**Update on ENAR PORTFOLIOS**

**Board Meeting – January 2019**

**September 2018 – January 2019**

**Employment**

* ***Equal@work seminar: Race, Wellbeing and mental health@work:*** In December 2018 ENAR dedicated its Equal@work seminar the topic of race and mental health at work. Hosted by Equal@work partner Inditex, we explored barriers for people of colour in the workplace. The seminar was well attended and the toolkit on mental health is being drafted.
* ***Equal@work toolkit – Women of colour @work: intersectional approaches to diversity management:*** ENAR launched its [women of colour toolkit](https://www.enar-eu.org/IMG/pdf/20112_equal_work_2018_lr.pdf) in October and continued to promote it to a range of NGOs interested in this topic. It has been widely shared on social media.
* ***Diversity in the EU institutions***. ENAR continues its ‘Affinity Group for People of Colour in Brussels’ to network, discuss and work toward solutions to the lack of diversity in the EU institutions. An article on this issue quoting ENAR was also published in [The Guardian](https://www.theguardian.com/world/2018/aug/29/eu-is-too-white-brexit-likely-to-make-it-worse).

**Equality data**

* ***Advocacy***. Following the publication of the [European Commission handbook](http://ec.europa.eu/newsroom/just/item-detail.cfm?item_id=54849), the European Commission has agreed to publish guidelines before the end of this Commission mandate. The Commission, in conjunction with the FRA, will also hold a sub-group of the High Level Group on Non-Discrimination to explore with member states how to improve their data collection systems.

**Racist crime and speech**

* ***Hate crime and online hate speech.*** ENAR contributes as partner to the new Facing All the Facts project, led by CEJI – A Jewish contribution to an Inclusive Europe, which will explore Member State responses to hate crime in selected countries with a focus on data collection. We will support their campaign to train 10,000 online activists on hate speech. After working on developing their modules on anti-migrant racism, islamophobia and antigypsyism, we are working on developing a module on Afrophobic hate crime biases for the online trainings.
* ***EU Guidance on Framework Decision on combating racism.*** The European Commission in December 2018 published its [guidance document on the practical application of the Framework Decision](https://ec.europa.eu/newsroom/just/item-detail.cfm?item_id=51025). The document follows a consultation of ENAR, and the input of ENAR members in numerous meetings of the High Level Group on combating racism, xenophobia and other forms of intolerance. The guidance document reflects calls for Member States to center the victims’ approach in recording and investigating hate crimes, and for an intersectional approach to recognition of protected grounds.
* ***Online hate speech.*** ENAR published a [joint position](http://www.enar-eu.org/Holistic-approach-to-tackling-illegal-content-online) with EDRI on tackling racist illegal content online.
* ***Shadow Report 2019***. See research below

**Migration**

* ***Blue Card Directive review.*** The interinstitutional negotiation phase of the Blue Card started in September. Trilogues were organised at this stage of the legislative with the European Commission, the Council and the shadow rapporteurs of the LIBE/EMPL Committees of the European Parliament. Discussions are set to clarify some controversies such as: eligibility for beneficiaries of/applicants for international protection; concept of Qualifications/skills; definition of labour market tests; the application of the principle of Equal treatment and the schemes for salary thresholds.
* ***European Citizens Initiative (ECI) on Migration.*** ENAR was invited by the Union of European Federalists, Stand up for Europe and Migration Policy Group to support a new ECI campaign focusing on the right of private sponsorship of refugees, legal pathway for migrant workers and to increase the number of resettled refugees and regular migrants across Europe. Signatures are being collected by the local committees and online. More information can be found here: <https://weareawelcomingeurope.eu/en/>
* ***EPAM and Social Platform.*** Meetings continue with the NGO European Platform on Asylum and Migration (EPAM) and Taskforce on Migration of Social Platform. The EPAM working group of Communication specialists also meet.

