

Council of Europe
Conseil de l'Europe



96/3927 CRI (96) 38

ECRI

*European Commission
against Racism and Intolerance*

**Combating racism and intolerance:
A basket of good practices**

Strasbourg, 1996

HRE/OND/2S/1

COMBATING RACISM AND INTOLERANCE: A BASKET OF GOOD PRACTICES



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INTRODUCTION

The European Commission against Racism and Intolerance (ECRI) is a body of the Council of Europe which was set up by the Summit of Heads of State and Government of the member States of the Council of Europe held in Vienna in October 1993. The Commission forms an integral part of the Council of Europe's action to combat racism, xenophobia, antisemitism and intolerance.

ECRI was requested, among other things, to review the legislation, policy and other measures taken by member States to combat racism and intolerance, and to propose further action at local, national and European level.

In the course of its work, ECRI has started to build up a collection of examples of good practices existing in the member States to combat racism and intolerance, and decided that it would be useful to make these examples of good practices known to all parties involved in combating racism and intolerance. This publication contains the examples collected to date by ECRI.

Readers of this publication are asked to note that its status is that of a **compilation** of examples presented in the form of a catalogue. The examples should in no respect be considered as having the status of recommendations to member States of the Council of Europe. Furthermore, since ECRI itself has chosen not to make any value judgments concerning these examples, they are presented here solely for information purposes.

The methodology adopted for the collection of the examples presented was as follows: each member of ECRI was invited to supply a description of two or three examples existing in his or her country, in the form of one-page information sheets; ECRI's Secretariat also summarised, in the form of one-page information sheets, some examples of good practices which had been presented in the context of the Council of Europe's activities in the field of combating racism and intolerance, particularly by the European Committee on Migration (CDMG).

This publication presents the information sheets collected up to 15 April 1996. The collection is far from complete, and ECRI envisages this publication as the first in a series which together would form a wide-ranging "basket of good practices". With a view to subsequent publications containing other examples of good practices, readers will find at the end of the present publication an evaluation slip concerning the utility of this publication, as well as some blank information sheets. Readers are cordially invited to send their comments concerning this publication and any further examples of good practices that they feel might be included in future editions.

EDUCATION AND
TRAINING

EDUCATION AND TRAINING

**DECLARATION OF NON-DISCRIMINATION
IN FLEMISH SCHOOLS**

The aims of the Declaration are to guarantee access to education for children from immigrant communities and to combat xenophobia.

This Declaration calls on school networks to draw up a code of practice, thus incorporating its principles into their educational objectives and field of competence.

The Declaration provides, at local level, for co-operation between all authorities which have a school on the territory of the municipality in question. The purpose of the co-operation is to strike a better balance in the number of immigrants at each of the schools in the municipality.

The Declaration also provides for a procedure for lodging complaints against discrimination in schools. Complaints are examined by an Assessment and Mediation Board.

The Declaration has generally been well received, although questions have been raised regarding the principle of the free choice of schools in Belgium. But the Court of Arbitration does allow different treatment in some cases of positive discrimination.

* * *

**Contact for further information: Mr Johan LEMAN, Centre pour l'égalité des chances et la lutte contre le racisme, Résidence Palace, 155, rue de la Loi, 1040 Brussels - BELGIUM (Tel: (32) 2 212 33 06 11)
or Mr Marc VERLOT, Chargé de Mission, Département de l'enseignement flamand, Rijksadministratief Centrum, bureau 3090, 1010 Brussels - BELGIUM (Tel: (32) 2 210 51 69)**

EDUCATION AND TRAINING

"GETTING DROP-OUTS BACK TO SCHOOL"

In response to the findings of a survey on school absenteeism, an interministerial steering group has been set up and is co-ordinated by the Centre for Equal Opportunities and the Fight against Racism and Intolerance.

Its aim is to introduce specific, largely preventive measures, to encourage young school "drop-outs" to return to the education system.

Considerable attention is paid to the mechanisms leading to exclusion and, consequently, actions frequently concern very young children. Public authorities are active in this field on a partnership basis. Work is in progress on structural measures and efforts are also being made to promote local prevention schemes and improve co-operation.

The scheme has been in operation in the Brussels-Capital Region for two years, and it appears that absenteeism is now decreasing. The reasons for this are closer monitoring of pupils by the school mediator, greater rigour in the administrative monitoring of absentees and the fact that pupils no longer feel that their behaviour will go unnoticed at home or at school. Parents have also been made aware of the need to enrol their children and send them to school regularly.

* * *

Contact for further information: Mr François SANT'ANGELO, or Mr Olivier DEGRYSE, Project Co-ordinator, Centre pour l'égalité des chances et la lutte contre le racisme, Résidence Palace, 155, rue de la Loi, 1040 Brussels - BELGIUM (Tel: (32) 2 233 07 40 - Fax: (32) 2 233 07 04)

EDUCATION AND TRAINING

"PRAGUE 5 AND 13 - CIVIC COEXISTENCE PROJECT"
(part concerning education)

The aim of this project is to broaden the scope of multicultural education and to promote a better mutual understanding between various nationalities.

Velká Ohrada primary school is one of the new schools in the housing estates of Prague 13. The pupils include Roma/Gypsies, Vietnamese, Chinese and Albanians. The school is developing a new concept of a multicultural education together with individual attention to the pupils. A teacher of the Czech language offers free lessons in Czech to non-Czech parents and the school creates a friendly atmosphere for children of various minority groups. The integration programme of the school is focused on a new concept of education, in particular on aesthetic perception, family education, introduction to traditional trades such as pottery, work with wattles, growing plants, weaving, etc. The school co-operates with the management of the Nature Reserve "Prokopské údolí", where the children planted "their own" willows and are about to grow rye and corn.

The children achieved excellent results in a variety of leisure and practical activities; the parents could see all the products in exhibitions and could also buy them.

* * *

**Initiated by: Commission for Ethnic Groups (Komise pro etnické skupiny)
at the Local Authority of Prague (Obvodní úrad Prahy 5), náměstí 14,
rijna 4 a 9, Prague - CZECH REPUBLIC (Tel: (42) 2 544222 -
Fax: (42) 2 544836)**

EDUCATION AND TRAINING

**ZEITLUPE N° 32 ON "MENSCHEN AUF DER FLUCHT"
("PEOPLE SEEKING REFUGE")**

The volume on "People seeking refuge" provides the opportunity to make students, including younger ones (lower secondary school) acquainted with a very sensitive, much discussed issue. The various refugee movements in Europe and the Third World are described using the example of the fate of individuals.

Starting from the current situation in the former Yugoslavia and the refugee flows triggered off by the war, information is provided on the refugee problem in general, above all in the Third World. References to history, for example, the displacement of people which took place during and after the Second World War, demonstrate that this is not merely a recent phenomenon. In addition, the connections between the fate of refugees and human rights and the right of asylum in the Federal Republic of Germany are also discussed.

Practical tasks are designed to make young people actively tackle these issues, for example, in drafting the chronicle of a family). Appropriate examples give them incentives to assist refugees living in Germany to integrate.

Since 1988, the subject "People seeking refuge" has formed part of the *ZEITLUPE* series (*ZEITLUPE*= slow motion). The publication may be used in school subjects such as civics, geography, history, German and religion. It constitutes a valuable supplement to the ordinary school books since none of the latter deals with the problem of refugees in such a comprehensive and consistent way (this issue being a mandatory element of the curriculum). 500 000 copies of the *ZEITLUPE* are published and distributed in sets to supply classes at all schools at the lower secondary school level.

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Contact for further information: Frau Hanne WURZEL, Bundeszentrale für politische Bildung, Berliner Freiheit 7, 53111 Bonn - GERMANY (Tel: (49) 228 515 235)

EDUCATION AND TRAINING

**DECLARATION OF THE STANDING CONFERENCE OF THE
MINISTERS OF EDUCATION AND CULTURAL AFFAIRS ON
TOLERANCE AND SOLIDARITY OF 8/9 OCTOBER 1992**

The Ministers and Senators of Education and Cultural Affairs are determined to stimulate and strengthen initiatives in schools and in society which promote behaviour based on consideration for our fellow human beings. This involves above all:

- pursuing a credible policy of respect for other cultures and of responsibility for our world;
- preserving and creating an environment which gives children and young people security and prospects for the future;
- consolidating the values of tolerance and solidarity among young people.

Examples of suitable measures to promote consideration of others include:

- class and school fetes with particular emphasis on the cultures of foreign pupils;
- twinning and pen pal schemes with schools and pupils abroad;
- community-help projects organised by the school to assist foreign members of the community;
- visits to hostels for asylum-seekers;
- awards for pupils and classes which have made particular efforts to promote tolerance and solidarity.

These measures can even help to combat existing low-level violence in schools. In addition, the *Länder* are called upon to exchange their experience and teaching material in this field.

* * *

Contact for further information: Frau Doris KELLER-RIEMER, Sekretariat der Ständigen Konferenz der Kultusminister der Länder in der Bundesrepublik Deutschland, Nassestrasse 8, 53114 Bonn - GERMANY (Tel: (49) 228 501 235)

EDUCATION AND TRAINING

RACIST ELEMENTS IN GREEK SCHOOL BOOKS

The Minister of National Education established an ad hoc committee with the specific task of checking all school books for elements of anti-semitism or of any other racist nature.

The committee identified a very few anti-semitic elements in six books of literature and religious education and advised the Ministry to commence the necessary replacement of texts. As for the examination of books for any references offensive to other ethnic or religious groups, the committee requested new terms of reference.

The committee also suggested that the Ministry of Education, in collaboration with the Ministry of Foreign Affairs, propose the establishment of bilateral committees with other countries involved (eg. with Israel, Turkey, Bulgaria), for the reciprocal removal from history books of elements offensive to other nations.

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Initiated by: The Ministry of National Education, GREECE

EDUCATION AND TRAINING

ROMA/GYPSY SECONDARY SCHOOL

Following ratification of the relevant international conventions, the Hungarian Parliament adopted Act No LXXVII of 1994 on National and Ethnic Minorities.

The Act on Minorities declares, among other things, the right to equal political and cultural opportunities, and the right to education and culture in one's mother tongue, as individual minority rights, and the rights of minorities to cultural and educational self-organisation (cultural autonomy) as a community minority right.

The Government, in support of the rights set out in the Act, provides a supplementary contribution to education, but this is mainly distributed at primary school level.

Nevertheless, a Roma/Gypsy secondary school was necessary to bridge the gap between primary and higher education, since educating members of this community to a high level is the only way to achieve a representation of this minority in Hungarian public life.

The GANDHI secondary school was established following a civil initiative by the Roma/Gypsy population, and was supported by the Government, which has spent 2 million USD on the project.

Although experience has often shown that segregation may lead to a worsening of ethnic problems, the establishment of the Roma/Gypsy secondary school has been accepted as an effective method to help this population integrate into in Hungarian society. The GANDHI secondary school, which has a curriculum explicitly designed for Roma/Gypsies, will only play its role for about 30-50 years, since the purpose of the segregated education is to make higher education accessible to Roma/Gypsies. The segregated education approaches the problems experienced by Roma/Gypsies from a social rather than an ethnic viewpoint.

Both Roma/Gypsy and Hungarian teachers give lessons, thus conveying a pluralistic concept of culture. In order to forge closer links between the two cultures, the two languages and cultures are conveyed simultaneously. The 3500 pupils at the school are recruited and selected by the teachers, and are educated for 6½ years. The most gifted students receive further support in the form of scholarships and additional courses at the colleges of higher education.

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Initiated by: GANDHI Secondary School, 7629 Pécs komjáth Aladár u.4 - HUNGARY (Tel: (36) 72 23 96 55)

EDUCATION AND TRAINING

INTEGRATION GROUP FOR TEENAGERS

The aim of this project is to support teenagers with a foreign background (immigrants and refugees) and help them feel that they are not alone, to build up a positive self-image and to adapt to a new society or community.

The project involves group work with teenagers, mixing Icelandic teenagers with others from a foreign background. The group meets once a week in the evening for ten weeks and is led by two professional group leaders. The group leaders work in co-operation with project managers of the Ministry of Education in the teaching programme for non-citizens. There is also co-operation with two or three schools at the same time each term where the programme is offered to classes which have at least one pupil with a foreign background. One or two Icelandic pupils along with the foreign pupil can join the Integration Group, which is made up of around fifteen teenagers. The programme at the meetings mixes fun activities (games, going to the cinema, bowling etc.) with discussions about topics such as being a teenager, an immigrant or a refugee and racism and intolerance. Each meeting lasts about four hours, during which the teenagers prepare dinner which they eat together. The foreign teenagers prepare typical food from their homeland and teach the Icelandic teenagers how to make it. They also teach them songs, dances, and - the most popular activity - how to count to ten in different languages. For their part, the Icelandic teenagers teach the others about Iceland, Icelandic songs, dances, food and cultural matters of particular interest to teenagers.

The group has been running for two years and is both well-known and popular. It has produced positive results in that teenagers from an immigrant/refugee background have managed to break out of their social isolation and make friends, either in their own school or another school. Some of them have taken up sports or started to attend youth clubs. Icelandic teenagers have become aware of the problems faced by immigrant/refugee teenagers and are more willing to help them in a variety of ways.

* * *

Initiated by/Contact: Mrs Kristin NJÁLSDÓTTIR, Director of the Information and Cultural Centre for Foreigners (Miðstöð nýbúa), Faxafen 12, 101 Reykjavik - ICELAND

EDUCATION AND TRAINING

COMBINED TEACHING FOR MOTHER AND CHILD

The aim of this project is to give mothers insight and information into what their children are doing in school and to encourage and help them to support the children. It is also an opportunity for both mother and child to learn Icelandic.

The project often involves practical teaching, for example, by means of cooking. Pupils learn new vocabulary connected with everyday activities: for example, in a shopping situation, comparing prices, asking for information, washing up, cooking, etc.

The project has helped mothers to escape from social isolation. Mother and child get the same basic teaching and can thus develop new vocabulary and mutual knowledge based on their common experience of their new environment.

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**Initiated by/Contact: Ingibjörg HAFSTAD, Ministry of Education,
150 Reykjavik - ICELAND (Tel: (354) 5609000)**

EDUCATION AND TRAINING

SUMMER SCHOOL FOR CHILDREN WHO USE TWO LANGUAGES

The aim of this project is to prepare children who use two languages (Icelandic plus mother tongue) for the next school year. Icelandic school summer holidays last three to four months, and children who use two languages often forget what they have learned in Icelandic during the previous school year, since they are more isolated from Icelandic society during the holidays. They can often experience a sort of cultural shock in the autumn.

The summer school lasts for one month, daily from 9.00 - 4.00. It involves language teaching combined with leisure activities. Half the day is spent on trips to study different subjects, and the rest of the day is spent going through what the children have experienced and learned, and what words they have learned in that connection.

Teachers that have the opportunity to compare those pupils who have attended the summer school with those who have not, see a real difference. The children who have attended the summer school are more socially secure and better prepared for their studies.

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**Initiated by/Contact: Ingibjörg HAFSTAD, Ministry of Education,
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EDUCATION AND TRAINING

ANTI RACISM AND EQUALITY EDUCATION PACK

This education pack is designed for working with young people to explore concepts of identity, belonging and difference, racism and exclusion, social awareness and participation in changes. It includes a series of fact sheets, questionnaire, hand-outs, rôle-playing games and other activities for young people. The National Youth Council of Ireland also conducts training programmes using the pack.

Five hundred copies have been distributed to schools, youth and community groups. Training programmes are now in progress.

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Initiated by: National Youth Council of Ireland, 3 Montague St., Dublin 2 - IRELAND

EDUCATION AND TRAINING

**THE CENTRE OF WORLD LITHUANIAN
YOUTH CO-OPERATION**

The main purpose of this centre is to stimulate, through cultural and educational means, children and young people's initiative, creativity and intercommunication in different cultural and educational programmes and projects.

One of the activities of the Centre is developed within the cultural context of Lithuania: its language, customs, traditions, folklore. Children who know their national culture will respect other cultures and will learn tolerance and respect for democracy and humanism. Educational and recreational summer camps allow children to associate with others and improve their language skills, and learn about Lithuania's nature, art, culture, history and customs. Activities include parties, theatre, games etc.

The Centre aims to stimulate children to carry out meaningful activities for themselves, their friends, their native town, region and country. Children are encouraged to carry out concrete tasks, such as tidying up historical sites or cemeteries etc.

Another project of the Centre involves work and activities with children of different nationalities living in Lithuania, and aims to foster collaboration among these children. Camps are organised for children (aged 10-15) from the various nationalities living in Lithuania, and it is planned to expand this into short seminars for youth leaders and several camps for children throughout the school year.

The Centre would be very interested in sharing experience with similar organisations or clubs in other countries, working in youth education in a similar fashion.

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**Initiated by: Centre of World Lithuanian Youth Co-operation, Antakalnio
84a, 2040 Vilnius - LITHUANIA (Tel/Fax: (370 2) 74 41 67 - E-mail:
LIJBC@FLEVU.LT)**

**Director: Mrs Aušra Lasauskaite
Programme Co-ordinator: Mr Romualdas Vikšraitis**

EDUCATION AND TRAINING

HUMAN RIGHTS EDUCATION IN LITHUANIAN SECONDARY SCHOOLS

The Lithuanian Centre for Human Rights plans to start organising educational human rights projects. The Centre is to support a national strategy for human rights education, which entails the development of materials and teacher training to strengthen and supplement the civics education currently in place.

A two-month project aims to provide teachers and educators with the tools and skills necessary for teaching the subject of human rights. The following themes will be discussed in a series of seminars:

- human rights in schools;
- the rights of children;
- the rights of refugees;
- tolerance and diversity.

The seminar leaders will be Lithuanian teachers who have participated in human rights seminars in Lithuania and abroad, and specialists with professional experience in human rights. The utilisation of teachers as trainers for other teachers provides a unique opportunity to verify the utility of experience gained in seminars and training courses abroad. The teachers trained in the seminars will be able to teach human rights in secondary schools, and will be asked to provide feedback on the practical application of what they have learned. Teams of teachers will then be established to write programmes and handbooks for further human rights teaching.

