Giving Europe a Soul

Setting up the European Monitoring Centre on Racism and Xenophobia

Annual Report on the Activities 1998
Part I
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Presentation by the Chairman of the Management Board

Giving Europe a Soul

With great pleasure I present to you the first annual report of the European Monitoring Centre on Racism and Xenophobia (EUMC). It is a report on its beginnings, since the actual work did not start until the middle of 1998. It is a report on the construction phase as well as on a wide range of activities. The report on the situation in the Member States, which the EUMC will also publish every year, will be produced as a separate publication that will also be made available.

This is the time to "look forward", as well as to "look back" in history, on how the European Monitoring Centre was created. Like hardly any other European organisation, it came about through the active commitment of many persons who have fought for human rights and against racism, xenophobia and anti-Semitism for many years and decades. It think this is an almost unique achievement in the history of the European Union: Citizens succeeded in convincing politicians that Europe needs this fundamental institution in order to be able to fight xenophobia and racism effectively. The Monitoring Centre is a completely new, independent institution of the European Union. All Member States, but also the European Parliament, the European Commission and the Council of Europe have delegated independent experts as their representatives. It is the task of the Centre to not only collect and analyse data and information but also to communicate findings and strategies as well as to develop new forms of cooperation. We want – and I hope we will become – a "think tank" for Europe.

It all began with the work of the Consultative Commission on Racism and Xenophobia, which led to the creation of the present independent institution of the European Union. It was set up by the European Council in Corfu in 1994 and consisted of independent experts. I was fortunate enough to be able to convince Federal Chancellor Kohl and President Mitterand that Europe needs a commission as well as a global strategy in order to be able to fight racism, xenophobia and anti-Semitism effectively. The Consultative Commission was consequently instructed to work out concrete recommendations. It met intensively for more than three years and presented a comprehensive catalogue of recommendations. The Consultative Commission achieved a great many things: It was the Commission that initiated the European Year against Racism, it triggered a wealth of initiatives on the national level, and the "Charter of the European political parties for a non-racist society" was also drafted in the framework of the Consultative Commission.

The European summits supported our work: During the European Council in Cannes in 1995, we were asked to conduct a study on how a European monitoring centre could be set up and what tasks and responsibilities it should be given. Our work showed very clearly that it is only a central institution that can give a clear and precise analysis of the development of racism and xenophobia in the European Union. There are many forces and very different organisations that deal with the subject, but their results cannot be put together or processed in such a manner that politicians and society can utilise them. We need precise information, but we also need networking in our thoughts.
and actions in order to fight effectively the dangers of racism. This is the great challenge for Europe. By bringing together the numerous activities, the knowledge, the experiences, but also the personal observations and commitments, we will be able to make the citizens of Europe fully aware that Europe has an ethnic and a human as well as a human-rights dimension.

On the basis of our work, the European Council at its meeting in Florence on 21 / 22 June 1996 approved the principle of setting up a European Monitoring Centre for Racism and Xenophobia. In a next step, on 2 June 1997, Council adopted the regulation (EU No. 1035/97) "to set up a European centre monitoring racism and xenophobia". Its main objectives are to critically examine the scope and development of racist and xenophobic phenomena that appear in the European Union, but also to analyse their reasons, as well as to work out proposals for the bodies and the Member States of the European Union.

It was not only the work of the Consultative Commission that led to the creation of the Centre. Rather, many diverse initiatives coincided and were able to reinforce their respective convincing efforts: The very important role played by the NGOs on the regional, national and European level, the work of national commissions that had dealt with the topic in the Member States in the course of many years – and last, but not least, the very special commitment of the European Parliament during many years. The most diverse forces became a catalyst that led to the creation of the European Monitoring Centre.

The European Monitoring Centre defines itself as a vehicle for change – many things are waiting to be implemented. It is less a lack of ideas and plans but rather a lack of concrete work for their implementation. We all know that xenophobia, anti-Semitism and racism are a danger to Europe and its democratic societies.

The war in Kosovo, the situation in Europe as such, show how thin the ice layer is on which we are walking - 55 years after the end of World War II. 55 years after the holocaust, 55 years after Europe's most traumatic experience we are again seeing today that people – the Kosovo Albanians – are being dislodged from their homes and killed. The old traumata come alive again. Kosovo is near. Kosovo is next door. Kosovo is inside ourselves. Kosovo can be everywhere.

A comparison of the Eurobarometers of 1989 and 1997, made by the European Monitoring Centre, shows that in recent years in Europe attitudes of racism and xenophobia have grown, on the one hand, and interest in political and society-related matters has declined dramatically, on the other. A fact that is hardly noticed but pushed to the side. It becomes increasingly clear that we yield no power through our actions and lack the ability to assume responsibility.

More than 50 years after the end of World War II, when the horrors of racism reached their culmination point, Europe has risen from the ashes and established a union of 15 states, which has this regained peace and harmony among its peoples as a main objective. We all thought that the dark days were behind us, but we are mistaken.
Every day, racism and xenophobia rear their heads in the fifteen Member States of the Union. Bertold Brecht already said that "the abdomen of a foul beast is always fertile ground". Every day racism causes the death of many people – today they are of a different colour or a foreign origin. Hate-driven groups inflict wounds and confusion. Discrimination even penetrates the wheels of governments. Expressions of racism permeate our daily life.

At the gates of this united Europe – while its enlargement is well under way at its centre – the east of the continent, the Balkan and currently the Kosovo give us once again a taste of the "ethnic cleansing", where tens of thousands of the people, who are the victims of this hatred and this intolerance, are killed or injured or ousted from their homes. Neither the military nor diplomats can find a solution, only "people of good will" on all sides and especially spiritual leaders will be able to renew the relations.

We can no longer accept that the basic values of our human rights are scoffed at, that our Europe is being built on discrimination. Europe will lose its soul when it forgets that, in the first place, it was built on ethical and not only on economic, monetary or social grounds.

For 7 December 1998 the European Monitoring Centre therefore drafted a joint appeal for equality and diversity and called upon all institutions in society to engage in a "joint action".

Out of great concern, we turned to all sectors of society in Europe. Europe's wealth and future lie in its cultural, ethnic and religious diversity. However, this wealth is menaced because people who are defined and perceived to be "different" are marginalised and discriminated. Many people are overtaxed by the increasingly faster changes in our society. These changes are accompanied by a resistance against foreigners, by an increase in racism, xenophobia and anti-Semitism. These developments are the actual menace to our democratic system.

There is no unbiased definition of race, and specific criteria apply to defining foreigners. It is society that defines race and also foreignness. The problem is not that there are "races" and "foreigners", the problem is that there are aggressive prejudices and racist ideologies that have led to hatred, destruction and the holocaust and left their horrible traces in Europe during the 20th century. Joint action beyond frontiers and societies are needed to counteract such trends. Each and everyone of us in his or her own world has the task of tackling the issue of how to deal with cultural diversity and how to fight racism, xenophobia and anti-Semitism. We must therefore invite all sectors in society to join the effort and to give a clear, positive orientation as to how majorities and minorities should live together.

- Politicians by complying with the "Charter of the European political parties for a non-racist society", which was signed by most political parties in Europe, and by providing the legal framework for participation on an equal footing.
- The media by making sure that their programs reflect the cultural diversity and by integrating representatives of the immigrant populations in their program sectors.
- The cultural institutions by putting the issue of inter-cultural exchanges at the centre of their projects.
• Educational facilities by making inter-cultural learning a matter of course in their curricula.
• Scientists by dealing with these issues from an inter-disciplinary viewpoint.
• The religious denominations by intensifying the dialogue between the different religious groups.
• Employers, employees, as well as their organisations by making every possible effort in order to reduce discrimination at work and at recruitment.

This appeal must be implemented in its full scope and in its many facets. For that we need bigger and smaller initiatives. The European Monitoring Centre has begun to do this in its work. Like only a few other institutions in the European Union, the Centre addresses the issues relating to human rights, but also the problems and fears, the hopes and opportunities of citizens in Europe. We try "to be close to the people" by what we do. We do not look at the problems through a telescope – as the name "Monitoring Centre" might imply – but we try to find them in everyday life. Europe does not only need the Euro, Europe also needs a soul. To find this soul and to bring it to life, for the future of Europe, is one of the objectives of the European Monitoring Centre and its Management Board, whose members I would like to thank most cordially for their work.

This is also the appropriate time to thank the many organisations and persons who cooperate with the European Monitoring Centre. It is only through a joint effort that we can meet the great challenge, namely to remove effectively xenophobia and racism in Europe.

Jean Kahn
Chairman of the Management Board
INTRODUCTION BY THE DIRECTOR

The Challenge to European Society:
The Fight against Racism and for Equality and Diversity

The whole setting up phase, the administration and information strategies of the European Monitoring Centre on Racism and Xenophobia (EUMC) cannot be understood without firstly examining the background to the issues of racism and xenophobia and reviewing its tasks. The organisation, recruitment of staff, the design of the functions of the units of the Centre and the programme of work for this and subsequent years all have to meet the complexities of the tasks and the challenges of the future. This introduction, therefore, tries to explain, in some detail, the complexities of the tasks faced by the Centre.

The European Union and its Member States, as well as societies in Europe and their citizens are facing a basic challenge at the end of one of the most war-torn centuries:

It is not only the war in Kosovo that has shown us how racism and xenophobia can threaten our societies; at the same time, we are faced with the alarming fact that, here in Europe, on the one hand xenophobia and racism have increased over the past few years and, on the other hand, less importance is attached to this subject by society as a whole. While in 1989 36% of the European population considered the subject to be important, by 1997 only 22% of the population still showed interest in it. To fight against this danger for European societies, to act as an early warning system, to collect and analyse data and information, to heighten the awareness of the general public on this matter, to develop strategies – and particularly to put concepts into practice – the European Monitoring Centre on Racism and Xenophobia was founded.

To this very day, politicians and society still do not pay adequate attention to the fact that a growing number of people of different cultural, religious and ethnic origin will be living in Europe, and that xenophobia, anti-Semitism and racism are a threat to their peaceful existence in the community. More than ever before, there is an urgent need to provide information, to show the possibilities and limits, as well as to develop regulations and rules for society so that the different groups can live together in a community. Last, but not least, we must also understand the reasons why discrimination, marginalisation and xenophobia have sprung up in order to combat them effectively.

