

5 years of raising awareness in the European Union

# The “For Diversity. Against Discrimination.” information campaign



An initiative of the European Union

For Diversity



Against Discrimination

[www.stop-discrimination.info](http://www.stop-discrimination.info)



## Foreword by European Commissioner Vladimír Špidla



Over the last five years, the 500 organisations involved in the EU's "For Diversity. Against Discrimination." information campaign have worked together to raise awareness on the subjects of discrimination, diversity and equality.

Award schemes for journalists, poster and photo competitions, sports events, training seminars and conferences, cooperation with the music channel MTV, these are just some of the many hundreds of innovative activities that have taken place as part of the campaign. Since its launch, the aim of the campaign has been to raise awareness and understanding that discrimination in the EU is illegal and also to create a debate and discussion on the themes of diversity and discrimination, and particularly how Europe stands to gain from greater equality.

The European Year of Equal Opportunities for All in 2007 was a huge boost to this work with many 100s of information activities taking place across the EU, from competitions to interactive games to TV adverts. The European Year also gave us an excellent reason to do an extended information Truck Tour covering 19 EU countries and making 32 stops. A big thanks to the truck drivers and the technicians for all their hard work!



For the European Commission and for everyone involved, the “For Diversity. Against Discrimination.” campaign has been a new experience and we have learnt many lessons along the way. Five years since its launch, we can look back on what we have done well and where we still need to focus our efforts. As always, we are keen to hear your voice too. We have carried out a survey of all organisations involved in the campaign and we are also happy to get feedback on the [www.stop-discrimination.info](http://www.stop-discrimination.info) site.

The “For Diversity. Against Discrimination.” campaign will continue over the coming years and we hope to build on some of the many innovative ideas which have come out of the European Year of Equal Opportunities for All. The campaign will continue to link up the many 100s of organisations across Europe working on equality issues.

These national partners, NGOs, ministries, equality bodies, trade unions and employer associations help us to ensure that our awareness raising activities reach the right audience using the right communication means. It is also an excellent chance to gather together organisations working on many subjects – Anti-racism, youth groups, disability, gay and lesbian rights for example. This partnership was further strengthened in the work to prepare and carry out activities under the 2007 European Year. We are now looking at ways to build

on this cooperation in the future. By working together we can share ideas and get the message out that a life free from discrimination is a fundamental right in the European Union.

A handwritten signature in blue ink, appearing to read 'Špidla', with a long horizontal stroke above it.

Vladimír Špidla, European Commissioner for Employment,  
Social Affairs and Equal Opportunities



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## Introduction

### 1.1 Legislating against discrimination in the EU

The EU has long been active in the fight against discrimination, especially in its promotion of equal opportunities for men and women in the workplace. In 1997, the Amsterdam Treaty brought new, far-reaching powers for the European Union to act to combat discrimination based on sex, racial or ethnic origin, religion or belief, disability, age and sexual orientation.

In 2000, shortly after these new powers came into force, the EU adopted groundbreaking laws making it illegal to discriminate in the workplace on the grounds of racial and ethnic origin, religion and belief, disability, age and sexual orientation.

The law prohibiting racial and ethnic discrimination covered not only employment, but also education, social security, healthcare and access to goods and services, including housing.<sup>1</sup>

<sup>1</sup> Directive 2000/43/EC of 29 June 2000 (OJ L 180 of 19.7.2000, p 22) implementing the principle of equal treatment between persons irrespective of racial or ethnic origin and Directive 2000/78/EC of 27 November 2000 (OJ L 303 of 2.12.2000) p 16) establishing a general framework for equal treatment in employment and occupation

To support the new anti-discrimination legislation, the “Community Action Programme to Combat Discrimination” was launched in 2001. This 6-year funding programme, with an annual budget of around €20 million, aimed at increasing awareness of existing laws, supporting organisations working in the field, and carrying out research to try to deepen public understanding of the complex nature of discrimination.

Anna Diamantopoulou, former European Commissioner for Employment and Social Affairs launches the campaign in Brussels.







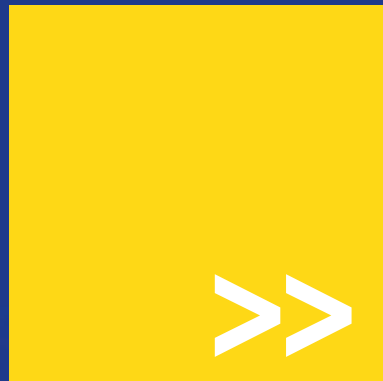
Vladimír Špidla, European Commissioner for Employment, Social Affairs and Equal Opportunities.

