12, par. 6 of the Regulation.

Member State	Member	Alternate
Luxemburg (LU)	Victor Weitzel	Patrick Kinsch
Magyarország (HU)	Gábor Halmai	András Kádár
Malta (MT)	Austin G. Bencini	Stefan Frendo
Nederland (NL)	Jenny E. Goldschmidt	Jan Gerco Cornelis Wiebenga
Österreich (AT)	Hannes Tretter (Vice-Chairperson)	Christian Strohal
Polska (PL)	Maciej Dybowski	<i>Nomination pending</i>
Portugal (PT)	Rui Pires	<i>Nomination pending</i>
România (RO)	<i>Nomination pending</i>	Simina Tănăsescu
Slovenija (SI)	Blaž Ivanc	Janez Kranjc
Slovensko (SK)	Beata Oláhová	<i>Nomination pending</i>
Suomi/Finland (FI)	Mikko Puumalainen	Ulla Katarina Frostell
Sverige (SE)	Anna-Karin Lundin	Christina Johnsson
United Kingdom (UK)	Marie Staunton	Sarah Cooke
Council of Europe	Guy De Vel	Rudolf Bindig
European Commission	Francisco Fonseca Morillo	Stefan Olsson
European Commission	Emmanuel Crabit	José Alegre Seoane

Executive Board

The work of the Management Board is assisted by the Executive Board,⁹ which met three times in 2007. The Executive Board is composed of the Chairperson and Vice-Chairperson of the Management Board, two other members of the Management Board elected by the Management Board, and a representative of the Commission. The person appointed by the Council of Europe to sit on the Management Board may participate in the meetings of the Executive Board. The Executive Board is convened by the Chairperson whenever necessary to prepare the decisions of the Management Board and to assist and advise the Director.

FRA Executive Board Members

Chairperson	Anastasia Crickley /Ireland/
Vice-Chairperson	Hannes TRETTER /Austria/
Member -MB	Elena PACIOTTI /Italy/
Member - Council of Europe	Guy DE VEL
Member - Commission	Francisco Fonseca Morillo
Member - MB	Ilze BRANDS KEHRIS /Latvia/

⁹ Art. 13, par. 1 of the Regulation.

Director

The FRA is headed by a Director appointed by the Management Board. According to Article 15, paragraph 4 of the Regulation, the Director is responsible for:

1. performing the Agency's tasks, in particular with regard to the preparation and publication of the Agency's reports, surveys etc, in cooperation with the Scientific Committee;
2. preparing and implementing the Agency's Annual Work Programme;
3. all staff matters and matters of day-to-day administration;
4. implementing the Agency's budget;
5. implementing of effective monitoring and evaluation procedures relating to the performance of the Agency, and reporting to the Management Board on the results of this monitoring;
6. cooperating with the National Liaison Officers;
7. cooperating with civil society, including the coordination of the Fundamental Rights Platform.

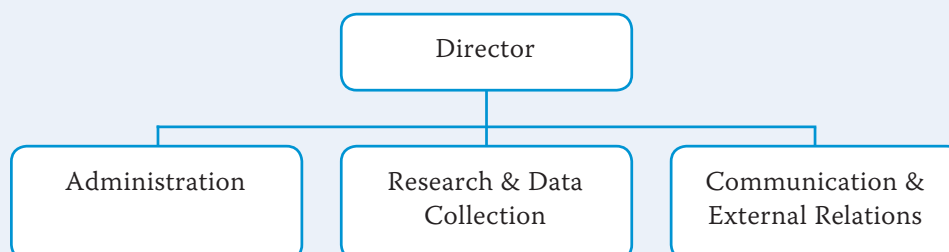
The Director is accountable to the Management Board and attends its meetings, as well as the meetings of the Executive Board.

The staff of the FRA

The Agency recruits its staff, which is subject to the Regulations and Rules applicable to officials and other servants of the European Communities, from across the EU. In 2007 an interim Director, Beate Winkler, and then an acting Director, Constantinos Manolopoulos, managed the Agency pending the appointment of a Director.

