

# Annual Report 2000

## Summary



## **MONITORING RACISM, XENOPHOBIA AND ANTI-SEMITISM IN THE NEW MILLENNIUM**

In the first year of the new millennium, Europe has taken an important step forward to secure equality for all its citizens, irrespective of their race, ethnic origin or beliefs. The adoption of the legislation under Article 13 of the EC Treaty introduces common standards of protection from discrimination throughout the European Union. For the first time, those of us who are minority ethnic citizens of Europe will be legally protected from discrimination anywhere we work, live or travel in the European Union.

At the EUMC we aim to be inclusive. We want to foster the appreciation of diversity and contribute to expanding and deepening our human rights culture, which informs the basic principles of the European Union and provides the practical framework for diversity to flourish. We now have the tools to apply these rights inclusively, in line with our history of thousands of years of migration and mixing of different peoples. Europe cannot afford to leave some groups behind. The idea of a unified Europe is based on bringing together diverse groups of people and according them equal rights. We need to make sure that this includes all people.

**Bob Purkiss**  
Chairman

**Beate Winkler**  
Director

# **THE SITUATION IN THE MEMBER STATES IN 2000**

## **INTRODUCTION**

The prime objective of the European Monitoring Centre on Racism and Xenophobia (EUMC) is to provide the Community and its Member States with objective, reliable and comparable data at European level on the phenomena of racism, xenophobia and anti-Semitism, in order to support them take measures or formulate courses of action within their respective spheres of competence.

Common criteria and definitions guiding official statistics and reporting of racial incidents in the Member States remain to be developed to make data more comparable and to address in a common way the broader area of racism such as hate speech and violence motivated by racism, xenophobia and anti-Semitism.

The sources of information used for the Annual Report 2000, are official and unofficial and range from the EUMC's own projects, official publications by EU institutions, governmental publications, and scientific studies to NGO reports. In addition, information from the United Nations, the Council of Europe and other international organisations has been considered.

## **ACTS OF RACISM AND DISCRIMINATION**

For describing racism and discrimination on racial, ethnic, cultural and religious grounds, the EUMC employs the International Convention on the Elimination of All Forms of Racial Discrimination, ratified by all EU Member States. This broad definition covers any distinction, exclusion, restriction or preference based on 'race', colour, descent, or national or ethnic origin which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life.

## **RACIAL VIOLENCE AND CRIMES**

The definitions and the recordings of racial crimes vary between the Member States. In Belgium, Denmark, Greece, Ireland, and Portugal racial crimes and offences are not recorded in accordance with the motive. For the majority of the Member States annual data on racial crimes are available, though there are some varieties in the way racial crimes are defined and recorded.

For the year 2000, extensive increases in racial violence, anti-Semitic attacks and racist threats and intimidation reported from France, Germany, Spain, Sweden and the UK. In Germany, racist crime rates increased by 33% compared to 1999. In the UK, acts of racial violence and offences doubled from 1999 to 2000.

A record of examples of racial violence towards individuals has been established by international and national human rights organisations in many of the 15 EU Member States. The riot in the village of El Ejido in Almeria (Spain), in the beginning of 2000, where hundreds of Spanish villagers attacked the Moroccan immigrant population, was one of the most serious events of racist violence this year. The disturbance lasted four days and the police were criticised for their passivity.

The official statistics on racial crimes are challenged by human rights organisations in some Member States. In Germany, Italy and Spain, the records kept by police authorities are minimal in comparison with statistics collected by NGOs. Italian NGOs recorded 259 racist murders between 1995 and 2000, whereas the Italian police authorities recorded not a single case. For statistics on racist attacks, the Italian NGO records show more than ten times as many crimes as the official figures. In Germany the NGOs recorded five times as many racist murders as the police. In Spain the NGO recorded about four times as many racist attacks as the police authorities.

Racist propaganda or 'Incitement to hatred towards ethnic minorities' is well documented by the police authorities in some of the Member States. In Germany and Sweden, the recorded numbers of propaganda crimes are very high. The trend with regard to propaganda crimes is increasing.

#### **CRIMES PERPETRATED BY NEO-NAZI AND FAR-RIGHT EXTREMISTS**

Racist crimes committed by neo-Nazi organisations and supporting groups were reported to have increased in Finland, Germany, Spain and Sweden in 2000. The crimes are reported to have become more serious and violent in 2000 in Finland and Sweden, and new research show that neo-Nazi organisations operate increasingly from local municipalities. From Spain, where the number members of neo-Nazi organisations are rapidly growing, reports on the use of the Internet for attacks show rapid increase. The number of websites in Germany more than doubled from 1999 to 2000 and the music scene was reported as even more central for right-wing extremist groups in 2000.

