

Diversity and equality for Europe

Annual Report 2001
Summary

EN

Foreword	2
I The Situation in the Member States in 2001	3
I.1 Racism and xenophobia in a wider perspective	3
I.2 Migrants, minorities and non-nationals in the employment sector	3
I.3 Measures of discrimination in the labour market/employment sector	6
I.4 Anti-discrimination, integration and other good practices for diversity in the employment sector	7
II Major operational events of the EUMC	8
II.1 RAXEN	8
II.2 Round Tables	9
II.3 EUMC Research Projects	10
II.4 EUMC Workshops	11
II.5 Co-operation with EU Institutions and other International Organisations	11
II.6 Information, Public Relations and Media	13
II.7 Participation in conferences	13
II.8 Other publications	14
II.9 Website	14
II.10 Management Board and Executive Board	15
II.11 Staff Information	16

FOREWORD

The ever-closer union of European states is centred around the idea of a single market, open and accessible to all. Forging the union entails the removal of internal barriers, as well as encouraging the mobility of people and transfer of skills within Europe. At the same time, Europe must maintain open and welcoming relations with people outside this maturing union.

The strengthening of the single market requires us to examine how people in Europe reap the benefits of this process. In 2001, the EUMC focused on this task by monitoring access to and equality within the European labour markets.

We conclude that Europe has some way to go before its labour markets become open and accessible to all. Neither the emerging single market, nor individual Member States' markets have reached that point. Exclusion from the labour market and discrimination in employment are rife across Europe. Ethnic minorities and migrants are more likely to be unemployed, hold less secure jobs, receive lower pay, are less likely to be promoted, suffer worse working conditions and are less upwardly mobile compared to the majority population. Barriers seem to prevail over openness and access.

However, the EUMC was also able to identify important progress made at local, national and European level. The European employment guidelines require Member States to combat discrimination in the labour market, and we have highlighted many useful local and regional initiatives introduced to promote equality and inclusion.

Eliminating inequalities in the employment sector is crucial to achieving social inclusion in other spheres of society. Employment, housing and education are closely linked: a good job makes quality housing affordable, which in turn enables access to good schools. Promoting equal treatment in employment could produce more equitable standards of living overall.

In addition to the situation in the labour market, the EUMC has carefully monitored acts of racial violence and abuse that have afflicted Europe in the wake of the September 11 attacks. This has improved awareness of the rights and needs of religious minorities, who represent an often neglected and marginalised facet of Europe's diversity. Our monitoring activities are designed to contribute to achieving equality for all racial, ethnic and religious groups. We work towards a truly inclusive and cohesive Europe.

The EUMC thrives on the enduring commitment of its staff, partners and collaborators. We are grateful for their dedicated work and feel confident that together we can achieve real results in the struggle for equality in Europe.

Bob Purkiss
Chair of the EUMC Management Board

Beate Winkler
Director EUMC

I THE SITUATION IN THE MEMBER STATES IN 2001

I.1 Racism and xenophobia in a wider perspective

The year 2001 will for many years to come be associated with 11 September and the tragic attack in the United States, which brought about a greater sense of fear of Islam and hostility towards Muslims across the EU¹. More generalised forms of racism and xenophobia found new impetus and activated already existing racist and xenophobic attitudes and behaviour in Europe. To explain current racism and xenophobia one must take different aspects into account.

A predominant interpretation among experts is that contemporary racism, Islamophobia, xenophobia and anti-Semitism in Europe is an effect of structural transformations taking place in post-industrial societies. The socio-economic transformations in Europe have been accompanied by a hardening of public attitudes towards asylum-seekers and of a change in the political climate towards recognised refugees and other permanently settled migrants in the recipient countries

Hence, causes behind the growth of xenophobia must also be related to the general perception of a general threat to the societies. And migrants and minorities have been branded as “scapegoats”, a way for the individual to drive out fear. The role of the media has in many ways been counter productive and tended in some cases to reinforce racist attitudes instead of fighting them. The media portrayal of migrants and minorities as “problems” must be avoided and portrayal of contacts between the majority and the minority population must be improved.

