



EUROPEAN NETWORK AGAINST RACISM

The voice of the anti-racist movement in Europe

UPDATE ON ENAR PROGRAMMES

Nov 2019 – JAN 2020

Board Meeting – February 2019

Under each strategic objective, we highlight the work areas and the projects/activities that we are undertaking to achieve these objectives.

STRATEGIC OBJECTIVE 1: SAFE AND SECURE LIVES FOR RACIALISED PEOPLE

Security

- **DARE Project.** Dialogue About Radicalisation and Equality (H2020 research project piloted by the University of Manchester).
 - Advocacy: ENAR has been tasked with the organisation of a series of community dialogue events (CDEs) with young adults designed as safe and open spaces for candid discussion on radicalisation including about the contentious issues of concern to them, such as foreign policy, military action, the role of national and transnational companies in supporting or suppressing regimes as well as inequality, discrimination, racism and perceived injustice. DARE research team and ENAR are here to listen and understand how they feel in certain groups and in the society in general and how does it impact their lives and options. They encourage participants to explore different views/stand points on the topic and offer them empowerment tools/mechanisms that will help them in making choices. Preliminary findings of DARE ethnographic research are shared with the group. Needs expressed by the groups will be fed in DARE educational Toolkits currently under preparation. Following two CDEs organised in the UK in Semester 1, two new CDEs were organised In December 2019 in two different French prisons, with women and men detainees convicted on different types of grounds, serving short to long term sentences. Another CDE was also held in a Norwegian school in January 2020.
 - Research: DARE/ENAR Belgium team has been authorised to conduct ethnographic research in Belgian prisons and has started interviewing detainees sentenced on religious radicalisation grounds since November 2019.
 - Project management: a series of DARE meetings took place in The Hague on 20-23 January 2020 including an Impact subcommittee meeting, a Symposium focusing on social networks and communicative practices in (non)radicalisation milieus as well as a 1,5 day of consortium meeting.
 - Dissemination: ENAR is already working on DARE final events to be held in Brussels most probably hosted by the European Committee of the Regions the first week of March 2021.
- **Research on counter-terrorism and discrimination.** ENAR continues its work on researching the impact of counter-terrorism and counter-radicalisation policies and measures.
 - The research element of this project is drawing to a close as the fieldwork in France, Spain, Hungary, Germany and Poland is complete.
 - The national reports and draft briefing papers for each country are complete apart from France, which is slightly delayed.
 - Local research/advocacy meetings are being organized in each of the 5 Member States to reflect on findings and develop policy recommendations. These meetings are bringing together policy-makers, civil society representatives, academics and practitioners to discuss the

emerging findings from their perspective countries and to discuss whether the *counter-terrorism and counter-radicalisation policies are consistent with international human rights obligations?* And, *What measures are needed to ensure counter-terrorism and counter-radicalisation policies do not contribute to increasing social polarisation and discrimination?* These closed roundtable events are being organised in partnership with local civil society organisations, universities and other independent bodies.

- Budapest, Hungary roundtable took place on 6th December and was hosted in partnership with the National Public Services University (Nemzeti Közszolgálati Egyetem).
- Barcelona, Spain roundtables took place on 21st January 2020 and was hosted by SOS Racisme.
- Berlin, Germany roundtables are planned for 10th and 11th February in partnership with the Centre for Intersectional Justice and German Marshal Fund.
- Warsaw, Poland roundtables are planned for March 2020 in partnership with the office of the commissioner for Human Rights.
- ENAR has participated in meetings and events with Brussels-based NGOs working on Counter Terrorism to share the emerging finding of the research and discuss the possibility for joint working on advocacy/communications. ENAR presented emerging findings at an event organized by International Commission of Jurists (Justice Project) on 29/11/2019.
- The EU report (+ national factsheets) are expected in the second quarter of 2020.

Policing

- **Report and workshop of data-driven profiling.** ENAR teamed up with Open Society Justice Initiative to release a [report on data driven policing](#) and discriminatory application of technology in policing across Europe. We organised an event with 20 activists from across Europe working on anti-racism and/or data privacy. We launched the event in the European Parliament with MEPs Alexandra Geese, Brando Benefei, Evin Incir and Cornelia Ernst. We are currently exploring whether we can make recommendations to European Union institutions and how this work can be continued next year. In Jan 2020, we presented our findings to the Fairness Accountability and Transparency in Barcelona to a computer science audience to highlight the need for greater anti-racist awareness when developing tech for policing purposes.
- **Study on police violence and community resistance.** ENAR has developed 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. In December 2019 we launched an online survey to collect data on deaths in police custody and forms of community resistance. The survey closed in early January 2020 with few responses. We plan to relaunch the survey between Feb-Mar 2020 with a dedicated social media support to bring more attention to this work and the survey.
- **Communications.** ENAR published an [opinion piece](#) on data-driven profiling in The Parliament Magazine.