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**Initiated by: Lithuanian Centre for Human Rights, Gedimino 22,
Vilnius 2600 - LITHUANIA (Tel: (370 2) 62 88 58 -Fax: (370 2) 62 89 60)**

LANGUAGE TEACHING FOR CHILDREN OF FOREIGN ORIGIN AND THEIR INTEGRATION INTO PRIMARY EDUCATION

Over 40 % of the school population in Luxembourg are children and young people of foreign origin. The use of languages (Luxembourgish as a spoken language and French and German as written languages) and the traditional methods of teaching reading and writing (German being used as the basis for learning to write) constitute an educational handicap for many young people of foreign origin.

Different approaches to teaching are being tried out in Luxembourg with the aim of guaranteeing that all children and young people are given the same basic education and the same opportunities.

At pre-school and primary level, the normal figure of 18 to 22 pupils per class can be reduced to 15 or 16 if the pupils' educational or social background makes it necessary to use special methods to facilitate learning.

There are now two compulsory years of pre-school education during which all children are to be taught Luxembourgish, thus making it easier for them to learn German.

Pupils of foreign origin who have difficulty in learning German may be given special instruction in separate classes while continuing to take other subjects with the main class.

In order to obviate the risks of segregation inherent in this approach, the school authorities have also made it possible for such pupils to be taught separately within the class and have provided teachers with the tools required to achieve this. In this way pupils of foreign origin can follow the same subjects as their classmates, but with a lighter workload.

Pupils of foreign origin who have not been through pre-school education or who join schools at primary level are taught in reception classes.

Integrated classes in the mother tongue (Portuguese and Italian) have also been introduced for pupils of foreign origin. They are designed to enable children to learn their mother tongue within normal school hours instead of only at home and in community schools financed by the Embassy of the country in question. The aim is to avoid overburdening pupils and creating segregation, while nevertheless enabling them to broaden their knowledge of their mother tongue so as to have the benefit of what is a key aspect of their identity. These classes do not focus directly on the teaching of language, but the mother tongue is used to introduce pupils to the sciences. The classes are given by teachers whose country of origin (via the Embassy) pays their salaries. They take place at the same time as classes in the same subject being taught in German or Luxembourgish. The results are monitored by means of joint classes in which the children discuss what they have learned. The authorities hope that these experimental classes will lead to greater consultation and co-operation between teachers from Luxembourg and other countries.

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EDUCATION AND TRAINING

TWINNING OF SCHOOLS

The concept of twinning has become increasingly popular.

It is suggested that the contact between children of different cultures at an early age is desirable and creates an awareness of "the other"; of the "different".

This experience can help to create a positive attitude towards others in later life.

Schools from different catchment areas within the same country as well as across borders can be successfully twinned and contacts between children from these schools institutionalised.

Student exchanges can also take place during the vacations, thus enabling contact with the students' respective families.

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MALTA

EDUCATION AND TRAINING

POP AGAINST RACISM

The Foundation "Pop against Racism" is a politically independent organisation aimed at fostering and promoting knowledge, co-operation, tolerance and understanding between young people of all different ethnic backgrounds in the Netherlands. The Foundation has a Committee of Recommendation that is composed of a number of well-known people from different spheres of society (e.g. politicians, local authorities, people working in journalism, media and (pop)music). The activities are mostly aimed at young people aged between twelve and twenty-one, using as a basis their interests and ways of looking at the world.

The aim of "Pop against Racism" is to combine the interest in pop music shared by nearly all young people, regardless of their ethnic background, with awareness-raising about the benefits of a multi-faceted society, in which diversity can be enjoyed. Pop music itself can of course be seen as a typical example of multiculturalism.

The Foundation combines the organisation of pop festivals with activity programmes against racism and intolerance for use in schools. The emphasis is always on the activities of the peer group of modern young people themselves (bottom up), not on teaching (top down).

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Contact for further information: Stichting Pop Against Racism, Nieuwe kerkstraat 37, 1018 DX Amsterdam - NETHERLANDS (Tel: (31) 20 627 77 66 - Fax: (31) 20 420 54 46)

EDUCATION AND TRAINING*

**TRAINING COURSE FOR IMMIGRANTS WORKING IN THE MEDIA
PROFESSIONS**

The STOA (Immigrant Broadcasting Foundation) and the Media Academy in the Netherlands have developed a project to allow prospective immigrant journalists to find jobs in national and regional broadcasting, through a work experience and training project.

These projects are geared towards jobs in broadcasting journalism, such as copy editor and editor-reporter. The long-term objective is the creation of new employment opportunities for immigrants in radio and television.

The target groups are immigrants with a prior education at intermediate or higher vocational level, with an affinity for broadcasting. They are often talented individuals who have not been given an opportunity to gain work experience in the profession, and who have therefore not been able to find a job in the business.

The trainees are given relevant work experience, either in national television and radio or regional radio. Participants also attend tailor-made courses at the Media Academy, covering the Dutch language, presentation, interviewing techniques, drafting of texts. Participants are also counselled by the project leader (individual counselling), a member of the editorial team (professional counselling) and a journalist from the same ethnic background (cultural counselling).

The participants are monitored and aided after the projects' completion, to ensure their continuing progress and solve any problems.

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Initiated by: Media Academy - NETHERLANDS

Information taken from: Council of Europe meeting on "The Role of the Media in Promoting Integration and Equal Opportunities for Immigrants" (Solingen, 30 November - 2 December 1994), document MG-EO (94) 54

* (also included under "Media", page 122)

EDUCATION AND TRAINING

**TEACHING PROGRAMME - "NORWAY IS
A MULTICULTURAL SOCIETY"**

The ever-growing need for cross-cultural competence is prominent in our multicultural society; government officials and others meet individuals with different social and cultural backgrounds when on duty, others share the same place of work. Integrating cross-cultural competence in vocational training and college/university syllabuses will help prepare students for their later careers.

The Norwegian Ministry of Local Government and Labour and the Directorate of Immigration have launched a teaching programme called "Norway as a Multicultural Society" ("Norge som flerkulturelt samfunn", 1992). This teaching programme is a result of a project for multicultural understanding which is now in its last phase. The project is based on a package that has been tried out in the form of several short courses that can be integrated into the educational facilities of colleges and universities.

The teaching material is, for the moment, offered to educational institutions which train the police, journalists, teachers, health and social workers, and labour market personnel. So far, the teaching programme has been well received by the institutions, and a new, revised edition has just been published.

The teaching programme examines the following themes:

- 1) cross-cultural competence;
- 2) discrimination and racism;
- 3) international migration and Norwegian immigration policy.

In the short term the goal is to establish and develop continuing education programmes for those personnel who are in the work force today. In the long term the aim is to integrate those themes associated with the development of Norway as a multicultural society into tertiary education in general. The objective is to present an approved syllabus and teaching materials to interested colleges/universities during 1996.

* * *

**Initiated by: Ministry of Local Government and Labour, P.O. Box 8112 Dep,
0032 Oslo, and the Directorate of Immigration, Elveveien 75, 1324 Lusaker -
NORWAY**

EDUCATION AND TRAINING

BETTER EDUCATIONAL OPPORTUNITIES FOR CHILDREN BELONGING TO ETHNIC MINORITIES; TEACHER TRAINING

Decree No. 63/91 of 13 March 1994 established a Secretariat for the Co-ordination of Multicultural Education Programmes, which is responsible for co-ordinating and promoting programmes and activities designed to teach the values of conviviality, tolerance, dialogue and solidarity between different peoples, ethnic groups and cultures¹.

As part of its action in support of underprivileged groups, such as ethnic minorities, immigrants and refugees (nationals of Cape Verde, Roma/Gypsies, socially deprived young people, illiterate adults, the physically and mentally disabled, fairground workers and circus performers), the Ministry of Education, through the General Directorate of Primary and Secondary Education, has set up specific training programmes for the teachers and/or trainers of children and young people from these groups. The aim is to ensure that all children, regardless of their ethnic origin and/or their social and family background, are able to exercise their right to education and are given the opportunity to complete their schooling successfully.

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**Initiated by: Direcção Geral da Acção Social, Avenida Miguel Bombarda,
n° 1, 1000 Lisboa - PORTUGAL**

¹

The purpose of the Secretariat is to find solutions to certain problems identified in remote areas of Portugal where the school population includes a large number of pupils from different ethnic groups and cultures and where there are specific learning problems. The Secretariat operates within the field of education.

EDUCATION AND TRAINING*

**THE FOUNDATION FOR THE CULTIVATION OF PEACE
AND THE SPIRIT OF TOLERANCE**

The FCPTS was created in 1991 and acquired a legal personality in October 1992. Pursuant to its By-Laws, the Foundation is a legal Romanian entity, non-governmental, non-profit making, independent, having as its purpose the education of the citizens of the country, especially of young people, in a spirit of peace and tolerance. In order to accomplish this, the FCPTS acts in co-operation with different national and international bodies. The Foundation proposes an educational system based on the idea that there exist in the world and its continents many different cultures and civilisations, which transmit to each other material and spiritual values.

The programme of the Foundation contains, among other things, actions concerning education, confidence building, prevention, mediation and the settlement of conflicts, tolerance and respect in a pluralist, democratic society. Furthermore, the Foundation publishes a "Dictionary of the spirit of tolerance", an interdisciplinary work, containing different perspectives: lexicographical, philological, political, legal, religious, sociological, ethnological, etc. The Dictionary constitutes a first step to the realisation of a future Encyclopaedia of the spirit of tolerance.

* * *

Initiated by: Foundation for the Cultivation of Peace and of Spirit of Tolerance, Urban District 2, 13, Luca Stroici street, Bucharest - ROMANIA

**Contact for further information: Mr Paul TUTUNGIU (Tel: (40) 1 210 4779-
Fax: (40) 1 210 3241)**

* (also included under "Awareness-raising", page 64)

EDUCATION AND TRAINING*

CROSSING BORDERS PROJECT

During the past years, MOST (young volunteers' organisation branch of Service Civil International) has been active in various projects for Bosnian refugees. Some of these projects are aimed at Slovenian children and adolescents, often influenced by the prejudices of the older generations against Bosnians. The most successful projects seem to be high school presentations run by a pair of two young people - a volunteer from Slovenia and a refugee from Bosnia. Using the "resource pack of SCI" (pedagogical exercises from the pack were combined with original information sheets and videos), they visit schools and give presentations. They mostly use the combination of the "chair game", the "photo game" and the "role playing game". To quote the report:

"It worked very well. The students were very happy to have the chance to ask questions and to meet someone their own age who was a refugee. The young refugees themselves found it a positive experience: they were finally given a voice and were enthusiastic about joining the presentations and facing their peers".

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Initiated and run by MOST (Service Civil International, Slovenia)

Contact for further information: MOST, Breg 12, 1000 Ljubljana - SLOVENIA

* (also included under "Awareness-raising", page 66)

PROGRAMMES AGAINST RACISM AND VIOLENCE IN YOUNG PEOPLE

Despite the recognition that education plays a decisive role in preventing racism, very few studies have been carried out in this field in order to allow well-developed and effective educational programmes to be designed.

A collective agreement was signed in 1994 between the Complutense University of Madrid (Institute of Preventive Psychology) and the Spanish Ministries of Social Affairs (Instituto de la Juventud) and Education, with the aim of developing programmes to prevent racism and violence in young people. One of the main characteristics of this undertaking has been the close collaboration between professionals who seldom work together: the university researchers, secondary school teachers and those responsible for educational and youth policies.

The experimental research carried out on these programmes during these years (1994-96) has shown their effectiveness in developing tolerance and preventing violence in young people who did not initially show any particular problems, as well as in those "high-risk" young people who were already in contact with violent racist groups.

The final product of the work will concentrate on a set of materials on the prevention of racism and violence in young people which are aimed at the professionals who work with them: 1) theory; 2) instruction manual, 3) activities; 4) resource materials (literature, press, international documents, etc.); 5) experimental research on programme efficiency and teacher training; 6) diagnostic and assessment tools. In addition, there are two videos: one on the training of teacher trainers, and the other containing a selection of audiovisual resource documents for the programmes. All these materials will be distributed to all secondary school centres dependent on the Spanish Ministry of Education as well as to the relevant Spanish administrations.

As a result of the interest which these programmes have aroused, the Latin-American Educational Television crew has recently joined and is filming the different activities (teacher training, activities between teachers and young people, joint youth work, participation of NGOs) in order to make several programmes which will be broadcast by satellite to Latin America, Spain and Portugal through the international channel of Spanish Television (Television Española).

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Initiated by: Universidad Complutense de Madrid, Instituto de Psicología Preventiva, Facultad de Psicología, Madrid - SPAIN

EDUCATION AND TRAINING

**ESSAY-WRITING COMPETITION
IN SCHOOLS**

An open, fair and careful discussion about the issues of racism and intolerance is an important way to raise awareness and foster tolerant attitudes, particularly among children and young people. The primary goal of the following project was to provide an opportunity for teachers to initiate such a discussion with their pupils.

A nation-wide essay competition was announced for pupils (15-16 years), on the subject of racism and intolerance. This competition was given a very high profile, linked in with the United Nations Day, with prizes awarded by important public figures (for example, members of the Royal Family), invitations to the Nobel Prize Ceremony for the winners, and prizes such as a trip to New York and meeting with the Secretary General of the United Nations.

As stated previously, the primary objective of this exercise was to stimulate discussion before and after the event, as well as to encourage the pupils to think about the subject while writing their essays. Another important effect was the media attention generated by the event.

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**Initiated by: Ombudsman against Ethnic Discrimination, DO,
103 33 Stockholm - SWEDEN (Tel: (46) 8 23 74 50 - Fax: (46) 8 21 74 14)**

EDUCATION AND TRAINING

**SCHOOL MATERIAL ON THE THEME
"ANTISEMITISM, RACISM AND XENOPHOBIA"**

The aims of this initiative were to a) demystify the term "Jew", b) to inform pupils about historical antisemitism and its consequences and c) to show that antisemitism and racism also form an attack on democracy and therefore constitute a threat for everybody, regardless of background.

Individuals who have personally experienced Nazi concentration camps during the Second World War make personal visits to schools and organisations. The visits are initiated by the schools and organisations in question. The visitors tell about their experiences in the Nazi camps, and afterwards pupils and teachers can ask questions. In schools where such visits are organised, intensive discussions often occur afterwards. Teachers and pupils expressed a need for working material as a basis for further studies, and a video film, teacher's guide and work materials for the pupils has subsequently been provided.

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Initiated by: "Survivors of the Holocaust"

**Responsible for project: Emerich Roth and Jakob Ringart, P.O. Box 161,
10123 Stockholm - SWEDEN**

EDUCATION AND TRAINING

**HEARTSTONE: PROJECT TO TACKLE RACIST
BULLYING IN SCHOOLS**

This project aims to tackle bullying and prejudice in young children (aged 8-12 years) through the establishment of story circles in schools, libraries and community centres and using a pack, *The Heartstone Odyssey*, which encourages children to discuss the issues raised in the story.

For use with about 20-30 children at a time, the Heartstone book encourages them to reveal their own experiences and thereby allow themselves to be put in the position of victim or perpetrator. The story circle includes adults with whom they have come into contact, for example, teachers, parents, police officers, and community workers. Over 2,000 story circles have been created in the UK since the organisation was established. Each story circle automatically becomes a member of a national club with a regular newsletter.

The Heartstone Odyssey has been successfully used by infant and primary schools in every part of Britain, in all-white areas, in areas where 90 per cent of the population is Asian and in those where a mix of races live alongside each other. It has also been used by the School of Education at the University of Exeter to help raise awareness of issues related to multicultural education in initial teacher training for undergraduates.

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**Contact for further information: Sitakumari at Heartstone, Longden Court,
Spring Gardens, Buxton, Derbyshire, SK17 6BZ - UNITED KINGDOM
(Tel: (44) 1298 72218)**

EDUCATION AND TRAINING

TRAINING FOR THE JUDICIARY

A training programme for the judiciary was devised to meet two basic training needs: the need for information (demography, cultural characteristics of the principal minority ethnic communities); and the need for personal awareness of how ignorance, misunderstanding or use of inappropriate language might - often unwittingly - give offence or cause injustice to occur. The underlying philosophy was to change perceptions which might lead to discriminatory sentencing, and to develop ways of dealing sensitively and effectively with offences involving a racial motivation.

The first phase of the programme was to introduce consideration of ethnic minority issues into the existing training for the Crown Court judiciary - the initial training and the "refresher" training seminars held every five years.

Furthermore, a special national training programme of seminars on ethnic minority issues was introduced. This involves an overnight stay and combines lectures and discussion groups with an evening session at which judges meet informally with members of minority ethnic communities over dinner. These guests are carefully selected and briefed to share their perceptions and experiences of the courts and everyday life in Britain with the judges. The second day is taken up with discussion of the meeting with members of ethnic minorities and consideration of relevant case studies. Racially-motivated attacks form an integral part of the subject matter.

Further background information is contained in an Information Handbook.

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Initiated by: Ethnic Minorities Advisory Committee (EMAC) - UNITED KINGDOM

Contact for further information: Judith JULIUS, Judicial Studies Board, 14 St. James St., London SW1A 1DP - UNITED KINGDOM (Tel: (44) 1 71 925 01 85)

Information taken from: Council of Europe meeting on "Practical Measures for Tackling Racist and Xenophobic Violence" (Strasbourg, 12-14 October 1994), document MG-E0 (94) 32

SPECIALISED BODIES

NEW "FOREIGNER COUNCIL" OF THE CITY OF GRAZ

The Municipal Council of the City of Graz (Capital city of the Federal Province of Styria) decided on 6 July 1995 to set up a "Foreigner Council" composed exclusively of foreigners and acting as an advisory body to the municipal authorities in all matters involving the interests of foreigners. The "Foreigner Council" is composed of seven foreign residents of the City of Graz who are elected by way of a secret ballot by all foreigners resident in Graz.

The aim of the "Foreigner Council" is:

- to safeguard the interests of the foreign inhabitants in Graz;
- to advise the municipal authorities on all matters concerning foreign inhabitants;
- to contribute to the improvement of relations between Austrian and foreign inhabitants in the City of Graz;
- to improve the flow of information between foreign inhabitants and the City of Graz.