## 1.2 The campaign: informing people of their rights

A major part of the “Community Action Programme to Combat Discrimination” was the five-year pan-European information campaign entitled, “For Diversity. Against Discrimination.” which was launched in June 2003. The campaign was designed to inform people about their rights and obligations and to promote the positive benefits of diversity.

Dialogue was the guiding principle of the campaign and, in each EU Member State all activities were implemented in close cooperation with national partners, NGOs, ministries, trade unions, employer associations and equality bodies. Steering committees or “National Working Groups” were established to help tailor the campaign’s activities for the audiences in that country. With the accession of ten new Member States in May 2004, the campaign was up and running in 25 countries. In 2007, Romania and Bulgaria joined in, expanding the reach of the information campaign to a total of 27 countries.





## Designing a campaign for all EU Member States

One of the greatest challenges was how to communicate in all EU countries on many areas of discrimination to many different groups when the implementation of the European equality laws was also at different stages!

### 2.1 Building a network of national partners

In line with the European Commission's communication strategy "Plan D" (democracy, dialogue and debate), all campaign activities were designed to be adapted to the Member State in question.

All campaign measures were developed in close co-operation with partners in each EU Member State. The slogan, logo and design were tested and discussed in focus groups and then re-worked accordingly.

The national steering committees brought together more than 500 member organisations to discuss how best to conduct the campaign in their respective countries. This included seeing how various organisations could be involved in campaign activities and how they could also use the campaign to help promote their own work.

The Austrian working group decided that advertising at film festivals and cinemas would be the most effective way to reach a broad audience. The Cypriot group agreed that the campaign should go through important multipliers, such as the media, and, as a result, organised a series of seminars and workshops for journalists in cooperation with the Association of Journalists in Cyprus.

The national partners were vital to provide advice, input and expertise. They also used their own contacts and networks to spread awareness of events and activities taking place as part of the campaign. A survey taken of the National Working Groups in 2007 showed that 80% believed that the campaign was successful in helping raise awareness of anti-discrimination issues. 82% of partners surveyed regularly participated in national meetings and distributed campaign information and promotional material at their own events as well as to members of their network.

Meeting of the National Working Group in Slovenia.



In addition to the groups steering the campaign on a national level, an EU Advisory Group was set up consisting of pan-European umbrella organisations, including the Platform of European Social NGOs, the European Trade Union Confederation (ETUC), the employer's organisation BUSINESS EUROPE, the European Fundamental Rights Agency, the Finnish Ministry of Labour, the Union Europeenne de l'Artisanat et des Petites et Moyennes Entreprises (UEAPME), the Latvian Ministry for Social Integration and the European Youth Forum. Like the partner organisations on the national level, the Advisory Group was actively involved in the planning process, implementation and assessment of the campaign. Its role was to act as a consultative body and to evaluate the campaign on a regular basis.

## 2.2 Logos, slogans and key messages

The campaign design consisted of a slogan and logo, which could be adapted to all EU languages in all Member States. The slogan pinpointed not only the harm caused by discrimination ("Against Discrimination") but also highlighted the benefits of a diverse society ("For Diversity"). This "branding" was developed in close cooperation with partners on a national and European level and focused on combating discrimination in employment. A shortlist of different designs and slogans were tested on a number of groups before choosing the final one. It proved to be quite a challenge to translate the slogan! The national groups from each Member State had to agree on one phrase which summed up the main objectives of the campaign while respecting the cultural and linguistic context of each country.

So what were the messages which were conveyed through the campaign?

- >> Discrimination is unlawful
- >> Discrimination can affect everyone
- >> There is a positive counterpart to discrimination – diversity
- >> All of us stand to gain from measures that combat discrimination and promote diversity

After discussions with the EU and national campaign partners, it was decided that the main target groups should be young people aged 16 to 25 who are at risk of facing discrimination particularly when looking for a job. On the employers' side, the main target group should include small and medium-sized businesses, which account for 99 percent of all companies in the EU.







