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European Monitoring Centre on Racism and Xenophobia
Observatoire Européen des Phénomènes Racistes et Xénophobes
Europäische Stelle zur Beobachtung von Rassismus und Fremdenfeindlichkeit



European Monitoring Centre on Racism and Xenophobia

Activities of the EUMC in 2005



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Foreword



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Foreword by Anastasia Crickley Chair of the EUMC Management Board and Beate Winkler Director of the EUMC

In 2005 many of the values related to tolerance and respect of diversity for which Europe stands were severely tested. Events during the year illustrated just how important it was for political and community leaders to keep a clear focus on addressing the issues of the marginalised communities in European society. The EUMC, as a body dedicated to improving the quality of policy making on issues of racism, xenophobia and antisemitism, has an extremely busy and productive year.

At the EU level, the EUMC has contributed to increasing awareness of policy-makers that good data collection on racial discrimination is crucial in developing practical policies to assist in the fight against racism and for equality. In this, the EUMC is supported by the European Parliament. On 8th June, the Parliament's Resolution on the protection of minorities and anti-discrimination policies, recommended "the further development of guidelines for the collection of data on racist incidents by the EUMC in accordance with data protection safeguards and in tandem with law enforcement agencies such as the police and public prosecution services; and encourages the development of alternative mechanisms to collect data, such as racist crime surveys". The Parliament has also revived the Anti-Racism and Diversity Intergroup, which provides a platform for Members to work together in ensuring that the fight against racism and discrimination remains high on the political agenda of the EU. The

EUMC has supported the work of the Intergroup by providing objective and reliable data and information.

The EUMC has also contributed to policy making discussions within several inter-service working groups and in joint meetings with the Commission. Among the issues addressed were the implementation of the Council Directives on Racial Equality and Employment Equality. We have also been closely involved in the ongoing discussions concerning the transition from EUMC to Fundamental Rights Agency, and are making the appropriate preparations for taking on this new role.

On the international level, the EUMC has actively cooperated with a number of intergovernmental organisations. For instance, the EUMC and the OSCE's Office for Democratic Institutions and Human Rights (ODIHR) exchange experiences and technical know-how regarding information and data collection. A high-level inter-agency meeting of the ECRI, OHCHR, OSCE-ODIHR, CERD and the EUMC highlighted the priority of the fight against racism, antisemitism and intolerance and the need for co-operation between the different actors involved. The agencies agreed to explore further opportunities for joint action. With the Council of Europe, the EUMC enhanced cooperation with the European Commission against Racism and Intolerance (ECRI). The EUMC contributed into the policy making process of the Council of Europe Group of Specialists on Roma, Gypsies and Travellers.

In 2005 a new area of focus was improving co-operation with Member States and national actors. Much effort was put into strengthening links with our National Focal Points (NFPs). A survey of NFPs showed that their link with the EUMC had been useful to them in raising their status, giving added value to their work, and giving a valuable European context to their work at the national level. This process will be continued in 2006.

Having an active and positive relationship with the public via strong links with the media is an important objective for the EUMC. EUMC publications are regularly covered in the European media – there were over 130 press reports on the Annual Report for example. The EUMC backs this up by serving as a resource centre for objective and reliable information on racism issues and has responded to numerous information and interview requests from journalists across the EU. The CIVIS Europe Media Prize, which the EUMC has supported since its beginning, introduced a new European Roma television prize which promotes good practice journalism on the situation of the European Roma.

In 2005 the EUMC website proved to be a valuable tool for the dissemination of news and information about the EUMC to a wider public. The site was visited by 289,000 visitors in 2005, which is an increase of 22% over 2004.

Anastasia Crickley
Chairperson of the Management Board

Beate Winkler
Director

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1. OPERATIONAL ACTIVITIES

1.1. OVERVIEW

The central function of the EUMC is to assist in the development of effective policy formulation, whether at a European level or at the Member State level. The EUMC aims to help the EU and Member States develop practical policies that assist the fight against racism and related discrimination and support the positive integration of Europe's minority communities. Any



The EUMC premises in Vienna.
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proposals for action are based on reliable and tested data, collected by the EUMC's RAXEN network and validated by EUMC. Based on this data, the EUMC produces a range of reports and other documents which analyse current situations and offer advice on the development of effective and targeted actions – legal and administrative - designed to counter racism, xenophobia, antisemitism, islamophobia and related forms of discrimination.

A key component of effective policy making is accurate and reliable information. The EUMC collects qualitative and quantitative data and information based on what is happening on the ground in Member States through its network of organisations - the RAXEN network of National Focal Points (NFPs) - which are located in each Member State and are charged with gathering information for the EUMC. This information is assessed for its accuracy and reliability. It is then collated and compared with a view to analysing trends and suggesting effective policy actions. Disseminating examples of good practice and effective legislation or administrative practice are particularly important.

Operational priorities for 2005 were dictated by new circumstances. The expansion of the EU to 25 members and preparations for the extension of the mandate underpinned the EUMC's work programme in the year. Four key priorities were identified – improving co-operation with European

Institutions and Member States, supporting the development of NFPs in new Member States, further developing co-operation with international organisations, and active participation in EU discussions on the extension of the mandate.

All of this happened within the central purpose of assisting in the process of effective European Union and Member State policy making. This report looks first at the work of the RAXEN network, then at projects undertaken by the network in the year 2005, at research work and studies undertaken by the EUMC, at workshops and expert meetings, and then at co-operation with EU Institutions, International organisations and Member States. Finally it reports on information and communications activities undertaken by the EUMC in 2005.

1.2. THE EUROPEAN RACISM AND XENOPHOBIA INFORMATION NETWORK (RAXEN)

The European Racism and Xenophobia Network (RAXEN) was created by the EUMC in 2000. This unique network, composed of consortia made up of research organisations, NGOs, and special bodies, constantly monitors the situation in all Member States regarding racism, xenophobia and antisemitism, and is the central data and information collection tool enabling the EUMC to compile comparative reports at a European level on these issues. RAXEN is composed of 25 National Focal Points (NFPs), one in each Member State. The issues and themes for data collection within RAXEN are chosen in accordance with EU priorities and the identified needs of the EUMC's target groups and stakeholders. In particular, RAXEN focussed its data collection in 2005 on employment, education, housing, legislation and racist violence and crime.

1.2.1. RAXEN - Developments in 2005

In 2005 the common guidelines provided to the NFPs were reviewed. An earlier review, in 2003, had improved deliverables, resulting in a faster turnout rate and a better quality of EUMC publications. The 2003 review achieved measurable results - the number of delayed RAXEN deliverables fell from 89 in 2003 to 7 in 2005; and rejected product halved in same period from 11% to 5.3%.

During 2005 the EUMC launched a second review of its data collection, a process that was completed in January 2006. The process is based on internal and external evaluations of RAXEN deliverables and involves the Management Board of the EUMC, EUMC staff, NFPs, and external experts including the Commission. In 2006 the EUMC will present to its Management Board the results of this review with concrete proposals for improvement.

The issue of feedback from stakeholders was identified as a central concern for the EUMC, and concrete steps will be taken to identify the needs of its key stakeholders, and focus the data collection and analysis on meeting these needs. Reports will also be more policy oriented and easily accessible – this will be supported by a more active and strategic approach to dissemination, targeting specific audiences and particularly the stakeholders. The EUMC is currently finalising a circulation list of journalists dealing with issues of racism, discrimination and diversity.