The "Foreigner Council" is entitled among other things:

- to submit to the municipal authorities written proposals, opinions and comments in all matters of interest to foreigners in Graz;
- to participate in the work of the municipal authorities when drafting opinions and comments to laws and ordinances with relevance to foreigners;
- to cooperate in an advisory capacity with municipal authorities in the planning phase of projects with relevance to foreigners.

The right to vote in elections to the "Foreigner Council" is granted to every non-Austrian who is registered in Graz, who is 18 years of age and who has been living in Austria for at least 3 months.

The right to be elected to the "Foreigner Council" is granted to every non-Austrian who is registered in Graz, who is 19 years of age and who has been living in Austria for at least 6 months.

Elections are to be held every 4 years. The first election took place on 26 and 27 November 1995. The newly elected "Foreigner Council" met for the first time on 25 January 1996.

The initiative to create an elected representation of foreigners is an innovation for Austria. The undertaking aims at giving foreigners an opportunity to voice publicly their interests on the municipal level thus enabling them to contribute positively to the shaping of community relations between foreign and Austrian inhabitants. It is expected that future experiences drawn from the actual work of the "Foreigner Council" might be instrumental for reaching conclusions on the role elected representations of foreigners might play in host countries.

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Contact for further information: Ausländerberatungsstelle des Grazer Sozialamtes, Amtshaus, Schmiedgasse 26, 8010 Graz - AUSTRIA (Tel: (43) 316 872 3075 - Fax: (43) 316 872 3029)

**SPECIAL BODY FOR MEDIATION BETWEEN THE CITY
GOVERNMENT AND ORGANISATIONS INVOLVED
IN IMMIGRATION POLICY**

A special body was set up in the City of Vienna to address both the native and immigrant population and to develop concepts for integration policy at the local level: the Viennese Integration Fund (VIF).

This body was set up by the City Council of Vienna as a separate legal body not involved in local government structures. It is presided over by the Mayor, his deputy and the Director-General of Caritas Austria, and involves representatives of the city government, the political parties and the leading migrant organisations.

In addition to the central office, district offices have been set up in the districts where many migrants live, with the aim of promoting integration by direct communication with residents, local administration offices and other institutions. They also co-ordinate and support other programmes and actions to combat racism and xenophobia.

Methods employed include:

- talking, dialogue and discussion in order to develop positive contacts with the official representatives of the residents and the administration, positive contacts with the migrants in the district, and multi-lingual communication in co-operation with local newspapers and TV;
- information and assistance to migrants;
- provision and co-ordination of practical integration programmes such as vocational or language training;
- conflict-management based on mutual respect;
- developing proposals to remedy shortcomings in this field in the official administration.

The district offices adopt a very pragmatic approach, targeting both native and migrant residents. The central office deals with matters concerning municipal politicians, the upper levels of the administration and experts.

* * *

**Initiated by: Viennese Integration Fund (Wiener Integrationsfonds),
Friedrich Schmidt Platz 3, 1080 Vienna - AUSTRIA**

**Information taken from: "Tackling racism and xenophobia: Practical Action
at the local level", Council of Europe Press, 1995. ISBN 92-871-2695-X**

ROUND TABLE OF THE PRESIDENT

The Round Table of the President was established in 1993 at a time when the minorities residing in Estonia had no representation of their own in the Riigikogu (Parliament). In order to facilitate institutional contacts between minorities and Estonian officials, the President established the Round Table which became a place where the representatives of all minorities residing in Estonia could gather monthly to discuss their problems and concerns with members of the Riigikogu and to work out recommendations to solve those problems. The Round Table was also supported by several foreign embassies in Estonia.

During the Riigikogu elections of March 1995, six Russian deputies were elected to the Riigikogu who then formed an independent faction, thus providing minority representation in parliament.

As the activities of the Round Table were conducive to the dialogue regarding the concerns of minorities, a decision was made in favour of continuing its activities. In September 1995, the Round Table gathered with the participation of the President to start a new working season. In his opening speech, the President referred to the necessity of discussing more problems of principle and looking more towards the future at the Round Table. The President also stressed the fact that in integrating different national groups into Estonian society, the kind of education which is provided to the younger generation is of crucial importance.

At the following session in October, the Round Table discussed problems in education and submitted its recommendations to the Ministry of Culture and Education. In the recommendations, attention was drawn to the necessity of creating a system which will guarantee teachers for minority schools, among them teachers of the Estonian language. In November the situation concerning citizenship examinations (a language test and questions on the Constitution) was discussed. The position taken was that the requirements of the language examination should be revised.

In December 1995, the Round Table organised a seminar of Central and East European States on the subject of "The Role of Consultant Bodies in the Policy concerning Minorities". At the seminar, individuals from seven countries representing institutions that deal with problems facing minority groups were able to discuss practical problems related to their work.

In December 1995, the Round Table held its last session of the year and discussed problems surrounding the implementation of the Law of Aliens. For the most part, discussions centred around the documents required by persons which do not have Estonian citizenship. It was recommended that the Government provide an alien's passport to those individuals, including their residence permit and which would enable international travel. In January 1996, the Government decided to issue this passport.

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Contact for further information: Ingvar BÄRENKLAU, Press-Representative of the President of the Republic, Weizenbergi 39, 0100 Tallinn - ESTONIA

SPECIALISED BODIES

**SETTING UP OF LOCAL UNITS FOR THE PREVENTION
OF RACISM AND XENOPHOBIA**

The local units for the prevention of racism were set up under an intergovernmental circular (issued by the Prime Minister). The purpose of these units is to create the conditions for improved dialogue at *département* (regional) level between the various public authorities, religious groups and associations concerned with training, prevention and information. Law enforcement has also been stepped up through increased co-operation between the public prosecutors' offices and the police.

Some of these units have had "positive results". Tangible action has been taken and useful proposals have been made.

Other units have produced very few results and need to be given a fresh impetus.

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Initiated by: the Paris unit for the prevention of racism

**Contact for further information: Mrs Martine VALDES-BOULOUQUE,
Palais de Justice, 2-4 Boulevard du Palais, 75001 Paris - FRANCE
(Tel: (33) 1 44 32 56 16 - Fax: (33) 1 44 32 51 05)**

SPECIALISED BODIES

ANTI-RACISM CO-ORDINATION UNIT

Local anti-racist units were set up in several regions in France, including the Rhône *Département*, bringing together representatives of the Prefect's Office, the police and heads of local branches of central government departments, representatives of the district bar, elected representatives and representatives of local associations and religious communities.

The aims are to monitor and study manifestations of racism and provide an early-warning system; to gather information on enforcement of relevant law and local implementation of crime policy so as, among other things, to involve local associations in preventive action; to evaluate anti-racist action and promote local prevention and training schemes; to promote communication between the administrative authorities concerned, local associations and the Prime Minister's national anti-racist co-ordination unit.

Three working parties, covering security (police, courts, gendarmerie), schools and firms (education, training, access to employment) and quality of life (housing schemes and housing provision) were set up. Working methods included an initial observation phase followed by consideration of practical ways of tackling racism and anti-semitism. All three working parties proposed several new initiatives to help solve the problems identified.

The government subsequently decided that the project was on the whole working well and decided to extend it to the whole of France in 1993.

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Initiated by: Préfecture du Rhône et de la Région Rhône-Alpes, 106, rue Pierre Corneille, 69000 Lyon, FRANCE

Information taken from: "Tackling racism and xenophobia: Practical Action at the local level", Council of Europe Press, 1995. ISBN 92-871-2695-X

**REGIONAL CO-ORDINATION OFFICE
FOR ACTION AGAINST XENOPHOBIA**

A pilot project for regional co-ordination of measures against xenophobia - a Co-ordination Office - was set up by the Community Centre of the "Arbeitskammer" of a region in Germany, with the main objectives of counselling, information and awareness-raising among the general public concerning the problems of racism and xenophobia.

The Co-ordination Office is autonomous in the way it conducts its activities but should co-operate with other institutions, for example in organising anti-racist public meetings and information campaigns, study groups and seminars.

The Co-ordination Office attaches great importance in the involvement of immigrants and their interest groups in all its activities.

Some of the fields of action undertaken by the Co-ordination Office include:

- plans for a theme-oriented "Mediothek" which will provide information material, documentation, reports and discussion papers for the use of interested persons, and particularly schools and teachers, youth centres, churches etc.;
- meetings of experts, combined with other public meetings where possible;
- schools: visits to schools by representatives of the Co-ordination Office involving discussion and a subjective description of the personal experiences of a non-national living in Germany; counselling and participation in a "Project Week" in many schools; performance of a relevant play in several schools by a drama group;
- study groups where participants may have a "snowball effect" on public opinion;
- city planning: collaborating with planning authorities to work towards developing districts where indigenous and non-indigenous populations may live together without tension.

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Contact for further information: Herr Franz Josef KOENEN, Multikultur e.V., Verein zum Abbau von Fremdenfeindlichkeit und zur Förderung der Akzeptanz von Migration, im Gemeinwesenprojekt Saarstrasse, Saarstrasse 25, 66333 Völklingen - GERMANY (Tel: (49) 689 82 27 94)

Information taken from: "Tackling racism and xenophobia: Practical Action at the local level", Council of Europe Press, 1995. ISBN 92-871-2695-X

REGIONAL OFFICE FOR QUESTIONS CONCERNING FOREIGNERS

Regional Offices for Questions concerning Foreigners exist in several cities in Germany: the following details are taken from a description of the Potsdam Regional Office.

The Office is a public service association. Some of its undertakings include:

- "Days against Exclusion and Violence": support for schools in preparing and carrying out project days devoted to the idea of people of different origins living together and to the reduction of violence. This support may include supplying speakers, sharing experience in content and organisation, and co-operating directly in organising.
- Music workshops with foreign artists: when young people are motivated and given instruction enabling them to take part, such music workshops can reduce hostility to foreigners.
- Referral of foreign speakers: foreign speakers visit schools and other institutions to talk about their own country and the difficulties experienced by foreigners living in Germany.
- Working groups outside schools: creative artists, such as puppet shows or clowns, are booked to work over a period of several days with teachers and pupils in and outside schools to develop projects to improve the acceptance of foreigners and non-violent solutions to conflicts.
- German as a foreign language: teachers are often not prepared to teach German as a foreign language; therefore specialists carry out intensive, on-site advanced training (generally eight hours at a stretch) including information on the causes of migration and the differences between cultures, thus reducing insecurity about new tasks.
- Care of war refugees: psychologists, doctors, teachers and others from war zones, along with some Germans, are sent in groups of three to refugee hostels, to support adults, teach children their native language, work with children and young adults outside school and establish contacts with Germans.
- Mobile Roma/Gypsy counselling: a team of three, including a Roma/Gypsy, visits hostels where Roma/Gypsies are staying with a view to reducing basic difficulties and preventing conflicts which may arise due to mutual misunderstandings of a cultural nature and problems in communication.

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Contact for further information: Frau Dr. Hilde SCHRAMM, Regionale Arbeitsstellen für Ausländerfragen, Jugendarbeit und Schulen, Brandenburg e.V., August-Bebel-Strasse 88, 14482 Potsdam - GERMANY (Tel: (49) 331 7478012)

Information taken from: "Tackling racism and xenophobia: Practical Action at the local level", Council of Europe Press, 1995. ISBN 92-871-2695-X

**MEASURES AGAINST RACISM AND ANIMOSITY
TOWARDS FOREIGNERS IN BERLIN**

The "Commissioner for Foreigners' Affairs" is a state office devoted to foreigners and the difficulties they may encounter during their residence in the city of Berlin. The office also provides extensive information brochures and free counselling services to the public.

The vast majority of complaints reported to the "Commission for Foreigners' Affairs" are in connection with unequal treatment in everyday situations, although acts of violence also occur. Some measures which have been taken by the Commissioner include:

- Intervention in isolated cases: the "project for non-violent intercultural understanding" aims at solving conflicts and bringing about arbitration to reduce prejudices between neighbours and in schools. Measures include establishing a network of contact persons in schools in order to resolve individual cases of conflict and discrimination where they occur.
- Discrimination against non-German youths at the doors of discotheques has proved to be a continuing problem and the policy adopted is that all complaints are consistently followed up by the Commissioner for Foreigners' Affairs and discussions are held with the owners and managers of discotheques to reduce discrimination. In serious cases, the proprietor's licence may be revoked.
- With regard to remarks and portrayals reinforcing prejudices which have appeared in a series of economic publications, the Commissioner for Foreigners' Affairs has formally criticised the editor, an effective procedure in the majority of cases.
- Discussions with public housing authorities and various authorities have taken place to work towards equal opportunity for minority groups as concerns access to housing and employment.
- Training courses against discrimination and violence have been held for youths, adolescents and young adults who have become known to the courts through participation in acts of violence. The aim is to develop behavioural tactics for dealing with conflict situations.
- Discussions with the advertising departments of larger newspapers have to a large extent eliminated discriminatory requirements in job advertisements appearing in those papers.
- Public relations work including: literature about the various nationalities living in Berlin, their history, culture, religion and their life in Berlin; publications dealing with specific questions such as vocational training, residence permits etc; prizes for individuals and projects which promote tolerance.

* * *

Contact for further information: Herr Dr Robin SCHNEIDER, Ausländerbeauftragte des Senats von Berlin, Potsdamer Strasse 65, 10785 Berlin - GERMANY (Tel: (49) 30 265423 83)

Information taken from: "Tackling racism and xenophobia: Practical Action at the local level", Council of Europe Press, 1995. ISBN 92-871-2695-X

CULTURAL ACTIVITIES IN THE REGION OF LAZIO

The region of Lazio in Italy has a higher concentration of non-citizens, particularly non-EU citizens, than any other region of Italy. Although most of these non-citizens seem to be in a relatively stable situation, others experience problems of integrating into society, particularly in the areas of work and housing. This is due in part to a lack of adequate services to deal with new immigration patterns and also to an underlying mistrust towards groups concerned.

The Region of Lazio has launched a whole series of initiatives aimed at fostering solidarity, knowledge of different cultures and education for co-existence and interculturalism. These initiatives have focused on two main areas: familiarisation with immigrants' cultures and experiences, and creating a culture of mutual solidarity. Obviously, such initiatives are integrated into a range of political initiatives aimed at improving the economic and social factors associated with problems, for example, policies in the housing, employment and health sectors.

Some of the initiatives taken include:

- Intercommunity links: this programme involves a series of events organised over a two-week period in various venues accessible to the whole population, Italians and non-citizens alike, giving these groups the chance to get to know each other and participate in joint activities. There is a cultural area with stands for the various communities and an area where dance or music performances, films, exhibitions and fashion shows are staged, traditional dances are taught to the public etc. There are also debates and meetings of various kinds on the issues of immigration, interculturalism and integration into society and employment. A special section caters for children. It is hoped that such events will be further decentralised in the future to outlying districts.
- Information: regular press channels are used to disseminate a daily bulletin dealing specifically with intercultural and immigration matters and providing information on the various public and private sector initiatives in this field.
- Twinning campaign between schools in Lazio and schools in developing countries: this campaign has aroused interest on the part of teachers and primary and secondary school pupils and involves the direct participation of the immigrant population, who may for example act as intermediaries with their countries of origin. Initial and in-service training seminars for teachers have been organised in participation with partners in developing countries, and meetings and exchanges have been organised between pupils in the participating schools. One of the main results of the campaign has been the participation of (mainly technical and vocational) schools in practical co-operation development initiatives in their twin countries.
- Intercultural education campaign: this campaign involves a number of information and training programmes, along with the production of teaching materials and courses and a series of classroom visits, by representatives of the various ethnic groups.
- The "Per dire uguali" (to speak as equals) campaign: this campaign deals specifically with combating racism and xenophobia and is aimed at upper secondary schools, focusing on a range of training, information and similar activities. Links have been established between schools and the worlds of scientific research, specialised publishing, voluntary organisations and other social forces.

* * *

Initiated by: **Comune di Fiorano-Modena, Via G. d'Arezzo 18, 41049 Sasvolo - ITALY**

Information taken from: **"Tackling racism and xenophobia: Practical Action at the local level", Council of Europe Press, 1995. ISBN 92-871-2695-X**

* (also included under "Cultural life", page 89)

ARIC
THE ANTI RACISM INFORMATION CENTRE

ARiC is an advice and documentation centre, which aims to assist individuals, organisations and institutions to combat racism and xenophobia and to improve community relations within their direct multi-cultural environment, at school, at work, and so on. ARiC also supports and advises inter-cultural activities. Within the broad field of anti-racism work, ARiC has built up an expertise concerning documentation, information and the development of means and material for local initiatives and projects.

ARiC aims to combat racism and discrimination at various levels. Its work is directed at specific manifestations of these phenomena as well as (the fundamental) causes and mechanisms. In practice, ARiC combines three strategies, including refuting ("fact against prejudices"), informing and teaching. The support offered is closely related to the capabilities and means of the enquirer/client: accessible, practical, closely related to the client's environment and realistic in terms of time required. ARiC's approach is pragmatic and its activities should be adapted to everyday life, include small-scale projects and be accessible to anyone free of charge. ARiC pays special attention to so-called intermediaries who act as a vector and basis for changing attitudes and behaviour within their milieu.

A special computer program has been developed to document and exchange information: ARiCbase contains more than 11,000 titles including: books, brochures, exhibitions, teaching and educative material for schools and community work, magazine and newspaper articles, videos, research reports, theses/dissertations, and projects. By using the ARiCbase, all the material can be examined, studied, borrowed and/or sent on request. Furthermore, ARiCbase includes addresses of organisations active in anti-racism work, intercultural work, and (minority) community work.

Today, ARiC functions in Rotterdam (the Netherlands) and two ARiC-initiatives have just been started in Germany (Berlin and Duisburg). ARiC-Rotterdam supports these initiatives and provides them with all information and material necessary. ARiC-Rotterdam also has close contacts, co-operates with and is consulted by several organisations in Belgium, Spain, Denmark, Sweden, Germany and Britain. These contacts and requests mirror an increasing need for the international exchange of information and material in respect of local activities and positive experiences. From September 1996, a multi-international data-bank will be operating at ARiC-Rotterdam with English, German and French translations. With the help of this international ARiCbase data-bank, material, literature, project plans of action, experiences and other information will be made accessible internationally. From May 1996, Internet facilities will be operational to make the ARiCbase internationally available.