Par dažādību  Pret diskrimināciju

For Diversity  Against Discrimination

Voor Verscheidenheid  Tegen Discriminatie

Pro rozmanitost  Proti diskriminaci

Por la diversidad  Contra la discriminación

Για τη διαφορετικότητα  Κατά των διακρίσεων

Für Vielfalt  Gegen Diskriminierung

Erinevuste poolt  Diskrimineerimise

За различността  Против дискриминацията

Brug forskellene  Stop diskriminationen

Už įvairovę  Prieš diskriminavimą

Moninaisuuden puolesta  Syrjintää vastaan

For Diversity  Against Discrimination

A sokszinűségért  A diszkrimináció ellen

Nghożżu d-diversità  Diskriminazzjoni qatt

Pentru diversitate  Împotriva discriminării

Si alle diversità  No alle discriminazioni

Vershil moet er zijn  Discriminatie

Pour la diversité  Contre les discriminations

Za raznolikost  Proti diskriminaciji

Za Różnorodnością  Przeciw Dyskryminacji

Za rozmanitost'  Proti diskriminácii

För mångfald  Mot diskriminering



FOR DIVERSITY. AGAINST DISCRIMINATION.  
European Truck Tour 2007

RESPECT

[www.stop-discrimination.info](http://www.stop-discrimination.info) <http://equality2007.europa.eu>

2007 - European Year of Equal Opportunities for All

## Experiencing Diversity: reaching the public via events

Over the last five years, 100s of events and activities have been organised on both the national and pan-European level. These were organised to inform people about rights and obligations under EU law and creating debate and discussion around discrimination issues.

### 3.1 On the road against discrimination – The European Truck Tour 2004–2007

The “For Diversity. Against Discrimination.” Truck kicked off its first Tour in 2004. Travelling from city to city, the Truck carried the message of equality and diversity across the continent. For each Truck stop, local and national partners got involved to decide where the Truck should stop, which groups to target and what events should take place on the Truck. Indeed, the success of a Truck Tour depended very much on this local cooperation.

Whether it was giving out information on anti-discrimination laws, or hosting workshops and contests – the Truck proved to be a great platform for informing and entertaining visitors. “The Truck has brought the EU all the way to Cottbus”, a visitor in Germany said, “...and I am glad to see how many artists from different ethnic origins are living here in this region – I discovered these musicians for the first time here on the Truck stage.”

As it toured through Europe, the Truck’s bright yellow colour and catchy logos also served as a moving advertisement for equality. It had a built-in 50 square metre stage with a specially designed lift to ensure easy access for wheelchair users.

During its four tours between 2004 and 2007, the Truck visited 78 cities in every one of the 27 EU Member States. Its journey covered more than 72,000 km and over half a million people participated in the 99 events staged by the Truck Tour. The Tour could never have been possible without its two drivers, Anselm Riess and Günter Erdmann, who made sure the Truck Tour was always on track. It was a very positive experience for both of them, as they explained during one of the Truck’s many stops: “we greatly enjoyed our work, since we met many different types of people from all walks of life. We can safely say that nice and open-minded people live everywhere. We hope that the Truck helped to spread the message of the benefits of diversity to many people in Europe, and that our work has contributed to more tolerance and respect among people.”

One programme highlight of the 2006 and 2007 Truck Tours was the “Ability Park” developed together with disability organisations, where visitors were asked to negotiate an obstacle course in a wheelchair, learning to tackle ramps and other challenges.

The Truck covered a wide range of anti-discrimination issues from visiting the conference for small businesses in Cyprus (see page 18), to hosting university seminars in Madrid. The Truck often targeted young people, as it did





in 2005 during the festivities for the gay and lesbian Regenbogenparade (Rainbow Parade) in Vienna, Austria, where thousands of young people flooded into the historical Heldenplatz to take part. The Diversity Truck was right in the centre of the event. Advice and information was given to visitors and entertainment was assured with a colourful programme of activities.

To involve as many young people as possible, innovative and interactive activities were designed. In Potsdam, a graffiti contest on the subject of the campaign's motto, "For Diversity. Against Discrimination." was organised.

The musical programme was popular with visitors. The Diversity Truck hosted many karaoke contests called "Truck Idol", for example in Birmingham and Liverpool. This was one of the most popular of the Truck's many activities. Up on stage and in front of huge crowds, members of the public showed their support by singing their favourite songs about diversity. "Even though I did not win the contest, I enjoyed singing with my best friend in front of the audience. And for the first time, I realised what these songs are really about," a par-



icipant said after her performance on stage. "I like the Truck, because it makes people discover how much we are actually benefitting from diversity. We had lessons in school about tolerance and anti-discrimination, but here, the lessons are fun. We learned by watching a film, doing quizzes and the Ability Park."

