



**Economic and Social
Council**

Distr.
GENERAL

E/CN.4/2004/17/Add.2
24 February 2004

Original: ENGLISH

COMMISSION ON HUMAN RIGHTS
Sixtieth session
Item 6 of the provisional agenda

**RACISM, RACIAL DISCRIMINATION, XENOPHOBIA AND
ALL FORMS OF DISCRIMINATION**

**Report on the Regional Expert Seminar for Western States on
the Implementation of the Durban Programme of Action: an
exchange of ideas on how to move forward* ****

(Brussels, 10-12 December 2003)

* The submission of the report was delayed because the seminar only took place in December 2003.

** The annexes are circulated in the language of submission only.

Summary

The present document contains the report on the Regional Seminar for Western States on Implementation of the Durban Programme of Action, convened in Brussels from 10 to 12 December 2003 as a follow-up activity to the World Conference against Racism, Racial Discrimination, Xenophobia and Related Intolerance. Thirteen experts were invited to submit and present papers on various aspects of ways to move forward in eliminating discrimination at the national and international levels. The seminar was also attended by representatives of States Members of the United Nations, United Nations bodies and specialized agencies, national human rights institutions and non-governmental organizations. The seminar adopted a set of conclusions and recommendations touching upon discrimination in general; institutional responses to eliminate racial discrimination; educational and public information programmes to promote tolerance and respect for diversity; equality and diversity in the workplace; responses to discrimination against non-citizens; and the development of national plans of action to combat racism.

CONTENTS

	<i>Paragraphs</i>	<i>Page</i>
Introduction	1 - 5	5
A. Organization of the seminar	1	5
B. Participants	2	5
C. Opening of the seminar	3	5
D. Election of the Chairperson-Rapporteur	4	5
E. Adoption of the agenda	5	5
I. TOPIC 1. IDEAS TO MOVE FORWARD: INSTITUTIONAL RESPONSES TO ELIMINATING RACIAL DISCRIMINATION	6 - 12	5
A. The role of CERD in follow-up to the World Conference against Racism, Racial Discrimination, Xenophobia and Related Intolerance	6 - 7	5
B. Specialized bodies to combat racism and intolerance at the national and regional levels - providing assistance to victims of racism	8 - 9	6
C. Parliamentarians - contributing to the positive image of minorities	10 - 12	7
II. TOPIC 2. IDEAS TO MOVE FORWARD: EDUCATIONAL AND PUBLIC INFORMATION PROGRAMMES TO PROMOTE TOLERANCE AND RESPECT FOR DIVERSITY	13 - 22	8
A. Anti-racism campaigns - Experiences and lessons learned	13 - 15	8
B. Tackling anti-Semitism - tools and approaches	16 - 17	9
C. Muslims in Western States: issues, policies and the way forward	18 - 22	9

CONTENTS (continued)

	<i>Paragraphs</i>	<i>Page</i>
III. TOPIC 3. IDEAS TO MOVE FORWARD: REACHING EQUALITY AND DIVERSITY IN THE WORKPLACE	23 - 33	11
A. Private sector initiatives and multi-stakeholder dialogue as a means to enhancing equality and diversity in the workplace	23 - 25	11
B. Creating equal opportunities for Roma, Gypsies, Sinti and Travellers in the workplace	26 - 29	11
C. Giving ethnic minorities access to science careers	30 - 33	12
IV. TOPIC 4. IDEAS TO MOVE FORWARD: RESPONSES TO DISCRIMINATION AGAINST MIGRANTS	34 - 42	13
A. The rights of non-citizens	34 - 37	13
B. How to combine integration and diversities? The challenge of a European union multicultural citizenship	38	14
C. Monitoring discrimination against migrants: legal and other counselling - an assessment of measures	39 - 42	14
V. TOPIC 5. IDEAS TO MOVE FORWARD: A GENERAL DISCUSSION ON NATIONAL-LEVEL ACTIVITIES	43 - 45	15
A. The role of different participants in the elaboration of a national plan of action	43 - 44	15
B. General discussion	45	16
VI. FINAL MEETING OF THE SEMINAR	46	16
VII. CONCLUSIONS AND RECOMMENDATIONS	47	16
Annexes		
I. List of participants		26
II. Agenda		28
III. List of documents		30

Introduction

A. Organization of the seminar

1. As a follow-up activity to the World Conference against Racism, Racial Discrimination, Xenophobia and Related Intolerance, a regional seminar for Western States, entitled "Implementation of the Durban Programme of Action: an exchange of ideas on how to move forward", was held in Brussels from 10 to 12 December 2003. The seminar was organized by the Office of the High Commissioner for Human Rights (OHCHR) and hosted by the Government of Belgium. Thirteen experts were invited to present papers on various topics. Following presentations by the experts and discussion of the various issues, the experts agreed upon a set of conclusions and recommendations.

B. Participants

2. Annex I contains the full list of experts who participated in the seminar. Member States, United Nations bodies and programmes, specialized agencies, international and regional organizations, national human rights institutions and non-governmental organizations (NGOs) participated in the seminar as observers.

C. Opening of the seminar

3. Mr. Alex Van Meeuwen, Political Director, Federal Public Service Foreign Affairs, Foreign Trade and Development Cooperation of Belgium, presented a message on behalf of the Government of Belgium. His message was followed by a statement by Mr. Jan Cedergren, Chief, Activities and Programmes Branch, OHCHR. The Deputy Prime Minister and Minister of Foreign Affairs of Belgium, H.E. Mr. Louis Michel, addressed the seminar on the second day, 11 December.

D. Election of the Chairperson-Rapporteur

4. Mr. David Weissbrodt, member of the Sub-Commission on the Promotion and Protection of Human Rights, was elected Chairperson-Rapporteur of the seminar by acclamation.

E. Adoption of the agenda

5. The provisional agenda and programme of work for the seminar were adopted without a vote.

I. TOPIC 1. IDEAS TO MOVE FORWARD: INSTITUTIONAL RESPONSES TO ELIMINATING RACIAL DISCRIMINATION

A. The role of CERD in follow-up to the World Conference against Racism, Racial Discrimination, Xenophobia and Related Intolerance

6. Mr. Ion Diaconu, Chairperson of the United Nations Committee on the Elimination of Racial Discrimination (CERD), presented a paper entitled "CERD's role in follow-up to the World Conference against Racism, Racial Discrimination, Xenophobia and Related Intolerance" (HR/BRUXELLES/SEM.5/2003/BP.3). In his presentation, he made reference to provisions in

the Durban Programme of Action with respect to the role of States in the implementation of the International Convention on the Elimination of All Forms of Racial Discrimination (ICERD). These included the requests to States to ratify the Convention, to withdraw reservations, to make the declaration under article 14, and to report in a timely manner to CERD. He said that since the World Conference, six more States had ratified the Convention and seven more States had made the declaration under article 14. The World Conference had raised awareness regarding the Convention. The Committee's general recommendation XXVII was devoted to the implementation of the Durban Declaration and Programme of Action.

7. Mr. Diaconu then mentioned that most Western States were parties to the Convention, reported regularly and frankly to CERD and were well represented in the dialogue with Committee members. A number of actors, including NGOs and national institutions, were involved at the national level in the fight against racism and participated in the discussions with CERD. He then highlighted issues of specific concern in Western States relating to racial discrimination. These included the situation of Sinti/Roma/Gypsies/Travellers, migrants, refugees, asylum-seekers and indigenous peoples; the non-recognition of certain minorities; and the absence of statistical data disaggregated by ethnic group or community. He also referred to an increase in racist violence, anti-Semitism and Islamophobia, and the distribution of racist material by the media and via the Internet.