Several areas require further examination to illustrate these points:

The Crisis of guidance and resistance to "foreign" influences

The much discussed crisis of guidance, growing globalisation, increasingly faster means of communication, as well as rising unemployment in Europe's societies, have not only led to growing insecurity, but to a burden on the relationship between the local and the immigrant population. Many people, especially young people, experience the society in which they live as incomprehensible, complex and difficult. The waves of modernization of recent years, the loss of guiding values, as well as of family and social ties have created a two-fold impact: there is a growing fear about "foreign"
influences, and its immediate result is resistance to "foreign" influences. Some young people, in particular, are affected by this situation. They look for clarity, they want to feel sheltered and belong to a group. It is this desire that right wing-extremist groups take up and provide simple answers to such as "authoritarianism and nationalism" – minorities, migrants and foreigners out."

Social conflicts

The discussion on how different people can live together in a community is hampered by the fact that many Europeans find themselves in increasingly harsher social circumstances. We can observe the symptoms of the so-called two-thirds society. In other words, developments have taken place in our societies that have improved the living conditions of two thirds of the population, while those of the remaining third have deteriorated considerably. Many people hold the immigrant population responsible for this development, although the reasons are more complex and are perceived insufficiently, such as the impact of globalisation. When looking for a flat many face a desperate situation. As a result, the ready answer will often be: "The immigrants, the blacks, the foreigners – they are taking away all flats from us." Very often, however, people forget that the current scarcity of housing has been a foreseeable development for a long time, due to the trend to single-person households, the reduction of subsidies for social housing, the wish to have larger housing units and a second flat. Moreover, the scarcity of jobs, the competition with other candidates over one particular job has become a daily experience. Very quickly the reaction will be: "The immigrants, the blacks, the foreigners – they are taking away all jobs from us." In addition, people forget that there has been a general structural change of the labour market. They do not sufficiently recognize that labour-market policies are inadequate. The fear of failure in one's career is projected upon "those foreigners", the minority. This fear is found not only among socially weaker persons but also among the many people who are afraid of a social decline and a different form of distribution within our society.

An incompetent handling of insecurity and fear

The questions of immigration and living in a community, as well as the discussions regarding xenophobia are often burdened by an inability to handle our own fears and insecurities, as well as those of others, in a responsible and competent manner. All too quickly they are classified as xenophobia and therefore suppressed. One example is the fear to have lesser educational opportunities when there is a high proportion of migrants in schools. This is turned into a taboo subject by many, and is rejected as an expression of xenophobia.

It is this suppression of fear that can lead to aggression that can grow into xenophobia, racism and anti-Semitism. We must explore not only the social and political facts affecting our societies, but also our emotions and defence reactions. Although we have vast knowledge in many scientific disciplines, our knowledge of the origin of emotions, of fears and aggressions is very limited, in general. As a consequence, this range of problems hardly plays any role when preparing programmes and strategies against xenophobia, nor in discussions in society or public relation activities.
Instead of facing those fears and situations of conflicts and trying to cope with them, society will often dismiss them as being nothing but examples of xenophobia, adding arguments and information on top of the dismissal, which again turns them into taboos. We can observe this kind of behaviour in many migration experts, in many members of local initiatives and responsible TV and radio broadcasters. People reassure each other constantly that they are on the "right side", which is nothing more than a way to put the blame on somebody else. Too little attention is paid to developing new possible courses of action, there is hardly any recognition and encouragement of one's personal competence to deal with fears and conflicts in a better way. It is precisely these fears that are not taken seriously but are picked up by right wing-extremist groups, who utilize them for their political objectives.

Political deficits

Except for the Treaty of Amsterdam – in particular Article 13 – the topics of participation in society by ethnic minorities and the immigrant population and anti-discriminating policies, racism and xenophobia have been largely absent.

Examples of political deficits:

- Many politicians continue to regard immigration in Europe as a taboo subject or to abuse it for their own election-campaign speeches. Turning concepts, such as "country of immigration, immigrant, immigration policy", into taboos means that there is consequently a lack of programmes and monitoring mechanisms, that fears are kindled and that xenophobia will grow. A clearly defined policy would make it easier to find acceptance of this issue and to develop perspectives for the future.
- Politicians fail to communicate the message that the phenomena of "migration and immigration" are time-honoured facts which every society has had to face. Immigration and the question of how people of different cultural origin can live together in a community have certainly always created problems, but they never became an endurance test for society.
- A clear political message on living together in a community is missing in almost all European Member States, which results in a political and social void that right wing-extremists and their political parties have filled and continue to fill. For example, politicians often gave up centrist positions in recent years in order to keep the right fringe of the electorate at bay. It is a challenge to all political parties in Europe, which they must take up, that they fill this void, that they find a consensus, also beyond party limits, and that they explain the issue to the people so that they can understand and accept it.

The Challenge

Designing policies against xenophobia and racism

The first priority in reacting to all future developments and in tackling these problems of a multi-layered and inconsistent character is to have a comprehensive policy against xenophobia and racism. In addition, policies must be developed against discrimination and marginalisation, and in favour of democratic participation and acceptance of the cultural, ethnic and religious diversity within the European Union and its Member States. We must have a complete overview of the full scope of the
problem when looking for new approaches to solutions. A word of warning, however, regarding expectations: we will not be able to provide solutions, nor give unambiguous and simple answers. Nevertheless, a forward-looking, pro-active policy can address many of the problem areas and influence them in a positive manner. In doing so the interaction of the different creative efforts leads to a new quality of political action in Europe. This means that the integration of the immigrants must be supported, measures must be taken in order to eliminate marginalisation and discrimination, all inhabitants of the European Union must be taken into account in this connection;

- the conflicts and areas of tension between the local majority and the immigrant minority must be defused to the greatest possible extent;
- the immigrant minority must be enabled to participate in political, legal, social, and cultural activities on an equal basis, and they must be supported in accepting responsibility for themselves.

**Developing holistic approaches to solutions**

What does this mean in concrete terms?

- It refers, in particular, to the removal of discrimination and the promotion of integration in society. Measures by the European Commission to put Article 13 of the Treaty of Amsterdam into concrete terms and to translate the article into specific national legislation are more important than ever.
- A European citizenship can contribute decisively towards removing institutional discrimination. When civil rights are reinforced and people are able to experience equal rights and equal citizenship, this can increase their awareness of a common responsibility in an open, civil society and be a stronger experience than marginalization.
- A European integration policy that comprises all political spheres, such as the labour market, housing, education, culture and the media.
- The transfer of European and international knowledge and experience must be supported more strongly. In the field of anti-discrimination legislation and policies and inter-cultural education, for example, many European Member States have collected information over the years. This information and experience is hardly known about and can be shared with other Member States.
- When developing and implementing measures, we must look for "holistic" approaches to solutions. The questions of xenophobia and racism relate to almost all spheres of life, such as business, education, culture and the media. They apply to all political levels – from the local community to world politics. The interaction of the factual and the emotional level must also be taken into account.
- New forms of cooperation must be developed. Scientific findings should be better integrated into politics and practical life, while the experience and issues of politics and practical life should be taken up by scientists – what is lacking is a continuous transfer of experience and knowledge between the various fields of work.
- New institutional initiatives must be created in many European Member States. NGOs and those directly affected must be better integrated into the work. We must counteract institutional discrimination. One way to counteract xenophobia and try to find acceptance by broad groups in
society for living together is to establish commissions or special governmental quasi-governmental institutions in the Member States that are responsible for "equal opportunities". The relevant social organisations from various fields of expertise should be represented on these commissions: trade-unions and employers, self-help organizations and scientific institutions, politics and culture, education and the media, etc. This will make it possible to have a broader social consensus on questions relating to anti-discrimination and xenophobia.

**Concentrating knowledge and providing guidance**

All social sectors of society are called upon to provide guidance and to take measures to support living together in a community. Every institution must ask itself what contribution it is making in order to tackle xenophobia adequately, it must show possibilities for action, it must counteract discrimination, it must provide perspectives for living together, and it must provide access for the minorities. The knowledge and the experience of the different social forces should be brought together. This is the mission of the European Monitoring Centre for Racism and Xenophobia. A completely new organisation of the European Union.

The European Monitoring Centre:
- is a knowledge manager, a clearing house, a bridge-builder;
- is a network organization which translates data and information into knowledge for action;
- coordinates instead of isolating, it promotes instead of blocking, it operates on an inter-disciplinary instead of a subject-specific basis, it convinces instead of persuading, it creates transparency instead of complexity– and, last but not least: it facilitates instead of competing.
- is a learning, living, constantly changing organization. It seeks to create a platform where one is able to think of all facets of an issue. It constitutes a forum so that "others can learn for others". It seeks to make the invisible visible, it lends its voice to those without any say. It seeks to connect loose ends.
- brings together the most diverse forces in society to fight against xenophobia and racism, marginalisation and discrimination. It challenges them to promote social participation on an equal footing, as well as cultural, ethnic and religious diversity. It is a "catalyst for change".

We must be aware of one thing: our societies depend on constant exchanges with people of different cultural origins for its cultural, political and economic life. The arts and cultures of Europe obtained vitality, creativity and enrichment from its exchanges with other, foreign cultures. Our cultural pluralism must be acknowledged by law and society. We must find an understanding of ourselves as a society which includes immigrants, minorities, blacks and foreigners – irrespective of the label that they are given – on an equal footing. In this connection, we must take account of the different cultural needs, for example by offering cultural activities in the mother tongue of the participants and for the specific target groups. Everybody needs a familiar environment in order to be able to digest new and foreign impressions. At the same time, we must make it very clear: certain basic values and basic rules applying to our society, such as the recognition of human rights, the rule of law must be binding on everybody. That would create one basic prerequisite for living together in a community – also with a regard to Europe - namely that there is a common direction for and perspective of our future.
This extremely broad, complex and difficult challenge is an opportunity for us all. It is one of the
most important reasons to create the European Monitoring Centre: to establish a "network
organisation", a "clearing house" and a "bridge builder" between all the different areas of life. This is
not only our view of our task but the conditions which inform our daily work as an organisation
which brings "added value" to the work of others for example, the European Union, the Member
States, the NGO's, the Research Centre, the media, the experts and the general public.