The Truck also hosted events for diversity in the workplace that targeted employees and employers. In Malmö, Sweden a business stop was organised at IKEA where employees and customers alike had the opportunity to learn about how to make the most of diversity in the workplace. In Potsdam, Germany, and in Vienna, Austria, business strategies to promote diversity were the subject of panel discussions held on the Truck stage.

### 3.2 Athletes for diversity

Across Europe, runners and wheelchair racers from all walks of life were invited to wear a running shirt carrying the campaign's slogan "run for diversity." All in all more than 17,000 athletes dedicated their run to the campaign's cause.

Sports events were held in Prague, Paris, Berlin, Brussels, Luxembourg, Stockholm, Newcastle, Jonava, Rome, Rotterdam, Wachau, Poznan, Kosice, Siegen, Riga, Copenhagen and Torun.

On 4 April 2004, the starting signal of the first "run for diversity" was given at the 28th annual Paris Marathon. With the "run for diversity" including 500 athletes wearing campaign T-Shirts, the 42 km course began at the Champs Elysées and finished at the Eiffel Tower. While some athletes were keen to improve their in-





Hand-cyclists participating in the run for diversity in Rotterdam, the Netherlands.

dividual records, others were simply happy to finish the race.

At the 2006 Rotterdam half marathon, disabled hand-cyclist Monique van der Vorst crossed the finish line in first place, wearing her "run for diversity" jersey and setting a new world record. At the International Wachau Marathon in Austria in September 2006, Andrea Scherney, Diversity Ambassador and 2004 Paralympics' gold medallist, ran with other well known athletes.

The staff of the institutions of the EU have also shown their support by running a 20km course in Brussels with Vladimír Špidla, European

Commissioner for Employment, Social Affairs and Equal Opportunities.

In addition to marathons, the "Athletes for Diversity" campaign included a number of other sporting events, such as beach volleyball tournaments in Malta, disabled people's basketball in Germany, arm-wrestling in Slovakia, and soccer tournaments in Poland and the Netherlands. Not only the athletes, but also large numbers of spectators and passers-by got involved in the sporting events. Thousands of people visited the campaign's website to read the reports of the events and learned about the campaign through media coverage in the national and regional press.





### 3.3 Equality and diversity at 1500 events!

The National Working Groups of the campaign in each of the Member States decided every year on events where the messages of the campaign could be conveyed. Some events were specifically focussed on younger people and used sports or music to grab their attention. In Poland, for example, in August 2005 a football competition at the "Woodstock Festival" brought youth and professional athletes together to fight discrimination under the motto, "Kick racism out of our stadiums".

In the Netherlands, Diversity Ambassador Mohammed Allach, the former soccer player, participated in a student soccer tournament in The Hague on 27 September 2006 and took part in their anti-discrimination training. When asked about his experiences with discrimination, he told the children "It is very important not to react and do the same thing. You should never discriminate back." The eight teams playing in the tournament also had the support of two professional footballers from the Jong Ajax and FC Utrecht. The footballers gave a clear message that there is no room for discrimination in sports.

The campaign was also present at a number of youth fairs, such as the AULA in Spain and the Winter Forum of Youth Associations in Lithuania, where the campaign was able to reach a younger audience.

On 6 and 7 July 2007, over 200,000 young people arrived in the outskirts of Paris to celebrate "Solidays", which has become the second largest music festival in France ([www.solidays.org](http://www.solidays.org)). Under the banner of the "For Diversity. Against

Discrimination." campaign and the 2007 European Year of Equal Opportunities for All, the French campaign partners organised round table discussions on the subject. NGOs including SOS Racisme and Allegro Fortissimo gave interviews to the EPRA radio network (Réseau d'échange de productions radiophoniques). While activities and games got participants involved, workshops gave practical advice and help to those needing it.

In 2007, over 70 boats wound their way through the canals of Amsterdam and a record number of spectators, more than 400,000 in all, lined the banks of the waterways. At the helm of the campaign boat was Jeroen Kijk in de Vegte, Diversity Ambassador and well-known radio DJ and TV personality. The Canal Parade in Amsterdam has just been one of the many campaign cooperations with Gay Pride events across the EU, some of the highlights including Germany, Slovenia, Italy and Austria.

In Hungary, the "For Diversity. Against Discrimination." campaign, along with the House of Opportunities of Budapest and the Local Government of Budapest, organised an interactive exhibition under the title, "Make the most out of human resources". Employers, business owners and companies from Budapest were invited to this unique exhibition. Delegates visited stands and were introduced to civil organisations representing various disabilities. They had the opportunity to experience what it is like to be in a wheelchair while doing everyday activities such as taking a book off a shelf, hanging up their coat, or photocopying documents. A highlight of this exhibition was the presentation of two new awards, the "Zalabai Gábor Award for Equal Opportunities of People from Budapest" and "The Open Workplace Award".