B. Specialized bodies to combat racism and intolerance at the national and regional levels - providing assistance to victims of racism

8. Ms. Isil Gachet, Executive Secretary, European Commission against Racism and Intolerance (ECRI), Council of Europe, introduced her paper "Specialized bodies to combat racism and intolerance at the national and regional level - providing assistance to victims of racism" (HR/BRUXELLES/SEM.5/2003/BP.1). She said that the World Conference recognized the central role of specialized bodies and that these bodies were key players in ensuring the effective application of laws and policies to combat racism and racial discrimination. She referred to the main principles relating to the establishment and functioning of such institutions at the level of the United Nations (the Paris Principles), ECRI policy recommendations No. 2 and No. 7, and European Union Directive 2000/43/EC. She explained that specialized bodies could take different forms. It was crucial that their mandates and status and the grounds of discrimination they should be dealing with be clearly set out. It was also important to guarantee specialized bodies' permanent status as well as their independence. She described their functions and responsibilities as follows: to monitor the content and effect of legislation; to advise the legislative and executive authorities; to provide information; to advise on standards of anti-discriminatory practices; to promote and contribute to the training of certain key groups; and to promote awareness of issues of discrimination with the general public.

9. In her paper, Ms. Gachet also provided examples of good practices in relation to fulfilling these tasks from the Centre for Equal Opportunities and the Fight against Racism (Belgium), the Centre for Combating Ethnic Discrimination (Norway), the Federal Commission against Racism (Switzerland), the Ombudsman against Ethnic Discrimination (Sweden), the Equal Treatment Commission (Netherlands) and the Commission for Racial Equality (United Kingdom). Finally, Ms. Gachet made reference to specialized bodies at the regional level, namely the European Commission against Racism and Intolerance (ECRI) and the European Monitoring Centre on Racism and Xenophobia (EUMC).

C. Parliamentarians - contributing to the positive image of minorities

10. Mr. Joe Frans, member of the Swedish Parliament and member of the United Nations Working Group of Experts on People of African Descent, introduced his paper, "Parliamentarians - contributing to the positive image of minorities" (HR/BRUXELLES/SEM.5/2003/BP.2). He studied the political landscape in the EU with regard to extreme right-wing and racist political parties and politicians and came to the conclusion that such parties or politicians exist in all member States with varying degrees of success. Their messages could be defeated through political means and efforts, and most mainstream political parties in EU countries had platforms against racism, policies for diversity and integration, and politicians who were actively engaged in the fight against racism. He also highlighted the importance of learning from the past so as to act better in the future.

11. Mr. Frans argued that there was a moral imperative for politicians and political parties to play an active role in ensuring the implementation of the Durban Programme of Action. He reviewed relevant paragraphs in those documents with a view to measuring their implementation, and came to the conclusion that despite an adequate constitutional framework and parliamentary instruments to combat intolerance in the European Union, there was still a lack of political leadership and engagement. Mainstream political parties lacked resilience in implementation strategy and the commitment to engage themselves on a long-term basis. Mr. Frans finally looked at the role of the Inter-Parliamentary Union (IPU), which, together with the South African Parliament, had brought more than 300 parliamentarians from some 50 countries to the World Conference, and suggested that IPU set up a working group to follow up on the World Conference.

12. In the discussion which followed, experts and observers suggested that national and EU policies and directives should be measured against the Durban Programme of Action. Member States were called upon to establish calendars of activities regarding implementation of the Programme of Action and to share such information widely at the grass-roots level. Regarding specialized bodies, clarification was sought on whether institutions should focus in their work on one or several grounds of discrimination. A debate also ensued on the question whether the provision of legal assistance by specialized bodies leading to out-of-court settlements would, in the end, be beneficial to the victims. The view of a number of speakers was that solutions would often have to be found on a case-by-case basis in the light of the needs expressed by the victims. It was also suggested that specialized bodies should have adequate funding and qualified personnel. Regarding the role of politicians in fighting against racism, it was suggested politicians could reiterate their support for the principles established in the Charter of European Political Parties for a Non-Racist Society, which was supported in the joint declaration signed on 25 September 2003 by the President of the Parliamentary Assembly of the Council of Europe and the President of the European Parliament. It was also highlighted that academic racist discourse was also a major problem, and that member States should take appropriate action in that regard.

II. TOPIC 2. IDEAS TO MOVE FORWARD: EDUCATIONAL AND PUBLIC INFORMATION PROGRAMMES TO PROMOTE TOLERANCE AND RESPECT FOR DIVERSITY

A. Anti-racism campaigns - Experiences and lessons learned

13. Mr. Joris de Bres, Race Relations Commissioner, Human Rights Commission, New Zealand, introduced his paper, "Anti-racism campaigns - Experiences and lessons learned" (HR/BRUXELLES/SEM.5/2003/BP.4). Mr. de Bres began his presentation by focusing on the challenges faced by New Zealanders, namely to develop a unique and inclusive national identity, to recognize and accept the contemporary relevance of the Treaty of Waitangi and the rights of Maori as the indigenous people, and to value diversity, the cultural and economic contribution made by migrant communities, and their rights and needs. He then referred to the principles informing anti-racist campaigns. Campaigns should emphasize the positive benefits of biculturalism and multiculturalism. Diversity should be clearly associated with positive perceptions of national identity. Change would most likely be achieved through working in partnership with organizations that were influential in the community. And finally, the acknowledgement of the wide range of people and organizations who were contributing to better relationships was identified as an important means of encouraging community action.

14. Mr. de Bres then described a number of campaigns and activities that were currently being undertaken by the Human Rights Commission of New Zealand to respond to the challenges he outlined. They included a programme of symposiums around the country on the Maori, historical and legal perspectives on the Treaty of Waitangi, and a trial series of community dialogue sessions. A campaign for the recognition of the Maori language had initially focused on international sporting events and was then taken up as part of a publicity campaign by Television New Zealand. The campaign was continuing with promoting bilingual Christmas greetings, encouraging bilingual signs in a major supermarket chain, and recognizing business and community organizations that adopted a Maori name alongside their English one. Upon a private initiative, the Commission had also launched an advertising campaign entitled "We are all New Zealanders", which included television and radio commercials in the name of the Commission gently challenging racial stereotypes, as well as newspaper and outdoor advertising. The "Celebrate New Zealand" campaign aimed at ultimately developing a brand that could be used by a variety of partners, including manufacturing and retail enterprises, as well as sporting and tourism organizations. The Commission had also initiated an acknowledgement programme, consisting of e-mail certificates for positive contributions to race relations.

15. Mr. de Bres then highlighted a number of risks in conducting campaigns. The greatest risk in adopting a "positive" campaign approach could be that it would gloss over or ignore the realities of racism. Also, supporting the concept of a multicultural society should not be used to challenge the bicultural foundations of New Zealand or to oppose Treaty or indigenous rights for Maori. By promoting cultural diversity, there could be both a risk of ignoring mainstream culture or ghettoizing separate minority ethnic cultures. Promoting the recognition of difference would run the risk of encouraging separation rather than the mutual appreciation of diversity. And in adopting a partnership approach, there was a risk that the association with other organizations could be detrimental to the purpose of the partnership because of other activities engaged in by partners. In conclusion, Mr. de Bres said that the Commission was aware of the

risks, but remained convinced that campaigns promoting diversity would have more resonance with, and would therefore more likely be successful in changing, public opinion. The Commission's approach was to affirm and promote an inclusive national identity, using partnerships to extend its limited resources and broaden its reach; to promote community dialogue; and to complement this with advocacy, research and information to address fundamental issues of racism and inequality.