Beginning in 1998, the European Monitoring Centre has started to work together with others. This
gives me the opportunity to thank all the different organisations and people who have supported us
such as the European Parliament, the European Commission, other European and international
institutions, NGO's, Research Centres, media – and especially the Members of the Management
Board of the European Monitoring Centre and its Executive Board. Special thanks are due to the
Chairman Jean Kahn, the Vice-Chairman Bob Purkiss and the staff of the European Monitoring
Centre. All together we have become a small "European family" – with our common and different
views and knowledge – but all with the same commitment for a diverse and equal Europe.
1. **The First Steps of the Monitoring Centre**

1.1 **Context and Adoption of E.C. Regulation 1035/97 of 2 June 1997**

1. **Why do we exist**

The future of Europe will be determined by its cultural, ethnic and religious diversity. Mutual understanding and equal opportunities are the basic pillars of European unity. All this is inseparably linked with human dignity and a respect for human rights.

Racism, xenophobia and antisemitism, on the other hand, are evils which are diametrically opposed to and threaten these principles and which have to be overcome.

Racism and xenophobia transcend all borders.

A substantial proportion of Europeans consider themselves to be “very” racist or “quite” racist. This figure emerges from a recent study undertaken by Eurobarometer, which also shows that almost half of the Europeans who consider themselves to be “very” or “quite” racist are dissatisfied with the policies pursued by their governments.

Obviously, in many fields, xenophobia is further aggravated by the decline in social stability across Europe.

The following factors play an important role:

- dissatisfaction with current living conditions;
- fear of unemployment and uncertainty about the future;
- lack of confidence in governments and public institutions.

Racism, xenophobia and antisemitism must be fought throughout Europe. The European Union sees its task as that of developing concrete solutions as part of a comprehensive strategy to counteract these trends. The European Monitoring Centre on Racism and Xenophobia has also been given a remit to develop a fundamental strategy to this end.

2. **The establishment process**

In June 1995, the *European Council* asked the Consultative Commission on Racism and Xenophobia, chaired by Jean Kahn, to study the proposal to establish a European centre for monitoring racism and xenophobia.

The *Consultative Commission* came to the conclusion that only a European Monitoring Centre would be in a position to monitor carefully the development of racism, xenophobia and antisemitism in the European Union. Such a centre would be best able to provide up-to-date information to EU institutions, the EU Member States and political representatives, and to prompt them to take
concrete political action. It also pointed out that only a European Monitoring Centre could ensure the appropriate coordination of activities required. On the basis of a feasibility study, the European Council approved in principle the establishment of a European Monitoring Centre in June 1996.

On 2 June 1997, during the European Year against Racism, the Council adopted Regulation (EC) no. 1035/97 on the Establishment of a European Monitoring Centre on Racism and Xenophobia, to be based in Vienna (see Annex A).
1.2 APPOINTMENT OF THE MEMBERS OF THE BOARD AND THE DIRECTOR

- Once the members of the Management Board were nominated by the Member States, the European institutions and the Council of Europe, the first meeting of the Management Board took place in Vienna on 20 and 21 January 1998. During this first session the Board elected its Chairman, its Vice-Chairman and the members of the Executive Board.

  Mr Jean Kahn was elected as Chairman.
  Mr Robert Purkiss was elected as Vice-Chairman.

  The Executive Board was then constituted:
  Mr Jean Kahn: Chairman
  Mr Robert Purkiss: Vice-Chairman
  Mr Anton Pelinka: member
  Mr Joseph Voyame: representative of the Council of Europe
  Mrs Odile Quintin: representative of the European Commission

  The list of members and deputies of the Management Board has been published in the Official Journal of the European Communities on 18 February 1998 (no. C 51/12) (see Annex B).

- The advertisement of the post of the Director was published in the Official Journal of the European Communities on 18 February 1998 (no. C 51/14).

  During the second meeting held in Brussels on 28 and 29 May 1998, the Management Board appointed Ms Beate Winkler as Director of the European Monitoring Centre on Racism and Xenophobia.
  Ms Winkler took up her duties in Vienna on 16 July 1998.
1.3 Activities of the Board

The Management Board had three meetings in 1998.

- On **21/22 January 1998**, the opening session was hosted and welcomed by the Austrian authorities in Vienna City Hall. Apart from the above mentioned elections and the preparation of the recruitment procedure for the Director, the Board had a first discussion on its rules of procedure and on the draft programme of activities for 1998. The Board also started with financial questions, adopting the budget for 1998, and giving a mandate to the European Commission for the authorisation of expenditure until the Director was able to take up her duties.

- On **28/29 May 1998**, apart from the appointment of the Director, the Board had a first discussion on how to handle the Round Tables.
  
  It was also busy with administrative questions due to the starting phase of the Centre, especially with the search of premises for the Centre in Vienna and with internal rules and procedures.

- On **5/6 November 1998**, the Board adopted the financial regulations and the internal rules of procedure, and had a discussion on the recruitment of the staff and administrative questions. On the basis of a proposal of the Director, there was a debate on the priorities for operational activities for 1999.
  
  The Board also discussed the preparation of a statement to strengthen the Centre’s identity.
1.4 **RESOURCES (BUDGET AND STAFF)**

Due to the effective starting date of the Monitoring Centre in Vienna late in 1998, resources were quite limited.

- After the Director had taken up her duties in July, due to the recruitment procedures only two members of the staff were appointed before the end of the year to deal with administration. On 17 December, the Centre started a new procedure to recruit eight new staff members.

- Concerning the budget for 1998, ECU 2,000,000 were made available by the budget authority. Regarding the late start in 1998, the budget was, of course, very partially implemented. Only ECU 547,000 were used for the year’s expenditure. This underexecution is also due to the fact that no suitable premises were found before the end of 1998.
2. **The Need for Action**

2.1 **New Comparison of the Results of Eurobarometer**

Urgent appeal to the European heads of government to provide clear social guidance for coexistence:

Xenophobia and racism have increased in Europe during the last ten years.

The European Monitoring Centre on Racism and Xenophobia addressed the public on 7 December 1998 before the European Summit with an urgent appeal to heads of government of the European Union to provide clear political guidance against racism and xenophobia and for cultural diversity and equality.

The Centre worked out and presented a new comparison of Eurobarometer 1989 and 1997. Xenophobia and racism have increased over the last ten years. At the same time the public does not consider the combat of racism so important as it did ten years ago. While in 1997 41% of Europeans felt that members of ethnic minorities or persons of different nationality, religion or culture were "too numerous", in 1989 only 37% of the population had been of this opinion. In 1997 33% of those interviewed classified themselves as "rather" or "very racist". Simultaneously, the fight against racism has gradually been attached less importance (36% in 1989 as compared to 22% in 1997). These facts are for example corroborated by a comparative analysis of opinion polls conducted by Eurobarometer in 1989 and 1997, which was presented to the public in Vienna today.

The 50th anniversary of the signing of the Declaration on Human Rights should be regarded as an occasion to add a new ethic, human rights dimension to European integration by combating racism and xenophobia. Europe's future is based on its diversity rather than obsolete and destructive ideas of homogeneity that are on the increase. The Management Board of the European Monitoring Centre on Racism and Xenophobia warned of the dangers of this alarming social development and addressed all sectors of society and the entire population of Europe with its appeal for "Equality and Diversity in Europe". Among others, the representatives of politics, media, culture and educational institutions are called upon to assume their responsibility of launching concrete measures taking into consideration the recommendations and concepts developed by the Consultative Commission on Racism and Xenophobia. As stated in the appeal, the problem was not so much a lack of concepts and ideas but lacking implementation of the material prepared.

The analysis of opinion polls also illustrated that acceptance of groups of population coming from the East has been decreasing in Europe in general (from 14% in 1991 to 12% in 1997) as well as in individual countries (e.g. Germany from 9% in 1991 to 3% in 1997). The degree of unreserved acceptance of persons seeking political asylum in Europe shows also a (Europe-wide) declining trend (24% in 1991 as compared to 20% in 1997).
The role of the European institutions in the fight against racism and xenophobia was considered necessary by Europeans in 1997. 84% of those polled were in favour of this role and of strengthening it. 79% were of the opinion that the European institutions should pass and apply legislation prohibiting racism and 79% believed that organizations combating racism should be supported.

The Chairman of the Management Board, Jean Kahn, requested the heads of government of the European Union to tackle the issues of racism, xenophobia and anti-Semitism and to design responsible policies to foster cultural diversity in Europe. They had to take full responsibility for joint action, particularly because of the background of European history. Bob Purkiss, Vice-Chairman of the Management Board of the European Monitoring Centre, pointed out that equal opportunities in all sectors of society were still not ensured for ethnic, cultural and religious minorities in Europe. The European Monitoring Centre had prepared concrete proposals, which it would provide to the public.

The Director of the European Monitoring Centre, Beate Winkler, emphasised that it was not only the duty of all institutions but also the duty of every individual to stand up for cultural diversity in Europe. Everybody could contribute and was called upon to do so. The European Monitoring Centre was a network organization that would combine the best forces of society to establish "networks of knowledge". It was a question of crucial importance for Europe how it dealt with cultural, ethnic and religious diversity and combated racism, xenophobia and antisemitism.
3. **THE RAXEN NETWORK**

3.1 **STEPS TO BE TAKEN FOR RAXEN**

One of the main tasks of the European Monitoring Centre on Racism and Xenophobia is to set up and co-ordinate the European Information Network on Racism and Xenophobia (RAXEN). The task of this information network will be, in close co-operation with the Monitoring Centre, to systematically collect and store data and information on xenophobia and racism which will then be processed and analysed.

Before such a network can be set up, a concept must first be developed as to the composition and working methods of RAXEN. When drawing up the plan, the following questions should be clarified:

1. **Membership of RAXEN**
   - What are the basic requirements that organisations which will participate in RAXEN should fulfil?
   - What kind of organizations can be considered for membership in RAXEN (universities, extra-mural research institutes, NGOs with their own collection / documentation of information, official bodies, etc.?)
   - Are there any other criteria that should be taken into consideration when selecting members?
   - How many members should RAXEN have altogether, and how many members should there be from each Member State?
   - In addition to those proposed by Member States, how can further institutions / organizations / persons be identified that can be asked to join RAXEN as members?
   - How can RAXEN ensure that it represents the most up-to-date information in comprehensive form through its members?
   - How can RAXEN be expanded beyond its actual membership in order to ensure maximum access to the information available in Europe?