Immigration and social harmony are core issues for the European societies and challenges for the governments. Concepts and strategies must be developed in the short as well as in the long term, to promote and facilitate integration of migrants and minorities in different social areas. Suppression of anxieties can lead to aggression, which may in turn translate into hatred of outsiders, racism and anti-Semitism. We must therefore analyse social and political conditions as well as develop personal skills required to cope with fears and conflicts

I.2 Migrants, minorities and non-nationals in the employment sector

THE MULTI-NATIONAL LABOUR FORCE IN THE EU

The employment sector in the European Union shows a prominent mixture of nationalities in the composition of the labour force. The patterns of large migrant and minority populations in the 15 EU Member States reflect the pull and push factors of the last decades: (i) labour force recruitment, (ii) the colonial past, (iii) wars and conflicts, (iv) closeness to borders and (v) the present difficulties outside the EU to provide work for growing populations.

¹ See EUMC Summary Report on Islamophobia in the EU after 11 September 2001.

Several non-EU nationalities have become large groups in the foreign born labour force, such as Moroccans and Algerians in France, people from Surinam, the Antilles and Aruba in the Netherlands, the Palop (African countries having Portuguese as their official language) in Portugal, and people from India, Pakistan, Bangladesh and the Caribbean in the United Kingdom.

Migrants from North Africa, especially from Morocco also form large groups in Belgium, Spain, Italy and the Netherlands; and Turks have become an extensive labour force group in a number of EU Member States such as Belgium, Denmark, Germany, the Netherlands and Austria. Another migrant group, to be found in large numbers in several Member States, are former Yugoslavians; especially in Denmark, Germany, Italy, Luxembourg, Austria and Sweden. Other groups are numerous in single EU Member State, such as Albanians in Greece and Italy, Iranians in Sweden, and Russians and Estonians in Finland.

EMPLOYMENT DIFFERENCES

Reports from the 15 EU Member States show that there is an ethnic/racial division in labour. The first general conclusion is that migrants and minorities are still heavily concentrated in employment sectors with strong seasonal fluctuations, such as the service sector, the agricultural and the industrial sectors of the labour market, while the majority population in general has a higher proportion of jobs in the high-income brackets and earns more money than migrants and minorities.

In addition there is a growing competition for low skilled jobs and for seasonal jobs between the migrants groups in the EU and newcomers from Eastern European countries. This is especially the situation in Germany, Spain, Ireland, Austria and Portugal. The largest number of low skilled workers from Eastern Europe can be found in Germany and Austria.

The second general conclusion, which is related to the first, is the much higher unemployment rates for migrants and minorities than for the average population. This is in particular the case for recent migrants and refugees.

The data suggest that the norm in the EU Member States is for migrants to have double the national rate of unemployment, but for this to be exceeded in the case of migrants from countries with a dominant Muslim population. This is for example the situation for Turks in Germany; Albanians, Tunisians and Moroccans in Italy, Iranians and Iraqis in Finland; Iranians in Sweden, and Bangladeshis in the UK.

In this context it should be mentioned that attention has been given in recent years to the much lower employment rates for foreign born graduates or academics, which indicates that qualifications achieved in non-European parts of the world are not always recognized and respected as the equivalent of similar qualifications in the EU.

The Roma have a higher rate of unemployment than other minority and migrant groups, as reported from Greece and Spain. A negative feedback-loop (vicious circle) has been observed for the Roma population in Greece, where high unemployment rates are followed by rising criminality and increased marginalisation. The high unemployment rates for Travellers are a special concern in Ireland.

GENDER DIFFERENCES

In addition to an ethnic division in labour, there is a gender division as well. Migrant and minority women have in general a lower employment rate than the average population and in comparison with migrant and minority men. The lowest employment rate is to be found among women from countries with a dominant Muslim population (Somali and Lebanese women in Denmark, Turkish women in Germany, North African, Turkish and Pakistani women in France, Algerian and Tunisian women in Italy, Turkish and Moroccan women in the Netherlands, Iraqi and Iranian women in Finland and Pakistani and Bangladeshi women in the United Kingdom).

At the same time reports from France, the Netherlands and the United Kingdom show an increasing number of migrant and minority women in the labour force, which is explained as a result of attitudinal change and generation gaps. In the Netherlands women of Surinam origin participate even more than women of native Dutch descent.

