



COMMISSION OF THE EUROPEAN COMMUNITIES

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**REPORT FROM THE COMMISSION
TO THE COUNCIL, THE EUROPEAN PARLIAMENT,
THE ECONOMIC AND SOCIAL COMMITTEE
AND THE COMMITTEE OF THE REGIONS**

on the activities of the European Monitoring Centre on Racism and Xenophobia

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INTRODUCTION

In accordance with Article 16 of Council Regulation (EC) No 1035/97 of 2 June 1997¹ establishing a European Monitoring Centre on Racism and Xenophobia, the Commission hereby presents a progress report on the Centre's activities.

The Director took up her post in July 1998 and spent the first few months setting up the Centre's administration. As a result of difficulties in finding suitable premises, the Centre started working in temporary offices. The staff moved into the offices which it is currently using on 1 May 1999. Until June 1999 the Centre had three permanent members of staff. In September 1999 the number of permanent staff was increased to 10, rising to 21 in August 2000.

The Centre is still in the early stages of implementing its programme of activities and carrying out its tasks. Setting up the European Racism and Xenophobia Information Network (Raxen), for example, will still require several more months' work.

The Regulation provided that the Commission would present an evaluation report on the Centre's activities during the third year following the Regulation's entry into force. The Commission considers that three years is not long enough to be able to carry out a comprehensive evaluation of the Centre's activities and that these activities should therefore be assessed over a longer period of time in order to evaluate them properly.

This report will therefore only be an interim report, presenting activities which the Centre has carried out to date, but without a proper evaluation of these activities. The Commission intends to base its evaluation report, which will include proposals to modify or extend the Centre's tasks if appropriate, on an evaluation carried out by external assessors which should start before the end of 2000 (**see point 4**).

¹ OJ L 151, 10.6.1997. Article 16 provides that: "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".

1. ESTABLISHMENT OF THE CENTRE

1.1. The Consultative Commission on Racism and Xenophobia

The transnationalism of racist propaganda and incitement to racial hatred made it apparent that action at European level was necessary². There was thus an urgent need to have a better understanding at European level of the nature and extent of racism and xenophobia, so that the European Union could adopt concrete solutions and contribute to combating these problems as part of a global strategy.

In June 1994, the Corfu European Council proposed that a Consultative Commission on Racism and Xenophobia (CCRX) be created within the Council. In June 1995, the Cannes European Council called on the Consultative Commission to study, in cooperation with the Council of Europe, the feasibility of a European Monitoring Centre on Racism and Xenophobia. The CCRX concluded that only a European Monitoring Centre would be in a position to closely monitor trends in racism and xenophobia in the Union and to alert the political world to these trends and encourage them to take concrete measures.

In the light of these conclusions, in June 1996 the Florence European Council approved the principle of establishing a European Monitoring Centre. The Commission presented a proposal for such a Centre in November 1996³.

On 2 June 1997, the Council adopted Regulation (EC) No 1035/97 establishing the Centre. The Centre is based in Vienna⁴.

1.2. Legal framework

1.2.1. Objectives and tasks

The main objective, as specified in Article 2(1) of the Regulation, is to provide the European Union and its Member States with objective, reliable and comparable data at European level on the phenomena of racism, xenophobia and anti-Semitism.

The Centre must collect, record and analyse information and data, carry out research and studies, develop methods for making data at Community level more objective, reliable and comparable, and implement and coordinate a European Racism and Xenophobia Information Network (Raxen).

² The European Institutions have addressed this issue notably since the Interinstitutional Declaration Against Racism and Xenophobia in June 1986 (OJ C 158 of 25 June 1986). This process has intensified over the last decade and the fight against racism has occupied an ever more important place in the programme of the European Institutions, through numerous resolutions of the European Parliament, as well as the Commission Communication on racism, xenophobia and anti-Semitism (COM(95) 653 final of 13 December 1995) and the European Year Against Racism in 1997. See also: "The European Institutions in the Fight Against Racism: Selected Texts".

³ COM (96) 615 final of 27.11.1996 and COM (97) 201 final of 14.5.1997.

⁴ Decision of the representatives of the Governments of the Member States of 2 June 1997 determining the seat of the European Monitoring Centre on Racism and Xenophobia (OJ C 194, 25.6.1997, p.4).