2. **Developing a System for the Operation of RAXEN**

   - What organisational prerequisites are necessary in order to facilitate the efficient operation of RAXEN?
   - How can the key questions relating to the activities of RAXEN be identified?
   - Which areas lend themselves to setting up working groups within RAXEN?
The flow of information should not only reach the network and/or the co-ordinating Monitoring Centre, but members themselves should also benefit from their cooperation. How can the information feedback best be organised?

3. Problems Relating to the Collection of Data and Information

Prior to starting the activities of RAXEN, a "feasibility study" should identify the basic problems that may arise when collecting the relevant data and information and examine how these problems can be solved. The following problems, inter alia, might occur:

- the information of the Member States may have differing degrees of completeness,
- the basis for comparing the data is either limited or absent due to the lack of a proper definition of the areas of research and different methods used to compile and analyse the data,
- lack of common evaluation criteria,
- protection and confidentiality of person-related data,
- last, but not least, linguistic problems may occur since data/information is generally only available in the language of the relevant Member State.

Problems regarding the tasks to be performed and the methodology to be used may occur with the co-ordination of RAXEN. For example, how can a reporting system be developed which, despite the aforementioned problems, guarantees the objectivity and reliability of the data?
3.2 Nomination by the Member States and Pre-Feasibility Study

At the end of November, all the Member States had designated in a first step "their" bodies. The Monitoring Centre worked out an overview and evaluation of the designated bodies. It shows that there is a tremendous lack of comparability.

A total of 262 organizations were nominated (96 research establishments and university institutes, 127 non-governmental organizations and foundations, and 18 governmental and semi-governmental bodies). In addition, nominations were submitted for employers' organizations and trade unions, national commissions (composed of NGOs, government bodies and research establishments) and, in three cases, divisions of government ministries.

<table>
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<tr>
<th></th>
<th>Belgium</th>
<th>Denmark</th>
<th>Germany</th>
<th>Finland</th>
<th>France</th>
<th>Greece</th>
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<th>Sweden</th>
<th>Spain</th>
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<td>Research establishments</td>
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<td>10</td>
<td>96</td>
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<td>NGOs and foundations</td>
<td>19</td>
<td>5</td>
<td>21</td>
<td>6</td>
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<td>4</td>
<td>7</td>
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<tr>
<td>Governmental, semi-governmental or regional bodies responsible for integration and the suppression of racism</td>
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<td>13</td>
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<td>1</td>
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<td>18</td>
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<tr>
<td>Employers' organisations and trade unions, chambers of Commerce, guild chambers, etc.</td>
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<td>7</td>
<td>19</td>
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</table>

The Management Board decided then, as a preliminary step, to ensure all the potential members of RAXEN (research centres, NGOs, public bodies, ... ) to be identified and to get supplementary information on their current activities.

At the same time a call for tender was launched for a pre-feasibility study in order to identify the first steps to undertake to establish RAXEN.
4. THE ROUND TABLES

4.1 WORKING METHOD AND GUIDELINES

One of the major tasks of the European Monitoring Centre on Racism and Xenophobia is to promote and facilitate the creation of "Round Tables" at the national level in the European Member States. Some "Round Tables" already exist and have performed valuable work, while others still need to be set up. In addition to serving the urgent need of getting to know each other and exchanging experience, the "Round Tables" should

- facilitate an exchange of findings and experience among the most diverse groups NGOs, scientists and politicians) on concrete problems,
- have a multi-disciplinary composition,
- have a comparable structure,
- deal with comparable topics,
- in order to reach comparable concrete results.

At the same time, the various "Round Tables" at the national level will be completely different on account of the completely different situation in each Member State; they will therefore reflect the diversity of Europe. In order to harmonise the different and the comparable features, the following topics and structures were proposed:

4.1.1. Objective

The task of the “Round Tables“, which are being set up at national level in connection with “Racism and Xenophobia“ and the general objectives and themes of the Monitoring Centre, i.e.

- information and TV programmes, as well as other media and means of communication,
- general and vocational training and youth,
- social policy, including employment,
- culture,
- and the free movement of persons,

is to deal with the following aspects:

- exchange of experience
- collecting and regarding the information
- manifestations of racism in all its forms (from discrimination to racist criminal offences)
- analysis of the situation and the causes
- findings and research results concerning manifestations, consequences and causes of racism
formulate conclusions and opinions and examine examples of good practice, e.g. established practices and measures, in particular evaluation of ongoing or completed projects

building up networks

identification of the necessary transfer of knowledge and experiences

summarising the results

4.1.2. Members of the “Round Table“:
Experts from governmental and non-governmental organizations concerned with racism and xenophobia, e.g. from the fields of:

- science
- politics
- NGOs
- administration

project co-ordination, e.g. in the fields of:

- media
- culture
- education, including vocational training

4.1.3. Other Participants:
In addition to the members: representatives of the European Monitoring Centre, i.e. one member of the Management Board, the responsible official in Unit 2 of the Centre with one "consultant", and - in general - the Director, the “press“.

4.1.4. Organization of "Round Tables“:
Organization: by the Member of the Management Board of the relevant country, together with the support of the country and with the European Monitoring Centre.

Contents:

Discussion of the objectives and opinions on specific topics (see Item 1) which need further concretisation and delimitation on account of the broad spectrum of tasks.

Timetable:

The "Round Tables" should be held on a regular basis, approximately twice a year.

4.1.5. Results:
The information collected, the analyses, the conclusions and concrete steps for the transfer of the findings will be recorded in the minutes / reports.

4.1.6. Next Step:
To summarise the different reports of the national "Round Tables" at European level.
4.1.7. Setting Up a "European Round Table"

Addressing the question of whether the different reports can be compared.
Discussing the information, analyses and opinions from a European perspective.
Summarising the results of the "European Round Table".

4.1.8. Implementation, Further Development of the Results of the "Round Tables" on the National and European Level:

• they will be transferred back to the national level (transfer of the findings),
• they will be brought to the attention of the other "Round Tables" in the Member States,
• they will be brought to the attention of the Member States and of European institutions, such as the Commission, the European Parliament and the Council of Europe,
• they will be disseminated in the media and included in the annual report.
4.2 THE ROUND TABLES IN THE MEMBER STATES

In 1998 the first “Round Tables“ took place in the United Kingdom, Austria and Ireland.

4.2.1 UK Round Table

The first UK Round Table was held on 16 October 1998 at Middlesex University. It was attended by 75 participants from a cross-section of disciplines such as academics, experts from specialized bodies, representatives of local authorities, members of non-governmental organizations and anti-racist groups. The list of Speakers included Pauline Green, the leader of the parliamentary Group of European Socialists in the European Parliament, Glyn Ford. Member of European Parliament and Mike O’Brien, Parliamentary Under-Secretary of State at the Home Office. Representing the Monitoring Centre were Jean Kahn (Chairman), Bob Purkiss (Vice Chairman), David Weaver (Deputy representative for the UK) and Beate Winkler (Director of the Monitoring Centre) respectively.

The Round Table discussions were divided into five workshops: Universities and education; local authorities; NGOs and Anti-racist groups; migration and citizenship rights groups; and professional and specialized bodies. Much of the discussion focussed on the role and remit of the European Monitoring Centre, mechanisms to facilitate cooperation between the Monitoring centre and other bodies, the nature of the centre’s activities and key issues for the centre to develop.

Many issues were discussed and the key themes which emerged are as follows:

- There was a strong recognition of the importance of the European Monitoring Centre – the Monitoring Centre needs to develop clearly its purpose, vision and scope of activity.
- The Centre should have a pro-active campaigning role to bring about changes in legislation, policy and practice at the level of the member state and the EU.
- Member states should commit themselves to establishing structures to collect and analyse comparable data within each member state for reporting to the Monitoring Centre.
- UK national mechanisms for collecting and analysing information should be integrated into the activities of the relevant national bodies such as the Home Office.
- There was felt to be an increase in racial attacks and acts of violence
There was a need for the Monitoring Centre and others to strike a fine balance between research and practice.

The status of third country nationals in the context of citizenship rights needs to be addressed.

There was concern expressed that the Centre will not be addressing issues relating to policing and criminal justice.

There is a need to solidify the involvement of NGOs and to ensure that they are accorded equal treatment in their role on a European level in the work of the Monitoring Centre.

The European Network Against Racism should be recognised as the key network through which consultations with NGOs can be organised.

The Monitoring Centre could provide leadership for the sector and set the framework for interaction.

The Monitoring Centre should have a pro-active educational role and promote good practice.

The Monitoring Centre should make full use of information technology to facilitate the effectiveness of its work.

The Monitoring Centre needs to develop cooperation with social partners such as business and trade unions.

4.2.2 Austrian Round Table

The Round Table in Austria took place on 30 October 1998. It was attended by around 90 participants representing academics, government ministries, human rights organizations, political parties, the European Commission, the European Parliament, the social partners and the unit of the ÖRF (Austrian National Television) dealing with minority issues. The European Monitoring Centre was represented by the Member of the Executive Board and the Representative for Austria, Prof. Anton Pelinka, his deputy, Prof. Stefan Karner and the Director Beate Winkler.

The discussion focussed on the role and scope of activities of the Monitoring centre and strategies to combat racism in Austria and Europe-wide. The participants were divided into three working groups for the discussions.

The working groups presented a list of suggestions to take forward in appropriate areas and with the appropriate authorities.

Working group 1:

A more intensive contact should be established with the political and the academic sector.
It is necessary to carry out hands-on observations, i.e. visiting refugee camps etc. and to follow up on the fate of deported persons.

There was a need to recognise that racism is a social problem that affects the entire society, not only minorities.

There was a need to monitor media reports closely – as they may be one cause of racism.

The importance of education was stressed; in schools, for adults and employees of authorities.

It was suggested that a national coordination centre - like in the UK - should be established, as well as a "black box", offering and receiving information via the Internet.

A website should be designed with information about best practices in anti-racism work world-wide.

Working group 2:

One of the main tasks of EUMC should be linking research with the work of NGOs and political implementation.

In addressing the issue of racism the importance of cooperation with NGOs was stressed.

A number of questions were raised regarding the position and goals of the EUMC, the cooperation with NGOs, and the hope was expressed that the EUMC would make a courageous appearance vis-à-vis other authorities.

The first Round Table was regarded as providing the opportunity to establish first contacts between organizations and across different areas of expertise. It was also an opportunity to identify the main topics concerning racism.

Working group 3:

Racism research has to be carried out on a global scale and must not be limited to Europe. Special emphasis should be placed on Central and East European countries that are preparing for EU accession.