UNDOCUMENTED MIGRANTS

Industrial change has not only led to a growth in several job markets but also to an “informalisation” of the labour market in which employment opportunities are increasingly likely to be casual, part-time and subcontracted. Here you can find a higher percentage of migrant workers but also a large number of undocumented migrants.

The number of undocumented migrants working in the “informal” economy is very high in some EU Member States, for example, in Greece, Spain, Italy, and Portugal. In Greece many migrants, with or without documents, are believed to work in irregular jobs. In Italy it has been estimated that one third of migrants are informally employed. The phenomenon is becoming more widespread in Germany, where estimates show that between 2000 and 2001 the number of undocumented workers doubled.

SELF-EMPLOYMENT

There are some encouraging signs of upward social mobility in the labour market related to entrepreneurship. The percentage of self-employed among the majority population is higher than for the migrant and minority population, but the number of self-employed migrants in the EU Member States is growing, as highlighted in Germany, Greece, Sweden and the United Kingdom. The number of self-employed migrants has tripled in Sweden since the beginning of the 1990s and more than doubled in Germany since 1982. A recent study in Greece on entrepreneurship of foreigners shows a growing number of successful enterprises owned by ethnic minorities.

The Asian minorities in the United Kingdom have a higher percentage of self-employed than even the majority of the population.

I.3 Measures of discrimination in the labour market/employment sector

COMPLAINTS ON ETHNIC/RACIAL DISCRIMINATION

The high unemployment rates of migrants could in many countries be considered as indicators of discrimination. However this is not always reflected in the records of complaints on discrimination because, although the number of complaints in Member States (where records are kept) is increasing, it is still not very high. Increase in complaints is to a great extent a result of the effectiveness or even existence of a specialized body.

In the Netherlands the 40 “Anti Discrimination Bureaux” registered a total of about 1,300 complaints on racial/ethnic discrimination in 2001, which was an increase of 11% over the previous year. However, the work related complaints did not increase. In Sweden, the Ombudsman against ethnic discrimination recorded an increase in complaints, and reported 164 complaints in 2001, of discrimination in the labour market, explained as a result of the new anti-discrimination legislation for the employment sector. In Belgium, CEOOR has noted a significant increase of complaints in recent years. In France the newly installed 114/CODAC system recorded 808 complaints with regard to professions in 2001 of which 397 referred to access to employment. In Spain, SOS racism, which keeps records of ethnic discrimination, reported that the number of complaints has doubled several times in recent years.

It has been observed that some employers use language as a method for discrimination. For example, reports from Denmark and Finland show that unnecessary high standards requested for the command of the native language even for non-skilled work can be used as a reason for exclusion. It has also been observed that migrants are treated differently during the application procedure. A recurrent conflict concerns the wearing of headscarves by Muslim women in the workplace (Denmark, Germany and the Netherlands).

COURT CASES OF ETHNIC/RACIAL DISCRIMINATION

Discrimination and unequal treatment in the employment sector is often related to recruitment and the selection procedures. In 2001, discrimination on the basis of Moroccan descent was proven in application for semi-skilled jobs in three regions of Belgium according to CEOOR. Another example from the Belgium Specialized body, involved a coloured floor manager who was verbally harassed via a company’s microphone. In France two court cases ended in fines for employers explicitly excluding foreigners to apply for posts. In the Netherlands, the Equal Treatment Commission dealt with more than 30 acts of discrimination in employment in 2001. In half of the cases the employer was found to have violated the equal treatment law, ranging from unequal pay and treatment during recruitment process to harassment on the shop floor. Cases are often settled by negotiations between the parties. In Sweden the Ombudsman dealt with 262 cases in 2001, of which 32 were solved through conciliations.

I.4 Anti-discrimination, integration and other good practices for diversity in the employment sector

2001 was a year when many governmental initiatives focused on the employment sector in line with the overarching goal of the Community to modernize the European social model².

ACTION PLANS AGAINST DISCRIMINATION

Consultation processes started in the Member States, either within government or with the broader population with regard to transforming Council Directives into national legislation. In 2001, National Action Plans against racism, xenophobia, and discrimination were presented in Belgium, Ireland, the Netherlands, Finland and Sweden..