These awards went to companies, organisations and individuals who had made outstanding progress in the field of diversity policy in employment. ([www.pestesely.hu](http://www.pestesely.hu))

On 16 November 2006, the campaign supported Riga Tolerance Day. The Latvian Ministry of Social Integration Affairs organised the day along with a number of other activities, which were designed to raise awareness during the month of November. For instance, in the windows of the Latvian National Library, campaign posters were put up causing a rise of interest in books on the topics of tolerance and diversity. In addition, the “Zebra Award Ceremony” honoured the best press article written for Tolerance Day. An exhibition in a number of Riga shopping centres, showed stories of people who had faced discrimination and how they had dealt with it. All these activities and the media coverage they generated helped launch a debate about the issue of discrimination throughout Latvia.

### 3.4 Let’s talk! Debates, conferences and seminars!

European-level and national conferences were also organised to foster dialogue on issues of anti-discrimination. These took place on many different levels and facilitated communication between, for example, businesses, NGOs, policy makers and the public. The conferences triggered public debate on issues of diversity and, in particular, how discrimination can affect people in the workplace.

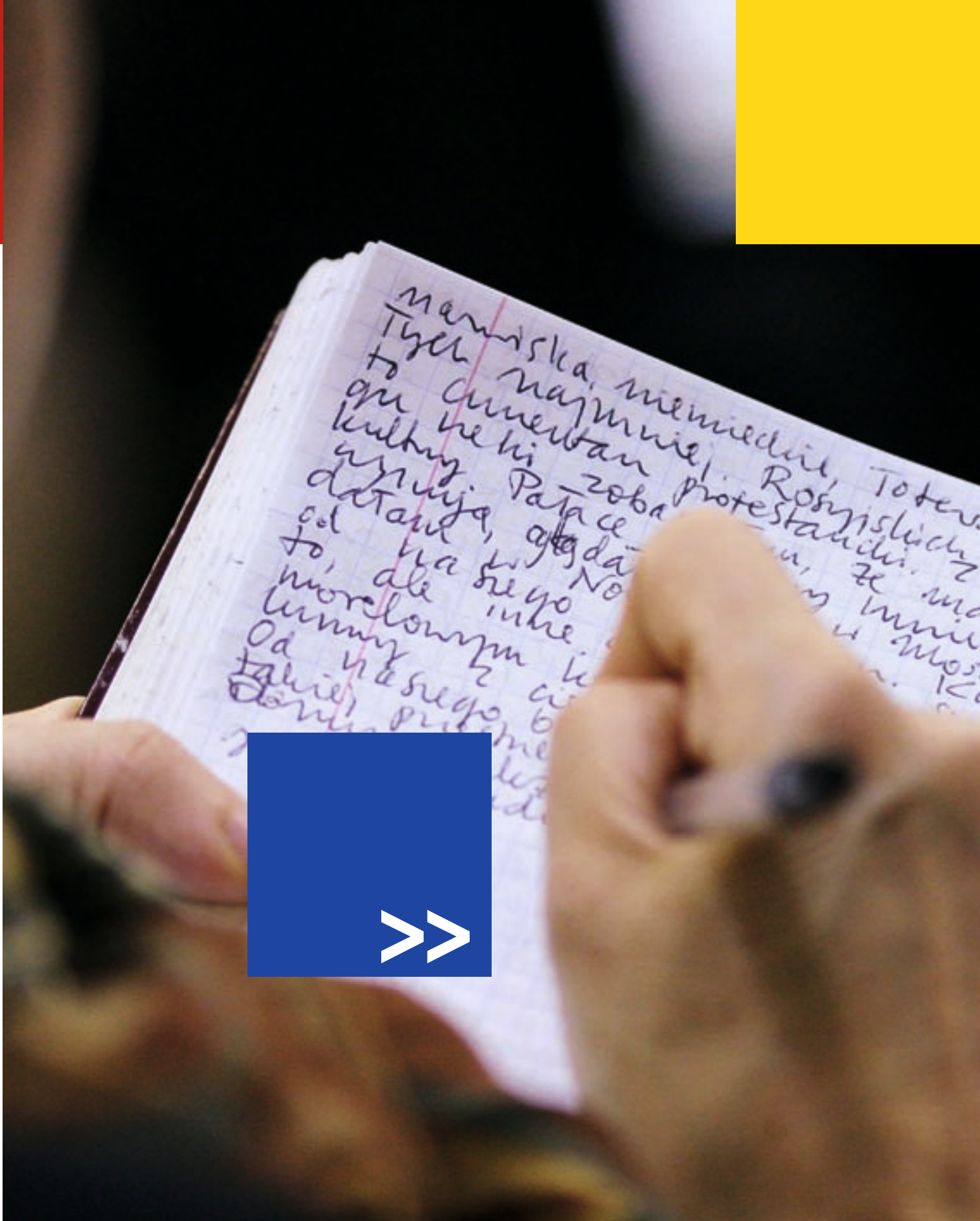
For example, in September 2006, an international conference on “The Benefits of Diversity and Inclusion for Small and Medium-Sized