**Security and Policing**

* ***DARE Project. DARE –*** Dialogue About Radicalisation and Equality (H2020 research project piloted by the University of Manchester) – has achieved the 1st third of its implementation. ENAR has been requested by the EC to take over new tasks due to changes in the consortium. As a result, ENAR’s budget was increased to cater for the hiring of a researcher, part-time, until April 2020 (Chaib Benaïssa). This researcher is tasked to carry out an ethnographic inquiry of young people (18+) evolving in milieus where Islamist and djihadist ideologies are encountered in Belgium to explore how young people develop resilience and do not radicalise. ENAR has been laying the ground work to prepare 10 “community dialogue events” that will take place in the 1st semester of 2019 in UK, BE, DE, whereby groups of 10-15 young people navigating in milieus exposed to far-right and islamist ideologies will share they experiences and expectations on how they could be better equipped to navigate such environments. The information collected in those sessions will feed in the design of T-Kits to be developed by ENAR Member People for Change Foundation. ENAR contributed to the organisation of a policy meeting between the Consortium and the EC in November 2018, which was attended by more than 30 European level policy makers. The Review meeting by the EC took place at the same time and the quality of the work of the DARE consortium was largely praised. According to plans, an advocacy officer part-time has been hired early January 2019 until April 2021 to support the efforts of reach out of the consortium towards the EU institutions. As a first step, ENAR actively contributed to and disseminated a first policy briefing of the Consortium towards the members of the TERR committee of the European Parliament.
* ***FRA handbook.*** The FRA launched its handbook on unlawful profiling in December at a Policing Conference in Vienna. The final report reflects numerous ENAR comments which were designed to centre the anti-discrimination angle to profiling.
* ***Counter-terrorism Committee of the European parliament.*** ENAR sent suggestions of amendments to the TERR Committee draft report together with ARDI. The informal coalition against islamophobia has provided comments. The draft contained stigmatising language but was largely adopted by most of the political groups. The political follow up of this report remains uncertain.
* ***Counter-terrorism Directive.*** ENAR participated in the fourth transposition workshop with Member States and the European Commission on the new Directive. The transposition deadline for the Directive was 16th September.
* ***Toolkit.*** ENAR has commissioned a consultant to draft a toolkit for ENAR members on monitoring and documenting racial and religious discrimination related abuses linked to counter-terrorism and counter-radicalisation policies and practices. The [toolkit is now available online](https://www.enar-eu.org/IMG/pdf/2018_10_counter-terrorism_toolkit_final.pdf).
* ***Research on counter-terrorism and discrimination*** (see research below).

**Forms of racism**

**Afrophobia**

* ***FRA report on People of African descent in Europe.*** The report gathering existing data from EU-MIDIS II survey on People of African descent in the EU was launched on 28th November 2018. ENAR board member Ghyslain Vedeux spoke at the report launch, and ENAR members and staffed attended a follow up meeting with the European Commission to discuss next steps.
* ***Resolution.*** ENAR has worked, with the input of the ENAR Afrophobia Steering Group on a draft text of a resolution to be tabled by Cecile Kyenge in the European Parliament. The Resolution was adopted by the Civil Liberties Committee in [December 2018](http://www.europarl.europa.eu/sides/getDoc.do?type=COMPARL&reference=LIBE-OJ-20181203-1&language=EN). We await the vote in the Parliament plenary.
* ***Facing Facts module.*** ENAR are working with CEJI to develop an online learning module on Afrophobic hate crimes as part of the Facing Facts project.
* ***Communications.*** ENAR issued a [press statement](https://www.enar-eu.org/Evidence-of-anti-black-racism-is-a-call-for-EU-action) to react to the FRA Black in Europe launch, which received some media coverage, including in The Independent and Euronews. ENAR also supported a campaign for an EU Black History Month in October, initiated by African Caribbean Pacific Young Professionals Network, through its social media channels.