In 2001, a programme (XENOS) was introduced in Germany to promote measures against exclusion and discrimination in the labour market and promote mutual understanding by supporting joint working and learning projects, addressing young groups.

INTEGRATION POLICIES AND PRACTICES

Many initiatives for better integration of migrants and minorities in the labour market and the employment sector for the benefit of diversity were presented in 2001. In the Netherlands, the Government decided to tackle the employment situation of minorities through the Act on the Stimulation of Participation of Minorities in the labour market. The Act requires employers to reflect in their work force the ethnic composition of the company's surrounding labour force. The Act does not provide for sanctions, yet more than 70% of the companies complied with the obligations in 2001.

Another good practice in the Netherlands is the initiative to create more employment opportunities for ethnic minorities by a project called "Headway for Minorities", which has proven successful in 2001 and by the project "Entrepreneurs achieve more". In Sweden the results from the "matching jobs" project has been successful. The project focuses on finding jobs that correspond with the skills of the ethnic minority applicants. In addition to the Government initiated projects, women associations in Sweden started the campaign "Immigrant women – a potential resource", to encourage migrant women to undertake more training to have better opportunities in the labour market.

In Germany an initiative was taken to change the work permit for foreign citizens to improve integration of migrants and minorities in the labour market. In Italy a modification of the existing immigration law and an introduction of a "stay for work contract" was made in 2001, of interest to seasonal workers. And initiatives were taken to regularise undocumented migrant workers in Spain, Greece, Italy and Portugal. In Greece the Government introduced a law that allowed a large number of migrants to register.

In most Member States initiatives were taken to support migrants in the process of integration and finding jobs. These ranged from language training, to guidelines on cultural diversity in the health sector to specialised units to fight ethnic discrimination and unequal access to the labour market.

² Employment in Europe 2001. Recent Trends and Prospects. European Commission, Directorate-General for Employment and Social Affairs. Manuscript completed in June 2001.

II MAJOR OPERATIONAL EVENTS OF THE EUMC

II.1 RAXEN

In 2001 the EUMC completed the establishment of the RAXEN network to include 15 National Focal Points (NFPs), one in each Member State. The NFPs are the entry points for the EUMC at national level regarding data collection and drafting analytical reports. They are required to set up a national information network, which includes cooperation with the main actors in the field, being either governmental institutions, NGOs, research bodies, specialised bodies or social partners. In this way the NFPs are the national coordinators for data collection.

Following call for tender the EUMC received 21 applications from all Member States. A selection committee of experts in the field, representatives from the European Commission and staff of the EUMC met in April 2001 and evaluated the applications according to predefined criteria. The selected 15 National Focal Points were contracted in June 2001 (one year contracts, renewable up to three years). They represented very different types of organisations: in some countries a public research institution or a specialized body was the main partner, whereas in others an NGO was the leading organisation. The actual list of selected NFPs can be found on the web page: <http://eumc.eu.int/projects/raxen/nfp.htm>

The tasks of the 15 NFPs for 2001 consisted of data collection and (for the eight countries where this was not done in the year 2000) the “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. In 2001 the data collection focused on four priority areas: Racial violence; changes in legislation; discrimination in employment and education. The EUMC received the results of the data collection by the end of 2001.

Apart from the data collection a “**mapping exercise**” was carried out in the eight countries where no mapping exercise had taken place in 2000. 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 going on 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 results of the "mapping exercise" in the 15 Member States, which were delivered to the EUMC by the end of 2001, are available on the EUMC website. These can be accessed either by downloading the complete Excel sheets containing all data country by country from the web page: <http://eumc.eu.int/projects/raxen/outcome/mapping/> or carrying out a result search using keywords on the web page: <http://eumc.eu.int/projects/raxen/outcome/mapping/mapping-lars.htm>

All the data collected so far and the “mapping exercise” results can now also be found on the web site <http://www.raxen.eumc.eu.int>. In 2002 a user-friendlier search engine was implemented.