There was still concern expressed by anti-racist organisations in Denmark where the Danish neo-Nazi Movement radio station, continued to be the vehicle of propaganda and agitation for international neo-Nazi organisations.

#### **Discrimination on Racial, Ethnic, Cultural and Religious Grounds**

The reports on discrimination include every Member State, but the system for recording acts of discrimination varies. In Member States where acts of discrimination are recorded by specialised institutions, the general trend is one of increasing numbers of complaints. Human rights organisations and academic researchers provided information about discrimination in the remaining Member States.

The labour market, employment and occupation are the main areas of complaints of discrimination common to all Member States. In addition to the number of complaints, the unemployment figures for immigrants and minorities can be indicators used to examine whether discrimination is occurring. The numbers of unemployed are in general much higher among immigrants and minorities than among nationals, a fact reported from Finland and the Netherlands in 2000. There is some attention given to discrimination towards highly educated immigrants.

In 2000, particular attention has been given to the situation of undocumented immigrants and Roma. The conditions and treatment of immigrants and Roma in the labour market and housing are considered inhumane by human rights organisations, reporting on Greece, Italy, Portugal and Spain. Similar critical reports, regarding immigrants (documented and undocumented) from the former colonies in Africa have been given on Portugal. From Ireland was reported on discrimination towards travellers in several areas.

From the education sector have come reports on children and young people from certain minority groups, in particular Roma, not receiving education at all, or with a high dropout rate, in several Member States. In 2000, reports came from Denmark and Spain. A now classic example of discrimination towards Muslims is that women (teachers as well as schoolgirls) wearing headscarves are still a matter of concern in Germany.

Immigrants' denial of entrance to restaurants and clubs is a form of discrimination that has been given a lot of attention in Member States in 2000, including Finland, France and the Netherlands.

Discrimination against immigrants and prostitutes from former colonies has been reported from Portugal, but is also a matter of concern in other Member States.

Discrimination towards undocumented immigrants takes place in all sectors of societies. As they formally do not exist, they are not entitled to benefit from the social welfare system. In particular exclusion from healthcare has been a concern for human rights organisations in the EU. Reports in 2000 came from Greece, Italy and Spain.

## **VICTIMS OF RACIAL VIOLENCE AND DISCRIMINATION**

Taking the various reports into consideration, there are some major social groups encountering more direct and indirect racism and discrimination in the 15 EU Member States. One group in this respect is the Roma. Research on Roma, reveals the serious extent of racism and exclusion, by individual nationals, violent far-right groups, and authorities and States. In 2000, reports came from Finland, France, Germany, Greece, Ireland, Italy and Spain.

Other increasing target population groups for racist violence are migrants from North Africa, Bosnia and Albania. Immigrants from countries where Islam is the major religion are particularly likely to become targets. Racial violence and different forms of discrimination towards Muslims are reported from many Member States.

Anti-Semitic incidents continue to be reported in Europe. The Jewish community remain therefore a vulnerable group to acts of racial violence and crimes motivated by racism.

## **RACISM AND THE MASS MEDIA**

Mass Media research over the last five years on different aspects of Racism and Cultural Diversity in the Media, gives a widely varying picture of the situation in the Member States. Though one general observation regarding the media content is that the racist discourse is increasingly becoming implicit rather than explicit. This means that expressions of crudely and racist stereotypes are becoming more rare, but at the same time other platforms than 'race' are used; such as economic imperatives, cultural difference, security and medical threats defined against a putative culturally and homogenous 'host' population.

Another general observation regards the portrayal of migrants' and ethnic minorities in the media. There is a scarcity or absence of minority voices compared to those from public institutions, which contributes to the creation of an impression that the migrants are essentially passive or victims. Racial violence tends to be minimised by the media. But when they are covered in media reports, perpetrators of racial violence are often demonised and distanced from the main body of society.

## **COMBATING RACISM AND DISCRIMINATION**

In 2000, Governments and other actors in the Member States took series of initiatives to combat racism and discrimination through legislation and other measures.