In 2007, the Agency offered for the first time to young graduates the possibility of gaining practical work experience in its areas of work through an extensive, paid traineeship scheme. Nine trainees completed their traineeship on 31 July 2007 and nine others on 29 February 2008. Fifteen new ones started their traineeship for the period March 2008 to July 2008. The feedback from both supervisors and trainees shows that the scheme is very successful.

The Management Chart at the end of the year was as follows:



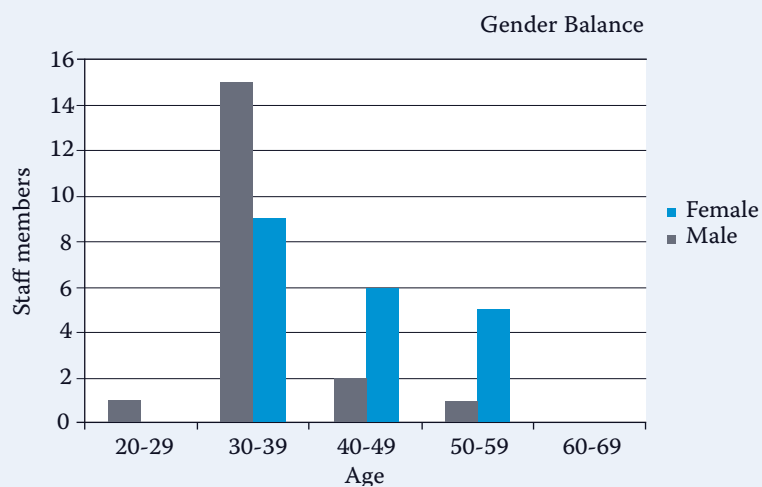
In 2007 the FRA had an establishment plan of 46 Temporary Agents (TAs). Within 2007 two posts became vacant. The recruitment procedure for one of these posts was completed in March 2008 and the other one is expected to be completed within the second half of 2008.

Evolution of Temporary Staff members

	2007		2006	
	December	January	December	January
AD ¹⁰	13	15	15	15
AST	21	20	20	20
Total	34	35	35	35

11 recruitment procedures were launched in 2007 in order to develop reserve lists for the recruitment of Contract Agents (CAs). This will reduce the number of interim staff. 9 of these 11 recruitment procedures have been finalised. In addition, there is an ongoing recruitment procedure for a TA position.

¹⁰ AD: Administrator; AST: Assistant

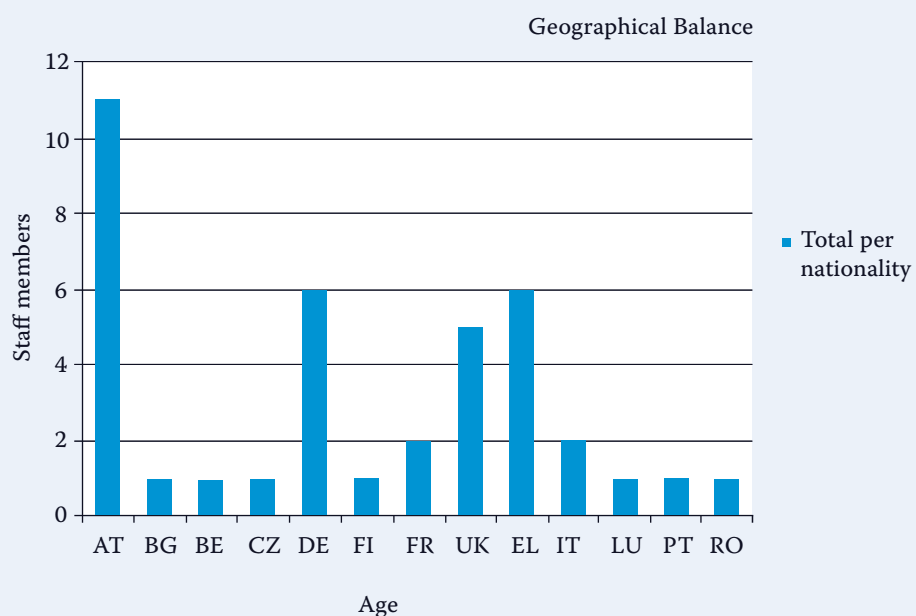


Gender Balance (including TAs and CAs)