RAPID RESPONSE ACTIVITY ON ISLAMOPHOBIA IN THE EU

Following 11 September 2001 terrorist attacks in the USA the EUMC asked the NFPs to prepare at short notice a report on the situation of the minority communities (and in particular

the Islamic community) in their respective country, in particular regarding the three following points:

- acts of violence or aggression and changes in the attitude of the EU population towards ethnic, cultural, religious minorities, especially Muslim/Islamic communities but also other vulnerable groups or new types of victims, related to the recent terrorist attacks in the USA
- good practices for reducing prejudice, violence and aggression
- reactions by politicians and other opinion leaders including initiatives to reduce polarization and counteract negative national trends.

A summary report, showing an increase in both verbal and physical attacks against Muslims in some countries, was produced and distributed to the public together with a press release on 4 October 2001.

The NFPs have been further asked produce two more monthly reports (end of October and end of November) and a summarising report on the whole period 11 September – 31 December. The first of these reports was published on 28 November.

All country reports and a comparative study on the results are available on the web page: <http://eumc.eu.int/publications/terror-report/index.htm>

II.2 Round Tables

In addition to the National Round Table Conferences outlined below, three special Round Table events were held in 2001:

- The European Round Table Conference on 20-21 September 2001, in Vienna. Representatives of national Round Table organisations from all EU Member States participated in the Conference. Workshops focused on the following four areas: Possibilities of Cooperation between NGOs, National Round Tables and Private Foundations; The European Network Against Racism and Xenophobia (RAXEN) and its interaction with national Round Table Organizations; European Measures Against Racism and Xenophobia: The Race Directive in accordance with Article 13, Treaty of Amsterdam and the process of implementation; The Charter of Political Parties Against Racism and Xenophobia.
- A Workshop for Round Tables on the Key Issue “Intercultural Competence” on 26-27 April 2001, in Vienna. During the European Round Table Conference 2000 “Intercultural Education” was identified as a key issue. EUMC, therefore, organized this workshop for delegates and experts from the National Round Table organizations on 26-27 April, 2001, in Vienna. The purpose was to facilitate the exchange of good practice in the area of intercultural competence and diversity training. During special presentations models of intercultural competence were introduced and discussed and an exchange of “good practice” in this field was facilitated.
- On 11 June 2001 a first French-German bi-lateral Round Table was convened in Freiburg, Germany in the context of the 77th Franco-German Heads of State Summit. Key representatives from Governments, NGOs, specialized bodies, social partners, the academic communities, migrant’s/minority organisations, representatives of religious denominations and civil society participated in this conference which featured three workshops in the following areas: Prevention – Models of Intercultural Education for Democracy and Tolerance; Support for Victims; Combating discrimination.

In 2001, National Round Table Meetings were held in 11 Member States: Belgium (several times per year), Denmark (Baton Conference with more than 900 participants), Germany (two meetings), Greece, France (monthly meetings), Ireland, The Netherlands, Austria, Portugal, Finland and UK (two meetings).

Rather diverse issues have been discussed at the National Round Table Meetings: registration of xenophobic violence and racist incidents, anti-Muslim reactions after the terrorist attacks, Racism in the Media, measures to combat racism and xenophobia, local traditions of integration and tolerance, new integration policies, immigration and asylum policies and community cohesion, implementation of EU anti-discrimination legislation, and how to follow-up of the World Conference on Racism.

II.3 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 2001, the EUMC published the results of the EUROBAROMETER survey of May 2000, and initiated three new projects, which will be finalised in 2002. The results will be published and are also available direct from the EUMC or on its web site (<http://eumc.eu.int>).

EUROBAROMETER 2000 SURVEY

EUROBAROMETER is a standard tool of the European Commission to explore the opinions of European citizens on a regular basis. The EUMC added to the standard version a set of questions on attitudes towards minority groups in the EU. The results of the opinion poll are based on 16,000 face-to-face interviews (about one hour each) with citizens of all the Member States. The complete report and a special investigation on the situation in West and East Germany is published on the EUMC's web site: <http://eumc.eu.int/publications/index.htm>.

MIGRANTS' EXPERIENCES OF RACISM AND DISCRIMINATION

The project has two aims. First, to study empirically the migrant and minority populations' experiences of racism and discrimination in the 15 EU Member States; and second, to develop comparability of data, by using a methodology developed in Denmark, Finland and Sweden as the model for the other 12 EU Member States. In 2001, the first two studies, one in Italy and one in the Netherlands, were initiated.