**Antisemitism**

* ***Training for the European Commission.*** ENAR is working with CEJI to expand the Commission modules on training on understanding Antisemitism.
* ***FRA survey on antisemitism.*** ENAR attended the launch of the FRA survey on 10 December.
* ***Communications.*** ENAR published a [blog article](https://www.enar-eu.org/From-data-to-perception-an-anti-racism-take-on-Antisemitism-in-the-EU) and [video](https://www.facebook.com/ENAREurope/videos/2181109198876396/) on 9 November, commemoration of Kristallnacht, as well as a social media campaign around this date. We also published a [press statement](https://www.enar-eu.org/Urgent-wake-up-call-for-EU-to-tackle-Antisemitism) reacting to the FRA survey on antisemitism launched on 10 December.

**Antigypsyism**

* ***European Commission High Level Group on combatting racism, xenophobia and other forms of intolerance (HLG).*** A conclusions paper was published by the European Commission as a follow up of the HLG focusing for the first time on Antigypsyism and Afrophobia. [Recommendations](http://antigypsyism.eu/?p=350) and the reference paper from the Alliance against antigypsyism distributed to Member State’s representatives and the European Commission, have been quoted in the document.
* ***Strategic civil society meeting on Antigypsyism.*** ENAR and the Alliance Against Antigypsyism hosted a [strategic meeting](https://www.facebook.com/ENAREurope/videos/373075553429646/) in November to discuss how to mainstream equality and inclusion for Roma in the Post 2020 EU Roma Framework.
* ***Alliance against antigypsyism’s policy papers.*** Position papers are being developed on how to ensure antigypsyism is included in EU employment and social policies as well as key indicators for strong policies and measures against antigypsyism.
* ***Antigypsyism book.*** ENAR, in collaboration with Central Council for German Sinti and Roma, hired 2 coordinators to develop the book on Antigypsyism: Markus End, German researcher, as well as Ismael Cortes, Spanish and Roma researcher. They both have strong academic and activist backgrounds on the issue of Antigypsyism. The book is currently being finalised and will be published in the first quarter of 2019.
* ***Setting up European and national Truth and Reconciliation Commissions.*** ENAR is part of a group of NGOs, together with OHCHR and Soraya Post’s cabinet to discuss how to establish these Commissions. A European Parliament’s feasibility study has been commissioned to CEPS and an event is planned in March 2019.
* ***Communications.*** ENAR jointly with the Alliance Against Antigypsyism issued a [press statement](https://www.enar-eu.org/The-Alliance-against-Antigypsyism-demands-clear-commitment-of-European)denouncing antigpsyist political discourses, and another one [reacting](https://www.enar-eu.org/Roma-rights-organisations-respond-to-EU-inclusion-plans) to new proposals for post-2020 Roma Inclusion plans by the European Commission.

**Islamophobia**

* ***High-level EU meeting on Islamophobia.*** Following our June 2018 open letter calling for a meaningful coordinator on anti-Muslim hatred, the European Commission organised a high level meeting on anti-Muslim hatred on 3 December. A coalition of civil society organisations working to combat Islamophobia handed out concrete [recommendations](https://www.enar-eu.org/Key-recommendations-to-tackle-Islamophobia-from-a-coalition-of-civil-society) during the meeting and the Dutch representative supported it and encouraged other Member State representatives to use them for policy improvement. Spain and Netherlands representatives have committed to carry over a number of recommendations of the coalition.
* ***European Coalition against Islamophobia***. During the NGO meetings, including during a discussion at the GA, concrete actions to reinforce the coalition were agreed upon, including working on a reference paper on islamophobia to support recognition of the phenomenon and setting up a coordination team of the coalition. Some NGOs are working on project proposals to support financially the coordination of the coalition.
* ***EP advocacy***. ENAR is working with MEP Sajjad Karim’s office and ARDI to table a proposal for resolution on islamophobia. So far, there is no official document adopted by the European Parliament on this issue.
* ***Partnership with OSF programmes.*** Discrimination against Muslim women is one important priority for different OSF programmes. Regular communication has been organised between ENAR and these departments in order to keep everybody updated and strategise more efficiently joint actions. OSJI organised a capacity-building event for NGOs in London to support Muslim women to counter dress restrictions in Europe.
* ***Communications***. ENAR published an [op-ed](https://www.enar-eu.org/Wake-up-call-on-European-Day-Against-Islamophobia-our-European-democracies-and) on the occasion of European Day Against Islamophobia. We also issued a [press statement](https://www.enar-eu.org/Islamophobia-on-EU-agenda-need-for-more-actions-by-States) reacting to the EU high-level meeting on Islamophobia.
* ***Coalition coordination.***During Julie’s maternity leave, the coordination of the coalition has been taken over by ENORB and a couple of other NGOs. ENAR will focus on contributing to the conversations.
* ***CEJI’s Facing Facts project.*** ENAR’s Secretariat and ENAR Ireland have been very much involved in the development of the content of the training module on Islamophobia and related hate crimes.