* * *

Contact for further information: Anti Racisme Informatie Centrum,
Grotekerkplein 5, 3011 GC Rotterdam - NETHERLANDS (Tel: (31) 10 414 34 34 -
Fax: (31) 40 412 84 33 - E-Mail: ARIC@WIREHUB.NL)

LOCAL ANTI-DISCRIMINATION CENTRE

The Rotterdam Anti-Discrimination Action Council, RADAR, was the first of several local or regional organisations set up in the Netherlands as private initiatives aiming to fight and prevent discrimination by taking action in individual cases and seeking solutions on a political level. Their grassroots orientation enables them to keep abreast of current circumstances and developments, and they thus provide an action centre and meeting point for individuals and organisations committed to the eradication of discrimination.

The practical blueprint of the RADAR organisation and its first programme for investigation of and action against racism were written on the basis of a broad consultation of various organisations, groups and private persons in key positions in the local community (politicians, migrant organisations, labour unions, employers, church committees, people active in the field of education, housing, police and justice, lawyers etc).

RADAR initially functioned as a research institute, but it quickly developed into a centre for handling requests for information and complaints concerning racism. Its main tasks include:

- assisting victims of racism and discrimination and investigating individual complaints;
- staging activities directed against organised racist or discriminatory groups, their activities and propaganda;
- providing information for people and organisations wishing to combat racism and discrimination;
- lobbying and counselling, particularly aimed at the local municipality, in order to promote structural measures against racism and discrimination;
- conducting research, for example into housing provision, labour market discrimination.

RADAR has no investigative authority and makes little use of legal instruments, since prosecution in cases of discrimination is often very difficult. Instead, it relies on dialogue and mediation between victims and alleged offenders, or, if this proves unsuccessful, it may use political lobbying, mobilisation of public opinion, publicity etc. It relies on wide public support as a source of legitimacy, and works closely with a wide range of political and religious associations, migrants' associations, workers' and employers' associations, schools etc. Its approach is essentially pragmatic, pursuing practical action programmes with feasible objectives. In this respect, codes of practice against discrimination and racism are proving to be of increasing importance.

It is important to stress that local offices such as RADAR should not replace the activities of other organisations or authorities but should supplement their action. Support should be given to organisations and individuals who are ready to undertake action against racism in order to intensify the effect. Moral authority in the sense of a broad basis of support, is of greater significance than formal powers to take action.

* * *

Initiated by: Rotterdam Anti-Discrimination Action Council, Grotekerkplein 5, PO Box 1812, 3000 BV Rotterdam - NETHERLANDS

Information taken from: "Tackling racism and xenophobia: Practical Action at the local level", Council of Europe Press, 1995. ISBN 92-871-2695-X

THE BRUMUNDDAL PLAN OF ACTION

The Brumunddal Plan of Action (1992-94) was a project in response to an acute local situation with an emphasis on youth activities and other preventive measures at local and central government level. This plan of action has been an important element in the development of the Norwegian integration policy and the idea is to draw experience from this project which can be of use for other local communities. A national conference aimed at sharing the experiences from Brumunddal with other local communities and NGOs has taken place. The project is partly based upon ideas from the Council of Europe report *Community and Ethnic Relations in Europe* (1991).

The final report of the project (Yngve Carlsson: *The Brumunddal Action Plan - has it produced results?* The Norwegian Institute of Urban and Regional research, NIBR, 1995) has been distributed to the police authorities at central and regional level, in addition to all municipalities and local communities in Norway.

Some of the conclusions in the report are:

- it is important not to minimize racial violence and harassment;
- cooperation between the municipal authorities and the victimised groups is important;
- a survey and an analysis of the problems should be undertaken;
- the local political and administrative leaders should take a clear stand against racist actions and attitudes;
- the leadership and example of political leaders nationally and locally has great influence on opinion;
- it is necessary to mobilise the local population to fight racism;
- the police has an important role to play and must treat all incidents of racist violence and harassment seriously;
- the local administration must cooperate with the police.

Locally the Brumunddal Plan of Action has generated several positive results. Those who were previously harassed (either because of their immigrant background or because of their positive stand against racism) have experienced a significant decrease in such activity. On a more long-term basis the local administration has realised that there is a need to adopt a perspective whereby the problem of youth perpetrators who have harassed local immigrants and persons that have spoken out against racism, is seen as a structural problem, and not an isolated problem or incident. This has implications for the way in which the local administration organises its youth programmes in the future. More concretely, there is a need to focus better on how to prevent the marginalisation of youth in the local community.

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Initiated by: Ministry of Local Government and Labour, PO Box 8112 Dep, 0032 Oslo - NORWAY

* (also included under "Awareness-raising", page 63)

SPECIALISED BODIES

**ADVISORY TEAM AGAINST RACIAL VIOLENCE AND HARASSMENT
- follow-up measure to the "Brumunddal Plan of Action"**

Much valuable experience was gained through the "Brumunddal Plan of Action". Several key professionals have been recruited to an advisory team to assist the Directorate of Immigration in furthering the work against racial violence and harassment. The advisory team consists of professionals from different disciplines who have experience of resolving racial and ethnic conflicts. The aim is to channel their experience to municipalities and other communities in a difficult situation.

It is believed that if the experience gained through a situation like the one in Brumunddal can be identified, consolidated and made available on a national basis, similar crises can either be avoided or solved more efficiently and without violence. In order to accomplish this goal, the advisory team has been established. When a difficult situation arises in a community, the team can be contacted directly by the municipality and employed as consultants. The professionals will work together with the Directorate of Immigration. The needs of the municipalities will constantly be evaluated and new professionals with expertise in the field will be identified.

A brochure introducing the national Advisory Team will be distributed to all municipalities in Norway with information on names, fields of expertise and how to contact the team members. The members will also provide information regarding other professionals that can be contacted in any given situation. The team's work will be documented by researchers in order to provide guidelines for further development of the team and its working methods.

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**Initiated by: The Directorate of Immigration, Elveveien 75, 1324 Lusaker -
NORWAY**

SPECIALISED BODIES*

**INTERMINISTERIAL COMMITTEE FOR THE RECEPTION AND
INTEGRATION OF THE EAST TIMOR COMMUNITY**

Resolution 53/95 of the Council of Ministers, published in the Official Gazette (second series) on 7 December 1995, set up the Interministerial Committee for the Reception and Integration of the East Timor Community.

The tasks of this Committee are to co-ordinate and assess proposals for the development of integrated policies promoting the reception and integration of the East Timor Community in Portugal.

The Committee is composed of representatives of the Ministries of Foreign Affairs, the Interior, Justice, Education, Health, Training and Employment, and Solidarity and Social Security.

It is co-ordinated by the representative of the Ministry of Solidarity and Social Security.

The Ministry of Justice is currently examining the possibility of making a free distribution of identity cards to East Timor citizens, finding them suitable, if only temporary, accommodation so that they can be housed permanently and employing them in departments run by the Ministry of Justice, with a view to preparing them to study and learn Portuguese so that they can attend school as of the following year.

In February the Committee is expected to put forward practical proposals for improving the conditions of reception and integration of this community. These will be submitted to the Government through the Minister for Solidarity and Social Security.

* * *

**Initiated by: Direcção Geral da Acção Social, Avenida Miguel Bombarda,
n° 1 - 1000 Lisboa - PORTUGAL**

* (also included under "Vulnerable groups", page 102)

SPECIALISED BODIES

OMBUDSMAN AGAINST RACISM

The part-time post of Ombudsman against Racism has been added to the duties of the President of the Federal Commission against Racism in Switzerland.

His duties are those of all ombudsmen in this area, that is:

- hearing complaints from individuals who claim to have been the victims of racism;
- taking up their cases with the relevant authorities.

The post is very new, and only a few isolated results have been achieved to date.

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Initiated by: Swiss Federal Government

Contact for further information: Professor Georg KREIS, President of the Federal Commission against Racism, Institut der Universität Basel, Gellertstrasse 27, 4052 Basel - SWITZERLAND

SPECIALISED BODIES

FEDERAL COMMISSION AGAINST RACISM

The Commission was established by the Swiss government in August 1995 to investigate racial discrimination, encourage better understanding between persons of different ethnic or religious groups combat all forms of direct or indirect racial discrimination and give special attention to prevention as a way of making its activities effective. Its main tasks include:

- operational activities: the Commission undertakes public relations and support work, and organises awareness and prevention campaigns;
- advisory activities: it advises and supports the federal authorities, particularly on legislation and the application of legal provisions, together with the drafting of policy statements and reports. It also offers support and guidance to individuals, in connection with its mediation role;
- joint activities: it collaborates with federal, cantonal and local authorities, and organisations and groups concerned with racism;
- investigatory and analytical activities: it analyses racial discrimination from an academic and ethical standpoint, together with the situation on the ground and its impact on individuals and society.

The Commission currently has 18 members, drawn from the commercial, political, educational and scientific worlds, the churches and religious communities, minority representatives, cantonal and local authorities and NGO representatives.

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Initiated by: Swiss Federal Government

Contact for further information: Professor Georg KREIS, Chairman of the Federal Commission against Racism, Institut der Universität Basel, Gellertstrasse 27, 4052 Basel - SWITZERLAND

LOCAL MULTI-AGENCY PARTNERSHIP TO DEVELOP A COMPREHENSIVE RESPONSE TO RACIAL ATTACKS AND HARASSMENT

A local multi-agency partnership was set up between the Metropolitan Police, the London Borough of Newham, Newham Council for Racial Equality, Victim Support Newham and the Home Office to develop a comprehensive response to racial attacks and harassment in an east London housing district with a long history of interethnic tension and violence.

The aim of the project was to prevent racial harassment and attacks, assist victims, identify and take action against perpetrators and tackle under-reporting of incidents by more efficient use of existing resources and through co-operation among the agencies involved. It was overseen by a steering group, run on a day-to-day basis by a working group, and assisted by a consultant.

The first step of the project was to produce an objective description of racial harassment and the existing responses to it in the project area, involving analysis of police records, interviews with staff of local agencies and a survey of victims (random sample taken from among members of victim groups).

The second step was to develop a range of initiatives to address various aspects of the problems of racial harassment and attack. Most of these initiatives involved enhanced single-agency procedures; joint initiatives included referral systems between the various agencies involved and the production of an information pack for victims.

During the implementation and evaluation stage, it became clear that several difficulties were involved in this multi-agency approach. Implementation of initiatives had not always been successful due to lack of downward communication between members of the steering and working groups and members of their respective organisations. Furthermore, the various agencies involved often had different priorities and goals and conflicts sometimes arose because of this.

The conclusions drawn from this project were that although co-ordination of various agencies has in theory tremendous potential, its limitations must be borne in mind. Joint action can only supplement effective action by individual agencies, which must first ensure the adequacy of their individual responses. Lack of consensus over how the problem is to be defined, explained and tackled may undermine the basis for collective action. Finally, how the community is represented in such a locally co-ordinated approach is of crucial importance to its effectiveness.

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Contact for further information: Mr Richard DAVIS, Operational Policing Policy Unit, Home Office, Research and Planning Unit, 50 Queen Anne's Gate, London SW1H 9AT - UNITED KINGDOM (Tel: (44) 1 71 273 2504)

Information taken from: "Tackling racism and xenophobia: Practical action at local level", Council of Europe Press, 1995. ISBN 92-871-2695-X

AWARENESS-RAISING

AWARENESS-RAISING*

MONOLOGUE "THE STORY OF A LAND SURVEYOR"

The aim of this project was to make the true story of a real Vietnamese refugee in Finland known and understandable to the public and thereby to diminish prejudice, by means of low key entertainment - the drama.

A well-known theatre in Finland, which produced most plays in both Swedish and Finnish, took the initiative of interviewing in detail one of the first Vietnamese refugees in Finland, a registered land surveyor in Vietnam who had come to Finland as a boat refugee. He told his life story to the director of the theatre and a playwright, who wrote the monologue on the basis of the taped interview. The monologue is performed in an everyday tone, although the story it tells is horrific, thus making the story very human and allowing the spectator to identify with the protagonist. One of its merits is that it conveys only the subjective experience of the individual in question, and does not condemn Finns or call them racist.

The play has been performed more than 100 times in various schools, organisations, festivals, seminars etc. all over Finland. It has also been performed in other Nordic countries and in Austria, Switzerland, Lithuania and Russia, with simultaneous interpretation. Other actors have taken up the monologue in various countries.

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**Initiated by: Asko SARKOLA, Lilla Teatern, Georgsgatan 30,
00100 Helsinki - FINLAND (Fax: (358) 0 644265)**

* (also included under "Cultural life", page 87)

AWARENESS-RAISING

**"FAIRSTÄNDNIS - MENSCHENWÜRDE ACHTEN - GEGEN
FREMDENHASS"**

**"FAIRNESS AND UNDERSTANDING - RESPECT FOR HUMAN
DIGNITY - AGAINST XENOPHOBIA"**

The aim of this campaign was to: a) provide information on the development, background and extent of violence, xenophobia and extremism; b) encourage people to counteract violence and xenophobia; c) minimise violence and xenophobia in society in general.

The campaign was launched in March 1993 and will go on until at least the end of 1997. Information is provided by means of the youth magazine "*Basta - Nein zur Gewalt*" ("Stop it - say No to violence"), and the computer game "*Dunkle Schatten*" ("Dark Shadows"), both of which contribute to the preventive effort to immunise young people against violence, extremism and xenophobia; other means of information are advertisements in youth magazines. In addition, in order to make the campaign as widely known as possible, advertising material such as posters, buttons, stickers, banners and T-shirts have been produced and distributed in large quantities. On top of this, TV spots have been broadcast. The campaign has also played a part in numerous events in the field of sports and music, street festivals, etc.

The campaign has met with a widespread positive response which can be seen from the enormous number of requests for information and advertising material - 25,000 from September 1994 to October 1995 alone. Many people, in particular young people, have come forward to make their own active contribution in support of the campaign. It can be safely assumed that the campaign has contributed to the decline in xenophobic violence.

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Contact for further information: Herr Hans-Joachim JANSEN, Ministers of the Interior of the Federal Government and the *Länder*, Bundesministerium des Innern, Postfach 17 02 90, 53108 Bonn - GERMANY (Tel: (49) 228 681 4419)

AWARENESS-RAISING*

**"DEUTSCHE WIRTSCHAFT GEGEN AUSLÄNDERFEINDLICHKEIT"
"GERMAN INDUSTRY AGAINST XENOPHOBIA"**

In January 1993, the top level associations of the German economy jointly published a leaflet with the following objectives:

- manifesting the solidarity of the economic sector with the non-citizens lawfully living and working in Germany;
- preventing any deterioration in the working climate;
- combating xenophobia among the population by means of purposeful information;
- acknowledging the contribution of foreign workers, self-employed persons and investors to the prosperity of the German economy.

A large number of copies was made available to member associations and firms; copies of the leaflet were even reordered owing to high demand. It was distributed in firms and published in the media.

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Initiated by: Herr Jens KÖLLMANN, Bundesvereinigung der Deutschen Arbeitgeberverbände, Gustav-Heinemann-Ufer 72, 50968 Köln - GERMANY (Tel: (49) 221 37 95 149)

* (also included under "Employment", page 111)

AWARENESS-RAISING*

JOINT ACTION BY MANAGEMENT AND LABOUR
"ZUSAMMENLEBEN MIT AUSLÄNDERN - GEMEINSAM GEHT'S
BESSER"
"COEXISTENCE WITH FOREIGNERS - BETTER OFF TOGETHER"

The Confederation of German Employers and the German Trade Union Federation seek to counter trends towards increasing extremism and readiness to use violence against non-citizens. This long-term joint action is designed to support the education of apprentices and trainees in German industry with a view to promoting tolerance, violence-free resolution of conflicts and at the same time more understanding for migrants.

Since the autumn of 1994, both sides of industry, i.e. the management and the workers' representations, have been providing information not only to the general public, but also to individual firms, and especially to those with the responsibility for internal communication in these firms. Comprehensive material is made available to trainers, which consists of general information, statistics, educational videos, material and guidance for lessons. The joint action is supported by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth.

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Initiated by: the German Confederation of German Employers' Associations and the German Trade Union Federation

Contact for further information: Frau Dr. Helga HERRMANN, Koordinierungsbüro der Sozialpartner - Aktion beim Institution der deutschen Wirtschaft e.V., Gustav-Heinemann-Ufer 84 - 88, 50968 Köln - GERMANY (Tel: (49) 221 49 81 726)

* (also included under "Employment", page 112)

AMSTERDAM'DAKI ANADOLU
ANATOLIË IN AMSTERDAM

Despite more than 30 years of Turkish migration to the Netherlands, a lot of people still have stereotyped ideas about how Turkish people look, how they live, pray, what they eat and so on. Often these views are negative: it is believed that Turkish people still work only in factories, have no higher education and in the end will all go back to Turkey eventually.

However, since the arrival of the first migrants in the 60s' a lot of this has changed. Some people, mainly of the older generation, would like to return to their country, but many of the younger generation prefer to stay in the Netherlands. Some are integrated and others are not. Turkish people work in banks, are artists, schoolteachers, work in museums and so on.

These are only a few examples of the diversity of the Turkish community today. So there is no consistency in the lifestyle and behaviour of Turkish people, just as there is not among the other citizens in Amsterdam.

It is this diversity that the museum wants to demonstrate by giving the Turkish people the opportunity to present themselves by means of communication. It has organised exhibitions, video clips and several events. One exhibition is a photo documentary of the village Kesikköprü in Turkey. This exhibition which contains pictures in black and white and in colour was shown in Kesikköprü in May 1995. Kesikköprü has friendship ties with Bos en Lommer, a district of Amsterdam. The photo exhibition shows the everyday life of Turkish people in the countryside.

Many of the Turkish people who migrated in the 60s and 70s to the Netherlands came from a similar background. And even today many of the younger Turkish generation, born in the Netherlands, have family or friendship ties with people in those typical Turkish villages.