RACISM IN RURAL AREAS

The aim of the study is to describe, analyse and compare the situation with regard to racism and discrimination in rural areas— as opposed to urban and metropolitan areas - in the European Community and its Member States. By starting with an inventory of research findings, the study will elaborate the concept of rural racism, describe and analyse vulnerable groups, the different forms of racism and discrimination, their causes and consequences, and also will give examples of Government initiatives to combat racism and discrimination in rural areas.

INTERCULTURAL COMPETENCE TRAINING

The aim of the study is to explore successful ways for intercultural competence training via the Internet. The study starts with an inventory study of existing Internet websites and a typology of available websites in the English language, aimed at children and young people (aged between 5 and 21), and teachers and trainers in primary and secondary schools. From interviews with children in selected multicultural environments, websites are evaluated and analysed.

II.4 EUMC Workshops

By initiating workshops, the EUMC opens the door to discussion and debate by external experts of issues of concern of the EUMC in its developments of projects, methodology, strategies and recommendations. In 2001 the EUMC arranged in total ten workshops on different perspectives, of which five were related to the RAXEN data collection. The minutes and information about the workshops are available on the EUMC web site (<http://eumc.eu.int>).

II.5 Co-operation with EU Institutions and other International Organisations

COOPERATION WITH EU INSTITUTIONS

Cooperation with the European Commission

A Memorandum of Understanding (MOU) between the European Commission and the EUMC was signed at the beginning of the year. The MOU sets a framework for direct contacts and identifies areas of concrete cooperation with the Directorate Generals (DGs) of the European Commission. Timely and more comprehensive exchange of information, support in respective areas of expertise and continuing participation in common activities were the principal areas identified for cooperation. Several meetings were held throughout the year to follow up the MOU. The DGs involved were mainly Employment and Social Affairs, Justice and Home Affairs, Education and Culture, Research, Enlargement and External Relations.

Invited by the European Commission the EUMC participated also in the following activities:

- In a public hearing concerning the communication of the Commission to the Council on the creation of a safer information society (COM 890/2000).
- In a workshop of the Commission concerning the future of the Safer Internet Action Plan of the European Union.
- In two meetings of the Programme Committee of the Community action programme to combat racism and xenophobia
- In the Inter-services Group “Mainstreaming Anti-racism”
- In the preparatory meeting for the World Conference Against Racism.
- In a DG Enlargement meeting of contact points for Roma issues.
- In a number of conferences organised by DG Research Unit on Improving the socio-economic base, in particular the conference on “ Racism and xenophobia: Key issues, mechanisms and Policy opportunities”.
- In contributing to a proposal of the Commission for a framework decision on combating racism and xenophobia and by expert advice to the committee of the European Parliament dealing with the above proposal.

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 other committees and political groups at the request of the European Parliament and the EUMC. 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 to the 2000 EP report on “The Situation of fundamental Rights in the EU”, prepared by the Committee of Citizens’ Freedoms and Rights, Justice and Home Affairs.

Cooperation with the Committee of the Regions

Some members of the Committee of the Regions visited the EUMC in Vienna, as part of the drafting of a report on the activities of the EUMC. Since then the cooperation with the CoR has increased consistently. 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 EUMC presented to the Committee of the Regions the results of its study on the “Situation of Islamic Communities in five European Cities”. This was an example of common activities, as encouraged in the opinion of the Committee of the Regions. The study also highlighted the importance of the work being done throughout Europe at the local level.

Relations with Governments of EU Member States

The EUMC requested EU Governments to nominate Government Liaison Officers with the aim of improving cooperation and information exchange between EU Governments and the EUMC. In particular, cooperation will assist with the establishment of the Raxen network and its work at national level, provide a forum to discuss areas such as comparability of data, help improve the sharing of good practice among the Member States and deal with requests, and to improve general coordination and exchange of information during the EUMC’s Annual Report process. By the end of the year the EUMC had received the nominations from EU Governments and will host the first meeting with the Government Liaison Officers in early 2002.

