**Next ENAR Shadow Report (2018) outline**

As a result of the last board meeting discussion on the Shadow Report in January, employment and hate crime were the two most supported themes for the next Shadow Report to be published in 2018. The ENAR staff team discussed both options internally and decided to focus on employment next year. This will mean an update to the 2013 report Shadow Report for each EU Member State. The format for the report will change to include:

1. **Introduction** – trend analysis over the last 3 years since previous Shadow Report on Employment (5 pages)
2. **Member State country profiles.** These will be standardized so that we could also indicate where there is no data for each country (and maybe make recommendations where to find the data, by comparing with the practice of other countries). (2 pages each)
3. **A short focus on intersectionality** – employment and women of colour (5 pages)

The report will be typeset in one document and the country profiles will also be standalone documents on the website.