GENDER	AGE					Total per gender
	20-29	30-39	40-49	50-59	60-63	
Female	1	15	2	1	0	19
Male	0	9	6	5	0	20
Total per age	1	24	8	6	0	39

Geographical Balance (including TAs and CAs)

GENDER	NATIONALITY													Total
	AT	BG	BE	CZ	DE	FI	FR	UK	EL	IT	LU	PT	RO	
Female	8	1	0	1	2	1	2	1	1	1	0	0	1	19
Male	3	0	1	0	4	0	0	4	5	1	1	1	0	20
Total per age	11	1	1	1	6	1	2	5	6	2	1	1	1	39



Finance and Accounting

Revenue

The Agency's source of revenue is a subsidy paid from the General Budget of the European Community. The Agency's EU subsidy for 2007 was €14,000,000. In 2007 the FRA received a further €281,093 under the PHARE RAXEN projects, in addition to the €483,908 already received in 2006, in order to support the EU Enlargement process.

Over the coming years, the financial and human resources of the Agency will be gradually expanded. The European Commission's indicative financial planning for FRA from 2007 to 2012 is as follows:

Year	2007	2008	2009	2010	2011	2012
Budget, in M €	14	15	17	20	20	22

Expenditure

In 2007 the overall consumption in committed funds (i.e. funds paid in 2007 plus appropriations carried over in 2007) increased by 4% in 2007 amounting to 98% of the total appropriations. Furthermore, the proportion of appropriations committed under Title III increased by 6%, which reflects the FRA's continued focus on improving budget implementation.

2007 budget execution (figures in EUR)

	Initial Budget*	Final Budget**	Paid in 2007	Carried over in 2008	Percentage***
Title I (Staff)	3,838,500	4,880,000	3,902,307	109,660	98.22%
Title II (Buildings, equipment and miscellaneous operating expenditure)	751,500	2,531,000	750,233	1,586,610	98.41%
Title III (Operating Expenditure)	4,386,000	6,589,000	1,809,704	5,620,555	98.54%
Total	8,976,000	14,000,000	6,462,584	7,316,825	98.42%
PHARE RAXEN PROJECTS ****	-	281,093	392,295	133,784	
Grand total	8,976,000	14,281,093	6,854,879	7,450,609	

* As it was introduced in the beginning of the year.

** As it has been modified at the end of the year following the required reallocations

*** (Paid in 2007 + Carried over in 2007) / Final budget

**** Multiannual appropriations – 2007 payments consist of amounts received in previous financial years.

FRA Draft Balance Sheet as of 31 December 2007

	€ 2007	€ 2006
ASSETS		
A. NON CURRENT ASSETS		
Intangible fixed assets	109,324	83,678
Tangible fixed assets	333,108	387,745
Investments	-	-
Loans	-	-
Long-term pre-financing	-	-
Long-term receivables	-	-
TOTAL NON CURRENT ASSETS	442,432	471,423
B. CURRENT ASSETS		
Stock	-	-
Short-term pre-financing	-	70,000
Short-term receivables	291,067	452,883
Short-term investments	-	-
Cash and cash equivalents	8,195,805	2,287,953
TOTAL CURRENT ASSETS	8,486,872	2,810,836
TOTAL ASSETS	8,929,304	3,282,260
LIABILITIES		
C. NON CURRENT LIABILITIES		
Employee benefits	-	-
Provision for risks and liabilities	-	-
Financial liabilities	-	-
Other long-term liabilities	-	-
TOTAL NON CURRENT LIABILITIES	-	-
D. CURRENT LIABILITIES		
Employee benefits	-	-
Provisions for risks and liabilities	48,373	47,552
Financial liabilities	-	-
Accounts payable	1,588,052	1,534,837
TOTAL CURRENT LIABILITIES	1,636,425	1,582,389
TOTAL LIABILITIES	1,636,425	1,582,389
E. NET ASSETS / LIABILITIES	7,292,879	1,699,871
Reserves	-	-
Accumulated result	7,292,879	1,699,871
Minority Interest	-	-
TOTAL NET ASSETS / LIABILITIES	7, 292, 879	1,699,871