COOPERATION WITH OTHER INTERNATIONAL ORGANISATIONS

Cooperation with European Commission Against Racism and Intolerance (ECRI), Council of Europe

The EUMC and ECRI, Council of Europe, held a joint meeting in Vienna to review and assess its cooperation and to identify further complementary activities based on the medium to long term perspective. The meeting took stock of developments between the organisations and outlined ways to enhance cooperation. Among the issues discussed were enlargement of the European Union (EU), political developments within the broader Council of Europe area with particular emphasis on the EU 15 and candidate countries, and forthcoming projects.

Amongst the main activities identified for enhanced cooperation are: organisation of common EUMC/ECRI Round Tables, participation of ECRI in the EUMC Round Tables and participation of EUMC to Round Tables organised by ECRI, in particular in the candidate countries; participation in specific thematic workshops, identification of complementary work programmes. It was also decided to increase the cooperation at operational level and was agreed that the staff of both organisations should meet at operational level once a year.

A EUMC/ECRI Round Table was organised in Greece on the topic of the Charter of the Political Parties for a non-racist society.

The common project on 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 finalise the project proposal and begin activities associated with the project.

The EUMC also participated in the Spring meeting of the Council of Europe's Specialist Group on Roma/Gypsies. Cooperation with the OSCE continued with an EUMC presentation at the Supplementary Human dimension meeting Promoting tolerance and non-discrimination.

Work with the United Nations (UN)

The EUMC participated at the two preparatory meetings and the meeting of the inter-sessional open-ended working group for the UN World Conference Against Racism throughout the year in Geneva. At the World Conference itself in Durban, South Africa, two members of the EUMC participated as part of the European Community delegation. The EUMC's role was to provide expert support in the areas of its activities to the European Community and its Member States during the negotiation process. The EUMC had highlighted the following areas of particular focus - the need for improved data collection, enhanced regional cooperation, the setting up of institutional mechanisms to monitor racism and better coordination among the international organisations to ensure that racism and its contemporary manifestations are effectively addressed.

The EUMC participated in the UN International Consultative Conference on Freedom of Religion and Non-Discrimination in Madrid. The Conference was jointly hosted by the UN's Special Rapporteur on religious intolerance and the Government of Spain.

The EUMC also began to cooperate with the UN Committee for the Elimination of Racial Discrimination (CERD) responding to its request for information and documentation that the EUMC was producing.

II.6 Information, Public Relations and Media

During 2001, the EUMC further developed its visibility among key target groups and the general public. The media coverage on the activities of the EUMC was considerable throughout the year and the high public interest was also reflected in a significant increase of visitors to the EUMC website. Many journalists have listed the EUMC as an important source of data and information on racism, xenophobia and related intolerance, and in 2001 EUMC staff were in contact with more than 300 journalists by telephone, by visits at the centre, at media conferences and at different events throughout Europe. Overall, more than 1000 articles referring to information from the EUMC were published in newspapers, magazines, bulletins and on websites, mainly in the EU Member States. The EUMC also featured in around 100 interviews on radio and TV stations throughout Europe.

Five major media conferences covered the launches of the Eurobarometer survey (in Brussels and Berlin), a joint publication on "Funding Minorities and Multiculturalism in Europe" together with the European Foundation Centre (Stockholm) and the Annual Report 2000 (in Brussels and in Vienna). In addition, the EUMC issued 16 press 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.

II.7 Participation in conferences

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 Stockholm International Forum Combating Intolerance in January,

the Annual General Assembly of Foundations for Europe in May, the Franco-German Summit in June, the FIFA World Conference against Racism in July, the UN World Conference against Racism in September, the first European Conference of B'nai Brith in November, the media conference CivisEurope in November and events and conferences organized by the Swedish and the Belgian Presidencies during 2001. Furthermore, the EUMC staff was present at about 110 conferences, meetings, seminars and hearings with NGOs and at universities and institutions with socio-political relevance, underlining the EUMC's role as a networking organisation as well as driving force in combating racism and xenophobia. Also 840 guests from political parties, public authorities, universities, international institutions and schools visited the EUMC's Centre in Vienna to get information on the objectives and the activities of the EUMC.