Work continued in support of the ten NFPs in new Member States. To give more support to the less experienced NFPs, especially in new Member States and Accession States, the EUMC has introduced capacity building and training of NFPs into its 2006 Work Programme. Parallel to this was preparation work on the PHARE II project - entry of Romania and Bulgaria- and the PHARE III project - Turkey and Croatia.

Promoting and standardising data collection across Member States is of fundamental importance for the effective operation of the EUMC. A workshop was held with other EU Agencies on “Data collection and Networks”. The EUMC will intensify its efforts to promote standardised practice, but clear political direction is also necessary at EU level in order to achieve the goal of establishing common indicators across Member States.

1.2.1.1. The following organisations are the current NFPs in the Member States:

European Racism and Xenophobia Network (RAXEN)	
COUNTRY	NATIONAL FOCAL POINT
Belgium	Centre for Equal Opportunities and Opposition to Racism (CEOOR)
Czech Republic	People in Need
Denmark	Documentation and Advisory Centre on Racial Discrimination (DACoRD)
Germany	European Forum for Migration Studies (EFMS)
Estonia	Legal Information Centre for Human Rights (LICHR)
Greece	ANTIGONE - Information & Documentation Centre
Spain	Movement for Peace and Liberty (MPDL)
France	Centre d'Etudes des Discriminations, du Racisme et de l'Antisémitisme (CEDRA)
Ireland	National Consultative Commission on Racism and Interculturalism (NCCRI) + Equality Authority (EA)
Italy	Co-operation for the Development of Emerging Countries (COSPE)
Cyprus	Cyprus Labour Institute (INEK/PEO)
Latvia	Latvian Centre for Human Rights and Ethnic Studies (LCHRES)
Lithuania	Institute for Social Research (ISR)
Luxembourg	Centre d'Etudes de Populations, de Pauvreté et de Politiques Socio-économiques / International Network for Studies in Technology, Environment, Alternatives, Development (CEPS/INSTEAD)
Hungary	Centre of Migration and Refugee Studies, Institute of Ethnic and Minority Studies of the Hungarian Academy of Sciences (CMRS)
Malta	Jesuit Centre for Faith and Justice (JCFJ)
The Netherlands	Dutch Monitoring Centre on Racism and Xenophobia (DUMC)
Austria	Ludwig Boltzmann Institute of Human Rights + Department of Linguistics at the University of Vienna + Institute of Conflict Research
Portugal	Númena - Research center on human and social sciences
Poland	Helsinki Foundation for Human Rights (HFHR)
Slovenia	Peace Institute - Institute for Contemporary Social and Political Studies
Slovakia	People Against Racism (PAR) + Institute for Public Affairs
Finland	Finnish League for Human Rights
Sweden	Expo Foundation
United Kingdom	The University of Warwick

1.2.2. Tasks of the National Focal Points

The NFPs are the EUMC's operational units at a national level and are all well recognised at that level. They co-operate with the main national actors in the fields of racism, xenophobia and antisemitism and co-ordinate their actions with them. NFP targets and deliverables for 2005 were:

- Administering the NFP national network
- Drafting national data collection reports
- Drafting a special study on trends and developments regarding racism and xenophobia 1997-2005
- Presenting a RAXEN Bulletin (every two months)
- Updating the EUMC-RAXEN Database
- Developing the country info-sheets database
- Delivering "rapid response" reports (if requested)

1.2.2.1. National Data Collection Reports 2005

The National Data Collection Reports assembled during the year covered the five thematic areas of employment, education, housing, legislation and racist violence. The RAXEN NFPs collected the latest available data and information on these phenomena, and also the positive policies, measures and initiatives combating discrimination and racism including EU initiatives in their countries. These reports form the background material for the EUMC's Annual Report on the situation regarding Racism and Xenophobia in the Member States of the European Union.

1.2.2.2. Rapid Response

The Rapid Response mechanism provides a means for the EUMC to react to a developing situation which has possible EU wide consequences and which may result in a threat to the safety of members of a particular ethnic or religious minority community.

The Rapid Response mechanism is based on rapid and detailed data and information collection on the situation, and communication of this to key institutions of the Community and Member States. This information is collected by NFPs in one, several or all Member States depending on the specific situation. NFPs may also bring to the attention of the EUMC an

urgent developing situation in their country. The EUMC may then decide to ask NFPs to report on the situation using the Rapid Response mechanism.

In 2005 NFPs delivered three rapid response reports: (1) The Situation of Muslim Communities: Manifestations of Islamophobia; (2) The impact of the London bombings on Muslim communities; and (3) The update on the impact of the London bombings. The first report forms part of the background material for a comparative overview report on Muslim communities in the EU (due to be published in 2006) and the other two reports were used as background material for the overview published by the EUMC in October 2005: The report "*The impact of 7 July 2005 London bomb attacks on Muslim Communities in the EU*" was released in the European Parliament on 10 November 2005.

1.2.2.3. RAXEN Bulletin

In 2005 NFPs were required to present a short bulletin every two months with information regarding significant publicly debated issues concerning discrimination, racism, xenophobia and antisemitism, and significant reports and publications related to racism and discrimination, as well as feedback regarding the impact of EUMC publications at the national level. This information has been used for internal analysis and has been included in the EUMC Newsletter and Equal Voices.

1.2.2.4. EUMC-RAXEN database

The publicly available EUMC database (<http://eumc.eu.int>) contains information on organisations at national level in the 25 EU Member States engaged in combating racism, xenophobia and antisemitism, their main activities and publications. Entries are under constant quality control. The web catalogue of the EUMC database was revised and new navigation searching tools were introduced. A thesaurus was developed and is gradually implemented.

1.2.2.5. Country Info-Sheets

In 2004 the EUMC developed a database with key information for each Member State. During 2005 NFPs added via special web applications information on anti-discrimination bodies, good practices, legal provisions, etc. according to guidelines provided by the EUMC. The work is ongoing and the EUMC expects to launch the country info-sheets publicly in 2006.

1.2.3. PHARE_BR and PHARE_CT Projects

In April 2005 the EUMC initiated a second PHARE project in cooperation with DG Enlargement within the PHARE programme relating to Romania and Bulgaria. In December 2005 the EUMC started preparing a similar PHARE project covering Croatia and Turkey. The main objective of the projects is the integration of these countries into the RAXEN network. The projects will support data collection, monitoring and reporting – parallel to the work programme of the existing EU 25 RAXEN NFPs. The EUMC will also organise training, workshops and meetings in cooperation with the new NFPs.

In addition, a number of awareness raising, training and capacity building events are planned targeting key actors in these states to encourage the adoption of Community *acquis* and develop a better understanding of EU policies regarding racial and ethnic discrimination.

1.3. EUMC RESEARCH, SURVEYS, STUDIES

In addition to collecting existing data via the RAXEN network, the EUMC initiated various research projects which contributed to the understanding of the various phenomena and manifestations of discrimination as well as identifying examples of good practice in dealing with them.

1.3.1. Comparative reports and other studies

Major comparative reports on employment, education and legislation were completed in 2004. A fourth comparative report, on racist violence

and crime, was published in April 2005. It outlined the different official and unofficial data collection mechanisms in fifteen Member States, and presented available data on the extent and nature of racist violence and crime in the period 2001 - 2004, including information on trends. The report categorised Member States with respect to the nature and effectiveness of their data collection mechanisms. In sum, the report found that data collection on racist violence and crime is inadequate in many Member States. Improvement in data collection is an important part of our work programme for 2006.

