



EUROPEAN COMMISSION
EMPLOYMENT AND SOCIAL AFFAIRS DG

Adaptability, Social dialogue and Social Rights
Anti-discrimination and Relations with the Civil Society

Brussels, July 2004

COMMUNITY ACTION PROGRAMME TO COMBAT DISCRIMINATION (2001-2006)

2005 Plan of Work and Budget Breakdown

The Programme has an important role to play in assisting Member States with the implementation of the two anti-Discrimination Directives in all Member States. While it is premature to draw definitive conclusions on the achievements of the Programme, the interim external evaluation as of early 2004 has concluded that it is generally working well. A certain amount of positive progress has been achieved in particular through actions pertaining to a better understanding of non-discrimination issues (strand 1), but also of mobilising NGOs (strand 2 actions) and raising the awareness of certain key players (judges and legal practitioners, players involved at a national level in the fight against discrimination through strand 3 actions).

Consequently, the Commission does not consider it necessary to alter the way the programme has been implemented to date. Therefore, the bulk of proposed activities in the draft work plan 2005, are in the main, a continuation of initiatives agreed and launched in previous years.

The maximum amount foreseen for 2005 is €19.258.000 to finance activities for an EU of 25 Member States. Subject to adaptation (as the correct level of EEA countries' contribution is not yet established), an additional amount representing around 2.16 % of the total budget will be available to cover the participation of the EEA countries (Norway, Iceland and Liechtenstein) in the programme, making a total amount available of €19.673.972,8. Ongoing activities initiated in the previous years will account for most of the financial appropriations made available in 2005, leaving approximately €1.52m for new activities out of the total budget.

As in the previous years, the Commission proposes that the planned maximum budget for the Annual Work Programme should slightly exceed the budget made available by the Budgetary Authority. This will allow the Commission to take better account of the fact that organisations bidding for contracts or subsidies generally request a level of funding below the maximum allowed and will therefore assist the Commission in committing the entirety of the budget. For that reason, although the budget allocated by the Budgetary Authority totals €19.673 million, the Commission is proposing to fix a marginally higher

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maximum forecast of €19.745.000 as the total of all the subheadings, in the knowledge that this figure will not be reached in practice.

Strand 1 – Analysis and Evaluation

Objective: to improve the understanding of issues related to discrimination through improved knowledge and through evaluation of the effectiveness of policies and practice

As indicated above, the vast majority of the activities proposed are a straightforward continuation of previous initiatives. There are nonetheless two new one-off activities proposed in the area of analysis and evaluation. The first activity would be a study mapping existing national measures, of legislative or other nature, that prohibit discrimination on grounds of religion or belief, age, disability and sexual orientation outside the fields of employment and occupation. This study would examine, among other things, the positive trend in some Member States which have opted to go beyond the minimum standards set out in Community legislation. Moreover, as emphasised in the Green Paper on Equality and non-discrimination in an enlarged European Union, the Commission considers that legislation is but one of a range of tool available at European, national or regional level to address the problem of discrimination. In this context, the Commission proposes to include measures of a non-legislative nature in the proposed study.

The second proposed new activity is directly linked to the recently agreed Constitution for Europe which will incorporate the Charter of Fundamental Rights of the Union. Once ratified, the Union's legislation and policies will have to be implemented in conformity with the rights set out in the Charter. The Commission proposes to explore to what extent the principle of mainstreaming anti-discrimination policy can be applied to the Union's legislation and policies.

Action	Timing
Management of ongoing actions launched in the previous years	
(1) Publication of Annual Report on Equality and Non-discrimination	Next report due to be published July 2005.
(2) Overall evaluation of the Action Programme	Ongoing
(3) Promote activities of Working Group on Data Collection to Measure the Extent and Impact of Discrimination in Europe	On-going
(4) Consolidated Expert Group on all grounds of discrimination	On-going
(5) Publications	On-going

New Measures to be launched in 2005	
(6) Mapping study on existing national measures tackling discrimination outside the field of employment and occupation on the grounds of religion or beliefs, disability, age and sexual orientation	Publish call for tender February 2005
(7) Non-discrimination mainstreaming impact assessment study of Community policies and legislations	Publish call for tender February 2005
(8) Community-based service provision as an alternative to institutionalisation: a comparative-cost analysis (see note A13/006/2004)	Publish call for tender February 2005

The Commission proposes a maximum budget of €2.705m for this Strand for 2005. This figure is lower than that agreed for 2004. This decrease mainly reflects the fact that a particular investment was made on data collection issues in 2004.

Strand 2 – Capacity building

Objective: to develop the capacity to prevent and address discrimination effectively, in particular by strengthening organisations' means of action and through support for the exchange of information and good practice and networking at European level, while taking into account the specific characteristics of the different forms of discrimination

This strand focuses on two elements: the support for the exchange of information and good practice between actors in the Member States and support for the activities of European networks of NGOs. Most of the actions necessary for the commitment of the funds under this heading were actually initiated in 2003 and 2004. This concerns the support to the second batch of 25 trans-national actions which are about to enter their implementation phase as of 1 December 2004 for a two-year period and the support to both the four umbrella organisations representing and defending the rights of people exposed to discrimination and to the recently selected five smaller-European level disability organisations.