It can formulate conclusions and opinions addressed to the Community and its Member States and it publishes an annual report on the situation regarding racism and xenophobia in the Community, as well as on its own activities.

1.2.2. Working methods and areas of activity

The information and data to be collected and processed, and the scientific research and studies to be conducted or encouraged are concerned with the extent, development, causes and effects of the phenomena of racism and xenophobia, particularly in the following fields: free movement of people; information and the media; education, vocational training and youth; social policy; free movement of goods; and culture.

1.2.3. Cooperation with other organisations

The Centre is required to cooperate with national or international, governmental or non-governmental organisations, which are competent in the field of racism and xenophobia.

Article 7(3) of the Regulation specifically calls for the Centre to coordinate its activities with those of the Council of Europe (see 3.4.1).

1.2.4. Management Board and Executive Board

The **Management Board** (MB) is composed of independent people who are experts in the field of human rights and the analysis of racist, xenophobic and anti-Semitic phenomena and who are appointed by the Member States, the European Parliament and the Council of Europe, as well as a representative of the Commission. Their term of office is three years, which is renewable once. Each member has a deputy appointed on a similar basis⁵.

The Management Board, which meets at least twice a year, takes the decisions necessary for the operation of the Centre. It appoints the Director, and adopts the Centre's annual report, its conclusions and opinions.

The first meeting of the Management Board was held in Vienna on 20 and 21 January 1998, after the Commission had been notified of the names of the members and their deputies. At that meeting, organised by the Commission in cooperation with the Austrian authorities, the MB elected the Chair, Mr Jean Kahn, the Vice Chair, Mr Robert Purkiss, and the other member of the Executive Board, Prof. Anton Pelinka⁶.

The **Executive Board**⁷ supervises the work of the Centre, monitors the preparation and execution of programmes and prepares the meetings of the Management Board. It also performs any task entrusted to it by the Management Board.

⁵ The list of the members of the Management Board is attached as Annex 1.

⁶ Following the resignation of Prof. Pelinka at the beginning of June 2000, the Executive Board will continue to be composed of four members until the Management Board's term of office expires in January 2001.

⁷ Composed of the Chair of the Management Board, the Vice-Chair and three other members of the MB, including the person appointed by the Council of Europe and the Commission representative.

1.2.5. *Director and staff*

The **Director**, appointed for a period of four years, which is renewable, is the Centre's legal representative and is specifically responsible for preparing and implementing the Centre's tasks and its annual programme of activities; preparing the Centre's annual report, its conclusions and opinions, and MB meetings; and dealing with budgetary matters and any matters relating to staff and day-to-day administration.

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

2. RESOURCES AND STRUCTURE

2.1. Staff

2.1.1. *Appointment of the Director*

The procedure for appointing the Director was launched at the first meeting of the MB in January 1998. In accordance with Article 10(1) of the Regulation, the Commission presented its proposal to the Management Board, following a selection procedure agreed with the Executive Board.

At its second meeting, held in Brussels on 28 and 29 May 1998, the MB appointed Ms Beate Winkler as Director of the Centre. Ms Winkler took up her post on 16 July 1998.

2.1.2. *Staff*

During 1999, the number of staff increased from three permanent members of staff (until June) to 14 permanent people (in December), rising to 21 people in August 2000, plus another 2 people on auxiliary contracts and an expert responsible for internal evaluation.⁸

The first recruitment procedure was launched in December 1998 for eight posts (2A, 2B, 3C and 1D), the second procedure in April 1999 for five other posts (3A and 2B). The posts of heads of unit for Networks (Raxen) and Information had to be readvertised in August 1999, with recruitment taking place in spring 2000. In March 2000, a fourth recruitment procedure for eight more posts (3A, 4B, 1C) was advertised.

2.2. Budget

The Management Board adopts the annual draft and final budgets for the Centre, as well as the annual programme of activities based on the budget and resources available.

The Centre's **revenue** includes a subsidy from the Community, entered under a specific heading in the general budget of the European Communities (currently B5-809). It also includes payments received for services rendered, any financial contributions from organisations which the Centre works with and any voluntary contributions from the Member States.

For 1998, the Centre had a budget of 2 MEUR. Given that the Centre only effectively started operating in the second half of the year, a very limited amount of the budget was used, mainly due to the lack of rent, staff and equipment to pay for.