“Europe Together – For Diversity, Against Discrimination” Conference 2004 in Riga, Latvia

Enterprises” was held in Cyprus. The conference was organised in close cooperation with the Cypriot Ministry of Labour. Its aim was to raise awareness on the benefits of diversity for small and medium-sized businesses and to provide delegates with information tailored to their specific needs. “Diversity is reflected across all sectors of society, but perhaps nowhere more so than at the workplace. Therefore, it is essential that smaller businesses know about European anti-discrimination rules and are aware of the benefits diversity strategies can bring,” said Lenia Samuel, Deputy Director General, Employment, Social Affairs and Equal Opportunities of the European Commission in her opening speech.

On an initiative of the Belgian campaign partners, more than 120 representatives of the Belgian Employers Association, trade unions and NGOs gathered at the “Diversity at the workplace” conference in March 2005. 25 speakers in all presented their projects and experiences with diversity management in a series of workshops. Among the speakers were Christian Dupont, Minister for Equality, and Freya Van den Bossche, Minister for Employment.







Araba Evelyn  
Johnston-Arthur  
open up!  
Austria

Conference on  
"The Benefits of Diversity  
and Inclusion for Small  
and Medium-Sized  
Enterprises"





Workshop during the “Europe Together – For Diversity. Against Discrimination.” Conference 2004 in Riga, Latvia.

In December 2005, the Greek campaign partners organised a similar conference, which was attended by more than 180 people, including local Greek authorities, business professionals, equality bodies and academics. The purpose of the event was to discuss how the European Directives would affect the legal framework against discrimination in Greece, and how local and regional authorities might play a role in the fight against discrimination.

For many years, the campaign supported Denmark’s annual MIA Award, which recognised diversity in the country’s workplace and was supported by the Danish Institute for Human Rights (DIHR). MIA is the Danish acronym for “Diversity in the Workplace” and the prize is awarded annually to public and private employers who have taken exceptional steps to promote diversity and equal opportunities. According to DIHR, more and more Danish companies are making diversity a key issue in their company policy in order to benefit customers, clients, investors and employees.

“The MIA Award is our way of telling the stories of these forerunners in diversity and equal opportunities,” said DIHR’s executive director, Morten Kjaerum. He said it was important for companies to see the MIA Award as a chance to promote their contributions to diversity.

Acting on behalf of DIHR, the Danish Crown Princess handed over the 2005 MIA Award to the science centre Experimentarium. ([www.experimentarium.dk](http://www.experimentarium.dk))

“It inspires others to do the same. Of course all cannot win. But then again, our experience from previous years tells us that the process of taking part in the competition is a rewarding experience in itself. It’s really a great opportunity for companies and workplaces to evaluate their work with diversity, whether they win or not,” Mr. Kjaerum said.







## Putting Diversity in the Picture: Creative Competitions

A number of competitions were launched to hear what young people had to say about the campaigns' messages and to raise their awareness of the benefits of diversity in all areas of society. What better way to appeal to young people than by using their creative talent and inspiration to create designs promoting diversity!

Through different media, such as photography, art and writing, young people were encouraged to express their feelings about discrimination and discover what the campaign is really about.

### 4.1 The "Breaking Stereotypes" Poster Competition

Following the success of a national poster competition in Poland which generated hundreds of creative entries, a similar initiative was organised on the European level. So between February and July 2006, art and design students were invited from across Europe to submit a poster inspired by the concept "Breaking Stereotypes".

Over 750 students representing all 25 Member States submitted entries to the competition to express what diversity and discrimination meant to them. An international jury of art, design, and communication experts from many backgrounds and cultures judged the entries based on creativity, originality of expression, clarity of presentation, universal appeal, and ability to catch the viewer's interest.