Other exhibitions show how the Turkish people live their lives in Amsterdam together with the other citizens. In a "communication machine" there are 11 video presentations which show interviews with young Turkish people in the Netherlands. In these video presentations they give their comment on certain subjects like housing, family ties, their relationship with Turkey. All the eleven subject videos contain interviews, and the public has the opportunity to comment on those interviews. In a special video cabin, integrated in the "communication machine", they can tell their own story in front of the camera. If they don't wish to do this they can type or write down their comments.

These statements are edited by the museum and integrated with the original material. In this way, the public can participate in the video presentation and in the end we hope that all items will show a diversity of opinion, not only from Turkish people but also from the other visitors. The most interesting interviews are broadcast on cable television.

Another part of the exhibition is a wall that contains objects from the Turkish community. These objects are collected with the help of 40 to 50 Turkish community centres and Turkish associations in and around Amsterdam. Turkish people who come to the exhibition in groups receive a guided tour and participate in collecting objects for our wall. The people in the group were asked to think of an event that has occurred since they were in Holland which is very special to them. Then they were asked what kind of object goes with the event. In the end, the museum displays the object and the personal story that goes with it.

The exhibition also includes live performances of Turkish artists and classical Turkish dinner nights.

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Contact for further information: Mrs T.A.M. KONSTEN, Amsterdams Historisch Museum, Nieuwezijds Voorburgwal 359, 1012 RM Amsterdam - NETHERLANDS (Tel: (31) 20 523 18 22 - Fax: (31) 20 620 77 89)

* (also included under "Cultural life", page 91)

AWARENESS-RAISING*

THE "MOHAMMED OLSEN" PROJECT

"Mohammed Olsen" is the name of a bus that has been touring Norway, from the northern to the southern part of the country. The aim has been to promote and present cross-cultural activities to change attitudes towards immigrants and to initiate cooperation between the various communities.

The following idea of integration has resulted in the name "Mohammed Olsen": when separate pieces are put together, a new whole is obtained. And although the new whole may seem disconcerting to begin with, the scepticism will in time turn into curiosity and interest as one gets used to it.

The project has been carried out in two stages. Firstly there was a planning stage where each of the municipalities involved committed themselves to prepare the community for the arrival of "Mohammed Olsen". This would involve cooperation between the different services in the municipality to prepare a common programme with a number of cross-cultural activities. The second stage was when "Mohammed Olsen" actually arrived. The bus was filled with exhibitions, books, fairy tales, basic information, etc. About fifteen municipalities took part in the project and several thousands of people were involved.

The basic strategy was to encourage local involvement within the communities before the actual event - the bus arrival. A genuine involvement and thorough preparation in the community, in addition to the "occasion" created by the bus, was a powerful combination to bring about a change in attitudes. The evaluation report of the project concludes that the tour was reasonably successful.

The project was financed by various public institutions and carried out by the project management in cooperation with the Directorate of Immigration, Norway.

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Initiated by: the Directorate of Immigration, Elveveien 75, 1324 Lusaker - NORWAY

* (also included under "Cultural life", page 92)

THE BRUMUNDDAL PLAN OF ACTION

The Brumunddal Plan of Action (1992-94) was a project in response to an acute local situation with an emphasis on youth activities and other preventive measures at local and central government level. This plan of action has been an important element in the development of the Norwegian integration policy and the idea is to draw experience from this project which can be of use for other local communities. A national conference aimed at sharing the experiences from Brumunddal with other local communities and NGOs has taken place. The project is partly based upon ideas from the Council of Europe report *Community and Ethnic Relations in Europe* (1991).

The final report of the project (Yngve Carlsson: *The Brumunddal Action Plan - has it produced results?* The Norwegian Institute of Urban and Regional research, NIBR, 1995) has been distributed to the police authorities at central and regional level, in addition to all municipalities and local communities in Norway.

Some of the conclusions in the report are:

- it is important not to minimize racial violence and harassment;
- cooperation between the municipal authorities and the victimised groups is important;
- a survey and an analysis of the problems should be undertaken;
- the local political and administrative leaders should take a clear stand against racist actions and attitudes;
- the leadership and example of political leaders nationally and locally has great influence on opinion;
- it is necessary to mobilise the local population to fight racism;
- the police has an important role to play and must treat all incidents of racist violence and harassment seriously;
- the local administration must cooperate with the police.

Locally the Brumunddal Plan of Action has generated several positive results. Those who were previously harassed (either because of their immigrant background or because of their positive stand against racism) have experienced a significant decrease in such activity. On a more long-term basis the local administration has realised that there is a need to adopt a perspective whereby the problem of youth perpetrators who have harassed local immigrants and persons that have spoken out against racism, is seen as a structural problem, and not an isolated problem or incident. This has implications for the way in which the local administration organises its youth programmes in the future. More concretely, there is a need to focus better on how to prevent the marginalisation of youth in the local community.

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**Initiated by: Ministry of Local Government and Labour, PO Box 8112 Dep,
0032 Oslo - NORWAY**

* (also included under "Specialised bodies", page 48)

AWARENESS-RAISING*

**THE FOUNDATION FOR THE CULTIVATION OF PEACE
AND THE SPIRIT OF TOLERANCE**

The FCPTS was created in 1991 and acquired a legal personality in October 1992. Pursuant to its By-Laws, the Foundation is a legal Romanian entity, non-governmental, non-profit making, independent, having as its purpose the education of the citizens of the country, especially of young people, in a spirit of peace and tolerance. In order to accomplish this, the FCPTS acts in co-operation with different national and international bodies. The Foundation proposes an educational system based on the idea that there exist in the world and its continents many different cultures and civilisations, which transmit to each other material and spiritual values.

The programme of the Foundation contains, among other things, actions concerning education, confidence building, prevention, mediation and the settlement of conflicts, tolerance and respect in a pluralist, democratic society. Furthermore, the Foundation publishes a "Dictionary of the spirit of tolerance", an interdisciplinary work, containing different perspectives: lexicographical, philological, political, legal, religious, sociological, ethnological, etc. The Dictionary constitutes a first step to the realisation of a future Encyclopaedia of the spirit of tolerance.

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Initiated by: Foundation for the Cultivation of Peace and of Spirit of Tolerance, Urban District 2, 13, Luca Stroici street, Bucharest - ROMANIA

**Contact for further information: Mr Paul TUTUNGIU (Tel: (40) 1 210 4779-
Fax: (40) 1 210 3241)**

* (also included under "Education and training", page 28)

AWARENESS-RAISING*

While most national anthems tend to be self-righteous and belligerent, Slovenia provides an interesting exception. Its anthem, by a famous romantic poet, is a paragon of virtues, proclaiming:

God's blessing on all nations
Who long and work for that bright day,
When over earth's habitation
No war, no strife shall hold its sway;
Who long to see
That all men free
Nor more shall foes but neighbours be.

This poem was used during the "All equal - all different" campaign in a deliberately startling way: it was recited by various outsiders, most prominently by a little refugee girl from Bosnia. In her far from perfect, heavily-accented language, the meaning of the poem stood out in a fresh, almost shocking way. She seemed to ask: Do you know what these words actually mean? Can I be the neighbour you glorify? Can we stop postponing that bright day and just start it today?

In short, this TV spot (winner of the highest national award for the tolerance campaign) forced the public to take a fresh look and to rethink a popular cliché. It was a lesson in reinterpretation. Most national anthems, whether full of brotherhood and good will or full of fighting and blood, recited or sung by children from a minority group, would startle most listeners and lead to some sober re-examination.

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"All different all equal" youth campaign in SLOVENIA, 1995

* (also included under "Cultural life", page 94)

AWARENESS-RAISING*

CROSSING BORDERS PROJECT

During the past years, MOST (young volunteers' organisation branch of Service Civil International) has been active in various projects for Bosnian refugees. Some of these projects are aimed at Slovenian children and adolescents, often influenced by the prejudices of the older generations against Bosnians. The most successful projects seem to be high school presentations run by a pair of two young people - a volunteer from Slovenia and a refugee from Bosnia. Using the "resource pack of SCI" (pedagogical exercises from the pack were combined with original information sheets and videos), they visit schools and give presentations. They mostly use the combination of the "chair game", the "photo game" and the "role playing game". To quote the report:

"It worked very well. The students were very happy to have the chance to ask questions and to meet someone their own age who was a refugee. The young refugees themselves found it a positive experience: they were finally given a voice and were enthusiastic about joining the presentations and facing their peers".

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Initiated and run by MOST (Service Civil International, Slovenia)

Contact for further information: MOST, Breg 12, 1000 Ljubljana - SLOVENIA

* (also included under "Education and training", page 29)

AWARENESS-RAISING

YOUNG PEOPLE AGAINST INTOLERANCE

Through the collaboration in the first awareness-raising campaigns (1992-93) against racism carried out by the Spanish Ministry of Social Affairs and several NGOs, it became clear that it was necessary to develop permanent awareness-raising instruments. With this goal in mind, the campaign "Young people Against Racism" was set up, a "permanent campaign aimed at the Spanish Youth Groups working against racism, xenophobia and violence, and against its root, intolerance" and for the defence of human rights. This movement is made up of a consortium of NGOs through the creation of a platform of youth organisations, an association of voluntary workers and youth clubs having a shared goal (the fight against intolerance) which helps to define a positive and joint social identity, countering in this manner the risk of a negative definition of identity (as is the case with those young people who come together around racial violence), and offering the opportunity to join and take an active part in the identification of racism.

The continued presence of "Young People Against Intolerance" in the media, brought about by the silent protests carried out by this association in the streets each time a serious act of violence takes place as a result of any type of intolerance (including ETA terrorism), has made it the most well-known and respected NGO in this field. These protests have contributed in a very effective way to raising awareness in Spanish society of the risk of intolerance as a problem which affects us all, of which we can all become victims.

"Young people against Intolerance" is subsidised by 0.5% of the taxes destined for matters of social interest and by aid from the Institute of Youth of the Ministry of Social Affairs (Instituto de la Juventud del Ministerio de Asuntos Sociales).

* * *

Contact for further information: Esteban Ibarra, Jovenes contra la Intolerancia, c/ Larra 16, 2° izq. Madrid 28004 - SPAIN (Tel: (34) 1 5944920)

AWARENESS-RAISING*

**POLL CONDUCTED AMONG
IMMIGRANT GROUPS**

Many opinion polls, surveys and questionnaires have been directed to the population as a whole to ascertain their attitudes towards immigrants/minority groups as well as towards questions of racism and discrimination. However, no similar research had been conducted among the minority groups themselves.

An opinion poll was scientifically drawn up with the help of researchers and other experts. Four immigrant groups were initially chosen as respondents, and were asked about their experiences and perceptions of attitudes towards them and the discrimination they faced. On the basis of the replies to this poll, a report was presented.

This exercise had three main positive aspects:

1. It asked victims/potential victims about their experience of racism and discrimination, rather than the general public.
2. It helped raise the profile of these issues, which was in part due to the media interest it awakened.
3. The report was subsequently used to approach various bodies, such as labour organisations, the police etc. to demonstrate that their own perceptions of levels of discrimination within their bodies were not necessarily the same as the perceptions of potential victims.

The exercise was subsequently repeated, targeting different groups and the same four groups again, to provide a comparison and measurement over time of levels of discrimination.

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**Initiated by: Ombudsman against Ethnic Discrimination, DO,
103 33 Stockholm - SWEDEN (Tel: (46) 8 23 74 50 - Fax: (46) 8 21 74 14)**

* (also included under "Statistics and research", page 129)

AWARENESS-RAISING

**COMMISSION FOR RACIAL EQUALITY:
UNITING BRITAIN CAMPAIGN**

This three-year campaign aims to inform the general public about the facts surrounding or racial discrimination and racial hatred, and its impact on British society; and to change attitudes in order to make racial discrimination socially unacceptable.

In April 1994, the CRE joined forces with Saatchi and Saatchi, Britain's leading advertising agency, in a partnership designed to create a nationwide campaign "Uniting Britain for a just society".

The campaign consists of three stages. The first aims to raise awareness of the problems of racial discrimination. The second stage explores the various different areas in which problems of racial discrimination manifest themselves. These include issues arising in the workplace, education, housing and the criminal justice system.

The third stage of the campaign will highlight the work that the CRE does in helping to combat these problems.

Saatchi and Saatchi gave its services for free, and in addition undertook to help the Commission with fund-raising efforts to cover the costs the advertising campaign. Major companies were invited to support the campaign, whether as patrons, sponsors, or friends. It has already achieved considerable success, including advertising awards for its hard-hitting posters.

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Contact for further information: Mrs Margaret MICHIE, Commission for Racial Equality, Elliot House, 10/12 Allington Street, London SW1E 5EH - UNITED KINGDOM (Tel: (44) 171 828 7022)

POLICE TRAINING

BUILDING AWARENESS OF IMMIGRANT ISSUES AMONG MEMBERS OF THE ADMINISTRATION, POLICE AND GENDARMERIE

An information programme on "Building awareness of immigrant issues" was initiated by the Belgian Royal Commission for Immigrant Policy for members of the police, gendarmerie and administration, since it was felt that information and training on the cultural background of immigrants can in some cases help determine a "positive" approach to certain situations perceived as problematic. Moreover, it was felt to be very important that immigrants and officials develop positive images of one another.

Several municipalities have taken part in the programme, which lasts 25 hours. It includes modules containing general information (history of immigration, current situation, cultural and religious aspects, young immigrants etc.), practical information (discussions on practical experience, conflict situations etc.), and a day for contact in the field (encounter between the participants and the local immigrant population in a community setting). It is conceived as an introduction to these issues rather than as a training session.

Some important factors in the organisation of this programme are:

- participation must be voluntary: a minimum degree of motivation is required as the programme demands some effort;
- the programme must be supported by the local authorities and heads of respective departments;
- instructors must have the necessary qualifications and experience: many are of foreign origin;
- "key witnesses", often of foreign origin, are engaged in each municipality to illustrate the local situation and make contact with the immigrant associations to be visited. This "key witness" may later become the contact point between police and local communities when problems occur.

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Contact for further information: Mme Eliane DEPROOST (French-speaking co-ordinator) or Mr Houssein BOUKHRISS (Flemish-speaking co-ordinator); Centre pour l'égalité des chances et la lutte contre le racisme, Résidence Palace, 155, rue de la Loi, 1040 Brussels - BELGIUM (Tel: (32) 2 233 07 38 or (32) 2 233 07 71 respectively)

Information taken from: "Police training concerning migrants and ethnic relations", Council of Europe Press, 1994, ISBN 92-871-2459-0

POLICE TRAINING*

**PREPARATION CLASS FOR YOUNG PEOPLE FROM A NON-DANISH
ETHNIC BACKGROUND WISHING TO JOIN
THE POLICE, PRISON STAFF, FIRE BRIGADE ETC.**

The aim of this preparation class is to make it possible for young people of non-Danish ethnic backgrounds to fulfil the requirements for entering the Police Academy and similar institutions.

The course, which started in 1996, will provide participants with lessons in Danish, Danish culture, Danish education methods, knowledge about Danish society and principles of law and teamwork. The idea is that after finishing the course, the participants should be well equipped to compete with Danish applicants in order to enter the Police Academy or similar institutions.

In this way, it should be possible to recruit second-generation immigrants without a special quota system.

* * *

**Initiated by/Contact: Erik SCHULZ, Chefkonsulent, AOF Ballerup,
Telegrafvej 5 A, 2750 Ballerup - DENMARK (Tel: (45) 44 65 11 66 -
Fax: (45) 44 66 28 44)**

* (also included under "Employment", page 110)

POLICE TRAINING

RAISING POLICE AWARENESS OF THE NEED TO COMBAT RACISM

The aim of this "good practice" is to encourage police officers working in the field to talk and think about the contact they have had with various communities in the course of their duties.

A project on these lines was conducted by judges (on a voluntary basis) with the full co-operation of senior police administrators.

It took the form of discussion meetings and seminars for trainee police officers.

This is an interesting experiment which it is worthwhile continuing, although greater consideration should be given to psychological aspects (stress management, how to react to aggressiveness and physical violence or insults).

* * *

Initiated by: the Paris unit for the prevention of racism

**Contact for further information: Mrs Martine VALDES-BOULOUQUE,
Palais de Justice, 2-4 Boulevard du Palais, 75001 Paris - FRANCE -
Tel: (33) 1 44 32 56 16 - Fax: (33) 1 44 32 51 05**

POLICE TRAINING

SUMMER SCHOOLS FOR POLICE OFFICERS

The National Police Study and Training Centre in France organises week-long summer schools where police officers and teachers look at a problem which they have in common, such as teenagers or the family. In recent years, subjects have included "Towards a multicultural society", "Immigrant families", "Teenagers and Immigration" and "Teenagers in France and North Africa".

The programmes are prepared by universities and researchers, and include working groups and field visits. The real-life experience of the trainees is utilised, and the course aims to break down prejudices and change attitudes. Teachers include university staff, people in charge of associations for immigrants or working with them, and other professionals (police department and judiciary staff).

* * *

Initiated by: National Police Study and Training Centre, Ministry of the Interior, Plateau du Moulon, 91192 Gif-sur-Yvette Cedex- FRANCE

Information taken from: "Police training concerning migrants and ethnic relations", Council of Europe Press, 1994, ISBN 92-871-2459-0

POLICE TRAINING

APPOINTMENT OF CONTACT PERSONS WITHIN POLICE FORCES

Since victims of discrimination or racism are often unwilling or afraid to contact the police, the police force in one town appointed 10 individuals who can be contacted confidentially by victims of racism, particularly women, who might be afraid of other police officers.

These individuals are also responsible for identifying xenophobic tendencies within the police force and informing their colleagues.

* * *

Contact for further information: Herr Kurt MAIER, Polizeipräsidium für Landkreis Giessen und Lahn-Dill-Kreis und Polizeistation Giessen 1, Karl Glöckner-Strasse 2, 35394 Giessen - GERMANY (Tel: (49) 641 70 06 20 40)

Information taken from: "Police training concerning migrants and ethnic relations", Council of Europe Press, 1994, ISBN 92-871-2459-0

POLICE TRAINING

POLICE TRAINING

An important aspect of the combat against racism and xenophobia is the involvement of the police. Appropriate basic training and in-service training should make it easier for police officers to identify racist offences, to deal with temporary friction between communities and to avoid committing what are commonly referred to as "tragic mistakes".