In 1999, the budget was 3.75 MEUR, i.e. an increase of 87% compared to 1998, which was in line with the pace of setting up the Centre. The contribution from the Austrian State was 0.23 MEUR.

⁸ The Centre's present organisation chart is shown in Annex 2.

The budget for 2000 is 4.75 MEUR of Community subsidy, i.e. an increase of 27% compared to the previous year. The contribution from the host authorities is 0.15 MEUR.

Appropriations authorised: in MEUR

	1998 BUDGET	1999 BUDGET	2000 BUDGET
EC subsidy	2.000	3.750	4.750
Other	0.004	0.230	0.150
Total	2.004	3.980	4.900

The Centre's **expenditure** includes 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.

Expenditure: in MEUR

	1998 BUDGET	1999 BUDGET	2000 BUDGET <i>(ESTIMATE)</i>
Staff	0.332	1.213	<i>2.080</i>
Operating costs	0.075	0.959	<i>1.130</i>
Operational expenditure	0.140	0.788	<i>1.690</i>
Total expenditure	0.547	2.960	4.900

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

The Director implements the Centre's budget. The Management Board gives a discharge to the Director in respect of implementing the budget.⁹

It was decided to establish an internal Advisory Committee on Procurement and Contracts (ACPC), which has to be confirmed by the MB.

⁹

In October 1997, the Commission presented a proposal for the amendment of the basic regulations of nine "decentralised" Community agencies, including the Vienna Monitoring Centre [COM (97) 489 final – OJ C 335 of 6.11.1997] relating in particular to budgetary procedures. In terms of the Centre in particular, the Commission proposal aims to give the European Parliament, on recommendation of the MB, the power to give a discharge to the Director in respect of the implementation of the budget. In April 1998, the Commission presented an amended proposal [COM(98) 289 final – OJ C 194 of 20.6.1998], which includes amendments put forward by the Parliament. The proposal is currently before the Council for final adoption.

The Court of Auditors carried out audit visits in Vienna – the first one in December 1998, a second in March 1999 to check the accounts for the year ending 31 December 1998¹⁰, a third in September 1999 and the last one in May 2000 to check the accounts for the year ending 31 December 1999.

The Commission has also carefully monitored all the issues relating to setting up the Centre's administration. In this context, an audit mission was carried out from 20 to 22 March 2000. It established that, in view of the difficult circumstances in which the Centre was set up, improvements in the management of the Centre were possible. The conclusions of the mission were forwarded to the Centre. The report by the external assessors should report that these changes have been implemented.

2.3. Premises

2.3.1. Selecting a building

At its first meeting, in January 1998, the MB mandated the Executive Board to make the necessary arrangements for choosing premises for the Centre. The Austrian authorities organised an initial visit to various buildings in February 1998, with a member of the Executive Board, the Commission's Adviser-Architect and a representative from DG V. As a result of difficulties relating to the property market in Vienna, the Executive Board decided in March 1998 to recommend to the MB that the Austrian authorities should provide temporary offices so that the Centre could choose an appropriate building.

In July 1998, the Director was therefore able to move into four offices which the Austrian Chancellery had made available.

2.2.2. Security issues

The Centre's staff moved into permanent offices in May 1999. In setting up its offices, the Centre paid particular attention to security issues, both with regard to the premises and to its staff.

2.3.3. Inauguration

The official opening of the Centre took place on 7 April 2000 in Vienna. The opening ceremony took place in the presence of some 550 people, with contributions by Jean Kahn, Chair of the Centre; Thomas Klestil, President of Austria; Romano Prodi, President of the European Commission; Nicole Fontaine, President of the European Parliament; and Maria de Belén Roseira, Portuguese Minister for Equal Opportunities, representing the Portuguese Presidency of the Union.

The ceremony was followed by a conference, "the Vienna Forum", on 7 and 8 April, which tackled the issue of 'politics and racism' from different points of view: the study of racist language in politics and the media; the role of identity in racist divisions within society; the ineffectiveness of a moralistic approach to combating

¹⁰ Report on the financial statements of the European Monitoring Centre on Racism and Xenophobia (Vienna) for the period from 1 May – 31 December 1998, together with the Centre's replies [OJ C 372 of 22.12.1999].

racism; legislative proposals based on Article 13; international law; and the role of non-governmental organisations.