The EUMC should act as a link between EU institutions, member states and NGOs and be a centre of information, coordination and education in order to contain racism. Relevant terms should be clearly defined.

Laws should be examined for racial aspects.

In order to take the issues further it was suggested that there was a need

- to identify people and institutions that deal with racism, xenophobia and antisemitism as their speciality or are affected in their private or working environment.
to identify key issues and create working groups for key issues
that EUMC must not be seen as a rival institution but as a support and network organization

4.2.3 Irish Round Table

The Round Table in Ireland took place on 26 November 1998. It was attended by 30 participants representing the following organizations and groups: NGOs working on refugee, asylum, travellers and anti-racism; state agencies and government departments. Speakers included John O’Donoghue the Minister for Justice, Equality and Law reform. The Monitoring Centre was represented by the Representative for Ireland, Mr. Mervyn Taylor, his deputy, Mary Flaherty and the director, Beate Winkler.

The Round Table discussions focussed on the role of the Monitoring centre at the European level and national level strategies to combat racism with reference to travellers and racism in Ireland, Black Irish experiences, asylum seekers and refugees, migrant issues, the experience of women and antisemitism.

The key outcomes were as follows:

At the European Level
- The key role of the Monitoring Centre in tackling racism, in particular the importance of forthcoming EU legislation arising out of Article 13 of the Amsterdam Treaty and the EU Plan of Action.
- The need to develop a strong and proactive Monitoring Centre working closely with members states.
- The need to address the inherent contradictions between the tightening of external borders and the development of an inclusive and intercultural European Union.

At the National Level
- A strong perception among minority groups that racism in Ireland is increasing
- The need for government to take a lead role in addressing racism and promoting cultural diversity
- The importance of developing partnership approaches at all levels within government policy to address racism
- The need to develop a gender dimension to all areas of anti-racism strategies
- The enactment of anti-racism and equality legislation is inadequate without strong monitoring and implementation bodies to ensure the effectiveness of such legislation.
Legislation should be complemented by supporting strategies, in particular,
- Adequate resourcing of NGO sector working on ethnic minority issues
- Adequate checks and balances on the role of the media
- The role of the education system in promoting anti-racism and the inclusion of ethnic minority groups
- The need to develop an intercultural approach to the education system
- The need to incorporate a North/South Irish dimension to address racism
- Local authorities could play a lead role at the local level in addressing racism
- The need to monitor the experience of different categories of people in the asylum process to ensure that procedures are fair and transparent.

The first “Round Tables“ were a success and demonstrated the willingness for cooperation between the Monitoring Centre and national bodies and organizations. There are “Round Tables“ planned in 1999 for Denmark, Finland, France, Italy, Luxembourg, Netherlands, Spain, Sweden and the UK.
5. SETTING UP THE MONITORING CENTRE AND BUILDING A STRATEGY FOR INFORMATION

5.1 Background

In accordance with Council Regulation n° 1035/97 of June 2, 1997, it is, inter alia, the task of the European Monitoring Centre on Racism and Xenophobia to collect and analyse data and information, examine examples of good practices and put these at the disposal of the European institutions and the Member States.

On 16 July 1998 the Director took up her post in Vienna. The initial phase constituted a challenge to the Centre, having to tackle all tasks simultaneously. The following issues were addressed:

- setting up a completely new office with all the relevant infrastructure, such as office furniture and computer facilities/internet connection;
- recruiting secretaries on a fixed-term basis and developing recruitment procedures;
- opening a bank account and ensuring smooth co-operation with Financial Control;
- answering spontaneous questions following interviews and task-related statements, as well as elaborating and formulating conceptual guidelines.

In order to establish the European Monitoring Centre in a way that enables a fast and well-founded approach to the requirements of its tasks and thus its rapid growth, emphasis was placed on the setting-up of administration while ensuring that the Members of the Executive Board were kept informed at all times, and in close co-operation with the Chairman of the Management Board, Jean Kahn, and his Deputy, Bob Purkiss.

At the same time, the Centre endeavoured to start with the factual and conceptual work as well as to establish first contacts with key people and institutions. The considerable number of invitations was followed to the extent possible. One main objective was to respond positively to the extraordinarily high interest and willingness to co-operate on the one hand, while, on the other hand, countereacting unfulfillable and unclear expectations the Monitoring Centre has been confronted with in a sensitive and clear manner. Thus, the Centre tried to minimise disappointment and devaluation of its work form the beginning. The discussions and meetings with other organizations, the presentation of the Centre to the European Parliament and to the public, but also the first publications of the Centre during the first half year got a very positive reaction.

During these first weeks the following tasks were completed:
5.2 ADMINISTRATION

A. Staff

In order to initialise the necessary steps in the opening phase, a limited number of
members of the staff were recruited.

1. Secretariat/Office organization
   Four secretaries (from Austria) were recruited on fixed-term contracts (interim
   positions).

2. Management
   − On 15 September, the Head of Unit 1 was recruited to deal with administration
     (Budget and personnel).
   − On 15 November, an administrative assistant was recruited.

3. Vacancy announcements
   A procedure was developed which ensures that vacancy notices are posted in such
   a way as to attract good and well-qualified candidates.

   The figures for the staff to be recruited refer precisely to the budget presentation (in
   line B34115).
   A three-stage procedure was developed:
   a) The recruitment of another 8 staff members early in 1999.
   b) Recruitment of another 6 staff members in spring/summer 1999.
   c) Additional staff will be necessary at the beginning of the-year 2000, to ensure
      every unit is in a position to function properly. The estimation, in the actual
      stage of implementation is of 8 new posts; the total number of posts will then
      reach 25 in about 18 months' time.
      Due to these three steps, the Centre would be in a good position from 2000
      with a well-balanced organization. This will happen only with the support of the
      Council and the Parliament.

4. Jury
   In order to incorporate as many different opinions and experience as possible, the
   following Selection Committee has been installed:
   − 1 member from other European agencies
   − 1 expert in the field of xenophobia and racism
   − 1 member from DG IX of the European Commission (in charge of recruitment)
   − the Director of the Centre.
B. Organization

1. Office
   The office was installed so as to be fully operational.

2. Development of structures
   As a basis for the organization of the Centre's office and for the tasks it undertakes, a kind of "master plan" was drawn up. In parallel, a detailed classification scheme was evolved.

3. Organization chart
   An organization chart was developed that foresees the breakdown of the European Monitoring Centre into three fields of activity. This organization chart has been submitted to the Executive Board on 23 September, and approved by the Management Board on 5 November 1998.

C. Finances

1. Procedures
   Since mid-July, authorisation of the budget has been the responsibility of the Centre. With the assistance of DG V (Division of Social Services) and DG XX (Financial Control), adequate management procedures for the initial phase have been drawn up. Good working relations were developed with both Divisions involved. This is of considerable importance for the efficient operation of the Centre, since Financial Control will be involved even in the preparatory stages of all project-related decisions.
   At the beginning of December 1998, a representative of the Court of Auditors visited the Centre.

2. Favourable business conditions
   In addition to establishing the budget and setting up the procedures, negotiations were conducted by the Finance Department with different companies so that, right from the start, the European Monitoring Centre will enjoy favourable business conditions, for example for banking, air-tickets, hotels etc.

D. Translations

The requisite contractual agreement was concluded with the Translation Centre in Luxembourg. Some few and urgent translations, as well as interpretation services for meetings of the Management Board, were commissioned to local translation agencies
under the particularly favourable conditions applicable to the Austrian Ministry of
Foreign Affairs.

E. Premises

The Monitoring Centre was in many difficulties to find suitable premises when installed in
Vienna. Until the early months of 1999 the Centre has been housed temporarily in the
Austrian Federal Chancellery (4 rooms).

F. Status

The Austrian Government was requested by the Chairman of the Management Board to
grant the European Monitoring Centre diplomatic status, in keeping with other agencies.

G. Budget

For 1998, the budget authority voted 2 000 000 Euro as credits for commitments and
the same for payments.
Regarding the effective starting date of the Monitoring Centre in the second part of the
budgetary year, the implementation showed underexecution. This is mainly due to the
absence of location and equipment and the absence of staff to initiate and monitor
operational activities.
DG V in the European Commission was in charge of execution until August and the
Centre after this date.
The total execution is only 25% of the credits for 1998.

On 1 December 1998, there was a presentation in the European Parliament (Committee
on Civil Liberties) of the Draft Work Programme for 1999 with detailed budgetary
consequences.

5.3 BUILDING A STRATEGY FOR INFORMATION

The interest of the media in the Monitoring Centre is extremely high, but it is clear that it
must be maintained constantly.

Aim
For the area of Public Information a detailed concept is currently being elaborated in
order to
− firmly establish the European Monitoring Centre as a new and competent authority
− set up new forms of communication
− create a positive image for the Centre
– reach as many partners as possible and
– emphasise the Centre's role as a focus of relevant information.
Concept
A concept for a general communication program was prepared. The objective is to reach, step by step and as quickly as possible,
- a clear definition regarding goals and target groups, including the setting of priorities
- implementation of certain publicity measures (e.g., drawing up effective descriptions of the European Monitoring Centre, creating logos, formulating short information sheets, scheduling events, creating a corporate identity). Further, the Centre has elaborated a suggestion for a basic presentation of the Centre especially in the long and designed version. Basic presentation of the Centre was issued in fact in three versions (2, 4 and 8 pages) and is currently sent to everybody who asks for information on the activities of the Centre.

Information sheet about the Centre
An information sheet of the Centre was also published. It gives an overview of the objectives, the activities and the organization.

“Appeal”
On 7 December the Monitoring Centre has called upon all the citizens of Europe to do all that is in their power to maintain human rights and to fight against racism, xenophobia and antisemitism. This “appeal for common action” in favour of equality and diversity for Europe was launched in Vienna by Jean Kahn, Bob Purkiss and Beate Winkler on behalf of the European Monitoring Centre. This appeal has been successfully reported by the media.

Leaflet: You can do something ...
Together with the double-paged appeal itself, a leaflet to be distributed to the public: “You can do something for better mutual understanding and against xenophobia, antisemitism and racism”.

This small brochure with concrete proposals on how to overcome racism, xenophobia and Anti-semitism in the daily life will be translated into the other official languages of the European Communities.
The interest in the brochure is extremely high (e.g. Members of Parliament want to have many leaflets to distribute them, the United Nations High Commissioner on Human Rights is interested to translate it into all the languages of the world).