### **LEGISLATIVE AND INSTITUTIONAL ANTI-DISCRIMINATION INITIATIVES**

The adoption by the Member States of the Council Directives related to the Article 13 EC Treaty provides a framework to enact legislation and designate institutional mechanisms to tackle discrimination. In some Member States this work has started. For example in Greece, the Parliament set up independent State Authorities to protect and promote human rights in general and the principle of non-discrimination in particular. In Ireland, the Equal Status Act, to promote and defend equality issues, came into force. The Special Permanent Commission against Racial Discrimination in Luxembourg was given changes to its mandates and a Consultative Commission on Human Rights was established. In the UK the Human Rights Act came into law, which introduces protection against discrimination on the grounds of religion. The amendments to the Race Relations Act brings fully within the scope of the Act a wider range of functions of public authorities such as law enforcement and imposes a duty on public authorities to promote racial equality.

The UN Convention on Human Rights has been fully implemented in Ireland; the convention on regional languages has been ratified in Austria, and the convention on minority languages in Sweden. A Commission to assess the necessity to incorporate several human rights convention into national law has been established by the Danish Government and in Sweden, legislative measurements have been taken to limit the activities of neo-Nazi organisations.

## **POLICIES FOR THE INTEGRATION OF IMMIGRANTS**

Special policies for integration of immigrants are considered a necessary step for creating equality and preventing racial/ethnic discrimination. In Member States with long experience of immigration, integration policies do exist, but these might need to be updated. In 2000, in Belgium a reform of the Nationality Code became law, providing more flexible conditions for the acquisition of citizenship. A Commission of Migration "Zuwanderungskommission" was established in Germany to co-ordinate migration and integration and the new right to citizenship came into force. Moreover, improvements in work permits for asylum seekers and refugees were introduced. In Spain, amendments to the existing legislation related to discrimination and social exclusion were introduced, focusing on social and civil rights for established immigrants.

With regard to the labour market, in Austria, a number of measures were introduced in order to facilitate and promote the integration of immigrants. The new Danish Act on Integration was amended by rules for family re-unification. The parliament in the Netherlands adopted a law to encourage employers to diversify their recruitment. In Spain, the Municipal Immigration Council of Barcelona works to design appropriate policies for integration of immigrants.

## **MAINSTREAMING CULTURAL DIVERSITY AT WORK**

Most acts of discrimination have been found to take place in the labour market and in workplaces. At the same time, there are a lot of initiatives taken by various actors to combat discrimination and promote cultural diversity in the workplaces. The EUMC study on good practice reveals initiatives directed towards employers, employees and minorities.

Most Member States can report on Government co-ordinated projects to combat discrimination and facilitate recruitment of immigrants in the private and public sectors. The Dutch Government has, for example, initiated an action plan with the 15 largest companies, offering training for managers. Grants or prizes for cultural diversity in the private sector are offered in Belgium and Sweden. In Portugal, a special cultural diversity project linked to the health sector has proven to be successful. Affirmative action in recruitment is practised in Sweden, and a special project on the recruitment of international engineers is given support

However, when facilitating recruitment for immigrants, employers also try to act in advance to prevent the majority population's protests. For this reason, special mediation agents are employed in France. In Sweden, the Ombudsman has produced a handbook on good practice in promoting cultural diversity. In the UK there are companies specialised in convincing companies about the positive outcomes of diversity.

In some Member States, employers' associations meet regularly for the exchange of international experiences of diversity (Finland, Sweden). In addition, the trade unions have developed projects to make immigrants more attractive to employers, and in some cases arrange seminars for the exchange of experiences about difficulties and solutions related to discrimination and conflicts. Job data banks and telephone hotlines for immigrants are provided in several Member States, like Spain, Sweden, and the UK. Training sessions enabling immigrants to be better prepared for the labour market are another type of initiative in practice. In addition, ministries and specialised bodies offer vocational training for immigrants. Awareness and intercultural training in various forms, and at all levels in private and public companies are provided in most Member States.

### **EDUCATION AND AWARENESS RAISING**

Education and awareness raising are considered necessary and basic steps to prevent prejudice, racist attitudes and discrimination. Efforts are made in all Member States, but the focus varies. In 2000, human rights training for police officers (Denmark) as well as for other professionals (Belgium) were reported. Another focus was diversity management training for various professionals (Belgium)

Special awareness training aimed at understanding why people emigrate was provided in Austria, and a special day for democracy and tolerance was initiated in Germany. The Holocaust was given attention in different forms (Austria and Sweden). Another aspect of education in this field might be special training for immigrant children in the majority language (Greece, Netherlands), or support for minorities in developing their mother tongue (Finland).