2.4. Headquarters agreement

The headquarters agreement between the Centre and the Austrian authorities concerning, *inter alia*, the application of the Protocol on privileges and immunities and tax and security measures, was officially signed on 18 May 2000.

3. PROGRAMME OF ACTIVITIES AND IMPLEMENTATION

The Centre carries 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.

The Management Board adopts the annual programme.

3.1. Raxen

The creation of the European Racism and Xenophobia Information Network (Raxen) is one of the Centre's main tasks. The network will consist of the Centre's own central unit, which will cooperate with research centres, non-governmental organisations and specialist centres.

On 1 April 1998, whilst awaiting the appointment of the Centre's Director and in order to set up the network as quickly as possible, the Commission requested the Member States to forward a list of centres and organisations which were likely to take part in Raxen. The list was completed at the end of November 1998.

The Management Board invites the relevant organisations in this field to take part in the network, taking this list into account. Nevertheless, before taking a decision on this subject, it was decided that it would be necessary to have a preparation phase in order to deal with a number of issues which were still unresolved. These issues concerned participation in the network, the number of nominations per country, the balance between different types of organisation, structure, importance of comparability criteria.

The Centre therefore carried out a feasibility study on these issues. The study recommended that Raxen be structured as a network with several levels and with a joint database entrusted to the Centre.

An external consultant was employed to carry out the first phase of setting up the network¹¹.

At its meeting on 4 February 2000, the MB adopted the guidelines for the network on the basis of the consultant's report. The RAXEN network will be an instrument for collecting and collating data and statistics from the national level to a central unit, and on this basis will develop a database for conducting research at European level, disseminating information and implementing a transfer of knowledge.

The network will be set up in three phases. The first phase will consist of proposing a structure for the network for collecting data: a system for collecting national data coordinated by "National Focus Points" (NFP), which could consist of several

¹¹ Preparatory meetings also took place. The first one, in June 1999, was with the national research centres and representatives from NGOs and led to the creation of a Consultative Group responsible for examining practical measures to take in order to set up the network. A second meeting, in September 1999, was with the social partners and representatives from independent national bodies responsible for promoting the fight against discrimination. A third consultation meeting between all the partners was held in October. The Consultative Group met twice, in September and October 1999.

national players, selected by open calls for tender. The selection of candidates should be completed by autumn 2000. The NFPs are expected to be fully operational by end 2000 – beginning 2001.

The two other phases will consist of establishing guidelines for the data to be collected, and in particular developing joint criteria for improving the comparability of data, and defining technical specifications for transmitting data between the different levels of the network.

3.2. Annual report

The 1998 annual report was presented in Brussels in December 1999. It is in two parts: (*“Looking reality in the face” – the situation regarding racism and xenophobia in the European Community*) concerning evidence of racism and xenophobia in the Community, gives an overview of the activities and measures taken to combat these phenomena in the Member States and at European level. For this part of the report, the Centre employed an external expert to coordinate the materials which had been collected and to outline the different contexts – sociological, political and economic – in the Member States.

The second part (*“Giving Europe a soul” – annual report of activities in 1998*) – gives information on the Centre and its work during the year.

At the beginning of September 2000, the annual report for 1999 is in the process of being finalised.

3.3. Round Tables

The Centre should facilitate and encourage the regular holding of Round Tables with the participation of social partners, research centres and representatives of responsible public authorities and experts. The aim is to promote the exchange of knowledge and experience between the different players and to ensure a multidisciplinary approach.

National Round Tables should meet at least once a year. By the end of 1999, Round Tables had been organised in nine Member States: the United Kingdom (October 1998 and November 1999); Ireland (November 1998 and November 1999); Austria (November 1998); Sweden, Portugal, Italy, Luxembourg and the Netherlands (summer 1999); and Greece (November 1999).

The Centre will have to examine and summarise the results of the Round Tables in order to draw up a provisional report on the different national approaches and to make a recommendation on how to proceed at European level in a coordinated manner.

In this respect, the Centre decided to prepare a document on a ‘harmonised profile’ of the Round Tables, which could define the joint objectives and areas of competence, indicate comparability criteria and a joint methodology for organisation, and carry out an analysis of European perspectives.

This was one of the subjects discussed at the first European Round Table, which was held on 30 June 2000 in Vienna.