Racist crime and speech

- **European Commission Working Group on hate crime recording and encouraging reporting.** ENAR follows the hate crime reporting and recording group with member state police representatives. We inputted in the meeting in Den Haag in November to explain ENAR's upcoming work and some of the barriers communities face when reporting crimes to the police.

Migration

- **Blue Card Directive review.** The Blue Card Directive is still in inter-institutional negotiations with the European Commission, the Council and 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. Discussions are on hold until the launch of the next migration package

- **European Migration Forum:** ENAR contributed to the 2 consultation rounds of the agenda setting in view of the next EMF, which is going take place in June. The main theme of the 6th Forum is still under review but the EC wishes to cover labour market integration or one the new potential axes of the upcoming migration package.
- **OSCE/ODHIR Shaping Political Narratives on Migration:** ENAR was invited to contribute as a speaker at the roundtable organised by OSCE/ODHIR and the Quakers EU Affairs office on the political narratives on migration. A report will be launched in the upcoming months and it will be disseminated with the network.

Human Rights Defenders

- **Communications.** Following the capacity building training on anti-racist human rights defenders in November, ENAR published an [interview](#) with some activists present at the training on what it means to be an anti-racist human rights defender.

STRATEGIC OBJECTIVE 2: DISMANTLING STRUCTURAL INEQUALITY

National action plans against racism (NAPAR)

- **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. The coalition met with several Ministries and political parties to advocate for a NAPAR to be adopted as soon as possible. It has updated its recommendations and prepared an advocacy and communications plan for 2020. A [press release](#) by the Coalition welcomed the Prime Minister's announcement that the government will work on a national action plan against racism. JW was also invited by the Minister of Justice to reflect upon intersectionality training models to public servants. UNIA has invited ENAR to sit in the Expert Committee for the evaluation of racism in Belgium.
- **ENAR support of national advocacy in Portugal.** ENAR is supporting Portuguese NGOs in planning advocacy work in coalition to call for a NAPAR. Meetings were organised in December in Lisbon to support these efforts. A new article is currently being drafted by JW and the coalition members on the rise of racism in the latest semester. One main achievement that can be attributed to these joint efforts: the Secretariat in charge of Racism is now detached from the National Agency for migration. Racism and racial equality will have an autonomous body.
- **ENAR support of national advocacy in other countries.** ENAR is also in touch with members and other NGOs that are seeking support to advocate for effective NAPAR at national level. Initial contacts have been made with stakeholders in Germany, Finland, Italy, Luxembourg, UK and the Netherlands. ENAR Secretariat is planning to organise a meeting with these experts to share expertise and move forward together.
- **Advocacy for EU standards on NAPAR.** ENAR is exploring advocacy opportunities at UN, EU, Council of Europe level to call for strengthening standards/evaluation on NAPAR.
- **Informal platform of cities against racism.** The European Commission organised an informal exchange to discuss how to strengthen cooperation between European networks of cities (Eurocities, European Coalition of Cities against racism), NGOs and the European Commission. The aim is to agree on a roadmap to enhance cities' role in fighting against racism by November 2021. Discussion included action plans against racism, strengthening political engagement and strategy on communicating about racism. More details about concrete actions will follow.

EU advocacy on Intersectionality

- **EP working group on intersectionality.** ENAR is leading discussions with advisers and MEPs to set up an intersectionality working group and explore how this issue feeds into EU policy. The launch of the working group is planned in March.
- **Future of the Gender Equality Strategy.** ENAR attended a workshop organised by the European Commission and provided recommendations to feed into the future Gender Equality Strategy. The European commission aims at launching the new Gender Equality Strategy on 4th March. On 18th February, ENAR will speak at a conference in the European Parliament on intersectional feminism where Commissioner for Equality Helena Dalli will discuss the new strategy.
- **Intersectionality report.** The report commissioned by ENAR to the Center for Intersectional Justice will be launched mid-March. It will detail what an intersectional approach entails and what kind of measures can be put in place to operationalise intersectionality and address the different dimensions of racism. This will feed into the work of ENAR in general.
- **Headscarf bans.** 2 new cases on headscarf bans in employment in Germany are currently pending before the Court of Justice of the European Union: [WABE](#) and [Muller](#). Moreover, OSF is planning a meeting on the use of infringement proceedings to fight against discrimination, especially in the case of Muslim women.