Basic training for the police

At the new *Ecole de police et de gendarmerie* (EPG), considerable importance is now attached to psychology and to making trainee police officers and *gendarmes* aware of human rights issues.

Trainee police officers do not, however, only attend theoretical classes. The EPG also organises practical training courses during which trainees attend outside conferences and go out into the field. Since 1994, conferences on refugees and discussion meetings with the ASTI (an association providing support for immigrant workers) have been held during each training course. The programme also includes an evening with a meal, songs and discussions with immigrants. The practical part of the course therefore entails an interactive approach, designed to accustom trainees to discussing problems with immigrants in the course of their future duties.

In-service training of police officers

The in-service training of police officers, in particular examinations for promotion, also includes classes on the legislation against racism and discrimination and on relations with immigrants, an area in which attitudes are changing.

* * *

Ecole de police et de gendarmerie - LUXEMBOURG

POLICE TRAINING

"ROTTERDAMSE ANTI DISCRIMINATIE ACTIE RAAD" (RADAR)

Specific projects and activities of RADAR in cooperation with the Rotterdam-Rijnmond police force include:

- RADAR was the first anti-discrimination body in the Netherlands to successfully request the public prosecutor to assign a special prosecutor for discrimination cases. For the same reason every police district in the region of Rotterdam has a special liaison officer for discrimination and harassment cases. These officers have regular meetings, presided by the coordinating public prosecutor, which are also attended by RADAR. In these meetings, recent cases on the subject are discussed and developments and experiences on discrimination and harassment cases and right-wing extremist activities are exchanged.
- For the last two years, RADAR has employed a lawyer who has formulated and implemented an extensive programme to tackle discrimination both within the police force and in their contacts with the public. The main aim of the project is to improve the police officers' knowledge of how to tackle racial discrimination and harassment. To this aim, an extensive handbook and summary on these matters were developed. Pilots were made for in-service training on these issues and a video-film is being produced for the police, which can be used in information sessions for the public in matters concerning racial discrimination and harassment. This RADAR-project, aimed at advising and instructing the Rotterdam police force on these issues, was requested by the police themselves.
- RADAR, in association with the Rotterdam Police force and the city of Rotterdam, organised an international expert meeting entitled "Policing for a multi-ethnic society, principles, practice and partnerships" which took place in Rotterdam in May 1996. A charter on this issue was one of the main products of the conference.
- With European funding, RADAR is starting a project with the key-word "Multi-Agency Approach". In this context, cooperation with and exchange of information between RADAR and the police will be further improved and structuralised.

* * *

Contact for further information: RADAR, P.O. Box 1812, 3000 BV Rotterdam - NETHERLANDS (Tel: (31) 104128433 - Fax: (31) 104128433)

POLICE TRAINING

**TRAINING PROGRAMME FOR MANAGING
POSITIVE ACTION STRATEGIES**

A training programme, entitled "Indian Summer Course", has been designed to elicit commitment to positive action strategies at the top level of police management, since it is often difficult to link the operational level to the more strategic management level.

The course is built on the principle that an organisation cannot change its structure and culture without first taking the following steps:

- there has to be a certain pressure to change the situation;
- there has to be clear and inspiring leadership;
- there has to be a policy strategy;
- this strategy must be carefully implemented;
- at the start, "guided action" should be used at the operational level.

One successful feature of the course is the "interview days" for participants afterwards, to guide and support the steps taken in the different organisations.

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**Initiated by: Police Study Centre, Rijkstraatweg 127, 7231 AD Warnsveld -
NETHERLANDS**

**Information taken from: "Police training concerning migrants and ethnic
relations", Council of Europe Press, 1994, ISBN 92-871-2459-0**

POLICE TRAINING*

ENCOURAGING A MORE REPRESENTATIVE POLICE FORCE

The importance of recruiting and appointing police officers from ethnic minorities for improving relations between the police and the public and avoiding conflicts is recognised. Achieving a more representative police force involves adapting the system of recruitment, selection, training and supervision. Examples of steps to be taken could include:

- revision of examination materials and methods, not to lower standards and criteria but to fine-tune them;
- better prospects for ethnic minority trainee police to undergo adequate training. Revision of materials used and awareness-raising among teachers;
- improving relations with colleagues who may sometimes even be hostile: intercultural managerial skills, inter-ethnic communication, group dynamics and assessment skills;
- permanent feedback from inside and outside the organisation on results of positive action policies.

* * *

Initiated by: Anne Frank Stichting, P.O. Box 730, 1000 AS Amsterdam - NETHERLANDS (Tel: (31) 20 55 67 100 - Fax: (31) 20 62 07 999)

Information taken from: "Police training concerning migrants and ethnic relations", Council of Europe Press, 1994, ISBN 92-871-2459-0

* (also included under "Employment", page 114)

POLICE TRAINING

POLICE TRAINING

The Swiss Police Institute organises courses and decentralised seminars on the theme "Police and ethnic minorities".

They deal with the following subjects:

- a) migration;
- b) cultural bases of different societies;
- c) development of the status of non-citizens in Switzerland;
- d) police ethnic minority relations;
- e) multicultural practice, eg: police as seen by ethnic minorities; avoiding possible misunderstandings; significance and weight of words; attitudes as regards laws and regulations; gestures;
- f) conclusions.

These courses and seminars have been given in all the French-speaking cantons throughout 1996. The duration is 4 hours.

Their aim is to improve the quality of relations between the police and ethnic minorities.

The participants are police instructors who have followed a course of transactional analysis and police officers who may act as trainers. They belong mainly to cantonal or municipal police forces.

* * *

Initiated by: the Swiss Police Institute at Neuchâtel

Contact for further information: Mr Jean-Robert WARYNSKI, Director of the Swiss Police Institute, Faubourg de l'Hôpital 3, Case postale, 2001 Neuchâtel - SWITZERLAND (Tel: (41) 38 24 79 55 - Fax: (41) 38 25 65 56)

POLICE TRAINING

SPECIALIST SUPPORT UNIT FOR POLICE TRAINING

The Specialist Support Unit was set up to assist the British police service to develop the community and race relations aspect of police training. It works with more than 50 training establishments, with the following strategy:

- to create a national police trainers who have specialist skills (six-week trainers' course);
- to design training programmes (and support materials) for these trainers to deliver in their own establishments (four-phase training programme);
- to undertake strategic planning with the management of those establishments to ensure the implementation of these programmes and the integration of community and race relations into the wider training curriculum.

Its specific objectives also include providing advice and assistance in the development of community and race relations strategies as an integral part of police training strategies nationally; establishing a community and race relations training resource bank; facilitating input to police training from lay contributors; disseminating relevant information and research.

Particular importance has been attached to the involvement of members of minority communities in the Unit's work. One vital element of the six-week trainers' course is the "host family interface", in which each participant spends the third weekend of the course as a guest in the household of a minority group.

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Initiated by: Specialist Support Unit - UNITED KINGDOM

Contact for further information: Jane GOSLING, Operational Policing Policy Unit, Home Office, 50 Queen Anne's Gate, London SW1H 9AT - UNITED KINGDOM (Tel: (44) 1 712 73 37 46)

Information taken from: "Police training concerning migrants and ethnic relations", Council of Europe Press, 1994, ISBN 92-871-2459-0

POLICE TRAINING

HOLLY ROYDE SEMINAR

This seminar aims to develop police officers' knowledge of current community and race relations issues, including policy development at national and force level; to examine how these developments impact on operational policing; and to "kick-start" action in forces to address specific community relations issues.

The seminar's objectives are:

- to examine recent developments which are likely to be of significance in understanding race and community relations, particularly as they affect operational policing;
- to develop effective strategies for the policing of different communities and to understand the means by which they can be achieved;
- to enable participants to prepare and implement action plans to be applied within their own police force.

A briefing pack of relevant information, together with the full seminar programme, is distributed to participants beforehand.

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Contact for further information: Jane GOSLING, Operational Policing Policy Unit, Home Office, 50 Queen Anne's Gate, LONDON SW1H 9AT - UNITED KINGDOM (Tel: (44) 1 712 73 37 46)

CULTURAL LIFE

CULTURAL LIFE*

MONOLOGUE "THE STORY OF A LAND SURVEYOR"

The aim of this project was to make the true story of a real Vietnamese refugee in Finland known and understandable to the public and thereby to diminish prejudice, by means of low key entertainment - the drama.

A well-known theatre in Finland, which produced most plays in both Swedish and Finnish, took the initiative of interviewing in detail one of the first Vietnamese refugees in Finland, a registered land surveyor in Vietnam who had come to Finland as a boat refugee. He told his life story to the director of the theatre and a playwright, who wrote the monologue on the basis of the taped interview. The monologue is performed in an everyday tone, although the story it tells is horrific, thus making the story very human and allowing the spectator to identify with the protagonist. One of its merits is that it conveys only the subjective experience of the individual in question, and does not condemn Finns or call them racist.

The play has been performed more than 100 times in various schools, organisations, festivals, seminars etc. all over Finland. It has also been performed in other Nordic countries and in Austria, Switzerland, Lithuania and Russia, with simultaneous interpretation. Other actors have taken up the monologue in various countries.

* * *

**Initiated by: Asko SARKOLA, Lilla Teatern, Georgsgatan 30,
00100 Helsinki - FINLAND (Fax: (358) 0 644265)**

* (also included under "Awareness-raising", page 57)

CULTURAL LIFE

ACTION FOR EQUALITY AWARDS

The aim of this project is to recognise good equality practices in Irish society.

The awards cover any projects or initiatives towards the achievement of a more equal society, including development of inter-cultural relationships and removal of discrimination based on ethnic or national origin or nationality. Entries are adjudicated by a panel representing the government, NGOs, social partners and RTÉ (national radio/TV station). Winning entries will feature in a series of RTÉ TV programmes in Autumn 1996.

One hundred and forty applications have been made. Awards will be made in Autumn 1996.

* * *

**Initiated by: Department of Equality and Law Reform, 43-49 Mespil Road,
Dublin 4 - IRELAND**

CULTURAL ACTIVITIES IN THE REGION OF LAZIO

The region of Lazio in Italy has a higher concentration of non-citizens, particularly non-EU citizens, than any other region of Italy. Although most of these non-citizens seem to be in a relatively stable situation, others experience problems of integrating into society, particularly in the areas of work and housing. This is due in part to a lack of adequate services to deal with new immigration patterns and also to an underlying mistrust towards groups concerned.

The Region of Lazio has launched a whole series of initiatives aimed at fostering solidarity, knowledge of different cultures and education for co-existence and interculturalism. These initiatives have focused on two main areas: familiarisation with immigrants' cultures and experiences, and creating a culture of mutual solidarity. Obviously, such initiatives are integrated into a range of political initiatives aimed at improving the economic and social factors associated with problems, for example, policies in the housing, employment and health sectors.

Some of the initiatives taken include:

- Intercommunity links: this programme involves a series of events organised over a two-week period in various venues accessible to the whole population, Italians and non-citizens alike, giving these groups the chance to get to know each other and participate in joint activities. There is a cultural area with stands for the various communities and an area where dance or music performances, films, exhibitions and fashion shows are staged, traditional dances are taught to the public etc. There are also debates and meetings of various kinds on the issues of immigration, interculturalism and integration into society and employment. A special section caters for children. It is hoped that such events will be further decentralised in the future to outlying districts.
- Information: regular press channels are used to disseminate a daily bulletin dealing specifically with intercultural and immigration matters and providing information on the various public and private sector initiatives in this field.
- Twinning campaign between schools in Lazio and schools in developing countries: this campaign has aroused interest on the part of teachers and primary and secondary school pupils and involves the direct participation of the immigrant population, who may for example act as intermediaries with their countries of origin. Initial and in-service training seminars for teachers have been organised in participation with partners in developing countries, and meetings and exchanges have been organised between pupils in the participating schools. One of the main results of the campaign has been the participation of (mainly technical and vocational) schools in practical co-operation development initiatives in their twin countries.
- Intercultural education campaign: this campaign involves a number of information and training programmes, along with the production of teaching materials and courses and a series of classroom visits, by representatives of the various ethnic groups.
- The "Per dire uguali" (to speak as equals) campaign: this campaign deals specifically with combating racism and xenophobia and is aimed at upper secondary schools, focusing on a range of training, information and similar activities. Links have been established between schools and the worlds of scientific research, specialised publishing, voluntary organisations and other social forces.

* * *

Initiated by: **Comune di Fiorano-Modena, Via G. d'Arezzo 18, 41049 Sasvolo - ITALY**

Information taken from: **"Tackling racism and xenophobia: Practical Action at the local level", Council of Europe Press, 1995. ISBN 92-871-2695-X**

* (also included under "Specialised bodies", page 45)

CULTURAL LIFE*

**SCIENTIFIC AND PRACTICAL CONFERENCES
ON THE POLITICAL AND ETHNIC TOLERANCE
ASPECTS OF INTEGRATION**

Conferences have been organised in Latvia on topics such as "Tolerance in Democratic and Free Society", "Multinational Society: Reality and Perspective in Daugavpils" (a Latvian city with a very high proportion of Russians, Poles and Belarusians), "Tolerance and Intercultural Dialogue".

The organisation of conferences with a wide participation, including for example philosophers, scientists, historians, writers, politicians etc. can lead to an important discussion of the philosophical and political aspects of issues of racism and intolerance, seen in the light of the national or local situation.

Such conferences can stimulate lively audience participation, and the conclusions can be widely publicised in the mass media, leading to further debate.

Conferences may be organised by associations or institutes, and may also receive practical assistance from State institutions.

Such activities may positively influence the socio-psychological balance of the society and the development of the political process in the country concerned, as well as contributing to the humanisation of its legislation.

* * *

LATVIA

* (also included under "Statistics and Research", page 128)

**AMSTERDAM'DAKI ANADOLU
ANATOLIE IN AMSTERDAM**

Despite more than 30 years of Turkish migration to the Netherlands, a lot of people still have stereotyped ideas about how Turkish people look, how they live, pray, what they eat and so on. Often these views are negative: it is believed that Turkish people still work only in factories, have no higher education and in the end will all go back to Turkey eventually.

However, since the arrival of the first migrants in the 60s' a lot of this has changed. Some people, mainly of the older generation, would like to return to their country, but many of the younger generation prefer to stay in the Netherlands. Some are integrated and others are not. Turkish people work in banks, are artists, schoolteachers, work in museums and so on.

These are only a few examples of the diversity of the Turkish community today. So there is no consistency in the lifestyle and behaviour of Turkish people, just as there is not among the other citizens in Amsterdam.

It is this diversity that the museum wants to demonstrate by giving the Turkish people the opportunity to present themselves by means of communication. It has organised exhibitions, video clips and several events. One exhibition is a photo documentary of the village Kesikköprü in Turkey. This exhibition which contains pictures in black and white and in colour was shown in Kesikköprü in May 1995. Kesikköprü has friendship ties with Bos en Lommer, a district of Amsterdam. The photo exhibition shows the everyday life of Turkish people in the countryside.

Many of the Turkish people who migrated in the 60s and 70s to the Netherlands came from a similar background. And even today many of the younger Turkish generation, born in the Netherlands, have family or friendship ties with people in those typical Turkish villages.

Other exhibitions show how the Turkish people live their lives in Amsterdam together with the other citizens. In a "communication machine" there are 11 video presentations which show interviews with young Turkish people in the Netherlands. In these video presentations they give their comment on certain subjects like housing, family ties, their relationship with Turkey. All the eleven subject videos contain interviews, and the public has the opportunity to comment on those interviews. In a special video cabin, integrated in the "communication machine", they can tell their own story in front of the camera. If they don't wish to do this they can type or write down their comments.

These statements are edited by the museum and integrated with the original material. In this way, the public can participate in the video presentation and in the end we hope that all items will show a diversity of opinion, not only from Turkish people but also from the other visitors. The most interesting interviews are broadcast on cable television.

Another part of the exhibition is a wall that contains objects from the Turkish community. These objects are collected with the help of 40 to 50 Turkish community centres and Turkish associations in and around Amsterdam. Turkish people who come to the exhibition in groups receive a guided tour and participate in collecting objects for our wall. The people in the group were asked to think of an event that has occurred since they were in Holland which is very special to them. Then they were asked what kind of object goes with the event. In the end, the museum displays the object and the personal story that goes with it.

The exhibition also includes live performances of Turkish artists and classical Turkish dinner nights.

* * *

**Contact for further information: Mrs T.A.M. KONSTEN, Amsterdams Historisch Museum,
Nieuwezijds Voorburgwal 359, 1012 RM Amsterdam - NETHERLANDS (Tel: (31) 20 523
18 22 - Fax: (31) 20 620 77 89)**

THE "MOHAMMED OLSEN" PROJECT

"Mohammed Olsen" is the name of a bus that has been touring Norway, from the northern to the southern part of the country. The aim has been to promote and present cross-cultural activities to change attitudes towards immigrants and to initiate cooperation between the various communities.

The following idea of integration has resulted in the name "Mohammed Olsen": when separate pieces are put together, a new whole is obtained. And although the new whole may seem disconcerting to begin with, the scepticism will in time turn into curiosity and interest as one gets used to it.

The project has been carried out in two stages. Firstly there was a planning stage where each of the municipalities involved committed themselves to prepare the community for the arrival of "Mohammed Olsen". This would involve cooperation between the different services in the municipality to prepare a common programme with a number of cross-cultural activities. The second stage was when "Mohammed Olsen" actually arrived. The bus was filled with exhibitions, books, fairy tales, basic information, etc. About fifteen municipalities took part in the project and several thousands of people were involved.

The basic strategy was to encourage local involvement within the communities before the actual event - the bus arrival. A genuine involvement and thorough preparation in the community, in addition to the "occasion" created by the bus, was a powerful combination to bring about a change in attitudes. The evaluation report of the project concludes that the tour was reasonably successful.

The project was financed by various public institutions and carried out by the project management in cooperation with the Directorate of Immigration, Norway.

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Initiated by: the Directorate of Immigration, Elveveien 75, 1324 Lusaker - NORWAY

* (also included under "Awareness-raising", page 62)

CULTURAL LIFE*

THE GROUP FOR SOCIAL DIALOGUE (GSD)

GSD is an independent, non-governmental and non-profit-making association set up at the beginning of 1990. This association aims to defend and promote the values of democracy, freedom and individual dignity, using as its main instrument social dialogue.