Publications 2007

Report on Racism and Xenophobia in the Member States of the EU

The report covers developments on racism and xenophobia in the EU Member States during the year 2006. It presents information and data in five thematic areas: legal issues, employment, education, housing, and racist violence and crime. Unequal treatment continues in employment, housing and education, according to data collected by the European Union Agency for Fundamental Rights (FRA). Figures for racist crime in 2005 and 2006 are up in a number of EU countries. While there are more signs that the EU's anti-discrimination legislation is having a positive impact, victims of discrimination still lack knowledge of the new rules. These are some of the main findings emerging from the Report, which was presented at the European Parliament on 27 August 2007.

Trends and Developments 1997-2005: Combating Ethnic and Racial Discrimination and Promoting Equality in the European Union

This publication summarises and analyses relevant data and information collected by RAXEN since 2000. It provides a concise overview of multi-year trends in the fight against racism inside the EU, tracing the development of racism and related discrimination in the period from 1997 to 2005. It takes stock of the progress of EU and Member State initiatives to combat these phenomena.

Annual Report 2007 - Activities of the FRA in 2007

This report provides an account of the activities of the Agency during 2007.

Data collection and research activities on racism and xenophobia by the EUMC (2000-2006): Lessons learned for the EU Fundamental Rights Agency

This publication was developed in light of the fact that the Agency should continue its work on racism and xenophobia, whilst expanding into the new areas of fundamental rights. It is therefore appropriate to reflect critically on methodologies employed in the past in data collection and research activities, to describe the evolution of the work of the EUMC since 2000, to reflect critically on how these techniques and methodologies have contributed to the drive for data reliability and comparability, and to show what lessons have been learned in order to improve methodologies of data collection in the future. It should be emphasised that this paper is not a strategy document and is drawing only on the experience of the EUMC. The EU Fundamental Rights Agency will review the data collection and research methodologies in accordance to its specific needs.

Immigrants and political participation: Background, theory, and empirical suggestions

This paper discusses the issue of political participation in relation to immigrants. Starting from a historical overview the paper examines why immigrants vote and discusses a variety of methodological issues related to political participation among immigrants in order to propose some empirical observations, addressing examples on a local, practical level that have, arguably, managed to enhance immigrants' political participation.

"Briefing Note on the Anti-Discrimination Directives and Diversity Management"

This publication is a 'briefing note' requested by the European Parliament's Committee on Employment and Social Affairs. It was presented at the European Parliament's hearing on the progress made in equal opportunities and non-discrimination in the European Union in November 2007.

"Briefing Note on the Framework Decision on combating racism and xenophobia"

This publication is a 'briefing note' requested by the European Parliament's Committee on Civil Liberties, Justice and Home Affairs. It was presented at the relevant European Parliament's hearing in March 2007.

"Equal Voices" Magazine

The Magazine "Equal Voices" is normally published three times a year, and includes in-depth articles and features with analyses, new research, surveys, expert input and concepts for successful integration. In 2007, due to human resource constraints, the Agency published two issues. The December 2007 issue No. 22 **"Equality and discrimination through the gender lens"** seeks to give an overview on the main questions around multiple discrimination on the basis of an interview with Louise Arbour, U.N. High Commissioner for Human Rights. Issue No. 21 **"EU launches new Agency for Fundamental Rights"**, published in October 2007, seeks to provide information concerning the opening of the FRA in Vienna and its added value.