Survey "Racism and Xenophobia – In the light of the public opinion 1989-1997"
A comparative analysis of opinion polls conducted by Eurobarometer in 1989 and 1997 was presented to the press and the public in December 1998 showing that xenophobia and racism have increased over the last ten years. Simultaneously, the fight against racism has gradually been attached less importance.
Relations with the institutions
The Centre has a special attention on this subject, together with the Management Board. Both the Council of Europe and the United Nations have collected a number of data. The European Commission made or asked for some works during the last years. It is then very important for the Centre to carefully identify these initiatives in order to avoid any duplication of work and waste of resources. It is also very important for the Centre to promote close co-operation with competent institutions and bodies; this will be a pennant task of the Centre.
Within this framework, discussions and contacts were conducted with a number of institutions and representations, such as:

- the United Nations High Commissioner on Human Rights,
- High officials in the Council and Commission,
- European Parliament and its Members,
- Representatives of the Council of Europe,
- NGOs,
- Scientists and experts in the field of racism and xenophobia in Europe,
- Ambassadors and leading people in Austria,
- Ministers, State Secretaries and civil servants in the Member States.

The Centre was represented at several international conferences, in the Round Tables, at national and European level. On the invitation of the Austrian Presidency, the Director went to China with the EU Delegation for the “constructive dialogue”: China had put Racism and Xenophobia in Europe” on the agenda of the meeting.

Political reactions
The importance of the Monitoring Centre was mentioned in the conclusions of the European Summit (Vienna, 11 December 1998), also during the 50th anniversary and the European Parliament decided to propose to enlarge the objectives of the Centre in the field of Human Rights.
### ANNEXES

| ANNEX A | COUNCIL REGULATION (EC) No 1035/97 |
| ANNEX B | BOARD MEMBERS OF THE EUROPEAN MONITORING CENTRE ON RACISM AND XENOPHOBIA |
| ANNEX C | ORGANISATION CHART 1998-2000 |
| ANNEX D | OVERVIEW OF PARTICIPATION AND PRESS COVERAGE |
| ANNEX E | LIST OF PUBLICATIONS |
| ANNEX F | 1998 BUDGET |
COUNCIL REGULATION (EC) No 1035/97
of 2 June 1997
establishing a European Monitoring Centre on Racism and Xenophobia

THE COUNCIL OF THE EUROPEAN UNION,

Having regard to the Treaty establishing the European Community, and in particular Article 213 and Article 235 thereof,

Having regard to the proposal from the Commission (OJ No C 78, 12.3.1987, p. 15.),

Having regard to the opinion of the European Parliament (OJ No C 132, 28.4.1997),

Having regard to the opinion of the Economic and Social Committee (OJ No C 158, 26.5.1997, p. 9),

Having regard to the opinion of the Committee of the Regions,

(1) Whereas the Community must respect fundamental rights in formulating and applying its policies and the legal acts which it adopts; whereas, in particular, compliance with human rights constitutes a condition of the legality of Community acts;

(2) Whereas the collection and analysis of objective, reliable and comparable information on the phenomena of racism, xenophobia and Anti-Semitism are therefore necessary at Community level to provide full information to the Community on those phenomena so as to enable the Community to meet its obligation to respect fundamental rights and to enable it to take account of them in formulating and applying whatever policies and acts it adopts in its sphere of competence;

(3) Whereas the importance of respect for human rights has been stressed on many occasions by the Community institutions and the Member States;

(4) Whereas in a Joint Declaration of 5 April 1977 (OJ No C 103, 27.4.1977 p. 1) the European Parliament, the Council and the Commission stressed “the prime importance they attach to the protection of fundamental rights” and declared that “in the exercise of their powers and in pursuance of the aims of the European Communities they respect and will continue to respect those rights”;
Whereas on 11 June 1986, the European Parliament, the Council, the representatives of the Member States meeting within the Council and the Commission adopted a Joint Declaration on racism and xenophobia (OJ No C 158, 25.6.1986 p. 1) stressing the “importance of adequate and objective information and of making all citizens aware of the dangers of racism and xenophobia, and the need to ensure that all acts or forms of discrimination are prevented or curbed”;

Whereas on 29 May 1990 the Council and the representative of the governments of the Member States, meeting within the Council, adopted a Resolution on the fight against racism and xenophobia (OJ No C 157, 27.6.1990, p. 1);

Whereas on 5 October 1995 the Council and the representatives of the government of the Member states, meeting within the Council, adopted a Resolution on the fight against racism and xenophobia in the fields of employment and social affairs (OJ No C 296, 10.11.1995, p. 13) and on 23 October 1995 they adopted a Resolution on the response of educational systems to the problems of racism and xenophobia (OJ No C 312, 23.11.1995, p. 1);

Whereas on 15 July 1996 the Council, acting on the basis of Article K.3 of the Treaty on European Union, adopted a Joint Action concerning action to combat racism and xenophobia (OJ No L 185, 24.7.1996, p. 5);

Whereas on 23 July 1996 the Council and the representatives of the governments of the Member States, meeting within the Council, adopted a Resolution concerning the European Year against Racism (1997) (OJ No C 237, 15.8.1996, p. 1);

Whereas the European Council meeting in Corfu on 24 and 25 June 1994 determined to step up efforts to define, at European Union level, a global strategy aimed at combating acts of racist and xenophobic violence; whereas to this end it set up a Consultative Commission charged with making recommendations on combating racism and xenophobia;

Whereas the European Council meeting in Cannes on 26 and 27 June 1995 called on the Consultative Commission to extend its work in order to study, in close cooperation with the Council of Europe, the feasibility of a European Monitoring Centre on Racism and Xenophobia;

Whereas the conclusions of this feasibility study were submitted to the European Council meeting in Florence on 21 and 22 June 1996;

Whereas the European Council meeting in Florence reaffirmed the Union's determination to combat racism and xenophobia with the utmost resolve and approved the principle underlying the establishment of a European Monitoring Centre;
(14) Whereas in order to carry out this task of collecting and analysing information on racism, xenophobia and anti-Semitism as well and as independently as possible and in order to maintain close links with the Council of Europe, it is necessary to establish an autonomous body, the European Centre on Racism and Xenophobia (Centre), at Community level with its own legal personality;

(15) Whereas the phenomena of racism, xenophobia and anti-Semitism involve many complex, closely interwoven aspects which are difficult to separate; whereas, as a result, the Centre must be given the overall task of collecting and analysing information concerning several of the Community's spheres of activity; whereas the Centre's task will concentrate on areas in which sound knowledge of those problems is particularly necessary for the Community in its activities;

(16) Whereas racism and xenophobia are phenomena which manifest themselves at all levels within the Community: local, regional, national and Community, and therefore the information which is collected and analysed at Community level can also be useful to the Member States' authorities in formulating and applying measures at local, regional and national level in their own spheres of competence;

(17) Whereas therefore the Centre will make the results of its work available to both the Community and the Member States;

(18) Whereas, in the Member States, there are numerous outstanding organizations which study racism and xenophobia;

(19) Whereas the coordination of research and the creation of a network of organizations will enhance the usefulness and effectiveness of such work;

(20) Whereas, in order to enhance cooperation and avoid overlap or duplication of work, the tasks assigned to the Centre presuppose close links with the Council of Europe, which has considerable experience in this field, as well as cooperation with other organizations in the Member States and international organizations which are competent in the fields related to the phenomena of racism and xenophobia;

(21) Whereas the Centre will itself be able to decide on the administrative arrangements for cooperating with those organizations; whereas, on the other hand, it is for the Community to conclude, on behalf of the Centre, an agreement with the Council of Europe for the purpose of establishing close cooperation between the latter and the Centre; whereas the same will apply to the conclusion of any agreements with other international organizations or with third countries which may prove necessary for the Centre to carry out its tasks;

(22) Whereas the protection of personal data which are processed and exchanged by the Centre must be ensured in accordance with Directive 95/46/EC of the European Parliament and of the Council of 24 October 1995 on the protection of individuals with regard to the
processing of personal data and on the free movement of such data (OJ No L 281, 23.11.1995, p. 31);
(23) Whereas the Centre must enjoy maximum autonomy in the performance of its tasks;

(24) Whereas the Court of justice must have jurisdiction to hear and determine, pursuant to an arbitration clause, disputes regarding the contractual liability of the Centre as well as disputes on the non-contractual liability of the Centre; whereas the Court must also have jurisdiction to rule on actions brought against the Centre under the conditions laid down in Article 173 of the Treaty;

(25) Whereas this Regulation might, where appropriate, be adapted on expiry of a three-year period, with a view to deciding whether or not to modify or extend the Centre's tasks, more especially depending on any changes in Community powers;

(26) Whereas the powers provided for in Article 213 of the Treaty to collect and analyse information on several of the Community's areas of activity do not permit such information to be collected through a specialized, autonomous body with its own legal personality; whereas Article 235 must therefore also be used as the legal basis for the establishment of such a body and to enable the information to be transmitted to Community institutions and bodies and to the Member States,

HAS ADOPTED THIS REGULATION:

Article 1

A European Monitoring Centre on Racism and Xenophobia (hereinafter referred to as 'the Centre') is hereby established.

Article 2

Objective and tasks

1. The prime objective of the Centre shall be to provide the Community and its Member States, more especially within the fields referred to in Article 3 (3), with objective, reliable and comparable data at European level on the phenomena of racism, xenophobia and anti-Semitism in order to help them when they take measures or formulate courses of action within their respective spheres of competence.