Diversity

- **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. We drafted a letter to the new Commission president to ask her to make improving diversity on race a priority in her mandate. We launched a [campaign](#) on Twitter in November-December to push out our [roadmap to racial diversity](#) and call for improved diversity measures in the EU institutions. We also issued a [press statement](#) and social media posts to raise attention to the impact of Brexit on diversity in the EU institutions.
- **Meetings with EC council.** ENAR met with representatives of the European Council to set up a collaboration and to ensure their internal policies progress racial diversity.
- **Equal@work toolkit.** The Equal@work [toolkit on race and mental health](#) in the workplace was launched on World Mental health day on the 10th October. We are exploring how we can disseminate the toolkit with members. An article will be published on ‘Social Europe’ in February.
- **Equal@work seminar – AI, algorithms and recruitment** took place on the 6th December in 2019. We discussed how AI and other tech is increasingly used in recruitment, whether this is negatively impacting people of colour and how to best combat this with employers and policy responses. A toolkit will be drafted as part of the 2020 workplan.

Race and Tech

- **Advocacy.** ENAR assisted the European Greens with an amendment on discrimination for an Internal Market Committee resolution on automated decision making processes.
- **Communications.** An article outlining our emerging work on race and technology will be published on our blog in February..

Climate Justice and Race

Mainstreaming anti-racism while keeping a focus on specific forms of racism

- **Facing Facts module.** ENAR is working with CEJI to develop an online learning module on Afrophobic hate crimes as part of the Facing Facts project.
- **Training for the European Commission.** ENAR is working with CEJI to expand the Commission modules on training on understanding Antisemitism.
- **EU post-2020 Framework on national Roma integration strategies.** ENAR is supporting the Alliance against Antigypsyism to enhance advocacy efforts around the adoption of the new Framework. Two [position papers](#) have been issued to promote a comprehensive approach to combat Antigypsyism in all its dimensions and manifestations. They offer guidance that can be used to develop the EU post-2020 Roma Framework and renewed national Roma policies. The Alliance against Antigypsyism published a position paper to recommend a future EU policy approach called “Policy Option 7” based on [the proposed options 3, 5 and 6 by the European Commission](#).
- **European Coalition against Islamophobia.** ENAR is supporting the coalition in its coordination and EU advocacy efforts. New terms of reference (ToR) are being finalised and, once adopted, will be used as a basis to launch a formal membership process. The coalition is composed of a coordination group and thematic working groups on the working definition on islamophobia, the EP resolution and dress restrictions. Using the reference paper on antigypsyism as a model, a small drafting group with NGOs and academics will be set up to write [**a reference paper/working definition on islamophobia**](#), while ensuring continuous and broad consultations with stakeholders. We expect the paper to be ready by mid-2020. The aim is to build a strong front of NGOs and academics to push institutions to recognise islamophobia as a structural phenomenon. This work will be used to work with MEPs and ARDI to plan parliamentary work to get to the adoption of a [**resolution on Islamophobia**](#).

EU Elections & Follow-up

- **Re-establishment of the ARDI Intergroup.** Following a campaign (including through social media, formal meetings with political groups and MEPs) to ensure support for the re-establishment of the Anti-racism and Diversity Intergroup and encourage MEPs to be members, the Intergroup was officially established by the European Parliament leadership in December.
- **New European Commission.** Following the announcement of the appointment of a new Commissioner for equality and a new team on antisemitism reporting to Commissioner Schinas, ENAR is drafting a parliamentary question to better understand the general strategy of the European Commission to effectively fight against racism. It will be tabled by an MEP with the support of ARDI and OSEPI.
- **Europe We Want coalition.** We continue to exchange and share initiatives through this informal coalition. A strategic meeting for plans in 2020 and beyond took place in January. Work in sub-groups will be conducted on 1) narratives; 2) sharing tools (including tech tools); 3) expanding civic space. Joint actions are planned in 2020 in the framework of the EU Conference on the Future of Europe.