B. Tackling anti-Semitism - tools and approaches

16. Mr. Shimon Samuels, Director for International Liaison, Simon Wiesenthal Centre, Paris, introduced his paper entitled "Tackling anti-Semitism - tools and approaches" (HR/BRUXELLES/SEM.5/2003/BP.5). Mr. Samuels said that the World Conference had been a traumatic experience for many Jews attending the Conference owing to manifestations of anti-Semitism in the context of the Conference. He urged the United Nations to state that tolerance of anti-Semitism was in no nation's self-interest, for what started with the Jews became a barometric measure for all minorities and the health of all society.

17. Mr. Samuels continued by describing a number of educational programmes organized by the Simon Wiesenthal Centre. He referred to the Los Angeles-based Museum of Tolerance (established in 1993) as the Centre's educational arm to expose the dynamics of racism and bigotry in today's world. Over two thirds of the visitors to this multimedia and interactive computer-driven human rights laboratory were young people. The Museum aimed to move people out of their comfort zones and reach them emotionally and cognitively. The Museum also launched "Tools for Tolerance", a professional training programme for teachers, social workers, law enforcement officials, the military and business people to encourage them to serve as role models for enlightened human values. Since 1997, the programme had served over 97,000 professionals. The programme also provided anti-bias education, including curriculum planning and youth violence prevention, to over 36,000 educators from kindergarten to university level. Increased demand had led to the opening of the New York Tolerance Centre. Mr. Samuels also mentioned a number of initiatives in Europe building on partnerships with universities, community groups and NGOs, for example the SOS Truth and Security project for victims of anti-Semitism in France with a 24-hour hotline and volunteer lawyers and social workers. He also referred to the Task Force against Hate, which produced an annual CD-ROM on "Digital Hate" distilled from a monthly global monitoring of some 25,000 problematic web sites worldwide.

C. Muslims in Western States: issues, policies and the way forward

18. Mr. Muhammad Anwar, Research Professor, Centre for Research in Ethnic Relation, Warwick University, United Kingdom, introduced his paper entitled "Muslims in Western States: issues, policies and the way forward" (HR/BRUXELLES/SEM.5/2003/BP.6). Mr. Anwar provided an overview of Muslims in Western States. Almost one third of the total population of Muslims worldwide (1.2 billion) lived as a religious minority in non-Muslim States. They were found in more than 50 countries. There were an estimated 19 million Muslims in Western countries, over 60 per cent of them living in Western Europe and 7 million in the United States, Canada and Australia. He highlighted the situation of Muslims in the United States, Canada, Australia and in Western Europe, and referred to the United Kingdom as a case study. He analysed the situation of Muslims with regard to migration movements to

Western States and provided statistical data regarding the numbers of Muslim populations in Western States and the number of mosques and Muslim schools. He looked at the socio-economic position of Muslims, comparing the level of education of Muslims and non-Muslims and assessing whether their socio-economic contribution had been acknowledged by the States and societies in which they lived.

19. In general, he found that there seemed to be a shift from racial discrimination to religious discrimination. Also, the Rushdie affair, the Gulf war and the genocide of Muslims in Bosnia, the wars in Afghanistan and Iraq and the events of 11 September 2001 in the United States had contributed to a sense of vulnerability and alienation frequently cited by Muslims throughout the West. In his view, there was currently a significant level of fear among Muslim communities. He also mentioned that the media generally highlighted the extreme views of a tiny minority of individuals which made headlines but were damaging to community relations.

20. Mr. Anwar then referred to examples of good practices as indicated by respondents to a study. Almost half of the respondents cited the following as good practices: training in racial awareness at the workplace; establishment of forums for consultation between community groups and service providers; positive action schemes for the recruitment of Muslim staff; processes of sharing best practices in schools; and formation of black workers' groups. A number of respondents said that their places of work had taken steps to enable prayer, to make halal food available, and to be supportive during Ramadan. Several respondents spoke of things achieved in their work, including successful partnerships between community groups, organizations and the local authority, and a successful self-help group to guide Muslim women in career choices. Overall, local councils were now prepared to take Muslim issues on board. It appeared that the situation was also improving because Muslims had taken initiatives and were actively participating in local politics.

21. In the discussion which followed, the observer for the United Kingdom made reference to the national legal framework to combat racism and to inter-faith initiatives undertaken by the Government. A number of NGOs introduced their education-related activities in the field of combating anti-Semitism. One NGO observer noted that there were now a number of reports published on anti-Semitism by different organizations, and that in a number of countries 27 January had been designated Holocaust Memorial Day. The observer for Ireland commented on the importance of public information campaigns.

22. Partnership initiatives were important within a given country, and coordination between States across Europe to develop campaigns, possibly around certain days, e.g. 21 March, International Day for the Elimination of Racial Discrimination, was also desirable. Tackling myths and misinformation was an important part of such campaigns. In response to a question from an NGO observer, Mr. de Bres explained that when looking at national symbols for awareness-raising campaigns one was not looking at nationalistic symbols, but rather at national symbols of identity that reflected diversity. Another NGO observer raised the question whether it was helpful to look at religious representation in parliament in secular societies. Also, it was asked whether the question of the political integration of Muslims was for political parties to address or for members of the community themselves. Mr. Anwar stressed that Muslims should come forward and political parties should be open to their participation.

III. TOPIC 3. IDEAS TO MOVE FORWARD: REACHING EQUALITY AND DIVERSITY IN THE WORKPLACE

A. Private sector initiatives and multi-stakeholder dialogue as a means of enhancing equality and diversity in the workplace

23. Ms. Lisskulla Lindström, Vice-President, Human Resources People Development, Volvo Car Corporation, Sweden, introduced her paper “Private sector initiatives and multi-stakeholder dialogue as a means to enhance equality and diversity in the workplace” (HR/BRUXELLES/SEM.5/2003/BP.7). Ms. Lindström said that for Volvo Cars, diversity was an ongoing business development tool. In order to succeed in their business, an excellent work environment was needed which valued and utilized the energy and expertise of all employees. The ability to interpret the needs and expectations of existing and potential customers and to be creative in developing solutions that gave the company the edge in brand attractiveness, customer satisfaction and sales were also necessary.

24. She said that working with equality and diversity must be based on care for human beings and incorporated in the company philosophy. Leadership from the top was crucial. Ms. Lindström described initiatives by Volvo Cars to further diversity in the workplace, including its activities during the World Conference. That had led to the PLURAL initiative in Sweden, a multi-stakeholder project between a number of Swedish companies based on the exchange of experiences between companies and dialogue with NGOs, governmental organizations and experts. Similar projects would now be launched in Ireland and Spain. PLUSKOMPETENS was another Volvo Cars initiative which was realized through a joint effort by public and private employers and government bodies, and aimed at emphasizing the profitability of ethnic and cultural diversity. Within its “Diversity Business Development Programme”, Volvo Cars was making each business unit responsible for setting objectives and annual targets based on the overall business goals and covering both development of internal skills and external business opportunities.

25. Lessons learned so far included the importance of relating the targets to the overall business goals of securing commitment and focus. Patience and long-term planning were important from the outset. Stakeholder engagement was another important factor. Finally, focusing on “integrating”, “tolerating” and “difference” would not satisfy individual, societal or business needs. Instead, value would be created through appreciation and utilization of diverse experiences, skills and perspectives.