**National action plans against racism**

* ***ENAR research***. ENAR commissioned research on the National Action Plans Against Racism to draft an assessment and recommendations on National Action Plans Against Racism adopted since 2015. The report is finalised and will be published in the first quarter of 2019. It will be used to support advocacy on this issue at national and EU level.
* ***ENAR support of national advocacy in Belgium***. ENAR supports a broad coalition of Belgian anti-racist NGOs to organise advocacy action to call for the adoption of national action plan against racism. After several coordination meetings, the coalition launched 11 proposals for a good NAPAR in the Federal Parliament followed by media coverage in both Flemish and French-speaking press. The coalition met with a number of Ministries, including the cabinet of the Federal Secretary of State in charge of designing the NAPAR, to advocate for a NAPAR to be developed as soon as possible.
* ***ENAR support of national advocacy in other countries***. ENAR organised an NGO meeting in Lisbon, Portugal, in order to discuss coalition and advocacy opportunities to call for NAPAR. A further meeting with Portuguese NGOs is planned in February to plan advocacy work in coalition. ENAR will also be supporting NGO advocacy efforts to call for adoption/improvement of national action plan against racism in the Netherlands and Germany in 2019.
* ***High-level group on racism and related intolerance.*** Some Member States’ representatives raised interest in the issue of NAPAR. As a result, the European Commission is planning a session on this issue beginning of 2019.

**Intersectionality**

* ***ENAR symposium***. ENAR organised a major [European symposium on intersectionality](http://www.enar-eu.org/Symposium-Intersectionality-a-tool-for-equality-and-justice-in-Europe) on 3rd October in Brussels, in partnership with the Center for Intersectional Justice. The meeting was widely attended and enabled participants to increase understanding of the concept of intersectionality with a focus on race; and to explore ways to operationalize the concept in policy making.
* ***ENAR and Social Platform*** have worked with the social platform to integrate an intersectional perspective in their work. ENAR presented the Women of Colour Toolkit to social platform members. ENAR also called for the social platform to integrate intersectionality and diversity within Social Platform’s annual meeting to the European Institute for Gender Equality (EIGE).
* ***European Parliament’s pilot projects.*** ENAR supported MEP Malin Bjork, MEP rapporteur on budget for the women’s rights Committee (FEMM) by providing her ideas of pilot projects on intersectionality to be potentially financed by the European Commission. Our proposals have been adopted by the FEMM Committee and are now in front of the Budget Committee.
* ***High-level group on non-discrimination.*** ENAR was the main speaker for a session on intersectionality during this HLG attended by Member States Representatives. As a follow-up of this fruitful exchange, a good practice exchange seminar was organised in Greece in December. ENAR member Generation 2.0 attended and exchanged with member states on the intersectional approach in policymaking.