## **FOLLOW UP ACTIVITIES OF THE EUMC IN THE COMING YEARS**

The EUMC welcomes legislative and institutional initiatives and other efforts made in and by the Member States to combat racism, xenophobia, anti-Semitism and discrimination.

- The EUMC itself will continue the work with collecting and analysing data on racism, racial discrimination, xenophobia and anti-Semitism especially in the areas of anti-discrimination legislation, racial violence, employment, and education via the RAXEN National Focal Points and via EUMC research projects.
- In the field of legislation the EUMC will initiate a comparative research study on legislative initiatives taken in 2000 concerning racism in the Member States. In addition it will publish a report comparing Member States national legislation with the adopted Article 13 Council Directives and provide an overview of Member States' legislation against discrimination on grounds of race or ethnicity and religion or belief.

- In the field of integration of migrants and minorities the EUMC will examine initiatives and institutional mechanisms/good practice, for the integration of migrants and ethnic minority groups in the Member States.
- Based on the RAXEN data the EUMC will carry out a comparative research study focusing on access to employment opportunities and discriminatory practices in the workplace. Another aspect relates to initiatives to prevent racist and discriminatory phenomena in workplaces.
- With regard to Mass Media, the EUMC will follow up the recommendations from both the 1999 European Media Conference in Cologne and the media component of the European Conference against Racism in Strasbourg in 2000. The EUMC will continue its cooperation with media organizations and ethnic minority and migrant networks in the Member States and organize a Media workshop.
- In the field of education and based on the RAXEN data, the EUMC will carry out a comparative study. The study will include aspects related to racial, ethnic, religious and cultural discrimination, and cover awareness training, vocational training in the field of integration and diversity.

## **MAJOR OPERATIVE EVENTS BY THE EUMC IN 2000**

### **RAXEN**

A central task of the EUMC is to develop and co-ordinate a European information network on racism and xenophobia (RAXEN). The information network, will consist of national coordination offices or National Focal Points, one in each Member State. The Focal Points are the entrance points for the EUMC regarding data collection.

In the year 2000, and after a call for tender procedure, RAXEN National Focal Points were established in seven Member States (Austria, Finland, Germany, Greece, Ireland, The Netherlands and the United Kingdom).

The established National Focal Points conducted a study in 2000 called "the mapping exercise", providing information on organisations active in the field and their activities in the last five years. The result of the study was made available on the EUMC web site: [http://: eumc.eu.int](http://eumc.eu.int) In 2000 the EUMC launched a second call for tender to establish National Focal Points in all Member States.

To support the EUMC before RAXEN was in place, a research network was established in 2000, called "the Rapid Response and Evaluation Network" (Raren). The Raren experts were selected after a call for tender procedure. The Raren network participants provided the EUMC with information about a wide range of questions, related to their professional experiences as scientist and as experts in their countries.

## **NATIONAL AND EUROPEAN ROUND TABLES**

Round Table meetings on racism and xenophobia bring together key players in the field: social partners, researchers, public authorities, NGOs and others involved in the struggle against racism and xenophobia. To facilitate and encourage the organisation of regular Round Table discussion in the Member States is a core task for the EUMC. In 2000, Round Table meetings were held in seven Member States: Austria, Denmark, Finland, France, Germany, Portugal and in the United Kingdom. Several issues have been discussed: national implementation of the EU directives on anti-discrimination measures, models of integration, good practice in the area of education, cooperation with the EUMC and development of the RAXEN network.

The EUMC organised and hosted the first European Round Table Conference in June 2000, in Vienna. At this meeting key issues were identified to strengthen the network of Round Tables in Member States and make steps towards a common approach, in particular in relation to the new EC Directives.

## **EUMC RESEARCH PROJECTS**

In addition to networking and data collection, it is in the mandate of the EUMC to analyse the phenomena and manifestations of racism, xenophobia and anti-Semitism. Therefore the EUMC initiate research projects. In 2000 a total of eleven research projects were ongoing, most of them will be finalised and published in 2001.

**Racial Violence and Crime Statistics**, with the aim to identify criteria and definition in use for measuring racial violence in the Member States, to describe the situation in Member States over the period 1995-2000 and to suggest recommendations for improved comparability of data

**The Socio-economic situation for Migrants and Minorities**, with the aim to describe the situation for the population in the Member States over the period 1995-2000 with regard to labour market, housing, education and health, and further to comparing the majority population with migrants and minority groups

**Racism and Diversity in the Mass Media**, with the aim to describe the kind of mass media research that has been conducted in the Member States in the period 1995-2000.