The Committee will recall that at a previous meeting held in November 2003, the Commission drew attention to the possibility of funding a Roma network that would act as an interlocutor at European level on Roma issues. Recent developments have confirmed the importance of ensuring a proper channel of communication between the European Institutions and Roma communities. The study supported by the Community Programme to combat discrimination on the situation of Roma, confirms that although Roma constitute the largest ethnic minority in Europe, they are among the most deprived groups and are vulnerable to particular forms of discrimination. The Commission believes that in order to ensure the mainstreaming of Roma issues in EU policies, it will be necessary to provide ad hoc funding to a representative Roma network. Such an approach has already been successfully implemented in the disability context.

Furthermore the Council Decision establishing the Community Programme to combat discrimination calls for "specific forms of discrimination to be accommodated". Such ad hoc support has demonstrated added value and complementarity with mainstream interventions.

Action	Timing
Management of ongoing actions launched in 2004	
(1) 25 Trans-national actions selected in January 2004, further to a Call for proposals launched in September 2003	Ongoing implementation Phase to start in December 2004
(2) 4 European Umbrella Networks of NGOs, selected in March 2004, further to a Call published end of October 2005	Ongoing - Work programme 2004 /2005 started on 1 May 2004
(3) Call for proposals for Smaller European Disability Networks	Ongoing work programme 2004 started on 1 September 2004
New Measures to be launched in 2005	
(4) Call for proposals for the support towards the operating cost of a Roma organisation	Call for proposals to be published first trimester 2005

The Commission services propose a maximum total budget for Strand 2 of €8.090.000, broken down as follows:

Strand 2.1 (trans-national actions)	-	€4,4 m
Strand 2.2 (networks)	-	€2.95 m
Strand 2.2 (smaller European-level networks)-		€0.620 m
Strand 2.2 (Support to a Roma organisation) -		€0.120 m

This figure is lower than that agreed for 2004. This is due mainly to the fact that there is no longer preparatory phase for the trans-national actions (which amounted at €1m). In addition, it is no longer foreseen to propose the organisation of national information disability days (see note A13/006/2004).

Strand 3 – Awareness-raising

Objective: to promote and disseminate the values and practices underlying the fight against discrimination, including through the use of awareness-raising campaigns

Increased emphasis was placed on activities in the awareness-raising field in 2003-2004. This related particularly to the launch of the EU-wide "For Diversity – Against Discrimination" campaigns, the subsequent extension of the campaigns to the new Member States, and the increased interest of national authorities in developing awareness-raising authorities.

The Commission proposes a further development of activities in this area in 2005. It will seek to maximise the impact of the "For Diversity – Against Discrimination" campaigns and the continuing involvement of the key national stakeholders. The intention is to maintain the focus on combating discrimination in the workplace in 2005, with some adjustments. Members of the Committee will have the opportunity to receive further information from the contractor responsible for the implementation of the campaigns concerning possible options for 2005 at the 21 September meeting.

The Commission proposes to continue to support awareness-raising activities developed by national authorities in 2005. In order to facilitate financial planning, it will be necessary to have a clear view of which Member States intend to make use of this funding from members of the Committee as early as possible in 2005. The Commission would also be grateful for the cooperation of members of the Committee in order to ensure the overall quality of the proposals submitted and their coherence with other activities being developed with the support of the programme, particularly in the context of the Information Campaigns.

Support will also be made available for awareness-raising activities in Bulgaria, Romania and Turkey, in line with the provisions of the relevant Memoranda of Understanding.

Action	Timing
Management of ongoing actions launched in 2005	
(1) "For Diversity – Against Discrimination" information campaigns	Ongoing (contract renewable until the end of the programme)
(2) Seminars on awareness-raising of judicial authorities and legal practitioners in advance of the implementation of the Directives extended to the new Member States and candidate countries.	Ongoing (contract renewable until the end of the programme)
(3) Facilitating the communication and information exchange among the different actors involved in the activities of the programme to combat discrimination	Ongoing (contract renewable until the end of the programme)
(4) European Day of Disabled People	Ongoing (contract renewable until the end of the programme)

New Measures to be launched in 2005	
(5) Presidential Conferences, including UK Disability conference	Spontaneous subsidies
(6) National awareness-raising initiatives	Restricted call for proposals to be launched in 2005
(7) Candidate countries (Bulgaria, Romania, Turkey)	Restricted call for proposals to be launched in 2005

The Commission proposes a maximum total budget for Strand 3 for 2005 of €8.950 m. This figure is an increase over the level agreed for 2004 and reflects the increasing interest of the Member States and candidate countries for awareness raising activities. .

Conclusion

Once the Programme Committee has approved the proposed list of activities outlined above, the Commission will proceed to prepare a more detailed proposal to the Committee in October 2004, outlining the arrangements for selecting the organisations to carry out the implementation of all the new proposed activities under the various strands.

Subject to the agreement by the Committee on these practical arrangements, the Commission services will take steps to secure the adoption of the 2005 Financing Decision by the Commission and begin implementing the programme for 2005. The pre-information notice on calls for proposals and tenders foreseen for 2005 will be published in the Official Journal and on the Home Pages of the Community Programme on the Europa server. The Commission's intention is to publish this notice in early January 2005 to provide as much notice as possible to those potentially interested and to enable the various calls to be launched early in the year.

The Commission therefore requests the approval of the Committee to the above work programme in order for this first step to be taken.