**Network development**

* ***National Projects 2018.*** ENAR has facilitated and sponsored 15 national projects in 2018. 5 projects have been extended till March 2019 due to the late beginning of the projects in 2018 (April). The other 10 projects have sent their final reports. ENAR staff is currently reviewing the projects reports.
* ***National Projects 2019.*** A call for National Projects was launched on December 14 for the members of the network. The call for proposals were mainly aiming at building solidarity among ENAR member organisations at local/regional/international level and investing in capacity building and leadership development within the communities at risk of racism. The deadline for applications were December 27 and by deadline we have received 28 applications. ENAR can sponsor maximum 13 projects for 2500 EUR. ENAR staff will be reviewing the applications and the results will be announced in the week of February 11.
* ***Webinars for ENAR members.*** ENAR organised two webinars for member organisations in November 2018. The objectives of these sessions are mutual learning on certain areas such as communications, social media; exchanging ideas and experiences on different portfolio's and building collaborations among the membership. The first two webinars were about “Use of Social Media in the Run-Up to EU Elections”.
* ***Funding factsheets.*** A third edition of the Funding Factsheet was published in December 2018. In the document, member organisations can find tips to better draft a project application, a list of current funding opportunities and a compilation of project applications’ toolkits designed by different stakeholders.
* ***Capacity building sessions/member visits.*** ENAR staff has visited two members and organised two trainings/workshops during these visits. The first training was on “power dynamics in social movements” for Anti-Racist Forum in Finland in October 2018. The second training was a training-for-trainers on how to organise trainings/workshops on “diversity” for Generation 2.0 in Greece.

**Research, data, Policy analysis**

* ***Shadow Report - Hate crime – to be published in 2019.***  20 (out of 24) researchers have completed their research and submitted their questionnaire responses for review in December/January. Three researchers in France, Belgium and Ireland failed to complete the work. The review of all responses and the analysis is currently being undertaken and the report is due to be finalised by April 2019.
* ***Research on counter-terrorism and discrimination***. 2 researchers are currently working in Germany and Poland. ENAR will re-launched the call for a further 3 national researchers to study the impact of counter-terrorism and counter-radicalisation on groups at risk of racism. 5 countries will be covered in total, and the report (+ national factsheets) are expected next year. A European coordinator has been recruited by OSF to support the research project.
* ***Study on police violence.*** ENAR is currently developing a proposal for a study into police violence and the community response in 5 countries. The study is due to work in partnership with NGOs in selected Member States and will begin in 2019. The research and analysis will culminate in a comparative report to be published in early 2020.
* ***Migration Survey – ‘And now we are here: recent migrants’ experience of racism in Europe’:*** ENAR analysed the comments by survey respondents to complement the survey findings and [the report](https://www.enar-eu.org/Migrants-speak-up-what-migrants-tell-us-about-their-experiences-in-the-European) was published in December 2019 and widely shared on social media. ENAR published a [blog post](https://www.enar-eu.org/How-western-governments-are-being-held-hostage-over-the-migration-crisis-myth) reviewing political developments in the area of migration at the same time as publishing the report.

**Press and communication**

* ***New blog.*** The ENAR webzine has been revamped into a new [blog](http://www.enar-eu.org/Blog) format, which is now part of ENAR’s main website. It is updated regularly with articles by ENAR staff, members and guest contributions.
* ***Weekly Mail.*** The format and design of the ENAR Weekly Mail were revamped, following a survey among Weekly Mail readers during the summer.
* ***ENAR history booklet.*** A booklet was prepared for ENAR’s General Assembly in June, marking the 20th anniversary of the network. It is available on ENAR’s [website](https://www.enar-eu.org/The-European-Network-Against-Racism-1998-2018-a-short-history).

For specific and thematic updates on communication activities, see other portfolios.