1.3.1.1. Housing

The comparative report, on housing, was completed at the end of 2005 and is now published. The report showed that in different Member States similar mechanisms of housing disadvantage and discrimination affect migrants and minorities. Whilst EU interventions in the form of the recent anti-discrimination Directives are having a positive effect and Member States are strengthening anti-discrimination legislation, the report also documents instances of resistance, hostility and failure by public authorities to address the discrimination experienced by migrants and minorities in the housing arena.

1.3.1.2. Policing Racist Violence



EUMC Director Beate Winkler presents the report to the press.
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The report '*Policing Racist Crime and Violence*' was published in September 2005. The report found that the majority of Member States have inadequate policing responses to racist violence and crime, with only one Member State offering a comprehensive policy response. The report offered suggestions for positive change at Member State and EU level.

1.3.1.3. Roma and Travellers in Public Education

This report will present an overview of the situation of Roma and Traveller groups in public education. The national level studies show that in most countries official up to date statistical data on Roma and Traveller groups, especially regarding education are not available. The EUMC must again stress the crucial significance of the effective collection of such data for the development of appropriate and effective strategies at both national and EU level. The comparative overview report will be published in the first quarter of 2006.

1.3.1.4. Guide to victim support organisations

A special study drafted by the RAXEN National Focal Points in 2005 focused on developing a database of organisations providing support to victims of racial discrimination. The NFPs provided details of the two most significant organisations in their Member States including information on specific services offered, geographic coverage, categories of victims covered, adequacy of resources at their disposal, and their effectiveness. The guide contains contact details and addresses for each organization.

The guide will serve various purposes: as a reference document for victims of discrimination, and for European Institutions and Member States, and as a means of facilitating knowledge transfer between organisations. The EUMC will publish the results in the first quarter of 2006 on its website as a "*Guide to victim support organisations in the EU Member States*" and will update periodically.

1.3.1.5. The Situation of Muslim Communities in the European Union: Manifestations of Islamophobia

In 2004 the EUMC asked the NFPs to report on the situation of Muslim communities in the EU for the period 2004-05. On the basis of the information provided in these reports the EUMC commissioned an analysis on '*Muslim Communities in the EU: Manifestations of Islamophobia*'. The report currently drafted by EUMC staff based on the material provided by RAXEN and the analysis examines the conditions of life, legal situation and political participation of Muslim communities. One important factor highlighted has been the lack of available data on

Muslim communities in most Member States. The study will be published in 2006.

1.3.1.6. Perceptions of Islamophobia in the European Union

Parallel to this, the EUMC commissioned a separate, but complementary study of the self perceptions of Muslims in ten EU Member States. The aim was to provide a deeper understanding of how Muslims perceive the phenomenon of Islamophobia as it affects their communities. The report is based on interviews with Muslims in ten EU states with significant Muslim populations: Belgium, Denmark, Germany, Greece, Spain, France, Italy, Netherlands, Austria, and the United Kingdom. Those selected for interview are involved in Muslim community groups, organisations. The study will be published in 2006.

1.3.1.7. The impact of 7 July 2005 London bomb attacks on Muslim Communities in the EU

Immediately after the events of 7 July 2005 in London the EUMC asked its RAXEN National Focal Points to collect data and information on reactions to the incident, the initial responses of Government, the police forces, the Muslim community and the media with a view to providing the Community and Member States with an initial overview of the situation, as well as to identify initiatives to strengthen community cohesion. By October 2005 the EUMC had completed an overview report on "*The impact of 7 July 2005 London bomb attacks on Muslim Communities in the EU*" that was released in the European Parliament on 10 November 2005. The report received substantial press coverage and media interest. In essence it concluded that swift reaction by political and community leaders, and the police – supported by balanced media coverage – and an ongoing political commitment to engagement with the issues - ensured that any backlash on Europe's Muslim communities as a result of the bombings was limited.

1.3.2. Research reports

The EUMC also commissions research to contribute to the collection of more comparable data on racism.

1.3.2.1. Majorities' Attitudes Towards Minorities

In March 2005 the report '*Majorities' Attitudes Towards Minorities*' was published. The report explores majority populations' responses to various attitudinal questions on minorities, immigrants, and immigration, with data drawn from four different Eurobarometer surveys and the 2003 European Social Survey. Responses to various questions are grouped together as 'clusters', indicating support or resistance to different aspects of diversity and immigration. The report offers a comparative overview of responses between individual Member States and groups of Member States that share similar response patterns. According to the 2003 European Social Survey, 79 per cent of the respondents had no problem interacting with minorities. At the same time, almost half of the respondents displayed a critical attitude towards cultural and religious diversity. According to the 2003 Eurobarometer survey, 60 per cent of the respondents in the EU-15 expressed the view that multiculturalism had certain limits, an opinion that has increased since 1997. The EUMC will continue its work on social attitudes in the future focusing both on majority as well as on minority attitudes.

1.3.2.2. Migrants' Subjective Experiences of Discrimination

The EUMC has continued its research project on migrants' experiences of racism and racial discrimination, initiated in 2001. The project was an attempt to develop comparable data on migrant and minority groups with regard to their subjective experiences of racism and discrimination using, as far as possible, a common methodology for data collection and analysis. The EUMC studies on Italy, the Netherlands, Belgium, Spain, Austria and the United Kingdom were completed in 2002 and 2003. Studies on Germany and Greece were delivered in November 2004, and studies on France, Ireland, Luxembourg and Portugal were delivered in 2005. The comparability value is not as expected due to methodological inconsistencies and the time difference between the different research projects, which was unavoidable due to resource limitations. Nevertheless, these studies will show how minorities experience racial discrimination differently in 12 EU Member States. A synthesis report is currently finalised and is expected to be published in 2006.

1.4. EUMC WORKSHOPS AND EXPERT MEETINGS

The EUMC organises workshops and meetings with the NFPs and other experts in order to share expertise and experience on key issues.

1.4.1. RAXEN Meetings

The EUMC held two meetings with the RAXEN NFPs in 2005 to coordinate their on-going work, clarify guidelines, discuss problems encountered in data collection and report writing, and foster a common understanding of tasks. The NFPs identified the main strengths and weaknesses of the current RAXEN guidelines, proposed concrete recommendations for future guidelines and formulated proposals for the function of the network in the future.

1.4.2. Expert Working Group Meeting on Data Collection and Victim Surveys – Surveying Minorities

In July 2005 the EUMC convened an expert working group meeting to discuss the sampling and methodological challenges of conducting questionnaire-based survey work on ‘difficult to survey groups’; specifically, criminal victimisation surveys on ethnic minorities and foreigners/immigrants. The meeting helped develop the technical specifications for the pilot Victim Survey that will be carried out in 2006.

1.5. COOPERATION WITH EU INSTITUTIONS, INTERNATIONAL ORGANISATIONS AND MEMBER STATES

1.5.1. Cooperation with EU Institutions

In 2005, the EUMC continued to develop its cooperation with the EU institutions, in particular, the European Parliament, the European Commission and European Union advisory bodies: the Committee of Regions and the European Economic and Social Committee. In addition, the EUMC participated in a public hearing on 25 January 2005 on the proposal for a Council Regulation establishing a European Union Agency for Fundamental Rights. This was followed in June by the publication of the Commission's proposal. The EUMC submitted its own position on the FRA to the Commission.

A major development in the EUMC's relations with the European Commission in 2005 was the shift of responsibility for the EUMC within the Commission from DG Employment, Social Affairs and Equal Opportunities to DG Justice, Freedom and Security. The shift was reflected in a broadening of the EUMC's work into areas such as racist crime and violence, policing and hate speech.