**Mainstreaming Cultural Diversity at work**, with the aim to identify and describe initiatives to promote cultural diversity at work in the Member States in the period 1995-2000.

**Majority populations' attitudes towards Migrants and Minorities**, with the aim to measure the attitudes of the majority population in the Member States, and to compare and analyse the differences and similarities with the findings from 1997.

**Anti-discrimination legislation**, with the aim to compare the existing national legislations in the Member States with the established Article 13 Council Directives.

**Charter of Political Parties for a non-racist Society**, with the aim to monitor the implementation of the Charter, signed by political parties in the Member States, and to facilitate the exchange of good practice.

**Intercultural education**, with the aim to present an overview of initiatives in the field of intercultural training in the Member States, and to encompass a reference-guide for teachers and the public to access available material and relevant websites.

**Islamic communities**, with the aim to identify, collect and compare city approaches in the field of anti-discrimination on grounds of religion in five cities in the Member States (Aarhus, Denmark; Bradford, UK; Mannheim, Germany, Rotterdam, the Netherlands and Turin, Italy).

**Roma - women and health**, with the aim to follow up elements of the OHCNM's report for the Roma women and access to public health care in the EU Member States and in the candidate countries. The project is undertaken in cooperation with the OSCE and ECRI.

**Racism in football on the Internet**, with the aim to study the extent to which the Internet is used to disseminate racist and xenophobic material through football related web sites. The study is done in cooperation with the Italian organisation Unione Italian Sport Per Tutti and ERIN, an Internet company in Luxembourg.

## INFORMATION AND PUBLIC RELATIONS

The general interest of the media in the work and the activities of the EUMC was consistently high during the year. Overall, the EUMC featured in around 100 interviews on radio and TV stations throughout Europe. Furthermore more than 1500 articles on the EUMC and its activities were published in newspapers, magazines and bulletins, mainly in the EU Member States, but interest was received also from other parts of the world, as far reaching as Japan.

Two important press conferences covered the EUMC's Official Opening and the presentation of its 1999 Annual Report. In addition, the EUMC issued 21 press releases during the year. These dealt in the main with information on the activities and results of the work of the EUMC and raised awareness of the need for vigilance and tolerance in Europe on issues of racism and xenophobia.

The EUMC sought to be present as an active partner or participant in several relevant conferences dealing with racism and xenophobia. To highlight a few examples, representatives of the EUMC attended the European Media Forum "Media and the Far Right" in Brussels in May, the Prix Europa Iris 2000 seminar "Multi-vision on Television" in Berlin in October, the European Conference Against Racism in Strasbourg in October, the media conference CivisEurope in Brussels in November and events and conferences organised by the Portuguese and the French Presidencies during 2000.

## **CO-OPERATION WITH EU INSTITUTIONS AND INTERNATIONAL ORGANISATIONS**

The EUMC has developed its relations with the EU institutions, in particular the European Parliament, the Council of Ministers and the European Commission. The aim is to seek ways to strengthen and build on the European Union's initiatives in the areas of racism, xenophobia and anti-Semitism.

### **EUROPEAN PRIVATE FOUNDATIONS**

The EUMC has a joint project with the European Foundation Centre "Combating Racism and Xenophobia: An inventory of European Foundations activities". In 2000 an inventory of the specialisations of each Foundation was finalised and available. The inventory gives precise information on what private foundations are doing in the field of anti-racism and cultural diversity.

### **UN WORLD CONFERENCE AGAINST RACISM, RACIAL DISCRIMINATION, XENOPHOBIA AND RELATED INTOLERANCE**

In the European preparation conference for the World Conference, held in Strasbourg in October 2000, the EUMC played a prominent role.

The EUMC produced position papers for each of the four working groups: on Legislation; Policy and Practices; Education and Awareness-raising; and Information, Communication and the Media. In addition, the EUMC participated in the preparatory meeting for the World Conference in Geneva.

### **THE OFFICIAL OPENING**

The official Opening of the EUMC took place on 7-8 April 2000 at the Hofburg Congress Centre in Vienna. It consisted of an Opening Ceremony, broadcast live on Austrian television, the Vienna Forum - a conference on politics and racism -, and a press conference.