**Administration and finances**

* ***Finances***.
  + ENAR financial situation
    - ENAR will end up with an operational loss in 2018. This mainly results from lawyer fees, regional tax, NDI exchange rate loss (USD/EUR), 2016 OSF write-off, etc. More details will be given in the next Board meeting.
    - ENAR received 66,950.77 euros from Sigrid Rausing Trust related to the co-funding for the financial year 2019.
    - ENAR received 894,074.88 euros from the European Commission (EC) – core activities (REC) for the financial year 2019.
    - ENAR received 199,652.27 euros from Open Society Foundations. The main part relates to the co-funding for the financial year 2019 and the extra part relates to the counter-terrorism project (2019 and 2020).
    - ENAR received 45,832.10 euros from the EC – DARE project (as a result of the first reporting of spending sent in October).
    - ENAR does not foresee any cash flow issues in the coming months.
    - ENAR needs to investigate how to wipe the loss (2018 and before) – specially to reassure the funders when applying for funds i.e. Sigrid Rausing Trust (SRT) and Joseph Rowntree Charitable Trust (JRCT).
  + Application
    - The application to SRT needs to be sent later in the year for 2020 co-funding and beyond (Beth Fernandez visited us in September 2018 and suggested to require a higher amount of co-funding for the next application).
    - The application to JRCT needs to be sent later in the year for 2020 co-funding and beyond (Michael Pitchford does not foresee any issues in funding due to Brexit).
    - ENAR needs to follow up with Google. They orally accepted to give 20,000 euros in 2019 to ENAR aisbl but are reluctant to be Equal@Work partners. If Google allocates the money to the aisbl, this means the 20,000 euros can’t be used as co-funding but as reduction of costs.
  + Reporting
    - The reporting to the EC – core activities (REC) for the financial year 2018 needs to be sent end of February. Reporting template changed again.
    - The reporting to the Open Society Foundations for the financial year 2018 needs to be sent in March.
    - The reporting to Joseph Rowntree Charitable Trust for the financial year 2018 needs to be sent in March.
  + Audits
    - The internal audit related to the financial year 2018 has not been carried out in two phases as announced earlier in the year. ENAR wanted to keep the flexibility (which would not have been possible in case of 2 phases audit). The (only) internal audit for financial year 2018 will be held the 7 and 8th February at the office.
    - The external audit related to the financial year 2015 (carried out by the consulting firm “EY” at the beginning of August 2018) has been finalised and validated by the EC. ENAR needs to reimburse around 2500€ to the EC.
* ***Human resources***. We recruited a new DARE advocacy officer, Delphine Michel in January 2019. Myriam De Feyter has been hired as an administrator officer until the end of June. Isabella Mihalache will cover Julie Pascöet during her maternity leave and stay until end of October to offer extra support during the Antiracist week. The Team aims to come with a revised organisational chart corresponding to the needs of the Secretariat and the organisation. In the meantime, the recruitment of the 2 vacant jobs (DD Programme and Office Assistant) is put on hold.

**Other:**

* ***European Commission High Level Group on Racism, Xenophobia and other forms of Intolerance (HLG).*** The HLG met on 16 and 17 October in Vienna and was co-organised with the Austrian Presidency of the European Council. The meeting reflected on the future of the HLG, as well the draft guidance on the practical application of the EU Framework Decision on combating racism. ENAR attended this meeting and drew attention to issues of the far-right government in Austria. ENAR also published a [press statement](https://www.enar-eu.org/EU-high-level-meeting-against-racism-end-the-silence-on-racist-political-1547) and some [recommendations](https://www.enar-eu.org/Review-of-EU-High-Level-Group-Against-Racism-an-opportunity-to-deepen-the) for the future of the high-level group.
* ***Racist European Parliament advert taken down.*** The European Parliament agreed to [take down a racist advertisement](https://www.yahoo.com/news/european-parliament-remove-islamophobic-election-advert-153008235.html) for the EU elections as part of its ‘This time I’m voting’ campaign, following [social media actions](https://twitter.com/ENAREurope/status/1045284644516761600) by ENAR and the issue being raised by Sajjad Karim MEP, a Vice-President of the ARDI Intergroup.
* ***EP resolution on neo-fascist violence in Europe.*** The European Parliament adopted this resolution in November, and ENAR issued a [press statement](https://www.enar-eu.org/European-Parliament-Firm-stand-against-neo-fascist-violence-in-Europe-1553) on this occasion.
* ***Civil society coalition on democracy.***ENAR joined a broad coalition of civil society organisations, to issue a wake-up [call to EU leaders and governments: democracy is under attack](https://www.enar-eu.org/Democracy-under-attack-a-call-for-action), ahead of the EU colloquium on fundamental rights on 26-27 November. We [handed the call](https://www.youtube.com/watch?v=pvcJ41nje5I&feature=youtu.be) to Commission Vice-President Frans Timmermans just before the colloquium.