The EUMC's continues to contribute to policy development in the Commission, debates, resolutions and opinions of the European Parliament and the EU advisory bodies and the Council of the European Union's Annual Report on Human Rights. These contributions not only integrate the work of the EUMC into the work of the Community as a whole, but provide an important tool to measure the trends in racism over the short to medium term and the effectiveness of Union policies in this area. An example was the EUMC's views on the application of the Council Directive on Racial Equality provided in 2005. The EUMC, through its work, has now established itself as an independent and authoritative voice on the situation of racism, xenophobia and antisemitism in the Union.

1.5.2. Cooperation with the European Parliament

The EUMC expanded its cooperation and communication with the European Parliament in 2005. In May/June 2005, the European Parliament adopted a Resolution on the promotion and protection of

fundamental rights (2005/2007(INI)), as well as a Resolution on the protection of minorities and anti-discrimination policies in an enlarged Europe (2005/2008(INI)). The Resolutions reaffirmed the Parliament's commitment to advance the anti-discrimination and fundamental rights agenda at EU policy and legislative level..

Based on information from the EUMC, a number of amendments were made to the draft texts of these resolutions. The EUMC also contributed to the Parliament's public hearing (25/26 April 2005) on the Resolutions at which the EUMC gave a keynote presentation on anti-discrimination policies in the EU. The Parliament also resolved on June 8th that the EUMC should develop guidelines for the collection of data on racist incidents involving minors.

The EUMC increased its cooperation with Parliamentary Committees. A debate on the EUMC's work in the field of education, sports and media was held in the Committee on Culture and Education (20 April 2005). In addition, the EUMC presented its findings and conclusions on discrimination in employment to the Committee on Employment and Social Affairs (22 November 2005).

The EUMC further developed its good working relations with the revived Anti-Racism and Diversity Intergroup. Two EUMC reports were launched in the Parliament with the Chair of the Intergroup. The Intergroup held a separate meeting (14 April 2005) to discuss the EUMC report "*Racist Violence in 15 EU Member States*".

The EUMC provided data to help with the drafting of a Parliament Resolution on the situation of Roma in the EU. The adopted text (28 April) reflected the EUMC Annual Report findings. The Resolution "urges the EUMC and, upon its creation, the Fundamental Rights Agency, to devote more attention to the Anti-Gypsyism/Romaphobia in Europe".

Finally, the EUMC presented its Annual Report 2003/2004 (19 January 2005) and the Annual Report 2005 (23 November 2005) to the European Parliament's Civil Liberties Committee. The 2005 report in particular received considerable interest from Members. The debate in the Committee focused on the need for more and better data collection at Member State level.

1.5.3. Cooperation with the Committee of the Regions (CoR)

Co-operation with the Committee of Regions (CoR) was through the racism and sport project and network of local communities. The EUMC also contributed to the work of the Commission for Constitutional Affairs and European Governance of the Committee of the Regions. The extension of the EUMC's mandate into fundamental rights was the subject of discussions with the Committee of the Regions and the Economic and Social Committee.

In 2005, the EUMC, in cooperation with the CoR and local partner cities has taken forward work with local communities. This work brings together a group of European cities – Aarhus, Antwerpen, Bradford, Genk, Mannheim, Rotterdam and Sheffield. Two meetings of the Network of Local Communities took place in Bradford and Rotterdam to discuss policy practice in the field of integration of Muslim communities.

Cooperation on the football and racism issue continued. CoR hosted a meeting in Solna, Sweden which brought together representatives from the European Commission, UEFA, the Football Against Racism in Europe (FARE) network and the EUMC to discuss ways to take forward the Braga Declaration of 2004 and build on the momentum within UEFA to counter racism in football. This project is seen by the EUMC as particularly important with the World Cup in Germany in 2006.

1.5.4. Cooperation with the Economic and Social Committee (EESC)

In 2005, the EUMC and EESC strengthened their cooperation on fundamental rights, including on issues of racism and xenophobia. The EUMC and EESC held a meeting and adopted a Joint Action Plan that outlines common fields of action in



The participants of the joint EUMC-EESC meeting 2005.
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2005-2006. The EUMC also contributed to the work of the EESC on a number of other issues, inter alia women and poverty, the Hague Programme and the proposal on the Fundamental Rights Agency.

1.5.5. Cooperation with the European Commission

Cooperation with the European Commission continues to take the form of participation in conferences, events and working groups as expert advisors to the Community and the Member States. The EUMC undertakes activities in support of the EU enlargement process such as taking part in technical assistance and information sharing and exchange programmes. The EUMC participates specifically in European Commission meetings addressing implementation of the Directives on Racial Equality (2000/43/EC) and Employment Equality (2000/78/EC). It participates in meetings of the European Migration Network and is a member of the Inter-service Group on Roma and the Working Group on Data Collection to Measure the Extent and Impact of Discrimination.

1.5.5.1. DIRECTORATE GENERAL JUSTICE, FREEDOM AND SECURITY

In 2005, the EUMC deepened its cooperation with the DG Justice, Freedom and Security on a number of policy issue areas, including fundamental rights, integration, migration and justice. The Directorate General hosted a meeting with key EUMC staff to discuss the EUMC's needs and strengthening cooperation. The meeting identified thematic priorities and the nature of deliverables such as research products, data sets and common activities to enhance each other's work.

1.5.5.2. DIRECTORATE GENERAL FOR EMPLOYMENT, SOCIAL AFFAIRS AND EQUAL OPPORTUNITIES

The EUMC continued to make contributions to conferences and events supported by the DG Employment, Social Affairs and Equal Opportunities. The EUMC made a contribution at the seminar Roma in the Enlarged Europe, following the publication of the report Roma in the



EUMC staff at the Youth Conference in Berlin.
Copyright: IJAB

Enlarged Europe. The EUMC participated in a seminar that examined policy measures to ensure access to decent housing for migrants and ethnic minorities, and in two working group discussions hosted by the DG.

1.5.5.3. DIRECTORATE GENERAL FOR EDUCATION AND CULTURE

In 2005, the EUMC enhanced its cooperation with DG Education and Culture. The EUMC provided advice and cooperated on the conference on youth and the fight against racism and xenophobia organised by the DG and the German Ministry for Family, Senior Citizens, and Women, and provided input, advice and support to the advisory board on an EU awareness raising campaign against discrimination among youth.

1.5.5.4. DIRECTORATE GENERAL FOR ENLARGEMENT

The EUMC participated in meetings organised by DG Enlargement with the focus on Turkey. The EUMC participated in a seminar on fundamental rights and a seminar on equality bodies to combat discrimination, which provided an overview of EU work in the area of fundamental rights. The EUMC made a presentation on its activities to the members of the Turkish Grand National Assembly.

1.5.5.5. EUROPEAN COMMISSION EXPERT GROUPS AND NETWORKS

EUROPEAN MIGRATION NETWORK (EMN)

In 2005, the EUMC took part in meetings of the European Migration Network (EMN) and provided input regarding the work and operation of RAXEN.

INTER-SERVICE GROUP ON ROMA

In 2005, the EUMC participated in two meetings of the Inter-service group on Roma, which brings together fourteen DGs of the European Commission and is coordinated by DG for Employment, Social Affairs and Equal Opportunities. The objective is to improve coordination of activities on Roma issues in European institutions. .

WORKING GROUP ON DATA COLLECTION

The EUMC has been represented on the Commission's Working Group on Data to Measure the Extent and Impact of Discrimination since its inception in 2003. The objective of the Group is to define quantitative and qualitative indicators to measure the extent and impact of discrimination and anti-discrimination legislation, and enable judgements to be made on policy and legislation. The Working Group has commissioned a Handbook on Data Collection on Discrimination, to be finalised in 2006. This will encourage Member States to take action on collecting data on discrimination, and raise awareness of the different methods by which data can be collected.