II.8 Other publications

During 2001 the EUMC launched a number of publications including:

- The Annual Report 2000
- Attitudes towards minority groups in Europe (Eurobarometer survey)
- Funding minorities and Multiculturalism in Europe: Directory on combating racism and xenophobia (joint publication with the EFC)
- Tackling intercultural conflicts: Finding approaches to solutions
- Anti-Islamic reactions within the EU after 11 September 2001 (Issue 1 and 2)
- Situation of Islamic Communities in five European Cities
- Report on French-German Round Table

EQUAL VOICES

In 2001, the EUMC relaunched its magazine Equal Voices in a new format and a circulation of 5000 copies. In 32 pages the quarterly magazine informed about current events and developments, results of research and concepts of good practice in the Member States.

EUMC NEWS

The newsletter EUMC News was launched in February 2001 in order to publish quick and accurate information and news about initiatives taken by the EUMC. It also provides information on developments within the field of discrimination, racism and xenophobia at a European level and within the 15 EU Member States. The newsletter is distributed to 4000 readers.

II.9 Website

In 2001 the EUMC Website delivered basic information about the Centre, its work and output. It has proven to be a useful tool for quick dissemination of information and a good instrument for retrieving this information. In the second half of 2001, the EUMC doubled the amount of information available online. This was available in English, with French and German translations being increasingly available. In some cases the information was made available in other official languages.

To handle this amount of new information the EUMC-Website provides a tool to its visitors enabling him or her to minimize the time needed to identify and find the latest information. The "last update page" (<http://eumc.eu.int/general/lastupdate.htm>) offers a chronological list of all

information loaded onto the website. A link to the specific information provides a “come and be served” situation.

The website was visited by a daily average of 233 visitors (4096 hits) in January. In total the EUMC website in 2001 had 109,289 visitors (1,780,476 hits) against 70,998 visitors (1,011,914 hits) in 2000.

II.10 Management Board and Executive Board

The Management Board takes decisions on the activities of the EUMC and its annual budget. It is also responsible for the dissemination of the Annual Report as well as its conclusions and expert opinions. The Management Board consists for 18 members: independent persons nominated by each of the EU Member States and one representative each from the European Parliament, the Council of Europe and the European Commission. Each member has a deputy nominated in a similar fashion. The Management Board met three times in 2001. Its composition was as follows:

	Member	Deputy
Belgium	Johan LEMAN	No nomination in 2001
Denmark	Ole ESPERSEN	Morten KJAERUM
Germany	Joachim GAUCK	Barbara JOHN
Greece	Petros STANGOS	Perikles PANGALOS
Spain	Juan de Dios RAMÍREZ-HEREDIA	Joaquín ALVAREZ DE TOLEDO
France	Guy BRAIBANT	Martine VALDES-BOULOUQUE
Ireland	Seamus CULLIMORE	Anastasia CRICKLEY
Italy	Francesco MARGIOTTA BROGLIO	Diego UNGARO
Luxembourg	Victor WEITZEL	No nomination in 2001
The 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	David WEAVER / Naina PATEL
European Parliament	Ludwig STEINER	Michèle LINDEPERG
Council of Europe	Joseph VOYAME	Jenö KALTENBACH
European Commission	Fay DEVONIC	Adam TYSON

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

The EB supervises and monitors the work of the EUMC and prepares the meetings of the MB in conjunction with the Director of the EUMC. The composition of the EB during 2001 was as follows:

Position	Name
Chair	Robert PURKISS
Vice-Chair	Petros STANGOS
Member	Helene LÖÖW
Member	Fay DEVONIC
Member	Joseph VOYAME

II.11 Staff Information

ADMINISTRATIVE INFORMATION

The regulation concerning the Advisory Committee on Procurements and Contracts (ACPC) of the EUMC was amended for the second time. The ACPC is an internal body of control of the procedures before the EUMC is contracting external projects or services for an amount superior to € 46.000. The ACPC prepared its second annual report: the ACPC met 6 times in 2001 to give its opinion on the awarding of contracts of the EUMC.

The internal rules were revised and compiled to ensure their clarity and user-friendliness.

The disciplinary committee, set up in 2000, met once in 2001.

At the end of 2001, the director decided to establish a strategy cellule within the EUMC to be implemented from beginning of 2002.

On 10 May 2001, the Headquarters Agreement between the EUMC and the Republic of Austria was published.