**Overview and state of play of relevant EU legal and policy instruments**

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| **EU legal/policy instrument** | **Current state of play** | **Next steps** |
| **Counter Terrorism Directive** (replacing Framework decision on combatting terrorism)  <http://data.consilium.europa.eu/doc/document/PE-53-2016-INIT/en/pdf> | Adopted by COREPER on 30th November and formally adopted by the Council on 7th March.  Transposition and implementation in Member States.  Transposition workshops between EC and Member States. | Transposition deadline passed (14th September)  Transposition report by the European Commission (2020), Added-value report by the European Commission (2021) |
| **TERR report** | On 13 November 2018, the work of the Special Committee on Terrorism was finalised with a committee vote on its findings. Subsequently the political recommendations were adopted in a plenary vote in Strasbourg on 12 December 2018.  [The report](http://www.europarl.europa.eu/sides/getDoc.do?pubRef=-//EP//NONSGML+REPORT+A8-2018-0374+0+DOC+PDF+V0//EN&language=EN) by Monika Hohlemeier (EPP) and Helga Stevens (ECR) was adopted with 474 votes in favour, 112 against and 75 abstentions. |  |
| **Terrorism regulation**  <http://www.europarl.europa.eu/legislative-train/theme-area-of-justice-and-fundamental-rights/file-preventing-the-dissemination-of-terrorist-content-online> | The proposed Regulation has 24 articles and 43 recitals <https://ec.europa.eu/commission/sites/beta-political/files/soteu2018-preventing-terrorist-content-online-regulation-640_en.pdf>  It focuses on online terrorist content removal and contains an annex with a removal order and a template for a reply to the removal order <https://ec.europa.eu/commission/sites/beta-political/files/soteu2018-preventing-terrorist-content-online-regulation-annex-640_en.pdf> | Discussions in European parliament and Council |
| **Blue Card Directive** (Review)  <http://ec.europa.eu/dgs/home-affairs/what-we-do/policies/european-agenda-migration/background-information/docs/20160607/factsheet_revision_eu_blue_card_en.pdf> | [Proposal from the Commission](http://ec.europa.eu/dgs/home-affairs/what-we-do/policies/european-agenda-migration/proposal-implementation-package/docs/20160607/directive_conditions_entry_residence_third-country_nationals_highly_skilled_employment_en.pdf)  Report voted on by the LIBE and EMPL committees.  Ongoing trialogue | Interinstitutional negotiations. |
| **REFIT on the 8 legal migration directives** (evaluation existing EU legislation on legal migration)   * Family reunification Directive (2003/86/EC) * Long-Term Residents Directive (2003/109/EC) * EU Blue Card Directive (2009/50/EC) * Single Permit Directive (2011/98/EU) * Seasonal Workers Directive (2014/36/EU) * Intra-Corporate Transferees Directive (2014/66/EU) * Students 2004/114/EC Recast Directive (EU)2016/801 applied from 2018 * Researchers Directive (2016/801).   <http://ec.europa.eu/smart-regulation/roadmaps/docs/2016_home_199_fitnesscheck_legal_migration_en.pdf>  <http://ec.europa.eu/dgs/home-affairs/what-we-do/policies/european-agenda-migration/proposal-implementation-package/docs/20160406/towards_a_reform_of_the_common_european_asylum_system_and_enhancing_legal_avenues_to_europe_-_20160406_en.pdf> | Assesses application of current legislation and overlaps/gaps/obsolete measures (PICUM leading on undocumented and low-skilled migrants)  [Report on summary of consultations](https://ec.europa.eu/home-affairs/sites/homeaffairs/files/e-library/documents/policies/legal-migration/summary_of_replies_en.pdf) (December 2017) | Final results of fitness check to be published early 2019 and will provide the basis for simplifying and streamlining the current EU framework in this area. |