NETWORK OF INDEPENDENT LEGAL EXPERTS IN NON-DISCRIMINATION

The EUMC took part in a legal seminar on issues concerning the implementation of Racial Equality Directive 2000/43/EC and Employment Equality Directive 2000/78/EC.

1.6. COOPERATION WITH INTERGOVERNMENTAL ORGANISATIONS

The EUMC has continued to develop its inter-agency work with a view to undertaking effective and complementary actions with inter-governmental organisations. Three inter-agency meetings were held during 2005 with the Council of Europe, United Nations (UN) and Organization for Security and Cooperation in Europe (OSCE) and seminars and workshops to address the priority issues in greater detail. The OSCE held a major conference in Cordoba to continue the work to combat intolerance with a particular focus on anti-Semitism. There was also an international conference on the Roma issue in Warsaw. The inter-agency meetings and workshops identified priority areas of work for further development and consolidated work in the areas of data collection methodology and practice for recording racist crimes, common action to tackle discrimination against Roma, the impact of security measures on community cohesion and information on the implementation of action to combat anti-Semitism. The cooperation is resulting in common definitions and concepts being applied consistently across the relevant fields of work of the organisations involved, the sharing and

exchanging of expertise and different conceptual approaches to analysis and a greater focus on the core issues that impact on ethnic minority communities. Taken together the cooperation should improve the consistency and coherence of work at the international level and support more effective and comprehensive opinions and recommendations for government policy makers.

In 2005, the inter-agency meeting of the ECRI, OHCHR, OSCE-ODIHR, CERD and the EUMC highlighted the priority of the fight against racial discrimination with the emphasis on co-operation between the agencies. An inter-agency working level meeting on issues of racism and terrorism took place with the objective of identifying possible joint action.

In 2005, the EUMC, together with the OSCE-ODIHR, Council of Europe, Slovenian Chairmanship of the OSCE, Ministry of Foreign Affairs of the Republic of Poland, Ministry of Foreign Affairs of the Republic of Slovenia, Ministry of Interior and Administration of the Republic of Poland held a joint international conference on the implementation of policies/ action plans for Roma, Sinti and Travellers, and measures against the anti-Gypsyism phenomenon in Europe.

In 2005, the EUMC joined the Informal Contact Group of Intergovernmental organisations and institutions on Roma (ICG). The ICG, the current EU presidency, the European Commission, the Council of Europe, OSCE, World Bank, UNHCR, European Roma and Travellers Forum and the EUMC - aims to increase coordination, and exchange views on policy related action and information between its members. Two meetings of ICG took place in 2005.

1.6.1. Cooperation with the Council of the Europe

1.6.1.1. European Commission against Racism and Intolerance

The EUMC and ECRI held a meeting to identify fields of cooperation to avoid duplication and strengthen synergies. Both organisations agreed an outline to improve the exchange and sharing of information. In 2005, the EUMC took part in two ECRI Roundtables, in Austria and in Poland. The EUMC also took part in ECRI's high-level panel meeting on the use of racist, antisemitic and xenophobic arguments in political discourse. The EUMC Management Board representative participated at the ECRI Plenary sessions.

The EUMC has placed great emphasis on its cooperation with the Council of Europe in combating the discrimination and inequalities to which the Roma community is subject. This cooperation has focused on socio-economic and gender aspects, particularly following up healthcare recommendations which were outlined in the report *“Breaking the Barriers – Romani Women and Access to Public healthcare”*.

In 2005, the EUMC participated in meetings of the Group of Specialists on Roma, Gypsies and Travellers. Two meetings of the MG-S-ROM took place in 2005. The EUMC has continued to develop its cooperation with the Council of Europe coordinator on Roma and Travellers issues. In 2005 the EUMC has exchanged information with the Council of Europe Development Bank on the situation of Roma in Europe.

1.6.1.2. The Commissioner for Human Rights

In 2005, the EUMC enhanced cooperation and exchange of information with the Office of the Commissioner for Human Rights. The EUMC contributed to the reports and follow-up reports pertaining to EU Member States being prepared by the CHR during 2005.

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

The EUMC has followed up its cooperation with the relevant bodies of the OSCE, in particular the Office for Democratic Institutions and Human Rights (ODIHR) and its Tolerance Programme and Roma contact point.

The EUMC participated in the OSCE Conference on Antisemitism and Other Forms of Intolerance, held in Spain in June 2005. The EUMC gave a keynote presentation on the subject of education on the Holocaust and on antisemitism. The EUMC distributed a preliminary report on proposals from its 2004 antisemitism report based on feedback received from EU Member States.

At the OSCE’s 2005 Human Dimension Implementation Meeting, the EUMC organised a side-event in the form of a panel discussion on the subject of *“Recording and responding to racist violence and crime: Experiences of EU Member States”*. The EUMC provided input into the drafting of EU statements for OSCE events, such as the EU Presidency’s

Closing and Opening Statements for an OSCE Seminar on Migration and Integration (Warsaw, May 2005). EUMC reports and work are regularly cited in OSCE and ODIHR publications.

The EUMC also shared practical experiences and lessons learned with the ODIHR regarding information management and data collection issues. The EUMC and ODIHR are among a group of organisations working on the development of guidelines which include identifying incidents which can be classified as anti-Semitic based on common definitions. The aim is for a practical tool which can be used by data collectors and international organisations. The EUMC gave also a presentation of its activities to the OSCE EU Ambassadors.

1.6.3. Cooperation with the United Nations (UN)

Along with other international agencies and the European Commission, the EUMC participated in an expert workshop hosted by the UN High Commissioner for Human Rights Anti-Discrimination Unit on 14-15 November 2005 aimed at helping develop an international 'Racial Equality Index' (working title). Follow-up work is expected for 2006.

The EUMC also initiated co-operation with the UN Special Rapporteur on Contemporary Forms of Racism and the OHCHR's Anti-Discrimination Unit with a view to introducing a visible anti-racism theme during the World Cup 2006 in Germany.

As part of the follow up to the Durban World Conference on Racism, the EUMC continues to gather examples of National Action Plans to combat Racism developed by EU Member States and make this information available to the UN. The EUMC's work on data collection and the information in its Annual Reports are now regularly shared and exchanged with the UN.

1.6.4. International Labour Organisation

The EUMC cooperates with the International Labour Organisation (ILO) on a project regarding integration and anti-discrimination practices in Europe. The ILO has set up a small working group to advise on this project, consisting of eight specialists from a number of European and national institutions, including the EUMC, ECRI and ENAR. The working group met four times during 2005.

1.6.5. Relations with Governments of EU Member States

The EUMC hosted the 7th and 8th meetings of its Government Liaison contacts in March and September respectively. The meetings enable Member States to give feedback on EUMC activities to ensure that they are relevant for government policy development, and ensure input from government into possible future areas of EUMC activities. A major focus of the discussions in 2005 was the transformation of the EUMC into a Fundamental Rights Agency, the development of the RAXEN network, EUMC activities on racist crime and the situation of the Muslim community in the European Union. The issues of the situation of the Muslim communities and the integration of ethnic minorities and migrants has engendered considerable debate within the Union and the EUMC outlined in its presentation the key areas of its research and activities on these issues. The EUMC continued to provide information on the basis of ad hoc requests and alert government representatives of the good practices which may support their policy development work.