2. The Centre shall study the extent and development of the phenomena and manifestations of racism, xenophobia and anti-Semitism, analyse their causes, consequences and effects and examine examples of good practice in dealing with them. To these ends, in order to accomplish its tasks, the Centre shall:
(a) collect, record and analyse information and data, including data resulting from scientific research communicated to it by research centres, Member States, Community institutions, international organizations - particularly those referred to in Article 4 (1) - and non-governmental organizations;

(b) build up cooperation between the suppliers of information and develop a policy for concerted use of their databases in order to foster, where appropriate at the request of the European Parliament, the Council or the Commission, the wide distribution of their information;

(c) carry out scientific research and surveys, preparatory studies and feasibility studies, where appropriate, at the request of the European Parliament, the Council or the Commission. In doing so, the Centre shall take account of already existing studies and other activities (conferences, seminars, ongoing research, publications) especially of those centres and organizations with which it is linked in the European Racism and Xenophobia Information Network (RAXEN), in order to avoid duplication and guarantee the best possible use of resources. It shall also organize meetings of experts and, whenever necessary, set up ad hoc working parties;

(d) set up documentation resources open to the public, encourage the promotion of information activities and stimulate scientific research;

(e) formulate conclusions and opinions for the Community and its Member States;

(f) develop methods to improve the comparability, objectivity and reliability of data at Community level by establishing indicators and criteria that will improve the consistency of information;

(g) publish an annual report on the situation regarding racism and xenophobia in the Community, also highlighting examples of good practice, and on the Centre's own activities;

(h) set up and coordinate a European Racism and Xenophobia Information Network (RAXEN) consisting of the Centre's own central unit, which shall cooperate with national university research centres, non-governmental organizations and specialist centres set up by organizations in the Member States or international organizations referred to in Article 7;

(i) facilitate and encourage the organization of regular round-table discussions or meetings of other existing, standing advisory bodies within the Member States, with the participation of the social partners, research centres and representatives of competent public authorities and other persons or bodies involved in dealing with racism and xenophobia. The Centre shall take the findings of the national round-table discussions or of other existing, standing advisory bodies into account in its annual report on the situation regarding racism and xenophobia in the Community.
Article 3

Working methods and areas of activity

1. The Centre shall carry out its tasks within the competencies of the Communities and in the light of the objectives adopted in its annual programme and with due regard to the available budgetary resources.

2. In pursuing its activities, the Centre shall, in order to avoid duplication, take account of activities already carried out by the Community institutions and by other institutions, bodies and competent international organizations, particularly the Council of Europe, and shall ensure through close cooperation with the Council of Europe that it provides added value.

3. The information and data to be collected and processed, the scientific research, surveys and studies to be conducted or encouraged shall be concerned with the extent, development, causes and effects of the phenomena of racism and xenophobia, particularly in the following fields:

   (a) free movement of persons within the Community-

   (b) information and television broadcasts and the other media and means of communication;

   (c) education, vocational training and youth;

   (d) social policy including employment;

   (e) free movement of goods;

   (f) culture.

Article 4

European Racism and Xenophobia Information Network (RAXEN)

1. To enable the network provided for in Article 2 (2) (h) to be established as rapidly and efficiently as possible the Member States shall forward to the Centre a list of the centres and organizations of which they are aware referred to in that Article.

2. Taking into account the list referred to in paragraph 1, the Centre’s Management Board shall invite the competent organizations in the fields related to the phenomena of racism and xenophobia or those organizations the principal aim of which is the analysis of those phenomena, to be parties to RAXEN.
3. The Centre may enter into contractual relations, in particular subcontracting arrangements, with the organizations referred to in paragraph 2, in order to accomplish any tasks which it may entrust to them.

The Centre may also enter into contractual relations, on an ad hoc basis and for specific tasks, with bodies which are not part of RAXEN.

The allocation of such tasks shall appear in the Centre's annual programme.

**Article 5**

**Protection and confidentiality of personal data**

1. The Centre may collect personal data only for the purposes of carrying out its tasks as provided for under this Regulation. The Centre shall apply to its processing and exchange of personal data under this Regulation the provisions laid down in Directive 95/46/EC. To this effect, rules implementing these provisions shall be adopted, in particular with regard to the rights of the individuals concerned, the confidentiality and security of processing, suitable safeguards for rendering data anonymous before disclosure, and the internal supervision of processing.

2. The implementing rules referred to in paragraph 1 shall be published in the Official Journal of the European Communities. The Centre may not process personal data before the entry into force of those rules and unless a supervisory authority within the meaning of Article 28 of Directive 95/46/EC has been set up and is operative.

Pending the appointment of any such authority or authorities set up for the Community institutions and bodies, the Centre's activities as regards data protection rules shall be supervised by the Ombudsman provided for in Article 138e of the Treaty, in the context of the tasks allotted to him by that Treaty.

3. Until the date of implementation of Directive 95/46/EC, where, under the provisions of this Regulation, the Member States transmit or receive personal data, they shall apply their respective national data-protection laws to the processing of such data.

Until the above mentioned date, a Member State which has transmitted data to the Centre, can object to the transmission of these data to another Member State or submit that transmission to the fulfilment of conditions, if no data protection standard equivalent to that of Directive 95/46/EC is guaranteed by the receiver for the processing of the transmitted data.

In any event, personal data collected by the Centre and transferred by it to the Community or the Member States shall not be filed and subsequently used by the latter in a way incompatible with the purposes for which they were collected by the Centre.
4. Member States and national bodies cooperating with the Centre shall be under no obligation to provide information classified as confidential under their national law.

**Article 6**

**Legal personality and capacity**

The Centre shall have legal personality. It shall enjoy, in each of the Member States, the most extensive legal capacity accorded to legal persons under their laws. In particular, it may acquire or dispose of movable and immovable property and may be a party to legal proceedings.

**Article 7**

**Cooperation with national and international organizations**

1. To help it carry out its tasks, the Centre shall cooperate with organizations in the Member States or international, governmental or non-governmental organizations competent in the field of racist and xenophobic phenomena.

2. The administrative arrangements for the cooperation referred to in paragraph 1 shall be subject to the approval of the Management Board.

3. The Centre shall coordinate its activities with those of the Council of Europe, particularly with regard to its programme of activities pursuant to Article 8 (3) (a). To this end, the Community shall, in accordance with the procedure provided for in Article 228 of the Treaty, enter into an agreement, on behalf of the Centre, with the Council of Europe for the purpose of establishing close cooperation between the latter and the Centre. This agreement shall include the appointment by the Council of Europe of a person to sit on the Centre's Management Board.

Should agreements with other international organizations or with third countries prove necessary for the Centre to carry out its tasks efficiently, the Community shall, following the same procedure as mentioned above, enter into such agreements, on behalf of the Centre.

**Article 8**

**Management Board**

1. The Centre's Management Board shall be composed of one independent person appointed by each Member State, one independent person appointed by the European Parliament, one independent person appointed by the Council of Europe pursuant to Article 7 (3), and a representative of the Commission. The members of the Management Board shall be persons with
appropriate experience in the field of human rights and analysis of racist, xenophobic and anti-Semitic phenomena.

Each member shall have a deputy appointed on a similar basis.

2. The names of the members and deputy members of the Management Board shall be notified to the Commission for publication in the *Official Journal of the European Communities*. Their term of office shall be three years, which shall be renewable once. The Management Board shall elect its Chairman and Vice-Chairman and the other members of the Executive Board referred to in Article 9.

Each member of the Management Board, or in his absence, his deputy, shall have one vote. Decisions shall be taken by a two-thirds majority of the votes cast. The Chairman shall vote. The person appointed by the Council of Europe may not vote on decisions referred to in points (d) and (e) of paragraph 3.

3. The Management Board shall take the decisions necessary for the operation of the Centre. In particular, it shall:

(a) determine the Centre's annual programme of activities in accordance with the budget and the available resources; this programme may be reviewed when necessary during the year;

(b) adopt the Centre's annual report and its conclusions and opinions and forward them to the European Parliament, the Council, the Commission, the Economic and Social Committee and the Committee of the Regions; it shall ensure publication of the annual report;

(c) appoint the Centre's Director;

(d) adopt the Centre's annual draft and final budgets;

(e) approve the accounts and give the Director discharge.

4. The Management Board shall adopt its rules of procedure. The Board shall meet, as convened by its Chairman, at least twice a year.

*Article 9*

**Executive Board**

1. The Executive Board shall be composed of the Chairman of the Management Board, the Vice-Chairman and a maximum of three other members of the Management Board, including the person appointed by the Council of Europe and the Commission representative.
2. The Executive Board shall supervise the work of the Centre, monitor the preparation and execution of programmes and prepare the meetings of the Management Board with the assistance of the Centre's Director. The Executive Board shall also perform any task entrusted to it by the Management Board, in accordance with the latter's rules of procedure.

Article 10

Director

1. The Centre shall be headed by a Director appointed by the Management Board on a proposal from the Commission for a period of four years, which shall be renewable.

2. The Director shall be responsible for:

(a) performance of the tasks referred to in Article 2 (2);

(b) preparing and implementing the Centre's annual programme of activities;

(c) preparing the annual report, conclusions and opinions as referred to in this Regulation;

(d) all staff matters and matters of day-to-day administration.

3. The Director shall be accountable for the management of his activities to the Management Board and shall attend its meetings and the meetings of the Executive Board.

4. The Director shall be the Centre's legal representative.

Article 11

Staff

1. The staff of the Centre shall be subject to the Regulations and Rules applicable to officials and other servants of the European Communities.

2. The Centre shall exercise in respect of its staff the powers devolved to the appointing authority.

3. The Management Board shall, in agreement with the Commission, adopt the appropriate implementing rules.

Article 12
Budget

1. Estimates shall be drawn up of all the Centre's revenue and expenditure for each financial year, which shall correspond to the calendar year, and shall be entered in the Centre's budget.

2. By 15 February each year at the latest, the Director shall draw up the preliminary draft budget for the following financial year. The preliminary draft budget shall cover the operating expenditure and programme of activities scheduled for the following financial year. The Director shall submit the preliminary draft, together with an establishment plan, to the Management Board.

3. The revenue and expenditure shown in the budget shall be in balance.

4. The revenue of the Centre shall, without prejudice to other resources, comprise:

   (a) a subsidy from the Community, entered under a specific heading in the general budget of the European Communities ('Commission' section);

   (b) payments received for services rendered;

   (c) any financial contributions from the organizations referred to in Article 7;

   (d) any voluntary financial contributions from the Member States.

5. The Centre's expenditure shall include staff remuneration, administrative and infrastructure expenses, operating costs and expenditure relating to contracts concluded with institutions or bodies party to RAXEN and with third parties.

6. The Management Board shall adopt the draft budget and forward it to the Commission. On this basis, the Commission shall determine the corresponding subsidy estimates to be entered in the preliminary draft general budget of the European Communities, which it places before the Council pursuant to Article 203 of the Treaty.

7. The Management Board shall adopt the Centre's final budget before the beginning of the financial year, adjusting it where necessary to the Community subsidy and the Centre's other resources.

8. The Director shall implement the Centre's budget.

9. Monitoring of the commitment and payment of all the Centre's expenditure and of the establishment and recovery of all the Centre's revenue shall be carried out by the Commission's Financial Controller.