The winning poster entitled, "Together" by Aleksandra Woldańska, a student at the Academy of Fine Art in Poznań, Poland, was a compelling black and white visual of two entwined human figures, united as one despite

their differences. Its stark simplicity conveyed a powerful message of hope and acceptance. Along with 35 other short-listed finalists, the winning image was unveiled at an award ceremony at the European Commission's headquarters. The posters proved to be very popular indeed and were displayed in many national events all over the EU. They are also available

European Commissioner Špidla with the winner of the 2006 Breaking Stereotypes Poster Competition, Aleksandra Woldańska.



as electronic postcards and screensavers, and can be found in promotional materials. A selection of the best posters were also made into a calendar which was created for the 2007 European Year of Equal Opportunities for All.

#### 4.2 The "Breaking Stereotypes" Photo Competition

The "Breaking Stereotypes" Poster Competition was so successful that a photo competition was launched in 2007 in conjunction with the 2007 European Year of Equal Opportunities for All. Photography students from across Europe submitted unique and striking photographs portraying their personal interpretations of "breaking stereotypes."

EUROPEAN PHOTO COMPETITION FOR DIVERSITY

YOUR VIEW. YOUR PERSPECTIVE. YOUR PICTURE.

Make it click. Take a picture that catches the eye and opens the mind. Get involved in the EU Photo Competition and spread the "For Diversity, Against Discrimination." message. Share with us your best and most inspired photos that celebrate diversity and discourage discrimination. The first prize is €3,000.

Send us your entries by June 30th, 2007. Any questions? Visit [www.stop-discrimination.info](http://www.stop-discrimination.info)

BREAK THE STEREO TYPE PHOTO COMPETITION

For Diversity Against Discrimination

2007 - European Year of Equal Opportunities for All

The jury was faced with the challenging task of selecting one winner from over 600 entries. The work was extremely diverse and ranged from simple photographs to elaborate collages.

The first prize was awarded to Krzysztof Gołuch from the renowned Czech Institute of Creative Photography of the Silesian University in Opava, Poland, whose striking black and white image of an older man in a wheelchair conveyed feelings of solitude, and, in the view of the jury, made people reflect and consider the consequences of discrimination. After October 2007, the photos were displayed at the European Parliament and European Commission headquarters in Brussels. A calendar with a selection of the best entries was created in 2008.

The three winning images of the 2007 European Photo Competition for Diversity.



A selection of short-listed pictures were featured in an exhibition that travelled throughout Europe and spread the message of diversity as seen by these young artists.

### 4.3 Reaching out to young people: Creative contests with MTV

Since 2005 the "For Diversity. Against Discrimination." campaign has teamed up with the music channel MTV. Three advertisements have been broadcast across the EU which aimed at encouraging young people to speak up for equality and diversity. These adverts called on young people to express, in a creative way, what diversity and equality means to them. All 3 advertisements can be seen on [www.stop-discrimination.info](http://www.stop-discrimination.info)

In 2007, the EU teamed up once again with MTV for a creative competition, which invited young people to enter a "best visual creations" contest. This encompassed anything from photographs and videos to collages and art, all with a central theme – diversity enriches our societies.

The competition was officially launched in October 2007 with an ad on MTV. Audiences could follow the link to the "DiverseCity" website ([www.eudiversity.com](http://www.eudiversity.com)) where participants could upload their profiles and see those of their peers. The website provided an ideal forum for young people to share opinions and express themselves during the 2007 European Year of Equal Opportunities for All.





## Targeting the press as multipliers and opinion makers

Working with the media is a perfect way to spread the campaign's messages of diversity to the public. In reporting about discrimination issues, the press are able to directly access a huge audience, spreading the message far and wide.

### 5.1 Diversity Ambassadors

Involving well-known faces, from sport, TV and business proved to be a successful way of gaining the interest of the media and of the public in the "For Diversity. Against Discrimination." campaign.

In Italy, several of the most popular football players lent their names and faces to the EU's anti-discrimination campaign thanks to the combined efforts of the UNAR, the Italian National Office Against Racial Discrimination, and the Ministry of Equal Opportunities. A series of postcards were produced with the football stars, including Fabio Cannavaro, Lilian Thuram, Xavier Zanetti and Gennaro Gattuso and were distributed with information about the fight against discrimination. The postcards were extremely popular and were snapped up in no time!