In addition, the EUMC supported the Presidencies of the European Union, Luxembourg and United Kingdom (UK), through information sharing and exchange, participation at conferences and jointly hosting events such as the side meeting with the UK at the OSCE's Human Dimension Implementation Meeting.

1.6.6. Co-operation with Civil Society Organisations

1.6.6.1. European Round Table Conference

The sixth European Round Table Conference (ERTC) was held on 28 and 29 November 2005 in Vienna. The meeting brought together 50 participants representing civil society, NGOs, social partners, specialised bodies, inter-governmental organisations and the European Commission. As in previous years, the



Participants at the EUMC's European Round Table Conference (ERTC).
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ERTC provided an inter-disciplinary forum to support or establish mechanisms for cooperation, networking and information exchange. The focus of the ERTC 2005 was to hear views from key civil society organisations on how the EUMC could cooperate actively with them in fighting racism and advancing the race equality agenda. The ERTC produced a large number of concrete suggestions for enhancing collaboration in information gathering and exchange, such as new communication tools and developing the EUMC website to better meet the needs of civil society organisations. The outcome of the conference will be a valuable input into the work of the EUMC in 2006.

1.6.6.2. National Round Tables

The EUMC participated in the national round tables with civil society organisations in Ireland, Germany and Latvia. In Ireland, on 27 June a national round table in Dublin discussed the future developments regarding the EU Fundamental Rights Agency. In Germany on 22 November a national round table was held in Berlin and discussed the future perspectives of the Forum against Racism.

On 16 August 2005, the Latvian Centre for Human Rights and Ethnic Studies in cooperation with the Representation of the European Commission in Latvia hosted a round table discussion of experts on the present work of the European Monitoring Centre on Racism and Xenophobia and its intended conversion into an EU Fundamental Rights Agency. Latvia's Minister of Foreign Affairs, Artis Pabriks and the Chairperson of the Management Board of the EUMC, Anastasia Crickley, participated in the discussion. The British Ambassador to Latvia, Ian Bond, as representative of the UK Presidency of the EU, opened the round-table discussion.

In 2005, several other national round tables were organised in the Member States, regarding themes in the field of racism and xenophobia. The national round tables brought together a variety of stakeholders to discuss amongst others actual developments in the field of anti-discrimination measures, exchange of information and good practices and cooperation activities with the EUMC and other networks.

In Hungary, on 3 March the Round Table meeting introduced the EUMC to various governmental and non governmental organisations and research institutes working in the field of racism and xenophobia. At this event, information was provided on the activities of the EUMC, the

contacts between Hungary and the EUMC, and the activities of the Hungarian National Focal Point. In addition, issues related to data and information sources were discussed, as well as possibilities for institutional co-operation and visibility of the EUMC publications.

In May 2005 the EUMC's National Focal Point in Denmark arranged a roundtable meeting where the topics were future anti-discrimination work in Denmark and the future expansion of the mandate of the EUMC. The ground for future cooperation between various organisations in the field of anti-discrimination was established.

The 4th Greek National Round table took place in Athens on 7 December under the title Social inclusion and social exclusion of diverse persons: Is it an existing dipole in the contemporary Greek reality? Government representatives, public officials, academics, NGOs and migrant and minority organisations participated in this event. The discussions were held around two main headings: perspectives of social inclusion and forms of social exclusion after the recent legislative changes and the phenomenon of violence against diverse persons as an extreme form of social exclusion.

1.6.7. Danish Institute for Human Rights

The EUMC was invited to participate in a conference in March 2005 in Copenhagen at the invitation of the Danish Institute for Human Rights and coordinated a workshop '*Diversity in Europe – a workplace perspective*'.

1.6.8. IMISCOE

In April 2005 the EUMC participated in the External Advisory Committee (EAC) of IMISCOE, a research network of excellence in the domain of International Migration, Integration and Social Cohesion, under the Community 6th Research Framework Programme, which brings together 19 European research institutes and some 300 researchers.

1.6.9. ROMA WOMEN ISSUES NETWORK



The EUMC Roundtable with the International Roma Women Network.
Copyright: EUMC

In March 2005, the EUMC held a round table with the International Roma Women Network. The objective of the meeting was to facilitate empowerment of Romani women through grassroots initiatives. The EUMC has also brought dialogue with Roma women into its wider dialogue with civil society, i.e. the European Round Table Conference. The EUMC

made contribution to a working meeting of the International Roma Women Network in October 2005.

1.7. INFORMATION, COMMUNICATIONS AND MEDIA

1.7.1. Response to Annual report 2005 – Part II

The EUMC presented the Annual Report 2005 - Part II in the European Parliament's Civil Liberties Committee on 23 November 2005. It was received with considerable interest by Members. The debate focused on the need for more and better data collection at Member State level. Several Members of the European Parliament, including the Vice-Chairman of the Civil Liberties Committee, called upon the Member States to improve their statistical data on discrimination. After the debate in the Committee, a well attended press conference was held in the European Parliament to launch the Annual Report.

In the days following the launch, the Annual Report received broad coverage from media across the European Union. It was covered in about

130 articles by daily papers, online news services and news agencies worldwide. Generally, media in Central and Eastern Europe highlighted the fact that Roma emerge as the group most vulnerable to racism and discrimination. The number of racist incidents in different countries was an often reported theme in Germany and Austria in particular. Most media reported on the issue of poor quality of national data on racial discrimination and racist crime. There were also some country specific stories such as on segregation of Roma in schools in Slovenia and Spain.

In the first week of its publication, the Annual Report was downloaded 16,330 times from the EUMC website, 3,000 times on the first day alone. On the day of its release, the Annual Report was disseminated to over 1,000 individual addressees in European Institutions, Member State governments, international organisations and non-governmental organisations. The EUMC received a large number of additional requests for print copies of the Annual Report.

1.7.2. Communications and Media

Communications, especially with the media, is an important part of the EUMC's strategy to improve the effectiveness of its products, encourage the wider dissemination of information about its activities and target specific audiences, as well as raising awareness of the EUMC. The EUMC has further developed relations with a core group of journalists and media to support more comprehensive and informed reporting on the situation of migrants and ethnic minorities in the European Union.

The EUMC attaches importance to providing media releases and information packages tailor-made to the journalist's needs. The EUMC wishes to be seen by the media as a key resource centre for objective and reliable information on racism issues. Press conferences and the appropriate support were given in Vienna and Brussels to launch four main EUMC publications. During 2005, the EUMC responded to numerous information and interview requests from journalists across the EU.

The EUMC has continued to promote good practice regarding the media discourse on diversity and integration. Together with the European Parliament and others, the EUMC supports the CIVIS Europe Media Prize which honours radio and television programmes which promote multicultural understanding in the EU. In 2005, there was a record number of 279 entries to CIVIS from 17 EU Member States. For the first

time, CIVIS also awarded a special prize in a category for TV programmes about the situation of the European Roma. The prize-giving ceremony took place in the European Parliament on 28 September 2005 in the presence of Vice-President Dagmar Roth-Berendt, other Members of the European Parliament and many media representatives. The EUMC gave a keynote presentation and displayed its latest publications.



Director Beate Winkler
at the CIVIS media prize award ceremony.
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1.7.3. Equal Voices and EUMC Newsletter

The EUMC's produces a magazine *Equal Voices* and the *EUMC Newsletter*. . *Equal Voices* aims to contribute to topical and key debates in the Union by inviting a variety of authors to provide personal and at times in depth perspectives on racism and equality issues, and it highlights examples of good practice. The magazine targets policy makers at all levels and civil society actors. *EUMC Newsletter* disseminates shorter and more generalised information for the general public about the EUMC's work, including projects, research and 'good practice' and topical developments in the Union and Member States. .