STRATEGIC OBJECTIVE 3: AN EMPOWERED AND CONNECTED ANTI-RACIST NETWORK

Network Development

- **National Projects 2019.** The project reports have been collected. A summary report compiling all the projects of 2019 has been written. ENAR Comms team will highlight some of the outcomes in February 2020 on ENAR’s social media and website.
- **National Project 2020.** The call for projects have been launched in January 2020. ENAR is planning to re-grant for 12 member projects this year. The selection process of the 2020 projects will be finalized by Feb 17.
- **Capacity building sessions.** A webinar for ENAR members on EU Funding will be held on Feb 20.

- **General Assembly.** ENAR's annual General Assembly will take place on May 14-16, 2020 in Brussels. General Assembly Working Group has started the announcements in January 2020. The initial agenda brainstorm session has held at ENAR staff meeting and the draft agenda will be shared in February.
- **Network Development Strategy.** Network development strategy paper was drafted and presented to the ENAR staff. The collected feedback is being incorporated into the paper.

Communication

- **New logo.** We will work on developing a new ENAR logo in 2020 to create a strong, dynamic and modern visual identity and ensure consistent branding for ENAR. It should be finalised in June-July.
- **New website.** In 2020 we will start developing a new website to ensure better design, navigation & structure, social media integration, SEO, and security, and thereby improve ENAR's presence in the digital space. It will be finalised in 2021.
- **Extranet/member's area.** We are finalising the development of a new online members' area which will facilitate communication with and within the ENAR network. It should be ready to use in the first quarter of 2020.
- **Blog.** ENAR's [blog](#) is updated regularly with articles by ENAR staff, members and guest contributions.
- **Weekly Mail and Equal@work.** The newsletters continue to be sent out in the new format and design.
- **ENAR network capacity building on communication.** We will develop a strategy to build network capacity on communication and develop a digital platform (peer-to-peer network) for them to better coordinate and network.

For thematic updates on communication activities, see above.

Administration and finances

- **Finances.**
 - ENAR financial situation
 - ENAR does not foresee any co-funding issues for the financial year 2019.
 - REIs project has been finalised by the coordinator. ENAR will receive soon 2 709,59 EUR. The coordinator confirmed they will not cover the 10% co-funding so ENAR must report 1 505,47 EUR as a loss.
 - ENAR aisbl would like to wipe its operational loss at the end of 2019. For this purpose, the aisbl will need a contribution from the ENAR Foundation. Amount and more information will be available at the Board meeting (final figures are not yet ready at the present time).
 - ENAR 2019 financial accounts and 2020 budget will be presented at the next Board meeting (in March).
 - Audit
 - The internal audit related to the financial year 2019 will occur on the 10th and 14th February 2020.
 - Application
 - The application to Sigrid Rausing Trust (SRT) for 2020-2022 co-funding has been sent at the end of August. Michael discussed with Beth Fernandez. ENAR received an answer in December. SRT approved our grant and agreed to increase the grant size to 90 000 pounds per year for 3 years.
 - The application to Joseph Rowntree Charitable Trust (JRCT) for 2020-2022 co-funding has been sent at the end of August. Esra and Sarah went to London to discuss with Michael Pitchford and JRCT Board of Trustees. Karen joined the meeting via skype. A note related to the National Project Contracts was sent to clarify ENAR's use of JRCT funding. ENAR received an answer in December with an approval of a grant of 150

000 EUR over 36 months. This is 15 000 EUR more than the last 3 years contract, but this is less than what we asked for.

- The EC has approved our grant and has already transferred the grant funds for 2020 to ENAR.
- Reporting
 - The next reporting is to the EC at the end of February (for the financial year 2019).
 - SRT, JRCT, OSF reporting will also be sent at the end of February or beginning of March (for the financial year 2019).
 - The reporting for DARE is postponed to the end of March.

Human resources.

- The IPO recruitment process has been completed. Mahmoud AbuRahma started on the 2nd January 2020 with a 1-year contract (until 31 December 2020). The position and job description will be reevaluated at the end of the year.
- Sarah Chander, Advocacy officer will leave the organisation on 6 March 2020. The proposal is to hire an advocacy officer for a year, to carry out the workplan and do the reporting. It will leave enough time to the secretariat to assess the actual need.

ENAR 2.0 process:

- The ENAR 2.0 process was resumed in January 2020. A change on the composition of the Working Group occurred, as the IPO joined the group. Currently, the WG is processing the following elements:
 - 1) Review of the timeline and priorities and validating them with the team in order to move forward with the agreed tasks;
 - 2) Reviewing and finalizing the “shared values” of ENAR, which will be presented to the Board for the 7 February 2020 meeting;
 - 3) Processing the “needs and desires” assessment so that it is implemented in 2020 and feeds into the strategic planning process and the ENAR 2.0 process, where relevant;
 - 4) Initiating a process to review the work regulations in relation to security, safety and wellbeing, with a view to develop a strategy, policies and regulations in these areas in 2020.
 - 5) Build on the work achieved in 2019 in relation to the working methods, structure, and work environment at ENAR.