## "THREE WISE MEN" REPORT

When Austria's new Government was formed in February 2000, 14 EU Member States decided to impose special bilateral measures on Austria. In June, the 14 Member States decided, via the Portuguese presidency, to request the President of the European Court of Human Rights to appoint a committee of "wise men" to deliver a report on "the Austrian Government's commitment to the common European values".

The final report was handed over to the French Presidency at a meeting in Paris on 8 September, and in the concluding paragraph the commission recommended a strengthening of the EUMC's activities. The report recommended that the 14 EU countries revoke the bilateral measures imposed on Austria and this was done after consultations between the Heads of Governments on 12 September 2000.

## INFORMATION SOURCES

### PUBLICATIONS OF THE EUMC

- **Situation of Islamic Communities in five European Cities** - Report on examples of local initiatives. (EN, 2001)
- **Funding Minorities and Multiculturalism in Europe: Funders' Activities Against Racism and for Equality in Diversity** - Directory on combating racism and xenophobia. (EN, 2001)
- **Attitudes towards minority groups in Europe** - A Eurobarometer survey including analysis and a technical report. (EN 2001)
- **Annual Report 1999** - (EN, FR and DE, 2000)
- **Annual Report 1999 Summary** - (All languages)
- **Vienna Forum** - Booklet of speeches held at the official opening of the EUMC and at the Vienna Forum conference (EN, 2000)
- **You can do something** - for better mutual understanding against racism, xenophobia and anti-Semitism. (EN, FR and DE, 1998)
- **Cultural Diversity against Racism** - documentation of the European Media Conference in Cologne (EN and DE, 1999)
- **Annual Report 1998 Part 1** - Giving Europe a Soul: The activities of the EUMC. (EN, FR and DE, 1999)
- **Annual Report 1998 Part 2** - Looking Reality in the Face: The situation in the Member States. (EN, FR and DE, 1999)
- **Annual Report 1998 Summary** (All languages)
- **Equal Voices** - newsmagazine of the EUMC (EN on print, FR and DE on the EUMC website)
- **EUMC-News-Letter** - newsletter of the EUMC (EN)
- **General Information** - Leaflet (EN, FR and DE)

## INTERNET COMMUNICATION

The Internet provides 24 hours direct access to the EUMC's news and information, and the number of users grew rapidly during 2000, especially after the Official Opening of the EUMC in April. In all more than 1.1 million hits were registered at the EUMC website.

EUMC expects an increasing use of the website and during the second half of 2001 a new user friendly and restructured website will be launched giving access to key issues such as EUMC news, projects, research, legislation, good practice and current developments in the 15 EU Member States.

## 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 of 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 composition of the Management Board during 2000 was as follows:

	<b>MEMBER</b>	<b>DEPUTY MEMBER</b>
<b>Austria</b>	Anton Pelinka/ Stefan Karner	Stefan Karner/ Peter Scheer
<b>Belgium</b>	Johan Leman	Jean Cornil
<b>Denmark</b>	Ole Espersen	Morten Kjaerum
<b>Finland</b>	Kaarina Suonio	Tom Sandlund
<b>France</b>	Jean Kahn	Martine Valdes- Boulouque
<b>Germany</b>	Uta Würfel	Barbara John
<b>Greece</b>	Petros Stangos	Perikles Pangalos
<b>Ireland</b>	Mervyn Taylor	Mary Flaherty
<b>Italy</b>	Francesco Margiotta Broglia	Diego Ungaro
<b>Luxembourg</b>	Nic Klecker	Edouard Wolter
<b>Netherlands</b>	Ed van Thijn	Paul B. Cliteur
<b>Portugal</b>	Pedro Bacelar de Vasconcelos	Esmeraldo de Azevedo
<b>Spain</b>	Juan de Dios Ramirez-Heredia	Joaquin Alvarez de Toledo
<b>Sweden</b>	Stéphane Bruchfeld	Lena Berggren
<b>United Kingdom</b>	Robert Purkiss	David Weaver
<b>European Parliament</b>	William Duncan	Jürgen Micksch
<b>Council of Europe</b>	Joseph Voyame	Jenö Kaltenbach
<b>European Commission</b>	Odile Quintin	Adam Tyson

The term of office for the members of the Management Board is three years and may be extended for a further term. The Management Board meets at least twice a year. Each member has one vote. A two-thirds majority takes decisions.

The Executive Board consists of five members: Chairman Jean Kahn, Vice Chairman: Bob Purkiss, Member elected by the Management Board: Anton Pelinka, Member appointed by the Council of Europe: Joseph Voyame, Representative of the European Commission: Odile Quintin.

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