In 2005, the EUMC published two issues of *Equal Voices* with a wide range of in-depth topical articles related to racism and xenophobia. One issue covered the theme of policy-making for Roma in the European Union. The issue included an interview with two Romani Members of the European Parliament and a review of EU policy instruments for the inclusion of Roma. A second issue focused on faith communities in the European Union. .It included articles on the situation of Muslim and Jewish communities in the EU and views on how to combat islamophobia and antisemitism.

Five issues of the *EUMC Newsletter* were published and distributed by email to individual addresses in EU bodies, inter-governmental

organisations, government officials and NGOs. The Newsletter offers a snapshot of EUMC activities and developments at European and Member State level. In 2006 the EUMC intends to distribute more information by electronic means.

1.7.4. EUMC Publications

A list of all EUMC reports published in 2005 is provided in Annex 1. Together with prior publications of the EUMC, these are available online from the website or as print copies from the EUMC. The EUMC has also produced an information flyer on “Selected Publications from 2004-2006” to offer its stakeholders and broader audiences a handy overview of current and upcoming work from the EUMC. The EUMC began its electronic publication distribution service in 2005. This consists of the copies of the *EUMC Newsletter* disseminated in electronic form, electronic links to publications on the EUMC’s website and pre-notification alerts on forthcoming EUMC publications. This service will be enhanced in 2006.

1.7.5. EUMC-Website

In 2005 the EUMC website proved to be highly effective in the dissemination of news and information about the EUMC, its work and output. In 2005 the EUMC website was visited by a daily average of 850 visitors. The site was visited by 289,000 visitors in 2005, which is an increase of 22% over 2004.

The EUMC publication that was downloaded most in 2005 (as of 1 December) was the analysis of “*Majorities’ Attitudes towards Minorities*” (downloaded 64,537 times) followed by the comparative studies on “*Migrants, Minorities and Legislation*” (23,365), on education and on racist violence. The Annual Report 2005 – Part II was downloaded 16,330 times in only one week (23 November – 1 December). Further developments improving accessibility to the website are part of the 2006 Work Programme.

2. THE MANAGEMENT AND EXECUTIVE BOARDS

2.1. MANAGEMENT BOARD (MB)

The EUMC's Management Board (MB) is composed of 28 members: one member nominated by each Member State, and one representative each appointed by the European Parliament, the Council of Europe and the European Commission. Each MB member has a deputy appointed on a similar basis. Their term of office is three years, which can be renewed once. Each member, or in his/her absence, his/her deputy, has one vote. Decisions are taken by a two-thirds majority of the votes cast. There were three meetings in 2005. The Director attends the MB ex officio.

The MB is required to:

- Determine the EUMC's annual Work Programme
- Adopt the EUMC's Annual Reports and conclusions and opinions
- Adopt the EUMC's annual draft and final budgets
- Approve the accounts of the EUMC and give the Director discharge
- Appoint the EUMC's Director

The Management Board has the following members:

Country Organisation	Member	Deputy
Belgium	Eliane DEPROOST	Jozef DE WITTE
Czech Republic	Petr UHL	Jiří KOPAL
Denmark	Niels Johan PETERSEN	Mads Bryde ANDERSEN
Germany	Claudia ROTH	Claus Henning SCHAPPER
Estonia	Mati LUIK (until September)* Tanel MÄTLIK (since October)	Michael John GALLAGHER
Greece	Ioannis KTISTAKIS (until September) Spyridon FLOGAITIS (since November)	Nikolaos FRANGAKIS
Spain	Rosa APARICIO GÓMEZ	Lorenzo CACHÓN RODRÍGUEZ
France	Guy BRAIBANT	Jean-Marie COULON
Ireland	Anastasia CRICKLEY (Chairperson)	Rory O'DONNELL
Italy	Beniamino CARAVITA DI TORITTO	Massimiliano MONNANNI
Cyprus	Eliana NICOLAOU	Aristos TSIARTAS
Latvia	Ilze BRANDS KEHRIS (Vice-Chair)	Gita FELDHŪNE
Lithuania	Arvydas Virgilijus MATULIONIS	Mr Šarūnas LIEKIS
Luxembourg	Victor WEITZEL	Anne HENNIQUI
Hungary	András KÁDÁR	Katalin PÉCSI
Malta	Duncan BORG MYATT	Claire ZARB
The Netherlands	Jenny E. GOLDSCHMIDT	Gilbert R. WAWOE
Austria	Helmut STROBL	Peter J. SCHEER
Poland	Piotr MOCHNACZEWSKI	Danuta GŁOWACKA-MAZUR
Portugal	Nomination pending	Nomination pending
Slovenia	Vera KLOPČIČ	Tatjana STROJAN
Slovakia	Miroslav KUSÝ	Tibor PICHLER
Finland	Mikko PUUMALAINEN	Kristina STENMAN
Sweden	Hans YTTERBERG	Anna-Karin JOHANSSON
United Kingdom	Naina PATEL	Nomination pending
European Parliament	Chafia MENTALECHETA	Richard SÉRÉRO
Council of Europe	Gün KUT	Maja SERSIC
European Commission	Francisco FONSECA MORILLO	Barbara NOLAN (until September, new nomination pending)

* Mr Luik passed away unexpectedly on 26 September 2005. The EUMC will remember him as a highly appreciated and valued Management Board member.

Observers from Bulgaria, Romania and Turkey are invited to be present at Management Board meetings:

Country	Observer
Bulgaria	Nomination pending
Romania	Monica VLAD
Turkey	Ioanna KUÇURADI

2.2. EXECUTIVE BOARD (EB)

The EB is composed of the Chair and Vice-Chair of the Management Board, and a maximum of three other members of the MB, including the representative of the Council of Europe and the European Commission as ex-officio members.

The MB elects the third member.

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



Chair of the EUMC Management Board Anastasia Crickley and EUMC Director Beate Winkler meet the Austrian President Heinz Fischer.