Strategic Planning process:

- The Strategic Planning Working Group also convened to resume the work and build on progress in 2019. The IPO was added to the WG. During the reporting period, the following tasks were dealt with:
 - 1) Review the processes related to strategic planning, including re-structuring of the current program;
 - 2) Process the work guidelines and DARCI for the working group and ensure collaboration with the team;
 - 3) Initiate the external assessment and SWOT analysis, which will be conducted by a consultant who is being recruited in February 2020. The findings and recommendations of the assessment will feed into the strategic planning process in significant ways;
 - 4) Develop a proposed list of stakeholders for the consultant. The list will be selected as a semi-random sample representative of ENAR’s members and other stakeholders in order to capture the fullest possible picture;
 - 5) Work on a timeline for the strategic planning process until the GA (to be presented to the team and Board in February), and a timeline for the period after the GA (to be presented to the GA).

OVERVIEW AND STATE OF PLAY OF RELEVANT EU LEGAL AND POLICY INSTRUMENTS

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 30 th November and formally adopted by the Council on 7 th March. Transposition and implementation in Member States. Transposition workshops between EC and Member States.	Transposition deadline passed (14 th 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 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 Report voted on by the LIBE and EMPL committees. Ongoing triilogue	Interinstitutional negotiations.

<p>REFIT on the 8 legal migration directives (evaluation existing EU legislation on legal migration)</p> <ul style="list-style-type: none"> - 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). <p>http://ec.europa.eu/smart-regulation/roadmaps/docs/2016_home_199_fitnesscheck_legal_migration_en.pdf</p> <p>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</p>	<p>Assesses application of current legislation and overlaps/gaps/obsolete measures (PICUM leading on undocumented and low-skilled migrants)</p> <p>Report on summary of consultations (December 2017)</p> <p>Meeting presenting the final results to be published took place on June 5.</p>	<p>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.</p> <p>EC to study Possible approaches to the categories of third countries currently not covered by EU legislation (gaps in personal and material scope)</p> <p>EC to analyse the impact of the current situation in the fulfilment of the objectives of the EU legal migration legislative framework; and possible options for follow-up actions at EU level.</p>
<p>Package 1 of the Asylum directives (ENAR not involved)</p> <ul style="list-style-type: none"> - Dublin IV regulation - Eurodac Regulation - EASO <p>http://ec.europa.eu/dgs/home-affairs/what-we-do/policies/european-agenda-</p>	<p>In discussions in EU Council</p> <p>Afforded November 2018: https://oeil.secure.europarl.europa.eu/oeil/popups/ficheprocEDURE.do?reference=2017/0145(COD)&l=en</p> <p>Modified proposal published September 2018: https://oeil.secure.europarl.europa.eu/oeil/popups/ficheproc</p>	<p>Final agreement in EU Council</p> <p>Awaiting adoption</p>

migration/proposal-implementation-package/docs/20160406/towards-a-reform-of-the-common-europe-an-asylum-system-and-enhancing-legal-avenues-to-europe-20160406_en.pdf	dure.do?reference=2016/0131(COD)&l=en	
Package 2 for the Asylum directives (ENAR not involved)		
- Asylum Procedures - Qualification Directive - Reception Conditions	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
http://ec.europa.eu/home-affairs/what-we-do/policies/european-agenda-migration/proposal-implementation-package/docs/20160406/towards-a-reform-of-the-common-europe-an-asylum-system-and-enhancing-legal-avenues-to-europe-20160406_en.pdf		
EP resolution on Afrophobia http://www.europarl.europa.eu/news/en/press-room/20181210IPR21420/stop-racism-and-discrimination-against-afo-european-people-in-the-eu-urge-meps	Adopted in plenary in March 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	Adopted December 2018	European Commission to propose steps to ensure the EU Declaration is implemented
EP report on Antigypsyism	Adopted – rapporteur: Soraya Post	

http://www.europarl.europa.eu/sides/getDoc.do?pubRef=-//EP//NONSGML+COMPARL+PE-606.242+02+DOC+PDF+V0//EN&language=EN		
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 14 th March	Influencing practices of employers Implementation in court cases