FRA Bulletin and flyers

The FRA Bulletin is a snapshot of current information related to the areas of the mandate of the Agency. It aims to keep its readers aware of key policy developments and initiatives related to the mandate of FRA across the EU Member States, within the EU institutions and its bodies and initiated by international organizations and civil society. The Bulletin is published in electronic format

six times a year in English, French and German. In 2007, the FRA published 6 Bulletins (Issue No. 01/2007-March 2007, Issue No. 02/2007-May 2007, Issue No. 03/2007-July 2007, Issue No. 04/2007-August 2007, Issue No. 05/2007-October 2007, Issue No. 06/2007-November 2007). These issues were distributed by email to individual addresses in EU bodies, inter-governmental organisations, Member State governments and NGOs.

All publications can be downloaded from the FRA's website *www.fra.europa.eu*, or ordered free of charge from the FRA on *information@FRA.europa.eu*

Events and meetings organised or co-organised by the FRA in 2007

January

- 26 January** **Austrian National Round Table on the extension of the EUMC's mandate to the Fundamental Rights Agency:** Vienna (Austria)
Organised jointly by the Austrian member of the EUMC Management Board together with the Austrian Federal Chancellor's office, the Ludwig Boltzmann Institute and the EUMC

February

- 28 February** **27th EUMC Management Board meeting** (Extraordinary General meeting): Vienna (Austria)
46th EUMC Executive Board meeting: Vienna (Austria)

March

- 1 March 2007** **Launch of the European Union Agency for Fundamental Rights (FRA):** Vienna (Austria)
Supported by the Federal Chancellery of the Republic of Austria, the Federal Ministry for European and International Affairs of the Republic of Austria and the City of Vienna.
1st Interim Management Board of the European Union Agency for Fundamental Rights (FRA): Vienna (Austria)

April

- 16 April** **Video conference organised in cooperation with Yad Vashem:** Vienna (Austria)
19-20 April **RAXEN National Focal Points Meeting 2007:** Vienna (Austria)

May

- 11 May** **1st meeting of the task force for the FRA Interim Management Board** Vienna (Austria)
30 May **2nd meeting of the task force for the FRA Interim Management Board** Vienna (Austria)

June

- 11-12 June** **Seminar on the Racial Equality Directive: „Promoting awareness of Community rules against racial discrimination“:** Zagreb (Croatia)

- 25-26 June **Seminar on Racial Equality Directive: „Promoting awareness of Community rules against racial discrimination“:**
Istanbul (Turkey)
- 25 June **3rd meeting of the task force for the FRA Interim Management Board:** Vienna (Austria)

July

- 12-13 July **FRA First Management Board meeting:** Vienna (Austria)
- 16-17 July **FRA National Liaison Officers meeting:** Vienna (Austria)

September

- 21 September **1st Meeting of the FRA Executive Board:** Vienna (Austria)
- 26 September **OSCE Human Dimension Implementation Meeting - „Implementation of policies on Roma, Sinti and Travellers“:**
Warsaw (Poland)
Joint side event of the OSCE ODIHR contact point on Roma and Sinti issues, the EU agency for fundamental rights (FRA) and the Council of Europe's Roma and Travellers Division
- 27-28 September **FRA Round Table with the Local Communities Network:**
Mannheim (Germany)

October

- 15-16 October **FRA National Liaison Officers meeting:** Vienna (Austria)
- 22 October **2nd meeting of the FRA Executive Board:** Vienna (Austria)
- 22-23 October **2nd meeting of the FRA Management Board:** Vienna (Austria)
- 29-30 October **FRA European Round Table conference 2007:** Lisbon (Portugal)
Equal access to education and employment for youth with migrant background

November

- 14 November **FRA Diversity day (Tag der Vielfalt):** Vienna (Austria)

December

- 10-11 December **FRA consultative conference for civil society stakeholders on the setting up of the Fundamental Rights Platform:**
Brussels (Belgium)
Panel and plenum discussions of national, European wide and international civil society organisations. The feedback from the conference was incorporated in the report of the 2007 consultations concerning the setting up of the Fundamental Rights Platform and, more generally, cooperation between the Agency and civil society.