B. Creating equal opportunities for Roma, Gypsies, Sinti and Travellers in the workplace

26. Ms. Sarita Friman, Secretary-General, Advisory Board of Romani Affairs, Ministry for Social Affairs and Health, Finland, introduced her paper “Creating equal opportunities for Roma, Gypsies, Sinti and Travellers in the workplace” (HR/BRUXELLES/SEM.5/2003/BP.8). Ms. Friman analysed the situation of the 10,000 Roma in Finland. She said that in comparison with Roma in other European countries their situation was probably among the best in Europe.

However, the status of Finnish Roma in comparison to the status of non-Roma Finns was weak. The Advisory Board on Romany Affairs had taken positions on various issues and developed strategies for the improvement of the status and rights of Roma in Finland. One of the most relevant policies was the enhancement of effective Roma participation in all areas of life.

27. With regard to discrimination in the workplace, it was Ms. Friman's assessment that there seemed to be more discrimination when Roma tried to enter the labour market than once they had a job. From her research, she had gathered that both Roma and employers were pleased with regard to the situation of Roma in the workplace. However, Roma seemed to have to make an extra effort to gain that trust. In order to create better access to the labour market, Ms. Friman suggested better education and vocational training for the Roma as well as training of representatives of employers in the private and public sectors. She referred to new opportunities to increase Roma representation in the labour market as a result of an ageing population. In the public sector in particular there would be a larger demand for new labour.

28. Ms. Friman then referred to a number of measures taken in Finland to improve the situation of Roma in the labour market. She mentioned the two-year "*Finitiko Romako*" project, funded by the European Social Fund, that had ended a year ago. The project included supplementing the vocational qualifications of Roma by organizing labour market training and providing subsidized employment. The "STOP-Finland - Forward without discrimination" information campaign was launched in autumn 2001 by a number of Finnish ministries to raise awareness of discrimination and to promote equality and pluralism in society. The two-year project "Join joint promotion of anti-discrimination at the local level" was launched in autumn 2002 by the Ministry of Labour and the Association of Finnish Local and Regional Authorities. It included the preparation of an extensive teaching package dealing with Romani history and culture. There had also been a multitude of other labour market training exercises tailored to encourage Roma students to choose an occupation in which they could actually find work.

29. Ms. Friman stressed that the Roma themselves should take part in the design and implementation phases of projects. It was essential that Roma be allowed to make mistakes and have the possibility to learn from them. Ms. Friman also mentioned that volunteer work was an important part of participation in society. For States to develop good policies, it was essential that Romani issues be integrated in policy-making by all sectors of the public administration. In this regard, Romani organizations should also establish good relations with the public administration.

C. Giving ethnic minorities access to science careers

30. Ms. Elizabeth Rasekoala, Director, African-Caribbean Network for Science and Technology, Manchester, United Kingdom, introduced her paper entitled "Giving ethnic minorities access to science careers" (HR/BRUXELLES/SEM.5/2003/BP.9). She said that key factors characterizing the underrepresentation of ethnic minorities in scientific fields of employment were as follows: underachievement in education; low teacher expectations; negative and stereotypical societal expectations and images; stereotypical career advice; lack of role models from ethnic minority backgrounds; low career aspirations; and racism in the workplace.

31. Ms. Rasekoasla said that the legislative environment in the EU with regard to addressing inequalities and discrimination was a positive and healthy one. However, there was a huge gulf between the spirit and the letter of the legislation on the one hand, and its strategic implementation by member States on the other. In this regard, she suggested that the European Commission itself provide leadership through its own Framework Programmes. Good practice in this regard was very scant. She noted with approval that in March 2003, the Commission's Framework 5 Programme had funded the ETHNIC (Raising Public Awareness of Science and Technology among Ethnic Minorities) project to undertake new and ground-breaking work in this area.

32. Ms. Rasekoala suggested that the key recommendations for European action for change with regard to enhancing racial equality in scientific fields of employment included the creation and sustainability of European networks for action that linked practitioners across all member States in order to develop and sustain good practices; statutory ethnic monitoring of educational outcomes to identify where inequalities occurred in the pipeline; targeted action programmes to promote interest by ethnic minority youth in science, engineering and technology and to raise career aspirations in this regard; development of inclusive mechanisms to enhance the involvement of ethnic minorities in the role of science in society; and research on good practices that could facilitate employment opportunities for ethnic minorities in science.

33. An NGO observer pointed out that in some cases the private sector, by designing diversity and equality policies, tried to avoid a legal framework being put in place. Ms. Rasekoala was of the view that a legislative framework was necessary. For example, in the United States, a strong legislative framework had produced positive results. Another expert pointed out that the private sector was bringing in migrant workers and therefore had an obligation to explain to the broader society why they were doing so, and to be a strong advocate for the creation of a friendly environment for their employees. Another NGO observer suggested that a mentoring scheme could be established, and that the public and volunteer sectors could learn a lot from private sector initiatives in the field of enhancing diversity and equality.

IV. TOPIC 4. IDEAS TO MOVE FORWARD: RESPONSES TO DISCRIMINATION AGAINST MIGRANTS

A. The rights of non-citizens

34. Mr. David Weissbrodt, member of the Sub-Commission on the Promotion and Protection of Human Rights, introduced his paper "The rights of non-citizens" (HR/BRUXELLES/SEM.5/2003/BP.10), which was based on his report to the Sub-Commission on the same subject (E/CN.4/Sub.2/2003/23).

35. Mr. Weissbrodt referred to 175 million individuals - or 3 per cent of the world's population - currently residing in a country other than the one in which they were born. This included migrants, refugees, asylum-seekers and immigrants who had entered a new country for reasons of family reunification, as well as non-immigrants such as foreign workers with temporary permission to remain, foreign students, business visitors, tourists, and unsuccessful asylum-seekers. He also mentioned individuals who entered or remained without permission, and persons who had been trafficked or who otherwise lacked the requisite documentation to remain.

36. Mr. Weissbrodt then looked at the international human rights law framework for the protection of non-citizens. This included protection provided under the International Covenant on Civil and Political Rights (including general comment No. 15 of the Human Rights Committee), the International Covenant on Economic, Social and Cultural Rights and the International Convention on the Elimination of All Forms of Racial Discrimination. He concluded that, in general, rights under the different instruments had to be guaranteed without discrimination between citizens and non-citizens. Exceptions could be made with regard to political rights that were explicitly guaranteed to citizens (such as the right to vote) and with regard to economic rights. In general, distinctions drawn between citizens and non-citizens must be narrowly construed, serve a legitimate State objective and be proportional to the achievement of that objective. Distinctions could be made relating to special measures (popularly known as affirmative action) as enshrined in article 1, paragraph 4, of ICERD. Mr. Weissbrodt also referred to relevant International Labour Organization treaties, the Convention on the Rights of the Child, the Convention on the Reduction of Statelessness, the Convention relating to the Status of Stateless Persons and to the September 2003 judgement of the Inter-American Court of Human Rights declaring that non-discrimination and the right of equality were *jus cogens* applicable to all residents regardless of immigration status and that once an employment relationship was initiated, unauthorized workers became rights holders entitled to the full panoply of labour and employment rights available to authorized workers. Mr. Weissbrodt also referred to the more than 50 paragraphs in the Durban Declaration and Programme of Action relating to non-citizens.