10. By 31 March each year at the latest, the Director shall send the Commission, the Management Board and the Court of Auditors the accounts for all the Centre's revenue and expenditure in respect of the preceding financial year.
The Court of Auditors shall examine these accounts in accordance with Article 188c of the Treaty.

11. The Management Board shall give a discharge to the Director in respect of the implementation of the budget.

12. The Management Board shall, after consulting the Commission and the Court of Auditors, adopt the internal financial provisions specifying in particular the arrangements for establishing and implementing the Centre's budget.

Article 13

The translation service required by the operation of the Centre shall, in principle, be provided by the Translation Centre for bodies of the European Union established by Regulation (EC) No 2965/94 (OJ No L 314, 7.12.1994, p. 1.).

Article 14

Privileges and immunities

The Protocol on the Privileges and Immunities of the European Communities shall apply to the Centre.

Article 15

Jurisdiction of the Court of Justice

1. The contractual liability of the Centre shall be governed by the law applicable to the contract in question.

The Court of justice shall have jurisdiction pursuant to an arbitration clause contained in a contract concluded by the Centre.

2. In the case of non-contractual liability, the Centre shall, in accordance with the general principles common to the laws of the Member States, make good any damage caused by the Centre or its servants in the performance of their duties.

The Court of justice shall have jurisdiction in disputes relating to compensation for any such damage.

3. The Court of justice shall have jurisdiction in actions brought against the Centre under the conditions provided for in Article 173 of the Treaty.
Article 16

Reporting arrangements

During the third year following the entry into force of this Regulation, the Commission shall forward to the European Parliament, the Council, the Economic and Social Committee and the Committee of the Regions a progress report on the Centre's activities, together with proposals, if appropriate, to modify or extend its tasks, taking into account, in particular, the development of Community powers in the field of racism and xenophobia.

Article 17

Entry into force

This Regulation shall enter into force on the day following the date of the decision by the competent authorities on where the seat of the Centre should be located.

This Regulation shall be binding in its entirety and directly applicable in all Member States.

Done at Luxembourg, 2 June 1997.

For the Council
The President

H. VAN MIERLO
BOARD MEMBERS OF THE EUROPEAN MONITORING CENTRE ON RACISM AND XENOPHOBIA

Each member has a deputy nominated in the same way.
* denotes deputy

<table>
<thead>
<tr>
<th>Country</th>
<th>Members and Deputies</th>
</tr>
</thead>
<tbody>
<tr>
<td>Belgium</td>
<td>Prof. Johan Leman / Jean Cornil*</td>
</tr>
<tr>
<td>Denmark</td>
<td>Prof. Ole Espersen / Morten Kjaerum*</td>
</tr>
<tr>
<td>Germany</td>
<td>Uta Würfel / Barbara John*</td>
</tr>
<tr>
<td>Finland</td>
<td>Kaarina Suonio / Prof. Tom Sandlund*</td>
</tr>
<tr>
<td>France</td>
<td>Dr. Jean Kahn / Martine Valdes-Boulouque*</td>
</tr>
<tr>
<td>Greece</td>
<td>Prof. Petros Stangos / Perikles Pangalos*</td>
</tr>
<tr>
<td>United Kingdom</td>
<td>Robert Purkiss / David Weaver*</td>
</tr>
<tr>
<td>Italy</td>
<td>Prof. Francesco Margiotta Broglio / Diego Ungaro*</td>
</tr>
<tr>
<td>Ireland</td>
<td>Mervyn Taylor / Mary Flaherty*</td>
</tr>
<tr>
<td>Luxembourg</td>
<td>Nic Klecker / Prof. Edouard Wolter*</td>
</tr>
<tr>
<td>Netherlands</td>
<td>Prof. Ed van Thijn / Prof. Paul B. Cliteur*</td>
</tr>
<tr>
<td>Austria</td>
<td>Prof. Anton Pelinka / Prof. Stefan Karner*</td>
</tr>
<tr>
<td>Portugal</td>
<td>Prof. Pedro Bacelar de Vasconcelos / Prof. Esmeraldo de Azevedo*</td>
</tr>
<tr>
<td>Spain</td>
<td>Dr. Juan de Dios Ramirez-Heredia / Joaquin Alvarez de Toledo*</td>
</tr>
<tr>
<td>Sweden</td>
<td>Stéphane Bruchfeld / Lena Berggren*</td>
</tr>
<tr>
<td>European Parliament</td>
<td>Prof. William Duncan / Dr. Jürgen Micksch*</td>
</tr>
<tr>
<td>Council of Europe</td>
<td>Prof. Joseph Voyame / Dr. Jenö Kaltenbach</td>
</tr>
<tr>
<td>European Commission</td>
<td>Dr. Odile Quintin / Adam Tyson*</td>
</tr>
<tr>
<td>Chairman of the Management Board</td>
<td>Dr. Jean Kahn</td>
</tr>
<tr>
<td>Vice Chairman</td>
<td>Robert Purkiss</td>
</tr>
</tbody>
</table>
The first meeting of the Management Board took place on January 20 and 21, 1998, in Vienna at which it elected its own Chairman and Vice Chairman, and those of the Executive Board.

b. Executive Board

The Executive Board comprises a Chairman, Vice Chairman and three further members of the Management Board, with representatives of the European Commission and the Council of Europe as ex-officio members. Members are elected by the Management Board.

The Executive Board controls the work of the Monitoring Centre, supervises the formulation and implementation of the Centre’s programmes and, prepares the meetings of the Management Board in conjunction with the Director.

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

<table>
<thead>
<tr>
<th>Position</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chairman:</td>
<td>Dr. Jean Kahn</td>
</tr>
<tr>
<td>Vice Chairman:</td>
<td>Robert Purkiss</td>
</tr>
<tr>
<td>Member elected by the Management Board</td>
<td>Prof. Anton Pelinka</td>
</tr>
<tr>
<td>Member appointed by the Council of Europe</td>
<td>Prof. Joseph Voyame</td>
</tr>
<tr>
<td>Representative of the European Commission</td>
<td>Dr. Odile Quintin</td>
</tr>
</tbody>
</table>
Please note, the year mentioned against each job description indicates the year the recruitment procedure started/will start.
OVERVIEW OF PARTICIPATION AND PRESS COVERAGE

I. Presentations and participation in conferences and meetings 1998 etc.

1. Public presentations of the EUMC, e.g.:
   - Round tables in the Member States
   - EU-Dialogue with China on Human Rights and Racism
   - European Parliament/Committee on Civil Liberties and Internal Affairs

2. Participation at International and European Events, e.g.:
   - Affirmative Action against Discrimination
   - Presentation of specialised bodies in Europe (e.g. Commission for Racial Equality etc.)
   - 50th Anniversary of Human Rights, Vienna and Paris

3. Formal Courtesy Calls to Officials to introduce the EUMC, e.g.:
   - High Commissioner on Human Rights of the UN
   - Home office Minister, UK and other Representatives of the Government of the Member States
   - NGOs, main organisations in the field of racism and xenophobia

II. Press Clippings

were published about the activities of the EUMC. This includes interviews with the Director:

- 87 newspaper articles
- 7 radio interviews
- 8 TV interviews

III. Press Conferences

1 press conference took place:

- 7th December, 1998  
  "Equality and Diversity for Europe: Appeal for a Common Action"
LIST OF PUBLICATIONS

- You can do something for better mutual understanding against racism, xenophobia and antisemitism, 7 December 1998.
1998 BUDGET

1. Staff members at the end of 1998

<table>
<thead>
<tr>
<th>Categories</th>
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<th>B</th>
<th>C</th>
<th>D</th>
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<td>STAFF 1998</td>
<td>2</td>
<td>1</td>
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<td>-</td>
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2. Balance sheet as at 31 December 1998

<table>
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<th>ASSETS</th>
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<th>LIABILITIES</th>
<th>1998</th>
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<td>Current assets</td>
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<td>Fixed Capital</td>
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</tr>
<tr>
<td>Amounts recoverable from the Commission</td>
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<td>Balance for the financial year</td>
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<tr>
<td>Salary advances</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Recoverable VAT</td>
<td>14</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sub-total</td>
<td>134</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash accounts</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bank accounts</td>
<td>310</td>
<td>Current liabilities</td>
<td>292</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>118</td>
</tr>
<tr>
<td>Sub-total</td>
<td>310</td>
<td></td>
<td>29</td>
</tr>
<tr>
<td>Suspense account</td>
<td>9</td>
<td></td>
<td>42</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Social liabilities</td>
<td>14</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Commission account</td>
<td>495</td>
</tr>
<tr>
<td></td>
<td></td>
<td>VAT</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Sub-total</td>
<td></td>
</tr>
<tr>
<td>Total assets</td>
<td>453</td>
<td>Total liabilities</td>
<td>453</td>
</tr>
</tbody>
</table>
3. Revenue and expenditure account for the financial year 1998

<table>
<thead>
<tr>
<th>Revenue</th>
<th>1998</th>
</tr>
</thead>
<tbody>
<tr>
<td>Subsidy received from the Commission</td>
<td>500</td>
</tr>
<tr>
<td>Miscellaneous revenue</td>
<td>4</td>
</tr>
<tr>
<td><strong>Total revenue</strong></td>
<td>504</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Expenditure</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Staff expenditure – Title I of the budget</td>
<td></td>
</tr>
<tr>
<td>Payments (1)</td>
<td>212</td>
</tr>
<tr>
<td>Appropriations carried over</td>
<td>120</td>
</tr>
<tr>
<td>Administrative expenditure – Title II of the budget</td>
<td></td>
</tr>
<tr>
<td>Payments</td>
<td>14</td>
</tr>
<tr>
<td>Appropriations carried over</td>
<td>61</td>
</tr>
<tr>
<td>Operating expenditure – Title III of the budget</td>
<td></td>
</tr>
<tr>
<td>Payments</td>
<td>29</td>
</tr>
<tr>
<td>Appropriations carried over</td>
<td>111</td>
</tr>
<tr>
<td><strong>Total expenditure</strong></td>
<td>547</td>
</tr>
</tbody>
</table>

| Out-turn for the financial year  | -43  |
| Exchange rate differences       | 1    |
| **Balance for the financial year** | -42  |

*Source:* prepared by the Court of Auditors on the basis of data from the Centre  
(1) An amount of ECU 69 000 relating to additional salary and salary deductions is to be paid during 1999.