3.4. Cooperation with other organisations

3.4.1. Council of Europe

In accordance with Article 7(3) of the Regulation, the Community has entered into an agreement, on behalf of the Centre, with the Council of Europe for the purpose of establishing close cooperation between these two organisations, an agreement which was officially signed on 10 February 1999.¹²

The agreement provides for regular contact between the Director of the Centre and the Secretariat of the Council of Europe's European Commission Against Racism and Intolerance (ECRI). The Centre and ECRI will ensure that non-confidential information and data collected in the course of their activities are mutually exchanged and that the results of their respective work are disseminated as widely as possible. They will consult with each other in order to coordinate their activities and to make their work programmes complementary. They can carry out joint and/or complementary activities on subjects of common interest.

Following the agreement, two joint meetings of the two Executive Boards were organised, the first on 3 June 1999 in Paris. Since then, the two Executive Boards have met on an annual basis. A second meeting was held on 31 May 2000 in Vienna. A meeting between the Management of the Centre and ECRI's Secretariat was held in September 1999 in order to review the different aspects of this cooperation.

After the joint initiatives in 1999: the three Round Tables which took place in the United Kingdom, Ireland and Greece. Greece, the Centre and ECRI have decided to present a common chapter in the respective work programmes and to examine specific procedures for implementing certain joint projects.

3.4.2. United Nations World Conference

Under the aegis of the United Nations, a "World Conference against Racism, Racial Discrimination, Xenophobia and Related Intolerance" will take place in September 2001 in South Africa. The aims of this Conference are to take stock of progress achieved in the fight against racism throughout the world, to examine how existing rules can be applied more effectively and the instruments available to combat racism used, and to formulate concrete recommendations for new measures at national, regional and international level to fight all forms of racism.

This conference is being preceded by five regional preparatory conferences. The Council of Europe has been given the responsibility of coordinating the contribution from the European region to the world conference. To this end, it is organising a European regional conference from 11 – 13 October 2000 in Strasbourg.

The Centre is involved with the work of the technical working group which was set up along with the European Parliament, the Council, the Commission and the networks of antiracist organisations (ENAR and UNITED) to prepare this regional conference. The Centre has submitted basic documents as a contribution to the work of the conference and will chair one of the working groups in the European regional conference.

¹² Council Decision of 21 December 1998 [OJ L 44 of 18 February 1999].

The Centre also took part in the first meeting of the World Conference Preparatory Committee, held in Geneva from 1 – 5 May 2000.

3.5. Information work and the role of the media

3.5.1. Cologne Conference

A conference was organised in Cologne (20/21 May 1999) on the role of the media in promoting cultural diversity by the German television channel Westdeutscher Rundfunk (WDR) in collaboration with the Centre and with the support of the European Media Institute (EMI) in Düsseldorf and the European Broadcasting Union (EBU) in Geneva. The conference focussed on themes such as the responsibility of the media in the face of discrimination and intolerance.

Recommendations which came out of the Conference included in particular: developing guidelines to explain cultural diversity, both in the organisation of broadcasting companies and in producing programmes; developing new forms of cooperation such as creating networks and databases for journalists and producers; creating training and continuing education programmes. Particular attention was paid to establishing a system for monitoring the implementation of these recommendations.

The conference proceedings were published in October 1999.

3.5.2. Documentation/Information

A documentation centre will be set up which will be open to the public (Article 2(2)(d) of the Regulation).

The Centre must set up archives of European documentation on racism and xenophobia which will be open to the public, institutions and organisations.

The European documentation archive on racism and xenophobia will store documents that are not available elsewhere and will initially be a database, available on-line, with a built-in linkage system to other archives, libraries and databases.

The Centre has also created a website¹³ which provides a certain amount of information, brochures and its information bulletin “Equal Voices”, which first appeared in September 1999. The aim of the EUMC website is to create, in several stages, a unique site for reliable and up-to-date information on racism, xenophobia, anti-Semitism and the fight against discrimination.

The Centre has also produced a number of brochures, leaflets and press releases on its activities and on the situation regarding racism in the Member States of the European Union, including: the Appeal for Common Action of 7 December 1998: “Equality and Diversity for Europe”; a comparative analysis of two Eurobarometer surveys from 1989 and 1997: “Xenophobia and Racism in Europe - In the light of public opinion 1989-1997”; and the working document: “Challenging the media – for equality and diversity against racism”.