37. Finally, Mr. Weissbrodt said that racism and xenophobia served to deny non-citizens the rights they were guaranteed by international law, leaving them subject to harassment and abuse by political parties, officials, the media, and by society at large. A major problem that non-citizens continued to face was arbitrary detention. At the same time, non-citizens could often not assert their rights for fear of retribution and had no way of participating in the political process so as to secure legal protection. Particularly vulnerable groups of non-citizens were undocumented and irregular migrants.

B. How to combine integration and diversities? The challenge of a European Union multicultural citizenship

38. Mr. Marco Martiniello, Director, Centre d'études de l'ethnicité et des migrations (CEDEM), Belgium, had submitted a note for discussion, entitled "How to combine integration and diversities? The challenge of a European Union multicultural citizenship" (HR/BRUXELLES/SEM.5/2003/BP.11). The Chairperson informed the participants that, owing to unforeseen circumstances, Mr. Martiniello was not able to attend the meeting.

C. Monitoring discrimination against migrants: legal and other counselling - an assessment of measures

39. Mr. Fulvio Vassallo Paleologo, Professor at the University of Palermo and member of the Association for Juridical Studies on Immigration (ASGI), Italy, introduced his paper entitled "Monitoring discrimination against migrants: legal and other counselling - an assessment of measures" (HR/BRUXELLES/SEM.5/2003/BP.13). Mr. Paleologo said that domestic procedures for holding perpetrators of racial discrimination responsible were inadequate. The few legal decisions that had been taken in such cases had turned out to be restrictive

interpretations of the concept of racial discrimination and had put strong emphasis on the need to prove malicious intent on the part of the complainant. The judiciary did not appear to have intervened efficiently to defend the basic rights of migrants, especially in cases of expulsion and internment in detention centres. Mr. Paleologo urged States members of the European Union to ratify all human rights treaties and to transpose faithfully and completely the EU Directives on discrimination and xenophobia into national legislation. He also suggested that Governments establish independent agencies to monitor and assess cases of discrimination with the competence to receive complaints of victims directly, carry out independent inquiries and publish independent reports.

40. He also said that the role of NGOs remained fundamental in the field of legal counselling. He suggested that NGOs set up a structure to gather and systematically analyse data and information on acts of racism and xenophobia. He said that Governments should work more closely with NGOs on the issue of migrants. NGOs and local institutions should work closely together and establish new initiatives, such as the creation of networks of lawyers to represent victims before the courts, the provision of interpretation to facilitate interaction between migrants and the local authorities, and the establishment of housing and education projects. He also suggested that NGOs should become more involved in working to generate a positive attitude towards migrants. At the international level, Mr. Paleologo emphasized that NGOs should create a network of NGOs with a view to assisting the treaty body that is to monitor the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families.

41. During the discussion that followed, a number of NGO observers stressed that migration policies should not be integration policies. One observer stated that security concerns were being put before the concerns of non-citizens. Another said that human rights were regarded more and more as citizens' rights, leaving non-citizens unprotected. Discrimination against people of African descent was also specifically referred to.

42. The Foreign Minister of Belgium, H.E. Mr. Louis Michel, then addressed the meeting. He concluded by encouraging an open and frank exchange of views, including on the question of whether students should be allowed to wear headscarves in public schools.

V. TOPIC 5. IDEAS TO MOVE FORWARD: A GENERAL DISCUSSION ON NATIONAL-LEVEL ACTIVITIES

A. The role of different participants in the elaboration of a national plan of action

43. In the morning of 12 December, Ms. Vera Egenberger, Director, European Network against Racism (ENAR), Brussels, introduced her paper, "The role of different participants in the elaboration of a national plan of action" (HR/BRUXELLES/SEM.5/2003/BP.14). She gave an overview of the development of national action plans to combat racism in a number of EU member States, including in Denmark, Finland, Germany, Ireland, Italy, the Netherlands, Sweden and the United Kingdom. She elaborated on factors that would make the development and implementation of such action plans crucial. These included political will, the inclusiveness

of the process through involving all stakeholders, and the clear definition of goals and strategies. She stressed the importance of structural clarity on who would be responsible for the administration of the development and implementation of the national action plan, how the development of ideas and inputs was to be designed, how decisions would be taken, who would ensure transparent and inclusive communication, and who would prepare meetings and decide whom to invite to such meetings. She expressed her preference for a process in which tasks and responsibilities would be shared on an equal footing between the different actors from the outset.

44. NGOs involved in the World Conference process knew that debates among the NGO community were not always marked by mutual understanding, unity and solidarity. This lack of cohesion should not be repeated at the national level. Finally, it was important that financial resources be made available to support the process.

B. General discussion

45. Following the presentation by Ms. Egenberger, the observer for the United Nations Educational, Scientific and Cultural Organization presented the organization's new integrated strategy to combat racial discrimination. The observers for Belgium, Canada, Cyprus, the Czech Republic, Finland, Germany, Ireland, Sweden and the United Kingdom; observers for national human rights institutions from Denmark, France, Germany, Ireland and New Zealand; as well as a number of NGO observers made reference to national-level activities to combat racial discrimination. The observers for Portugal and the Russian Federation, as well as the observer for the national human rights institution of the Netherlands had highlighted national-level activities in the course of previous meetings. The discussion of national-level activities continued in the afternoon during the closing meeting.

VI. FINAL MEETING OF THE SEMINAR

46. At the final meeting, the conclusions and recommendations were adopted and made available to the participants. The Chairperson-Rapporteur made a final statement and closed the seminar.

VII. CONCLUSIONS AND RECOMMENDATIONS

47. **The conclusions and recommendations adopted by the experts on the last day of the Seminar are reproduced below.**

“Introduction

“The Regional Expert Seminar for Western States convened to exchange ideas on how to move forward in implementing the Durban Programme of Action. Ideas were put forward by experts in background papers and in discussions with representatives of States and non-governmental organizations.

“Several important themes emerged from the meeting, which are brought to the attention of States and civil society organizations for action. These are:

- **A concern at the resurgence of anti-Semitism and the continued growth in Islamophobia in many Western States, and the need to address these phenomena through education, public awareness programmes, political leadership, intercommunity dialogue, policies and legislation, and by outlawing religious discrimination.**
- **A concern that, although many conventions, policies and other agreements have been developed internationally and regionally, they still have to be adopted and implemented in many States.**
- **The need for States to report to the Committee on the Elimination of Racial Discrimination as to progress in implementing the Durban Declaration and Programme of Action.**
- **The need to address the situation of people of African descent in Western States and of Roma, Sinti, Travellers and Gypsies.**
- **The need for consistent collection of disaggregated data on racial and ethnic minorities to provide a sound basis for policy development nationally and regionally.**
- **The need for States and the business sector to cooperate in the development of diversity at all levels in the workplace, to comply with international norms against discrimination and to increase the participation of ethnic minority groups in scientific, technical and professional occupations.**
- **The need to address the serious issues faced by non-citizens and people of migrant background.**
- **The need to develop and implement National Plans of Action against racism, racial discrimination, xenophobia and related intolerance.**
- **Recognition of the impact of continuing economic and demographic trends, including the ageing of majority populations in some countries on migration flows and the need for inclusive policies to integrate minorities into societies.**

“The experts of the Regional Seminar for Western States, having met in Brussels, to exchange ideas on how to move forward towards implementing the Declaration and Programme of Action of the World Conference against Racism, Racial Discrimination, Xenophobia and Related Intolerance, make the following recommendations:

“General

“1. States, intergovernmental organizations, national human rights institutions, non-governmental organizations, civil society and other stakeholders should acknowledge the importance of the Declaration and Programme of Action of the World Conference as a rich source of tasks to be tackled. These documents should be implemented without delay and with the ultimate objective of achieving tangible improvement in the lives of those suffering from racial discrimination, xenophobia and related intolerance.