| **Package 1 of the Asylum directives**  (ENAR not involved)   * Dublin IV regulation * Eurodac Regulation * EASO   <http://ec.europa.eu/dgs/home-affairs/what-we-do/policies/european-agenda-migration/proposal-implementation-package/docs/20160406/towards_a_reform_of_the_common_european_asylum_system_and_enhancing_legal_avenues_to_europe_-_20160406_en.pdf> | In discussions in EU Council  Adopted November 2018: <https://oeil.secure.europarl.europa.eu/oeil/popups/ficheprocedure.do?reference=2017/0145(COD)&l=en>  Modified proposal published September 2018: <https://oeil.secure.europarl.europa.eu/oeil/popups/ficheprocedure.do?reference=2016/0131(COD)&l=en> | Final agreement in EU Council  Awaiting adoption |
| **Package 2 for the Asylum directives** (ENAR not involved)   * Asylum Procedures Directive * Qualification Directive * Reception Conditions Directive   <http://ec.europa.eu/dgs/home-affairs/what-we-do/policies/european-agenda-migration/proposal-implementation-package/docs/20160406/towards_a_reform_of_the_common_european_asylum_system_and_enhancing_legal_avenues_to_europe_-_20160406_en.pdf> | EP report adopted – now in interinstitutional negotiations  Interinstitutional negotiations – informal provisional agreement between EP and EU Council  Interinstitutional negotiations – partial provisional agreement between EP and EU Council | Final agreement  Final agreement  Final agreement |
| **EP resolution on Afrophobia**  <http://www.europarl.europa.eu/news/en/press-room/20181210IPR21420/stop-racism-and-discrimination-against-afro-european-people-in-the-eu-urge-meps> | Adopted in LIBE committee in December 2018 | Awaiting plenary vote (February 2019) |
| **EP resolution on Antisemitism**  <http://www.europarl.europa.eu/sides/getDoc.do?type=TA&reference=P8-TA-2017-0243&language=EN&ring=B8-2017-0383> | Adopted |  |
| **EU Council Declaration on Antisemitism**  [**http://data.consilium.europa.eu/doc/document/ST-15213-2018-INIT/en/pdf**](http://data.consilium.europa.eu/doc/document/ST-15213-2018-INIT/en/pdf) | Adopted December 2018 | European Commission to propose steps to ensure the EU Declaration is implemented |
| **EP report on Antigypsyism**  [**http://www.europarl.europa.eu/sides/getDoc.do?pubRef=-//EP//NONSGML+COMPARL+PE-606.242+02+DOC+PDF+V0//EN&language=EN**](http://www.europarl.europa.eu/sides/getDoc.do?pubRef=-//EP//NONSGML+COMPARL+PE-606.242+02+DOC+PDF+V0//EN&language=EN) | Adopted – rapporteur: Soraya Post |  |
| **EC Mid-term review on National Roma Integration Strategies** | Published December 2018: <https://ec.europa.eu/info/policies/justice-and-fundamental-rights/combatting-discrimination/roma-and-eu/mid-term-evaluation-eu-framework-nris_en> | Post 2020 framework. There should be a European parliament report coming up |
| **CJEU decision on two questions regarding interpretation of Employment Equality Directive**  <http://curia.europa.eu/jcms/upload/docs/application/pdf/2017-03/cp170030en.pdf> | Final decision issued on 14th March | Influencing practices of employers  Implementation in court cases |

**Important dates**

1 February 2019 - Staff and Finances Committee meeting

1 & 2 February 2019 - Board meeting

DARE community dialogue meetings:

11/02 likely in Manchester

26-27/02 in Bonn

18-21st March - Anti-racism days - Workshops for Civil society

April/May2019 (TBC) - Board Meeting

May 2019 (TBC) - Staff & Finance Meeting (SFSC)

20 June 2019 – morning - Board Meeting

(20)-21-22 June 2019 - ENAR Conference and GA