Since its creation, the association has offered an institutionalised frame for debate and resolution of the problems which confront Romanian society in this period of transition. Every year, GSD organises meetings, round tables, conferences and seminars which contribute to reducing the tensions and intolerance existing in Romanian society. The representatives of the parties concerned always participate in these meetings, as do moderators who provide the stability needed to ensure an effective dialogue.

The GSD members are well-known personalities in Romanian cultural life, who are recognised both nationally and internationally.

Due to the high standing that the GSD enjoys in political circles as well as in civil life, it has a real moral authority which intervenes promptly and effectively wherever an example of intolerance occurs, irrespective of its nature: in relations between trade unions and employers, in relations between the party in power and the opposition, in relations between national minorities and the Romanian population, etc.

* * *

Initiated by/Contact: Mr Radu FILIPESCU, President of the Group for Social Dialogue, 120, Calea Victoriei, urban district 1, code 70179, Bucharest - ROMANIA (Tel/Fax: (40) 1 614 14 71)

* (also included under "Mediation", page 134)

CULTURAL LIFE*

While most national anthems tend to be self-righteous and belligerent, Slovenia provides an interesting exception. Its anthem, by a famous romantic poet, is a paragon of virtues, proclaiming:

God's blessing on all nations
Who long and work for that bright day,
When over earth's habitation
No war, no strife shall hold its sway;
Who long to see
That all men free
Nor more shall foes but neighbours be.

This poem was used during the "All equal - all different" campaign in a deliberately startling way: it was recited by various outsiders, most prominently by a little refugee girl from Bosnia. In her far from perfect, heavily-accented language, the meaning of the poem stood out in a fresh, almost shocking way. She seemed to ask: Do you know what these words actually mean? Can I be the neighbour you glorify? Can we stop postponing that bright day and just start it today?

In short, this TV spot (winner of the highest national award for the tolerance campaign) forced the public to take a fresh look and to rethink a popular cliché. It was a lesson in reinterpretation. Most national anthems, whether full of brotherhood and good will or full of fighting and blood, recited or sung by children from a minority group, would startle most listeners and lead to some sober re-examination.

* * *

"All different all equal" youth campaign in SLOVENIA, 1995

* (also included under "Awareness-raising", page 65)

CULTURAL LIFE*

**FESTIVAL TO BRING TOGETHER
ASYLUM-SEEKERS AND LOCAL RESIDENTS**

An asylum-centre had been established in a small town in Sweden, giving rise to hostility among local residents and a feeling of isolation among the asylum-seekers. Consequently, a special project was set up to deal with this problem.

The project gained the support of the silent majority of the native population of the town, and the asylum-seekers were closely involved from the outset. The project was based in the asylum-centre. The first main objective was to reach the silent majority of the population, and this was primarily achieved through schools and teachers. Teachers from the asylum-centre and local schools took part in half-day seminars, and a theatre performance was staged for them and for the school children and subsequently in the asylum-centre. The interest and contacts which followed led to the organisation of a festival, prepared by local children and adults to welcome the asylum-seekers through the media of art, songs, poems, drama, music etc.

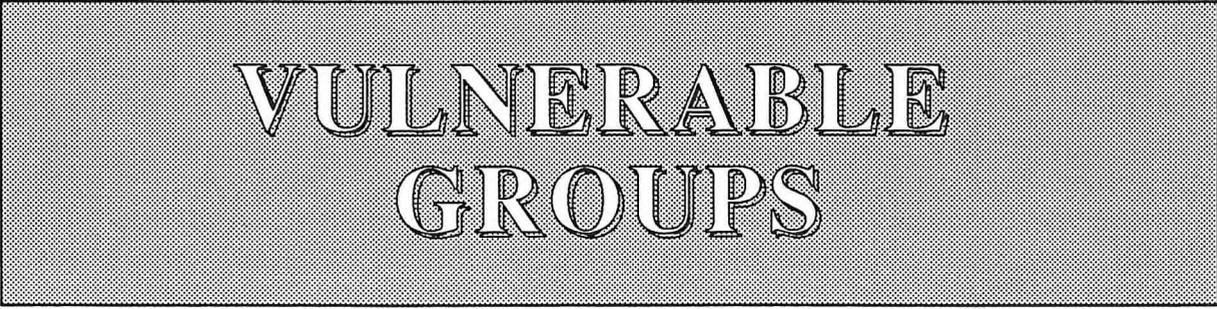
The project involved all schools and pre-schools in the district as well as the asylum-seekers and immigrant groups. During its conception and realisation, it received wide and positive media coverage and proved successful in defusing conflicts and negative opinions. The project was filmed and a booklet published, and this material is used by governmental and non-governmental organisations working on the problems of racism and xenophobia.

* * *

Initiated by: The Globetree Foundation, P.O. Box 22206, 10422 Stockholm - SWEDEN

Information taken from: "Tackling racism and xenophobia: Practical Action at the local level", Council of Europe Press, 1995. ISBN 92-871-2695-X

* (also included under "Vulnerable groups", page 104)



VULNERABLE
GROUPS

VULNERABLE GROUPS*

VESTERBRO IMMIGRANT INFORMATION

Vesterbro, one of the poorest areas in Copenhagen with a high immigrant population and many social problems, was chosen for an extensive urban renewal project, lasting several years. In order to ensure that this urban renewal process also brought significant change to the social structures and environment of the area, it was considered important to involve the local immigrant population as well. This however proved difficult due to cultural and linguistic barriers.

The aim of the Vesterbro Immigrant Information project was to communicate the urban renewal project to the relevant migrant groups and communicate the migrant groups' desires and needs to the relevant authorities. To this end, young unemployed second-generation immigrants were trained to use their bilingual and bicultural backgrounds to pass on information to other immigrants via local TV. The project thus had a two-fold aim: firstly to promote local immigrant networks and their participation in the urban renewal process, and secondly to improve the prospects for young immigrants and strengthen their prospects of employment and integration. They were given training in the Danish language, the national heritage, proficiency in writing and translation and practical and technical TV experience.

* * *

Initiated by: Vesterbro Immigrant Information, Byfornyelsescentret, Valdemarsgade 4, 1665 V Copenhagen - DENMARK (Tel: (45) 31 22 95 22 - Fax: (45) 31 22 65 22)

Information taken from: Council of Europe meeting on "The Role of the Media in Promoting Integration and Equal Opportunities for Immigrants" (Solingen, 30 November - 2 December 1994), document MG-EO (94) 45

* (also included under "Media", page 119)

ASSISTANCE TO GREEK MUSLIMS AND FOREIGNERS LIVING IN ATHENS

Approx. 13,000 Greek citizen-members of the Muslim minority of W. Thrace are currently living in Athens. They are concentrated at a rather central but degraded part of the city, in very poor housing conditions and related public services where rents are exorbitant and buildings often lack all modern amenities. This group of the population feels more and more cut-off from the rest of the local community and is desperately in need of help, in order to avoid a complete ghetto situation.

The Municipality of Athens (i.e. the local authority which deals with the downtown/historic centre of the Athenian conglomeration), upon recommendation of a committee supported by all political groups, is in the process of initiating a Programme of Action which is not only addressed to Greek Muslims but also to foreign immigrants and deals with the following:

- 1) establishment of a permanent inter-party co-ordinating committee which will secure the co-operation of all the services concerned and will be politically responsible for the success of the Plan;
- 2) establishment of an Information Bureau which may eventually be developed into a Centre of Social Assistance, including support services on social, psychological and labour matters;
- 3) publication of an information leaflet for foreigners in Greek, English, French, Arabic, Albanian, Spanish and other languages;
- 4) settlement of problems of registration of marriages, births, etc. and of stay permits;
- 5) problems of education and training. They should be resolved in collaboration with the interested groups, in order to tackle real needs and not theoretical ones. They should be given the possibility to learn both their own mother tongue as well as Greek. Such actions could be financed by EU funds;
- 6) better understanding by "awareness-raising" of the local community regarding groups concerned;
- 7) use of the Municipal Radio for the above-mentioned actions;
- 8) municipal nurseries will accept babies and toddlers under the same conditions applicable for children. Vaccination will also be provided. Nurseries organised by groups concerned will be supported (eg. delivery of free meals).

The first results of the Programme of Action will be shown in mid-1996. A collaboration with NGOs and groups concerned has been initiated.

* * *

Initiated by: Athens Municipal Programme of Action for Greek Muslims and Foreigners

VULNERABLE GROUPS

FOUNDATION FOR SELF-RELIANCE

The economic situation in Hungary is currently rather difficult, and the Roma/Gypsy population is particularly disadvantaged as regards employment and dismissal, partly due to prejudices among the rest of the population.

One initiative started up in Hungary by the Foundation for Self-Reliance has proved so successful that its originator was awarded the Alternative Nobel Prize in 1995. The main purpose of the programme, which is governed by the Foundation, is the development of self-reliance. It supports civil organisations whose aim is to develop the social and economic autonomy of ethnic minorities. Such organisations should endeavour to develop local societies and their own internal democracy and their members should play an active role in determining what is really needed and in the development of a job plan. The organisations may receive a grant or interest-free loan from the Foundation.

A condition for receiving a grant or loan is that the recipient invests money, time and energy in the project. Priority is given to applicants who have successfully exploited the idea of self-reliance, by assessing needs, formulating solutions, and promoting group democracy. The Foundation thus provides help and the opportunity of work and enterprise to those who have proved that they really want to work. This encouragement to self-reliance among the poor and unemployed is a new way of solving not only the current situation, but also to developing self-respect. For example, the Foundation provides tools and land for groups of Roma/Gypsies who have proved that they wish to work.

An advisory board is set up to help the applicants meet the above-mentioned requirements. It terminates its activities when a clearly defined, democratically-formed project has been developed and accepted by all members of the group. When the project is implemented, the advisors withdraw, since the development of the required skills may be hampered by their presence. The publicity surrounding the initiative guarantees that the donation will be put to the best possible use.

In 1996 the Hungarian government included this programme in its programme for resolving the crisis faced by the Roma/Gypsy population.

* * *

Initiated by: Dr András BIRÓ, Foundation for Self-Reliance, Budakeszi út 55/D P/7 V/2, 1021 Budapest - HUNGARY (Tel: (36) 1 393 09 37)

VULNERABLE GROUPS*

**INTERMINISTERIAL COMMITTEE FOR THE RECEPTION AND
INTEGRATION OF THE EAST TIMOR COMMUNITY**

Resolution 53/95 of the Council of Ministers, published in the Official Gazette (second series) on 7 December 1995, set up the Interministerial Committee for the Reception and Integration of the East Timor Community.

The tasks of this Committee are to co-ordinate and assess proposals for the development of integrated policies promoting the reception and integration of the East Timor Community in Portugal.

The Committee is composed of representatives of the Ministries of Foreign Affairs, the Interior, Justice, Education, Health, Training and Employment, and Solidarity and Social Security.

It is co-ordinated by the representative of the Ministry of Solidarity and Social Security.

The Ministry of Justice is currently examining the possibility of making a free distribution of identity cards to East Timor citizens, finding them suitable, if only temporary, accommodation so that they can be housed permanently and employing them in departments run by the Ministry of Justice, with a view to preparing them to study and learn Portuguese so that they can attend school as of the following year.

In February the Committee is expected to put forward practical proposals for improving the conditions of reception and integration of this community. These will be submitted to the Government through the Minister for Solidarity and Social Security.

* * *

**Initiated by: Direcção Geral da Acção Social, Avenida Miguel Bombarda,
n° 1 - 1000 Lisboa - PORTUGAL**

* (also included under "Specialised bodies", page 50)

VULNERABLE GROUPS*

ROMA/GYPSY MEDIATORS

One example of good practice, which is of a semi-public nature in that it is to a large extent funded by the Government, is the training of Roma/Gypsy mediators within the framework of the Programme for the Social Advancement of Roma/Gypsies run by the Santa Casa da Misericórdia.

The aim of these mediators (whose training was completed in 1994) is to act as a link between the Roma/Gypsy community and public and private institutions. Their work involves identifying the needs of the Roma/Gypsy community and providing assistance in the areas of employment, education, housing, etc.

* * *

Initiated by: Mrs Elisabeth MATEUS - Programme for the Social Advancement of Roma/Gypsies, Programa de Promoção Social dos Ciganos, Santa Casa da Misericórdia, Largo Trindade Coelho - PORTUGAL

* (also included under "Mediation", page 133)

VULNERABLE GROUPS*

**FESTIVAL TO BRING TOGETHER
ASYLUM-SEEKERS AND LOCAL RESIDENTS**

An asylum-centre had been established in a small town in Sweden, giving rise to hostility among local residents and a feeling of isolation among the asylum-seekers. Consequently, a special project was set up to deal with this problem.

The project gained the support of the silent majority of the native population of the town, and the asylum-seekers were closely involved from the outset. The project was based in the asylum-centre. The first main objective was to reach the silent majority of the population, and this was primarily achieved through schools and teachers. Teachers from the asylum-centre and local schools took part in half-day seminars, and a theatre performance was staged for them and for the school children and subsequently in the asylum-centre. The interest and contacts which followed led to the organisation of a festival, prepared by local children and adults to welcome the asylum-seekers through the media of art, songs, poems, drama, music etc.

The project involved all schools and pre-schools in the district as well as the asylum-seekers and immigrant groups. During its conception and realisation, it received wide and positive media coverage and proved successful in defusing conflicts and negative opinions. The project was filmed and a booklet published, and this material is used by governmental and non-governmental organisations working on the problems of racism and xenophobia.

* * *

Initiated by: The Globetree Foundation, P.O. Box 22206, 10422 Stockholm - SWEDEN

Information taken from: "Tackling racism and xenophobia: Practical Action at the local level", Council of Europe Press, 1995. ISBN 92-871-2695-X

* (also included under "Cultural life", page 95)

VULNERABLE GROUPS

FACILITIES FOR ROMA/GYPSY TRAVELLERS

The purpose of this good practice is to offer Roma/Gypsy travellers proper facilities in the places where they stop and thus help to reduce the mistrust of the local population.

This is a pilot project which has just been launched by the government of the Italian-speaking canton of Ticino. Evaluation of its impact is not yet possible.

* * *

Initiated by: Government of the Canton of Ticino

Contact for further information: Mr Alex PEDRAZZINI, Consigliere di Stato, 6500 Bellinzona - SWITZERLAND

EMPLOYMENT

EMPLOYMENT

EMPLOYMENT PROJECT

The aim of this project is to create jobs for skilled Danes and Danish-speaking ethnic minorities, and to give ethnic minorities a higher profile in society.

A number of organisations (both public and private) were contacted by an employment office. The organisations were invited to describe a project they would like to undertake but which they could not finance themselves. They were then offered the services of a person from an ethnic minority who was able to do the job. The person chosen received support both from the organisation and the employment office.

This project started in the winter of 1995-96. It was first implemented by the Danes and judging from its initial success it is estimated that 50% of participants will hold a regular job within a year. The remaining 50% will gain experience which will improve their qualifications.

* * *

**Initiated by/Contact: AF-Chef Ole Bent JACOBSEN, AF-Storkøbenhavn,
Vesterbrogade 123, 1620 Copenhagen V - DENMARK (Tel: (45) 35 55 10 20-
Fax: (45) 33 55 10 72)**

EMPLOYMENT*

**PREPARATION CLASS FOR YOUNG PEOPLE FROM A NON-DANISH
ETHNIC BACKGROUND WISHING TO JOIN
THE POLICE, PRISON STAFF, FIRE BRIGADE ETC.**

The aim of this preparation class is to make it possible for young people of non-Danish ethnic backgrounds to fulfil the requirements for entering the Police Academy and similar institutions.

The course, which started in 1996, will provide participants with lessons in Danish, Danish culture, Danish education methods, knowledge about Danish society and principles of law and teamwork. The idea is that after finishing the course, the participants should be well equipped to compete with Danish applicants in order to enter the Police Academy or similar institutions.

In this way, it should be possible to recruit second-generation immigrants without a special quota system.

* * *

**Initiated by/Contact: Erik SCHULZ, Chefkonsulent, AOF Ballerup,
Telegrafvej 5 A, 2750 Ballerup - DENMARK (Tel: (45) 44 65 11 66 -
Fax: (45) 44 66 28 44)**

* (also included under "Police training", page 74)

EMPLOYMENT*

**"DEUTSCHE WIRTSCHAFT GEGEN AUSLÄNDERFEINDLICHKEIT"
"GERMAN INDUSTRY AGAINST XENOPHOBIA"**

In January 1993, the top level associations of the German economy jointly published a leaflet with the following objectives:

- manifesting the solidarity of the economic sector with the non-citizens lawfully living and working in Germany;
- preventing any deterioration in the working climate;
- combating xenophobia among the population by means of purposeful information;
- acknowledging the contribution of foreign workers, self-employed persons and investors to the prosperity of the German economy.

A large number of copies was made available to member associations and firms; copies of the leaflet were even reordered owing to high demand. It was distributed in firms and published in the media.

* * *

**Initiated by: Herr Jens KÖLLMANN, Bundesvereinigung der Deutschen Arbeitgeberverbände, Gustav-Heinemann-Ufer 72, 50968 Köln - GERMANY
(Tel: (49) 221 37 95 149)**

* (also included under "Awareness-raising", page 59)

EMPLOYMENT*

JOINT ACTION BY MANAGEMENT AND LABOUR
"ZUSAMMENLEBEN MIT AUSLÄNDERN - GEMEINSAM GEHT'S
BESSER"
"COEXISTENCE WITH FOREIGNERS - BETTER OFF TOGETHER"

The Confederation of German Employers and the German Trade Union Federation seek to counter trends towards increasing extremism and readiness to use violence against non-citizens. This long-term joint action is designed to support the education of apprentices and trainees in German industry with a view to promoting tolerance, violence-free resolution of conflicts and at the same time more understanding for migrants.

Since the autumn of 1994, both sides of industry, i.e. the management and the workers' representations, have been providing information not only to the general public, but also to individual firms, and especially to those with the responsibility for internal communication in these firms. Comprehensive material is made available to trainers, which consists of general information, statistics, educational videos, material and guidance for lessons. The joint action is supported by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth.