“2. States are urged to mainstream strategies to combat racial and ethnic discrimination in all areas of life.

“3. States are urged to resource and reinforce dialogue, cooperation and partnership with civil society organizations as recommended in the Durban Programme of Action. This cooperation should not diminish the role of Governments as having the lead responsibility in addressing racism, but rather support and inform it, as well as facilitate direct communication with groups experiencing racism.

“Institutional responses to eliminate racial discrimination

“4. States should adhere to international and regional legal standards against racial discrimination and incorporate them into domestic law. States should take all necessary measures to implement the provisions of national, regional and international standards against racial discrimination.

“5. States are urged to ensure that all national and regional proposals for policies and legislation dealing with racism are compliant with the Durban Declaration and Programme of Action.

“6. States should prohibit and punish acts of violence motivated by racism or religious intolerance and make them an aggravating factor for sentencing purposes.

“7. State parties to the International Convention on the Elimination of All Forms of Racial Discrimination (ICERD) should withdraw reservations made to the Convention and should consider making the declaration under article 14 of ICERD authorizing individual complaints of racial discrimination.

“8. State parties to the ICERD should include - in their reports to the Committee on the Elimination of Racial Discrimination (CERD) - information regarding the implementation of the Declaration and Programme of Action of the World Conference, in accordance with CERD’s general recommendation No. 28. In its concluding observations, CERD should systematically make reference to the efforts of the reporting country to implement the Declaration and Programme of Action of the World Conference.

“9. States should take appropriate measures to combat the dissemination of doctrines of racial superiority, [and] the dissemination on the Internet and in the other media of doctrines of racial superiority, [and] hate speech, including anti-Semitism, without prejudice to freedom of expression and association, in accordance with international standards in this field. States should also ratify the Additional Protocol to the Convention on Cybercrime, concerning the criminalization of acts of a racist and xenophobic nature committed through computer systems.

“10. States that have not yet done so should extend a standing invitation for visits by the special procedures of the Commission on Human Rights, especially by the Special Rapporteur on contemporary forms of racism, racial discrimination, xenophobia and related intolerance, the Special Rapporteur on the human rights of migrants and the Special Rapporteur on the situation of human rights and fundamental freedoms of indigenous people.

“11. States are encouraged to take an active interest and participate in the work and deliberations of the United Nations Working Group of Experts on People of African Descent. The Working Group of Experts on People of African Descent is encouraged to take appropriate action to initiate, in collaboration with other concerned partners, a conference on people of African descent in Europe.

“12. United Nations bodies and specialized agencies should, in all relevant documents and resolutions, acknowledge the existence of anti-Semitism as an expression of hatred of or an incitement of discrimination or violence against Jews.

“13. The Inter-Parliamentary Union (IPU) should consider setting up a working group to assess the implementation of the Durban Declaration and Programme of Action and to discuss possible support for parliamentarians who wish to monitor the follow-up process. The European Parliament and the Council of Europe could be involved in this venture.

“14. States members of the Council of Europe are particularly urged to ratify Protocol No. 12 to the European Convention on Human Rights, which provides for a general prohibition of discrimination. States members of the Council of Europe are also urged to ratify Protocols Nos. 4 and 7 to the European Convention on Human Rights.

“15. European Union States should ensure that European Union Directives 2000/43/EC (implementing the principle of equal treatment between persons irrespective of racial or ethnic origin) and 2000/78/EC (establishing a general framework for equal treatment in employment and occupation) are transposed urgently into domestic legislation and that their effective implementation is monitored. The European Council is also encouraged to adopt the European Commission’s proposal for a Council Framework Decision on combating racism and xenophobia (2001/0270/CNS).

“16. States, national specialized bodies and regional institutions are called upon to collect, on a regular basis, information and disaggregated data with regard to the educational system, employment, health and social services, housing, and the administration of justice, which enables them to monitor and evaluate racism, racial discrimination, xenophobia and related intolerance at the country level, as well as to analyse national and regional trends and patterns, including those relating to inequality, to inform policy development and action for change.

“17. States are asked to work actively with the European Commission against Racism and Intolerance (ECRI) and the European Monitoring Centre on Racism and Xenophobia (EUMC) and with national human rights institutions, and to make use of their expertise and take into account their recommendations in the development and implementation of activities for combating racism.

“18. When establishing or strengthening national human rights institutions with a mandate to combat racial discrimination, States should be guided by Principles relating to the status of national institutions for the promotion and protection of human rights (the Paris Principles, General Assembly resolution 48/134), and ECRI General Policy Recommendation No. 2 on specialized bodies to combat racism, xenophobia, anti-Semitism and intolerance at the national level, as well as ECRI’s General Policy Recommendation No. 7 on national legislation to combat racism and racial discrimination.

“19. States are called upon to ensure that specialized bodies specifically dealing with racism have sufficient financial resources and expertise allocated directly to this work and have a remit appropriate to making progress on the issues involved.

“20. States should implement poverty reduction measures, because poverty, marginalization, social exclusion and economic disparities are closely associated with racism, racial discrimination, xenophobia and related intolerance, and contribute to the persistence of racist attitudes and practices which in turn generate more poverty.

“21. Religious discrimination should be made unlawful in all States that currently lack such legal provisions. States should accommodate religious diversity and ensure equality of treatment of all religions and non-religious beliefs or convictions.

“22. In the light of the Durban recommendations and the concerns expressed in reports of the Council of Europe, the Organization for Security and Cooperation in Europe and the European Union, States should recognize the particular forms of racism currently being experienced by Roma, Gypsy, Sinti and Travellers and redouble efforts and initiatives to address them, in particular in the fields of employment, housing, education and health.

“23. States should take all the necessary measures - including legislative, administrative and border control measures - in order to prohibit, prevent and punish all forms of human trafficking. The United Nations should give increased importance to protecting undocumented migrants and victims of trafficking from discrimination.

“24. States should give more attention to cases of multiple discrimination, in particular racial and gender discrimination.

“25. States should enhance political participation and representation for non-citizens who are long-term residents by granting them voting and eligibility rights. States should also discuss positive action as a means to encourage members of minorities to stand for political office. Political parties should welcome ethnic minority members and strive to ensure that minorities are appropriately represented at local, national and regional levels in elected bodies and public appointments.

“26. States should address the problems concerning rights of indigenous peoples on lands they own or use traditionally, taking into account their specificity and the importance of such rights for preserving their culture. They should consider ratifying the International Labour Organization Indigenous and Tribal Peoples Convention 1989 (No. 169) and are urged to reach agreement on the draft United Nations declaration on the rights of indigenous peoples.

“27. States with a federal system of government should endeavour to ensure the highest possible human rights protection in all jurisdictions.

“28. All European political parties should espouse the principles contained in the Charter of European Political Parties for a Non-Racist Society, which was supported in the joint declaration signed on 25 September 2003 by the President of the Parliamentary Assembly of the Council of Europe and the President of the European Parliament (EU). In the light of this Charter, political parties should act against racist speech in election campaigns, in particular for the European Union elections of 2004 and beyond.

“29. States, non-governmental organizations, trade unions and local institutions should promote initiatives to monitor racial discrimination. Networks of advocates should be established to advise and represent victims of racial discrimination in courts and tribunals.