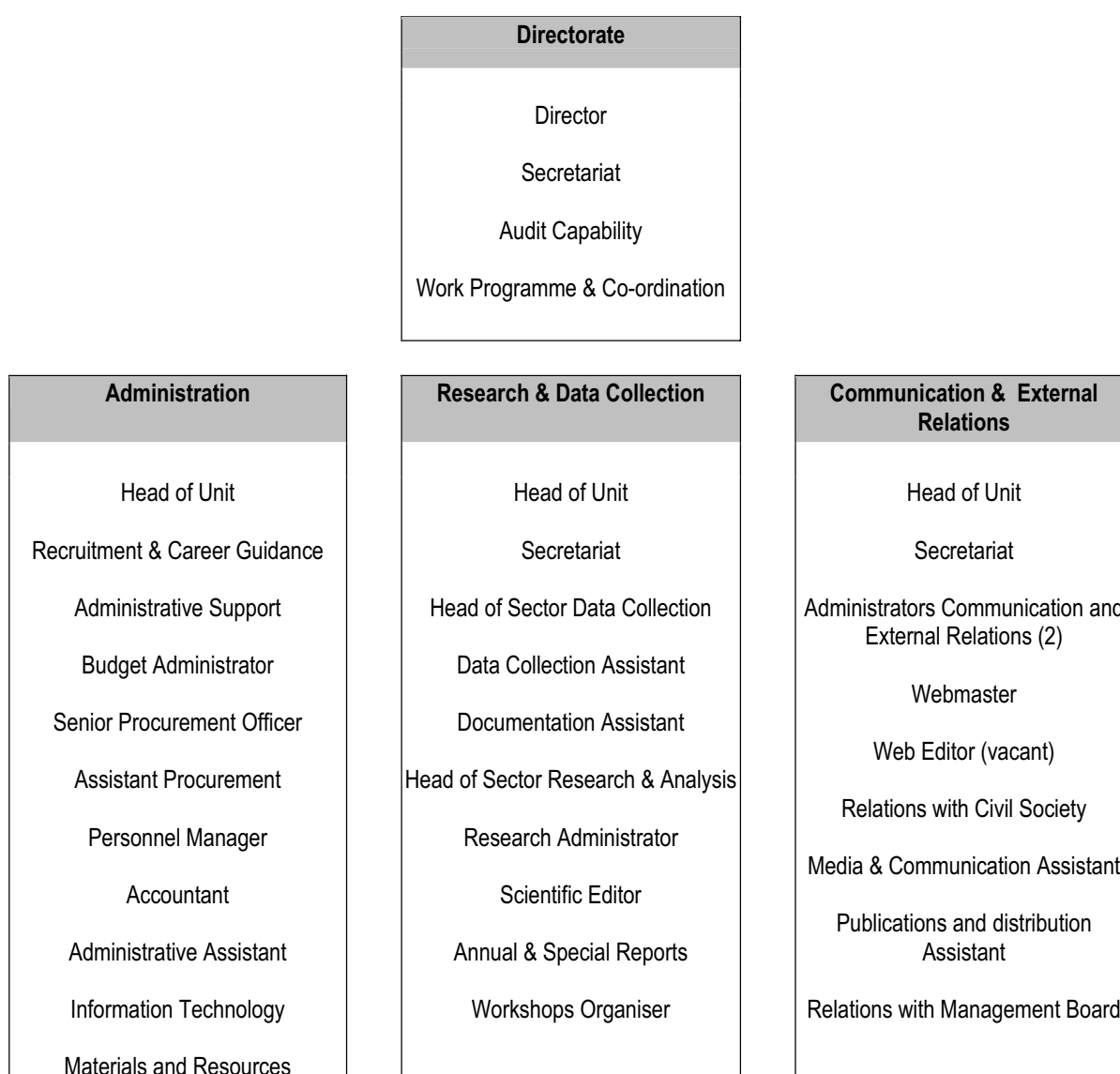
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The Executive Board, which met seven times in 2005, has the following members:

Position	Name
Chair	Anastasia CRICKLEY
Vice-Chair	Ilze BRANDS KEHRIS
Member	Ioannis KTISTAKIS (until September) Helmut STROBL (since October)
Member (COM)	Francisco FONSECA MORILLO
Member (CoE)	Gün KUT

3. Personnel, organisational and Financial information

At the end of year 2005, the Centre was organised into three units under the guidance of the Director as follows (posts occupied at 31st December 2005):



3.1. BUDGET AND FINANCIAL AFFAIRS

Table 1 – Distribution by Titles for 2005 and 2004

	Initial Budget 2005 (in €)	Initial Budget 2004 (in €)
Title 1	3,407,000	3,316,000
Title 2	753,000	746,000
Title 3	4,029,000	3,838,000
PHARE Project	90,000	169,000
Total Budget	8,279,000	8,069,000

3.1.1. Revenue

The EUMC's principal source of revenue is a subsidy paid from the General Budget of the European Community. The EUMC's EU subsidy for 2005 was € 8,189,000. In 2005 the EUMC received a further € 90,000 in October 2005 in PHARE funds in order to facilitate the next stage in EU Enlargement process (Romania and Bulgaria). A further € 110,000 will be made available in 2006.

The EUMC receives some financial support from the Austrian authorities in the form of the reimbursement of 50% of the net cost of the rent paid in respect of the EUMC's premises.

3.1.2. Expenditure

3.1.2.1. Title 1: Staff

The EUMC added five Temporary Staff to its personnel during 2005 and, at the year end, had only two posts in its 2005 establishment plan remaining unfilled. (The recruitment procedures for these two posts are scheduled to be completed early in 2006). Consequently, overall expenditure in Title 1 increased by 13.7% in 2005.

Table 2 – Evolution of Staff Numbers

Year	2002		2003		2004		2005	
Month	6	12	6	12	6	12	6	12
A	9	10	11	9	9	12	12	15
B	8	8	9	9	10	9	90	11
C	6	8	8	8	9	9	9	9
D	1	1	-	-	-	-	-	-
Temporary Agents	24	27	28	26	28	30	30	35

3.1.2.2. Title 2: Administrative Overhead Expenditure

During 2005 €467,850 was transferred into Title 2 in order to facilitate the development of the EUMC's IT systems (both hardware and software) and renovate the EUMC's premises. The overall budget for Title 2 in 2005 was 61% higher than the previous year.

3.1.2.3. Title 3: Operational activities

In 2005 the proportion of appropriations committed increased by 9% whilst the proportion of these commitments that was paid in the year increased by 9% also. This reflects the EUMC's continued focus on prudent budget implementation.

The budget implementation is as follows: *(Any discrepancies in totals are due to the effect of rounding).*

Table 3 - Implementation of the budget for the financial year 2005 - EUMC (provisional unaudited figures)

Title	(Mio EUR)						
	Appropriations (a)	Commitments (b)	Payments (c)	% (d=c/b)	Carryovers (f)	Cancellations (g=a-c-f)	% (h=g/a)
I-Staff							
Budget 2005	3.2	3.1	3.0	96.8	0.1	0.1	3.1
Carryovers 2004	0.1	0.1	0.1	100.0	0	0	N/A
Total	3.3	3.2	3.1	96.8	0.1	0.1	3.1
II-Administration							
Budget 2005	1.2	1.1	0.5	45.5	0.6	0.1	8.3
Carryovers 2004	0	0	0	N/A	0	0.0	N/A
Total	1.2	1.1	0.5	45.5	0.6	0.1	8.3
III-Operations							
Budget 2005	3.8	3.4	2.7	79.4	0.7	0.4	10.5
Carryovers 2004	0.8	0.8	0.6	75.0	0	0.2	25.0
Total	4.6	4.2	3.3	78.6	0.7	0.6	13.0
Total							
Budget 2005	8.2	7.6	6.2	81.6	1.4	0.6	7.31
Carryovers 2004	0.9	0.9	0.7	77.8	0	0.2	22.2
Total	9.1	8.5	6.9	81.2	1.4	0.8	8.8

Annex 1

EUMC reports published in 2005

2005 Publications

Annual Report 2005 (Part I) - Activities of the European Monitoring Centre on Racism and Xenophobia

Annual Report 2005 (Part II) - Racism and Xenophobia in the EU Member States: Trends, developments and good practice

25 RAXEN National Data Collection Reports

Comparative Report: Migrants, Minorities and Housing: Exclusion, discrimination and anti-discrimination in the 15 Member States of the European Union

15 National RAXEN Analytical Studies - Migrants, Minorities and Housing: Exclusion, discrimination and anti-discrimination

Comparative Report - Racist Violence in 15 EU Member States: A Comparative Overview of Findings from the RAXEN National Focal Points Reports 2001-2004

15 National RAXEN Analytical Studies – Racist violence and crime

Comparative Report - National Strategies for Minority Schooling: A comparative analysis of 10 CEEC (PHARE)

10 National PHARE – RAXEN Analytical Studies - National Strategies for Minority Schooling

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EUMC Mission Statement

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

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