* * *

Initiated by: the German Confederation of German Employers' Associations and the German Trade Union Federation

Contact for further information: Frau Dr. Helga HERRMANN, Koordinierungsbüro der Sozialpartner - Aktion beim Institution der deutschen Wirtschaft e.V., Gustav-Heinemann-Ufer 84 - 88, 50968 Köln - GERMANY (Tel: (49) 221 49 81 726)

* (also included under "Awareness-raising", page 60)

EMPLOYMENT

**GENERAL DECLARATION
AGAINST RACIAL DISCRIMINATION
(CODES OF CONDUCT)**

An initiative of the Department of Home Affairs of the Netherlands led to a General Declaration against Racial Discrimination. Accordingly, on 14 October 1992 all the large social organisations signed a declaration to promote the issuing of codes of conduct against discrimination in every sector of society.

A lot of organisations have set up their own codes of conduct: since 1993 codes have been published, for example, for the hotel and catering industry, the retail trade and insurance.

At the request of the Department of Home Affairs, the LBR (National Bureau against Racial Discrimination) published, in September 1992, a manual on codes of practice against racial discrimination. This manual is intended for use by all kinds of organisation. It is a guide on how to develop a code of practice against racial discrimination within an organisation. The guide describes the process and sums up the prior conditions needed for an effective code of practice. A code of practice gives direction on the internal affairs of the organisation, how workers or members of an organisation have to behave, both within the organisation and with their external contacts.

* * *

**Initiated by/Contact: National Bureau against Racial Discrimination (LBR),
Postbus 517, 3500 AM Utrecht - NETHERLANDS (Tel: (31) 30 23 31 421 -
Fax: (31) 30 23 28 294)**

EMPLOYMENT*

ENCOURAGING A MORE REPRESENTATIVE POLICE FORCE

The importance of recruiting and appointing police officers from ethnic minorities for improving relations between the police and the public and avoiding conflicts is recognised. Achieving a more representative police force involves adapting the system of recruitment, selection, training and supervision. Examples of steps to be taken could include:

- revision of examination materials and methods, not to lower standards and criteria but to fine-tune them;
- better prospects for ethnic minority trainee police to undergo adequate training. Revision of materials used and awareness-raising among teachers;
- improving relations with colleagues who may sometimes even be hostile: intercultural managerial skills, inter-ethnic communication, group dynamics and assessment skills;
- permanent feedback from inside and outside the organisation on results of positive action policies.

* * *

Initiated by: Anne Frank Stichting, P.O. Box 730, 1000 AS Amsterdam - NETHERLANDS (Tel: (31) 20 55 67 100 - Fax: (31) 20 62 07 999)

Information taken from: "Police training concerning migrants and ethnic relations", Council of Europe Press, 1994, ISBN 92-871-2459-0

* (also included under "Police training", page 81)

EMPLOYMENT

**"QUINTET PROJECT"
AMONGST EMPLOYERS**

In the field of discrimination in employment, even if adequate legislation is in force, it is very difficult to prove the significance of an ethnic factor. Therefore, other approaches than recourse to the law may prove valuable. One such approach is to convince businesses that diversity pays - in business terms as well as in moral terms.

Five large, prestigious companies were approached and asked to consider the importance to their business of the fact that one-tenth of the Swedish population was born outside Sweden, both in terms of their workforce and of customer relations. These five companies were asked to participate in the "Quintet Project", and to bear witness that welcoming diversity is a profitable business strategy.

* * *

**Initiated by: Ombudsman against Ethnic Discrimination, DO,
103 33 Stockholm - SWEDEN (Tel: (46) 8 23 74 50 - Fax: (46) 8 21 74 14)**

MEDIA

VESTERBRO IMMIGRANT INFORMATION

Vesterbro, one of the poorest areas in Copenhagen with a high immigrant population and many social problems, was chosen for an extensive urban renewal project, lasting several years. In order to ensure that this urban renewal process also brought significant change to the social structures and environment of the area, it was considered important to involve the local immigrant population as well. This however proved difficult due to cultural and linguistic barriers.

The aim of the Vesterbro Immigrant Information project was to communicate the urban renewal project to the relevant migrant groups and communicate the migrant groups' desires and needs to the relevant authorities. To this end, young unemployed second-generation immigrants were trained to use their bilingual and bicultural backgrounds to pass on information to other immigrants via local TV. The project thus had a two-fold aim: firstly to promote local immigrant networks and their participation in the urban renewal process, and secondly to improve the prospects for young immigrants and strengthen their prospects of employment and integration. They were given training in the Danish language, the national heritage, proficiency in writing and translation and practical and technical TV experience.

* * *

Initiated by: Vesterbro Immigrant Information, Byfornyelsescentret, Valdemarsgade 4, 1665 V Copenhagen - DENMARK (Tel: (45) 31 22 95 22 - Fax: (45) 31 22 65 22)

Information taken from: Council of Europe meeting on "The Role of the Media in Promoting Integration and Equal Opportunities for Immigrants" (Solingen, 30 November - 2 December 1994), document MG-EO (94) 45

* (also included under "Vulnerable groups", page 99)

**"CIVIS" RADIO AND TV AWARD FOR PROMOTING
COMMUNICATION WITH FOREIGNERS**

The Federal Government's Commissioner for Matters Relating to Aliens, the Association of Public Broadcasting Stations in Germany (ARD) and the Freudenberg Foundation grant this award every year. It is a prize for radio broadcasts or TV programmes which promote mutual understanding and communication between the Germans and foreigners living in Germany. The objective is to encourage the production of programmes to combat prejudice and promote intercultural understanding.

Every year a jury of experts selects the best radio and TV programmes in various categories. In a one-day event which is open to the public the winning programmes are presented and prizes are awarded. A review of the event and the winning programmes are published. Since 1995, there has been a separate jury which selects and awards prizes to media productions, including videos, made by young people. The mandate of the jury for youth productions is even more comprehensive: they develop criteria for the selection of media productions. This is to promote a critical attitude towards the media. In a parallel effort, young people in schools, youth centres, etc., throughout the country are invited to produce their own videos or radio programmes and to take part in the competition.

This "CIVIS" Youth Award with its extended mandate is a follow-up to the "CIVIS" radio and TV Award.

In 1993, the initiative "Media against Racism" was presented with the "CIVIS" Award for its anti-racist spots. The award resulted in a continuation and extension of the activities of "Media against Racism".

* * *

Contact for further information: Herr Bernd GEISS, Büro der Beauftragten der Bundesregierung für die Belange der Ausländer, Postfach 140280, 53107 Bonn - GERMANY (Tel: (49) 228 527 2257)

MULTI-CULTURAL RADIO STATION

The aim of this project in the city of Berlin is to meet the basic needs of non-citizens and enable them to orient themselves in the host country without losing their own cultural identity, and also to provide a forum for promoting communication between ethnic minorities and Germans living in the city. The goal is thus to establish contact in order to overcome feelings of isolation.

The programmes focus on everyday life and are transmitted in a number of languages. The German language is used as a *lingua franca*. The basic broadcasting material comprises information about the audiences' home countries as well as about events taking place in Germany and Berlin. There is also a German language teaching programme. Another service provides information on activities and events for ethnic groups in Berlin.

A weekly programme caters for youth in order to counter prejudices and ignorance. Different types of music from all over the world also play a prominent part.

* * *

Contact for further information: Sender Freies Berlin 4, MULTI KULTI, Masurenallee 8-14, 14046 Berlin - GERMANY (Tel: (49) 303 031 3022)

Information taken from: Council of Europe meeting on "The Role of the Media in Promoting Integration and Equal Opportunities for Immigrants" (Solingen, 30 November - 2 December 1994), document MG-EO (94) 43

TRAINING COURSE FOR IMMIGRANTS WORKING IN THE MEDIA PROFESSIONS

The STOA (Immigrant Broadcasting Foundation) and the Media Academy in the Netherlands have developed a project to allow prospective immigrant journalists to find jobs in national and regional broadcasting, through a work experience and training project.

These projects are geared towards jobs in broadcasting journalism, such as copy editor and editor-reporter. The long-term objective is the creation of new employment opportunities for immigrants in radio and television.

The target groups are immigrants with a prior education at intermediate or higher vocational level, with an affinity for broadcasting. They are often talented individuals who have not been given an opportunity to gain work experience in the profession, and who have therefore not been able to find a job in the business.

The trainees are given relevant work experience, either in national television and radio or regional radio. Participants also attend tailor-made courses at the Media Academy, covering the Dutch language, presentation, interviewing techniques, drafting of texts. Participants are also counselled by the project leader (individual counselling), a member of the editorial team (professional counselling) and a journalist from the same ethnic background (cultural counselling).

The participants are monitored and aided after the projects' completion, to ensure their continuing progress and solve any problems.

* * *

Initiated by: Media Academy - NETHERLANDS

Information taken from: Council of Europe meeting on "The Role of the Media in Promoting Integration and Equal Opportunities for Immigrants" (Solingen, 30 November - 2 December 1994), document MG-EO (94) 54

* (also included under "Education and training", page 25)

BIRTHRIGHTS AND THE "MOSAIC" PROJECT

The Mosaic Project began as a response to the perceived need for training amongst a variety of professional groups in the field of race equality. Employers, civil servants, teachers, public employees and service providers of all sorts needed to recognise the multicultural, multiethnic and multilingual reality of the society in which they operated.

The Mosaic Project, a five year project, aimed to address these issues, both to raise the awareness of a general audience and to provide as a secondary product teaching and training materials for professionals.

A complementary series - "Birthrights" - explored issues of cultural diversity and issues of identity and citizenship, since it was felt that the Mosaic Project on its own might lead to the stereotyping of ethnic minorities as victims.

The Mosaic Project produced a great variety of programmes and accompanying notes (for use by teachers and trainers). Subjects included the magistrature and criminal justice system, immigration, recruitment and equal opportunities, combating racial harassment in schools, housing and employment.

The Birthrights films were tendered out to black and ethnic minority production companies to explore cultural diversity from their perspectives.

* * *

Contact for further information: Chris LENT, Aim Image Production, 7/9 Ferdinand St., Camden, London NW1 8ES - UNITED KINGDOM (Tel: (44) 1 81 752 5252) (Birthrights) / Europe Singh, Education Dept, BBC White City, London W12 7TS - UNITED KINGDOM (Tel: (44) 1 81 752 5252 (Mosaic)

Information taken from: Council of Europe meeting on "The Role of the Media in Promoting Integration and Equal Opportunities for Immigrants" (Solingen, 30 November - 2 December 1994), document MG-EO (94) 49 rev.

STATISTICS AND
RESEARCH

**"XENOPHOBIA" DESIGNATED AS FOCAL AREA
IN THE SOCIAL SCIENCES**

Since 1995 the Austrian Federal Ministry for Science, Research and Art has been promoting the scientific study of the root causes of xenophobia. The Ministry is subsidising appropriate research projects with particular emphasis on the following topics:

- 1) phenomenology of xenophobia (description of historical and social conditions generating xenophobia; situations of "foreignness"; ethnocentric prejudice; myths about foreign people; etc.)
- 2) migration and xenophobia (demographic analysis of migration movements relevant for Austria; examination of segregation/integration policies and their effects on labour, housing, education; relevance of personal experiences for accepting or refusing foreign people; etc.)
- 3) politics/economics and xenophobia (examination of political and economic trends with regard to their capacity to favour or to prevent xenophobia; role of institutions; unemployment and economic inequality; etc.)
- 4) media and xenophobia (presence and presentation of "foreignness" in the media; role of the media in determining "foreignness"; media stereotypes; escalation of conflicts by way of reporting; etc.)
- 5) society and xenophobia (role of elites; gender and xenophobia; chauvinism of prosperity; contempt of poverty; etc.)
- 6) conflict of cultures and xenophobia (education/religion/value systems; cultural differences; cross-cultural communication; globalisation of culture; minorities; integration strategies; tourism and xenophobia; etc.)

The projects should focus on the fundamentals of xenophobia but should also allow practical conclusions for the development of counter strategies and positive measures to overcome xenophobia.

So far, 118 projects have been submitted to the Ministry. They are currently being evaluated.

* * *

Contact for further information: Federal Ministry for Science, Research and Art, Division II.2, Rosengasse 4, 1010 Vienna - AUSTRIA (Tel: (43) 1 53120 7146 - Fax: (43) 1 53120 6480)

STATISTICS AND RESEARCH*

**SCIENTIFIC AND PRACTICAL CONFERENCES
ON THE POLITICAL AND ETHNIC TOLERANCE
ASPECTS OF INTEGRATION**

Conferences have been organised in Latvia on topics such as "Tolerance in Democratic and Free Society", "Multinational Society: Reality and Perspective in Daugavpils" (a Latvian city with a very high proportion of Russians, Poles and Belarusians), "Tolerance and Intercultural Dialogue".

The organisation of conferences with a wide participation, including for example philosophers, scientists, historians, writers, politicians etc. can lead to an important discussion of the philosophical and political aspects of issues of racism and intolerance, seen in the light of the national or local situation.

Such conferences can stimulate lively audience participation, and the conclusions can be widely publicised in the mass media, leading to further debate.

Conferences may be organised by associations or institutes, and may also receive practical assistance from State institutions.

Such activities may positively influence the socio-psychological balance of the society and the development of the political process in the country concerned, as well as contributing to the humanisation of its legislation.

* * *

LATVIA

* (also included under "Cultural life", page 90)

STATISTICS AND RESEARCH*

**POLL CONDUCTED AMONG
IMMIGRANT GROUPS**

Many opinion polls, surveys and questionnaires have been directed to the population as a whole to ascertain their attitudes towards immigrants/minority groups as well as towards questions of racism and discrimination. However, no similar research had been conducted among the minority groups themselves.

An opinion poll was scientifically drawn up with the help of researchers and other experts. Four immigrant groups were initially chosen as respondents, and were asked about their experiences and perceptions of attitudes towards them and the discrimination they faced. On the basis of the replies to this poll, a report was presented.

This exercise had three main positive aspects:

1. It asked victims/potential victims about their experience of racism and discrimination, rather than the general public.
2. It helped raise the profile of these issues, which was in part due to the media interest it awakened.
3. The report was subsequently used to approach various bodies, such as labour organisations, the police etc. to demonstrate that their own perceptions of levels of discrimination within their bodies were not necessarily the same as the perceptions of potential victims.

The exercise was subsequently repeated, targeting different groups and the same four groups again, to provide a comparison and measurement over time of levels of discrimination.

* * *

**Initiated by: Ombudsman against Ethnic Discrimination, DO,
103 33 Stockholm - SWEDEN (Tel: (46) 8 23 74 50 - Fax: (46) 8 21 74 14)**

* (also included under "Awareness-raising", page 68)

MEDIATION

MEDIATION*

ROMA/GYPSY MEDIATORS

One example of good practice, which is of a semi-public nature in that it is to a large extent funded by the Government, is the training of Roma/Gypsy mediators within the framework of the Programme for the Social Advancement of Roma/Gypsies run by the Santa Casa da Misericórdia.

The aim of these mediators (whose training was completed in 1994) is to act as a link between the Roma/Gypsy community and public and private institutions. Their work involves identifying the needs of the Roma/Gypsy community and providing assistance in the areas of employment, education, housing, etc.

* * *

Initiated by: Mrs Elisabeth MATEUS - Programme for the Social Advancement of Roma/Gypsies, Programa de Promoção Social dos Ciganos, Santa Casa da Misericórdia, Largo Trindade Coelho - PORTUGAL

* (also included under "Vulnerable groups", page 103)

MEDIATION*

THE GROUP FOR SOCIAL DIALOGUE (GSD)

GSD is an independent, non-governmental and non-profit-making association set up at the beginning of 1990. This association aims to defend and promote the values of democracy, freedom and individual dignity, using as its main instrument social dialogue.

Since its creation, the association has offered an institutionalised frame for debate and resolution of the problems which confront Romanian society in this period of transition. Every year, GSD organises meetings, round tables, conferences and seminars which contribute to reducing the tensions and intolerance existing in Romanian society. The representatives of the parties concerned always participate in these meetings, as do moderators who provide the stability needed to ensure an effective dialogue.

The GSD members are well-known personalities in Romanian cultural life, who are recognised both nationally and internationally.

Due to the high standing that the GSD enjoys in political circles as well as in civil life, it has a real moral authority which intervenes promptly and effectively wherever an example of intolerance occurs, irrespective of its nature: in relations between trade unions and employers, in relations between the party in power and the opposition, in relations between national minorities and the Romanian population, etc.

* * *

Initiated by/Contact: Mr Radu FILIPESCU, President of the Group for Social Dialogue, 120, Calea Victoriei, urban district 1, code 70179, Bucharest - ROMANIA (Tel/Fax: (40) 1 614 14 71)

* (also included under "Cultural life", page 93)

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EVALUATION SHEET

Readers who wish to comment on this publication are kindly invited to return this evaluation sheet to the address marked below.

NAME

ORGANISATION

DID YOU FIND THE PUBLICATION AS A WHOLE INTERESTING AND USEFUL? ..

DID ANY OF THE EXAMPLES OF GOOD PRACTICES PROVIDED INSPIRE YOU/YOUR ORGANISATION TO TAKE CONCRETE ACTION? IF, SO WHICH?

ANY SUGGESTIONS FOR IMPROVEMENT FOR FUTURE EDITIONS?

OTHER AREAS WHICH MIGHT BE COVERED IN FUTURE EDITIONS?

Please return to:

Secretariat of the European Commission against Racism and Intolerance (ECRI)
COUNCIL OF EUROPE
F - 67075 STRASBOURG CEDEX
in France: fax 03 88 41 27 93
from abroad: fax 33 3 88 41 27 93

FORM FOR RECORDING EXAMPLES OF GOOD PRACTICES

1. NAME/TITLE OF GOOD PRACTICE

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2. SHORT DESCRIPTION OF AIMS/PURPOSE

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3. SHORT DESCRIPTION OF GOOD PRACTICE

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4. RESULTS OF GOOD PRACTICE/FOLLOW-UP

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5. INITIATED BY/CONTACT FOR FURTHER INFORMATION

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