“Educational and public information programmes to promote tolerance and respect for diversity

“30. States should enhance cultural diversity in public education by, on the one hand, promoting multilingualism and multiculturalism and, on the other hand, adequately reflecting in school curricula the contribution of different cultures,

migrants and ethnic and religious minorities to each country's national history. States should provide guidelines for the revision of school textbooks and teachers' manuals that contain stereotypes and promote prejudice.

“31. When developing anti-racism campaigns, States, national human rights institutions, specialized bodies, non-governmental organizations and others should emphasize the positive benefits of multiculturalism and clearly associate diversity with positive perceptions of national identity. Those developing anti-racism campaigns should aim to achieve change through the positive promotion of the dignity and benefits of diversity and work in partnership with organizations that are influential in the community. They should acknowledge the wide range of people and organizations that are contributing to better relationships as an important means of encouraging community action.

“32. States should establish mechanisms to monitor the stereotyping of Jews, the denial of the Holocaust, other expressions of anti-Semitism, and the exclusion of reference to such phenomena in school textbooks and teachers' manuals of all member States; States should also provide guidelines for the revision of such texts and curricula. The United Nations General Assembly is called upon to declare 27 January (the date of the liberation of Auschwitz in 1945) as the International Day for the Commemoration of the Holocaust and for the Elimination of Contemporary Anti-Semitism.

“33. States should establish mechanisms to monitor the stereotyping of Arabs and Muslims, and other expressions of anti-Arabism and Islamophobia and take effective measures to prevent the emergence of movements based on racism and discriminatory ideas concerning these communities. States should pay particular attention to ECRI's general recommendation No. 5 on combating intolerance and discrimination against Muslims.

“34. States should engage in a dialogue with Muslims and should encourage a dialogue between Muslim and other communities, both at the national and the local level, in order to create better understanding and to unite diverse communities. Such dialogues should also be encouraged with other religious communities.

“35. The media should avoid stereotyping and stigmatizing minorities, including those belonging to specific racial, ethnic and religious groups.

“Equality and diversity in the workplace

“36. Both the public and the private sector should ensure that members of racial, ethnic and religious groups receive fair and equal treatment in the workplace. They should take practical measures against racial discrimination and xenophobic acts in the workplace and promote good relations between employees belonging to minority groups and other personnel in an environment free of prejudice or stereotypes.

“37. Both the public and the private sector should reflect the diversity of society in their recruitment policies and integrate diversity as a matter of principle into career development and training activities. Programmes aimed at creating equal employment opportunities should be established by State institutions and the private sector, in consultation with the groups that have been subject to racial discrimination.

“38. When designing diversity policies, the private sector should create internal and external awareness and interest to fuel the change process regarding the need for diversity. Such change process needs to be linked to overall business aspirations, requires commitment from top executives and should involve all different stakeholders. The outcome of the process should be communicated internally and externally and good practices should be made public.

“39. Employers should provide reasonable accommodation for all employees, including Muslims, to observe their religion.

“40. States, in designing legislation and policies to combat discrimination against Roma/Sinti/Travellers/Gypsies in the field of employment, should take into account CERD’s general recommendation No. 27 on discrimination against Roma. Programmes aimed at creating equal opportunities for Roma/Sinti/Travellers/Gypsies in the workplace should be designed, implemented and evaluated in close cooperation with those groups.

“41. States should develop long-term strategies and programmes to prepare and train scientific researchers, intellectuals and professionals from minorities and ethnic groups in order for them to join the labour force at higher skill levels. The European Commission and scientific communities at national level should play a key leadership role in addressing this issue.

“42. States and regional bodies, including the European Commission, should ensure in their procurement processes that race equality is addressed in the awarding of tenders and contracts and in the delivery of services and performance of programmes.

“43. Experts, practitioners and researchers are encouraged to create a support network in order to raise awareness about the benefits of race equality in scientific research and professions. Such a network should also aim at increasing the public understanding of science in the different racial and ethnic minority groups and should reach out to ethnic minority audiences with regard to communication initiatives relating to science. States should develop programmes for youth who are members of different racial and ethnic minority groups to pursue scientific careers.

“Responses to discrimination against non-citizens and people of migrant background

“44. Clear and comprehensive standards governing the rights of non-citizens, including implementation and monitoring, should be developed. Since the principal human rights treaties at the international level deal with many of the problems encountered by non-citizens, States should pursue universal ratification of relevant human rights treaties and ensure their full implementation.

“45. States should liberalize access to citizenship for long-term residents after a period of time to be determined, and allow for dual citizenship.

“46. States are encouraged to consider adhering to the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families; States and NGO representatives should be encouraged to collaborate with the treaty monitoring body to be established under the Convention.

“47. The United Nations treaty bodies monitoring implementation of the seven principal human rights conventions are encouraged to coordinate their actions, with the objective of establishing a consistent, integrated and structured approach to the protection of the rights of non-citizens. At a minimum, treaty bodies that have adopted specific standards might consider updating them and those treaty bodies that have yet to issue interpretive guidance relating to non-citizens should be encouraged to do so. In addition, treaty bodies are encouraged to intensify their dialogues with States parties regarding the actual situation faced by non-citizens within their respective spheres of concern. Furthermore, additional mechanisms should be developed for monitoring protection of the rights of non-citizens.

“48. States should take actions to counter any tendency to target, stigmatize, stereotype, or profile, on the basis of race or religious affiliation, members of particular groups - by officials and society at large - and should work to create a climate that rejects hostile attitudes towards migrants, refugees and asylum-seekers. States should ensure that all officials dealing with these migrants, regardless of their immigration status, as well as with refugees and asylum-seekers receive special training, including training in human rights, and do not engage in discriminatory behaviour.

“49. States should find a balance between the fight against terrorism in its different forms and the protection of human rights, especially with regard to the protection of ethnic minorities, migrants and non-citizens.

“50. In developing national and regional policies with regard to non-citizens, States should ensure the right to family reunification.

“51. Non-governmental organizations, trade unions and local institutions should enhance their capacity to collect statistics on racial discrimination against migrants and non-citizens. They should be encouraged to provide interpretation and other assistance to migrants and non-citizens in their interaction with local authorities.

“Development of national plans of action to combat racism

“52. In the design, implementation and evaluation of national plans of action as a tool to combat racism, racial discrimination, xenophobia and related intolerance, States should involve national human rights institutions, non-governmental organizations, ethnic communities and civil society. Within the national action plans, clearly defined aims and objectives should be outlined and procedures and communication should be transparent. In order to effectively design, implement and evaluate national action plans, appropriate funding needs to be allocated.

“53. As requested in the Durban Programme of Action, States should regularly inform the Office of the High Commissioner for Human Rights (OHCHR) of the status of the implementation of the Durban Declaration and Programme of Action at the national level, especially regarding the establishment and implementation of national plans of action.”