¹³

www.eumc.at

3.6. Other action

3.6.1. Charter of European political parties

The responsibility of politicians to deal with the problems of minorities in a responsible way and to ensure the fair representation of minority groups in the ranks of political parties is essential. The Centre is working on monitoring and strengthening the Charter of European political parties for a non-racist society, which was presented at the Utrecht Conference in February 1998.

The Charter will be supported by several of the Centre's initiatives: Round Tables, work with the media and conferences.

3.6.2. Studies

The Centre has commissioned the Migration Policy Group (MPG) to prepare 15 national reports on national legislative measures to combat racism, anti-Semitism and xenophobia in the 15 Member States, as well as a summary report comparing the "Starting Line proposal" with national laws in force, their application and examples of good practice. The project began in June 1999.

3.6.3. Ad hoc working groups

The Centre can set up ad hoc working groups. At present, two groups have been set up within the Management Board and have started their work.

An "Article 13" group, which the Commission consulted regarding the "anti-discrimination package", and in particular aspects concerning discrimination on the basis of race and ethnic origin (meetings held in June 1999, January 2000 and April 2000).

A "key issues" working group, which met in August 1999 and which is responsible for identifying key issues with regards to racism and xenophobia in the future.

4. EXTERNAL EVALUATION

In view of the short period of time that the Centre has been fully operational, the Commission is presenting an interim report on the Centre's activities. An evaluation of these activities will be carried out in 2001. In order to do this, an evaluation will be started by external assessors before the end of 2000.

The aim of this external evaluation is to provide an independent evaluation on the efficiency of the Centre in relation to the terms set out in the Council Regulation (EC), and the efficiency of the resources (human and financial) used to attain these objectives.

The evaluation should provide an assessment of the organisational structure and operations of the Centre, including the extent to which it has met its objectives; the effectiveness of logistic, administrative and management methods; progress in setting up and managing the information network RAXEN; quality and relevance of the activities of the Centre, as well as its products (publications etc.); follow-up of activities. It should also establish the extent to which user needs have been identified and met and highlight user satisfaction with the information products and services developed so far, and feedback from target groups.

ANNEX 1

THE MONITORING CENTRE'S MANAGEMENT BOARD

Belgium:	Mr Johan Leman / Mr Jean Cornil*
Denmark:	Mr Ole Espersen / Mr Morten Kjaerum*
Germany:	Mrs Uta Würfel / Mrs Barbara John*
Greece:	Mr Petros Stangos / Mr Perikles Pangalos*
Spain:	Mr Juan de Dios Ramirez-Heredia / Mr Joaquin Alvarez de Toledo*
France:	Mr Jean Kahn / Mrs Martine Valdes-Boulouque*
Ireland:	Mr Mervyn Taylor / Mrs Mary Flaherty*
Italy:	Mr Francesco Margiotta Broglio / Mr Diego Ungaro*
Luxembourg:	Mr Nic Klecker / Mr Edouard Wolter*
Netherlands:	Mr Ed van Thijn / Mr Paul B. Cliteur*
Austria:	Mr Stefan Karner ¹
Portugal:	Mr Pedro Bacelar de Vasconcelos /Mr Esmeraldo de Azevedo*
Finland:	Mrs Kaarina Suonio / Mr Tom Sandlund*
Sweden:	Mrs Helene Löow / Mrs Agneta Lindelöf* ²
United Kingdom:	Mr Robert Purkiss / Mr David Weaver*
European Parliament:	Mr William Duncan / Mr Jürgen Micksch*
Council of Europe:	Mr Joseph Voyame / Mr Jenö Kaltenbach
European Commission:	Mrs Odile Quintin / Mr Adam Tyson*
Chairman of the Management Board	Mr Jean Kahn
Vice-Chairman:	Mr Robert Purkiss

* deputy members

¹ Following the resignation of Professor Pelinka at the beginning of June 2000, the Austrian authorities appointed his deputy, Professor Karner, as full member. No deputy member has been appointed.

² Mrs Löow and Mrs Lindelöf were appointed by the Swedish authorities following the resignation of Mr Bruchfeld and Mrs Berggren.

ANNEX 2

**European Monitoring Centre on Racism and Xenophobia
Organisation Chart 01.09.2000**