Events and meetings in which the FRA participated in 2007

April

8 April **International Roma Day**

May

10 May **Conference: CIVIS-Preisverleihung 2007** Berlin (Germany)

November

28-29 November **Conference: „Towards a European Strategy against Violence in Sport“:** Brussels (Belgium)

December

2 December **FRA Round table with Romani women networks,**
Stockholm (Sweden)

3-4 December **„Amare glasura ashunde - Our voices heard: Romani Women's Rights Conference“,** Stockholm (Sweden)

Most downloaded FRA publications in 2007

Title	Released	Downloaded
Muslims in the European Union: Discrimination and Islamophobia	Dec 06	154,454
Report on Racism and Xenophobia in the Member States of the EU	Aug 07	150,178
Annual Report 2006 - Part 2	Nov 06	90,605
Perceptions of Discrimination and Islamophobia: Voices from Members of Muslim Communities in the European Union	Dec 06	27,294
Roma and Travellers in Public Education	May 06	20,334
Cultural Diversity and Mainstreaming in Employment	Aug 05	17,993
The Impact of 7 July 2005 London bomb attacks on Muslim Communities in the EU	Nov 05	17,768
Migrants, Minorities and Education	Jan 05	17,594
Trends and Developments 1997-2005: Combating Ethnic and Racial Discrimination and Promoting Equality in the European Union	July 07	16,711
Summary Overview of the situation in the European Union 2001-2005	May 06 Updated Dec 06	12,503

Title	Released	Downloaded
Migrants' Experiences of Racism and Discrimination in the EU	May 06	8,610
Programme Flyer	Oct 07	8,529
Majorities' Attitudes Towards Minorities (reports 1- 4)	Mar 05	7,563
Annual Report 2005 - Summaries	Nov 05	7,509
Annual Report 2007 - Activities of the FRA in 2007	Jul 07	7,062
Equal Voices	Jun 05	6,755
S'Cool Agenda	Nov 07	6,741
Migrants Minorities and Housing	Jan 06	5,107
Annual Report 2005 - Part 2	Nov 05	4,933
The Fight against Antisemitism and Islamophobia: Bringing Communities together (European Round Tables Meetings) RT3	Jan 05	4,393
Migrants, Minorities and Employment	Nov 03	4,084
Racist Violence in 15 EU Member States	Jun 06	4,046
Migrants, Minorities and Legislation.	May 02	2,257
AS working definitions	Mar 05	1,902
Annual Report 2006 - Summaries	Nov 06	1,649
Manifestations of Antisemitism in the EU 2002 – 2003	Jan 05	1,277
Majorities' Attitudes Towards Minorities Summary	Mar 05	865
Policing Racist Crime and Violence (September 2005)	Sep 05	305

European Union Agency for Fundamental Rights

Activities in 2007

Design & Typesetting: red hot 'n' cool, Vienna

2009 - 44 pp. - 21 x 29.7 cm

ISBN-13: 978-92-9192-224-6

A great deal of information on the European Union Agency for Fundamental Rights is available on the Internet. It can be accessed through the FRA website (<http://fra.europa.eu>).

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Free publications:

- via EU Bookshop (<http://bookshop.europa.eu>);
- at the European Commission's representations or delegations. You can obtain their contact details on the Internet (<http://ec.europa.eu>) or by sending a fax to +352 2929-42758.



FRA - European Union Agency for Fundamental Rights
A-1040 Wien, Schwarzenbergplatz 11
Tel.: +43 1 580 30 - 0
Fax: +43 1 580 30 - 693
E-Mail: information@fra.europa.eu
<http://fra.europa.eu>



Publications Office
Publications.europa.eu

ISBN 978-92-9192-224-6



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