Annex I

LIST OF PARTICIPANTS

Experts

Mr. Muhammad Anwar, Research Professor, Centre for Research in Ethnic Relation, Warwick University, United Kingdom

Mr. Joris de Bres, Race Relations Commissioner, Human Rights Commission, New Zealand

H.E. Mr. Ion Diaconu, Chairperson of the United Nations Committee on the Elimination of Racial Discrimination (CERD) and Ambassador, Secretary-General, Ministry of Foreign Affairs, Romania,

Ms. Vera Egenberger, Director, European Network against Racism (ENAR), Brussels

Mr. Joe Frans, Member, Swedish Parliament and member, United Nations Working Group of Experts on People of African Descent

Ms. Sarita Friman, Secretary-General, Advisory Board of Romani Affairs, Ministry for Social Affairs and Health, Finland

Ms. Isil Gachet, Executive Secretary, European Commission against Racism and Intolerance (ECRI), Council of Europe

Ms. Lisskulla Lindström, Vice-President, Human Resources People Development, Volvo Car Corporation, Sweden

Ms. Elizabeth Rasekoala, Director, African-Caribbean Network for Science and Technology, Manchester, United Kingdom

Mr. Shimon Samuels, Director for International Liaison, Simon Wiesenthal Centre, Paris

Mr. Fulvio Vassallo Paleologo, Professor, University of Palermo and member, Association for Juridical Studies on Immigration (ASGI), Italy

Mr. David Weissbrodt, member, United Nation Sub-Commission on the Promotion and Protection of Human Rights and Professor, University of Minnesota Law School

States Members of the United Nations

Australia, Austria, Belgium, Canada, Democratic Republic of the Congo, Costa Rica, Cyprus, Czech Republic, Ecuador, Finland, Germany, Greece, Guinea, Iran (Islamic Republic of), Ireland, Israel, Jordan, Luxembourg, Mauritius, New Zealand, Norway, Poland, Portugal, Russian Federation, Slovakia, Sweden, United Kingdom of Great Britain and Northern Ireland, Venezuela, Zimbabwe.

United Nations bodies and specialized agencies

United Nations Population Fund (UNFPA), International Labour Organization (ILO), United Nations Educational, Scientific and Cultural Organization (UNESCO), World Health Organization (WHO).

National human rights institutions

Centre pour l'égalité des chances et la lutte contre le racisme (France), Danish Institute for Human Rights, Equality Commission for Northern Ireland, German Institute for Human Rights, Northern Ireland Human Rights Commission, The Equal Treatment Commission Netherlands.

Non-governmental organizations in consultative status with the Economic and Social Council

Canadian Labour Congress, Consultative Council of Jewish Organizations, Dominicans for Justice and Peace, European Women's Lobby, Femmes Africa Solidarité (FAS), Penal Reform International, Sisters of Mercy of the Americas, Society for Threatened Peoples International.

Non-governmental organizations specially accredited to the World Conference against Racism, Racial Discrimination, Xenophobia and Related Intolerance

Association pour le développement des initiatives citoyennes et européennes (ADICE), Alliance jeunesse famille de l'Alberta Society, Association tchadienne pour la promotion et la défense des droits de l'homme, Centre for Democracy and Development, Centrum informatie en documentatie Israel, Centro d'Iniziativa per l'Europa, Committee on the Administration of Justice (CAJ), European Union of Jewish Students, Forum Menschenrechte, Fraternité Notre-Dame, Gender Project for Bulgaria Foundation, Magenta Foundation, Mehr White Home, Mouvement contre le racisme, l'antisémitisme et la xénophobie (MRAX), Northern Ireland Council for Ethnic Minorities, Our Rights, Quest for Economic Development (QED-UK), The 1999 Trust, The Aldet Centre Saint Lucia.

Non-governmental organizations specially accredited to the European Council

European Jewish Congress, World Wizo

Other observers

Hood College, AG Durban Follow-up, UK Race and Europe Network.

Annex II

AGENDA

1. Opening of the workshop.
2. Adoption of the agenda, election of chairperson.
3. Topic 1: Ideas to move forward: Institutional responses to eliminating racial discrimination:
 - 3.1. Role of CERD in follow-up to the World Conference against Racism, Racial Discrimination, Xenophobia and Related Intolerance;
 - 3.2. Specialized bodies to combat racism and intolerance at the national and regional levels - providing assistance to victims of racism;
 - 3.3. Parliamentarians - contributing to the positive image of minorities.
4. Topic 2: Ideas to move forward: educational and public information programmes to promote tolerance and respect for diversity:
 - 4.1. Anti-racism campaigns - Experiences and lessons learned;
 - 4.2. Tackling anti-Semitism - tools and approaches;
 - 4.3. Muslims in Western States: issues, policies and the way forward.
5. Topic 3: Ideas to move forward: reaching equality and diversity in the workplace:
 - 5.1. Private sector initiatives and multi-stakeholder dialogue as a means of enhancing equality and diversity in the workplace;
 - 5.2. Creating equal opportunities for Roma, Gypsies, Sinti and Travellers in the workplace;
 - 5.3. Giving ethnic minorities access to science careers.
6. Topic 4: Ideas to move forward: responses to discrimination against migrants:
 - 6.1. The rights of non-citizens;
 - 6.2. How to combine integration and diversities? The challenge of a European Union multicultural citizenship;
 - 6.3. Monitoring discrimination against migrants: legal and other counselling - an assessment of measures.

7. Topic 5: Ideas to move forward: a general discussion on national-level activities:
 - 7.1. The role of different participants in the elaboration of a national plan of action;
 - 7.2. Presentation by participants on national-level activities to follow up on the World Conference against Racism, Racial Discrimination, Xenophobia and Related Intolerance.
8. Adoption of recommendations and closing of the workshop.

Annex III

LIST OF DOCUMENTS

Provisional agenda.

Information note.

Programme of work.

Ms. Isil Gachet, "Specialised bodies to combat racism and intolerance at the national and regional level - providing assistance to victims of racism"
(HR/BRUXELLES/SEM.5/2003/BP.1).

Mr. Joe Frans, "Parliamentarians - contributing to the positive image of minorities"
(HR/BRUXELLES/SEM.5/2003/BP.2).

Mr. Ion Diaconu, "CERD's role in follow-up to the World Conference against Racism, Racial Discrimination, Xenophobia and Related Intolerance" (HR/BRUXELLES/SEM.5/2003/BP.3).

Mr. Joris de Bres, "Anti-racism campaigns - Experiences and lessons learned"
(HR/BRUXELLES/SEM.5/2003/BP.4).

Mr. Shimon Samuels, "Tackling anti-Semitism - tools and approaches"
(HR/BRUXELLES/SEM.5/2003/BP.5).

Mr. Muhammad Anwar, "Muslims in Western States: issues, policies and the way forward"
(HR/BRUXELLES/SEM.5/2003/BP.6).

Ms. Lisskulla Lindström, "Private sector initiatives and multi-stakeholder dialogue as a means to enhance equality and diversity in the workplace" (HR/BRUXELLES/SEM.5/2003/BP.7).

Ms. Sarita Friman, "Creating equal opportunities for Roma, Gypsies, Sinti and Travellers in the workplace" (HR/BRUXELLES/SEM.5/2003/BP.8).

Ms. Elizabeth Rasekoala, "Giving ethnic minorities access to science careers"
(HR/BRUXELLES/SEM.5/2003/BP.9).

Mr. David Weissbrodt, "The rights of non-citizens" (HR/BRUXELLES/SEM.5/2003/BP.10 and E/CN.4/Sub.2/2003/23).

Mr. Marco Martiniello, "How to combine integration and diversities? The challenge of a European Union multicultural citizenship" (HR/BRUXELLES/SEM.5/2003/BP.11).

Mr. Fulvio Vassallo Paleologo, "Monitoring discrimination against migrants: legal and other counselling - an assessment of measures" (HR/BRUXELLES/SEM.5/2003/BP.13).

Ms. Vera Egenberger, "The role of different participants in the elaboration of a national plan of action" (HR/BRUXELLES/SEM.5/2003/BP.14).