Diversity Ambassador Andrea Scherney, winner of the gold medal at the 2004 Paralympics, Disabled Athlete of the year 2004, Austria.

Diversity Ambassadors also included Charlotte Knobloch, Chairwoman of the Central Consistory of Jews in Germany and Miriam Christine, singer from Malta.









The winners of the 2006 EU Journalist Award: Fabrizio Gatti, Italy, Henna Helene, Finland, Miklós Hargitai, Hungary, European Commissioner Špidla, Petra Sjounerman, Belgium.



## 5.2 The Journalist Award: stimulating debate in the media

In 2004 the EU Journalist Award was launched. Print and online journalists were invited to submit articles about discrimination and diversity. As more countries joined the EU, the award grew significantly in scope and visibility. The number of entries increased considerably every year. In 2007, a record number of more than 800 submissions were received.

Journalist Award winners have hailed from different countries and addressed many topics ranging from racism in the workplace in the winning article of 2004 "Raciste, l'entreprise?" written by French journalists Claire Aubé, Michel Derenbourg, Pascal-Marie Deschamps and Lionel Steinmann, to the discrimination of Muslims in the article "Discrimination Happens. Full Stop." written by Dutch journalists Sander Donkers and Harm Ede Botje in 2005. In 2006 Italian journalist Fabrizio Gatti won first place for his moving account of the difficult situation foreign workers face in southern Italy.

The winners were selected on the national level by juries consisting of media professionals and anti-discrimination experts from every EU country. From a pool of all the national winners, a European jury then chose the EU-wide finalists. The winners received a grant for a study trip to a European country of their choice.

Shada Islam, member of the Journalist Award European jury.





### 5.3 Journalist seminars on diversity

To reach out to the media, a series of journalist seminars were organised, especially in countries where there was less of an interest by national media in covering issues of discrimination and diversity. Journalists who attended the media workshops were informed about EU anti-discrimination policy, presented with case studies, and given the opportunity to learn about national anti-discrimination legislation. The seminars were organised in cooperation with the national unions of journalists.

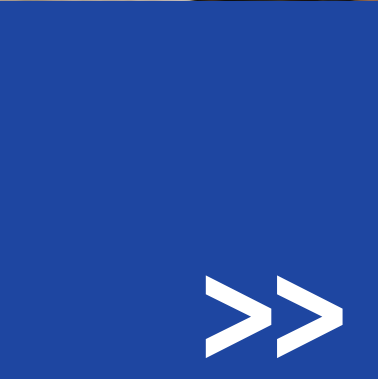
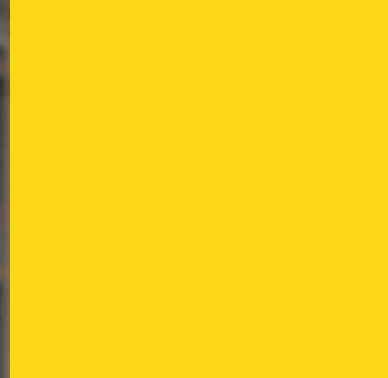
One such seminar took place on 25 October 2005, when the “For Diversity. Against Discrimination.” campaign brought together 70 Cypriot

journalists and photographers in Nicosia to discuss the role of the media in the fight against discrimination. The journalist seminar was organised in cooperation with the Association of Journalists of Cyprus, the Radio and TV Authority, the Committee of Press Deontology, the publishers of the Newspapers and Magazines Association, the Public Information Centre, and national radio and TV stations. Due to the success of the seminar, the campaign organised two follow-up workshops in 2006 in cooperation with the Cypriot Union of Journalists. During these workshops, a code of practice for journalists was developed, which was then published and distributed to journalists across Cyprus. (<http://www.stop-discrimination.info/2322.0.html>)

Journalist seminar, Cyprus.







www.stop-discrimination.lfcd

real  
31. BERLIN  
MARATHON  
26. September 2014

zero for diversity  
Logo of the German Olympic Sports Confederation (DOSB)

## Campaign design and publications

Communicating messages of equality and diversity to 27 Member States is no small task! That's why the campaign's website [www.stop-discrimination.info](http://www.stop-discrimination.info) was a powerful tool for reaching out to so many people from different countries, backgrounds and languages.

The website catered to visitors in 22 languages and underwent several changes in layout and structure during the five-year campaign with the goal of making it as accessible as possible. As the "face of the campaign", the website was the main communication platform used to inform the public of the campaign's many aspects.

First and foremost, it provided visitors with clear and up-to-date information on their rights. It also kept visitors up to speed on the latest developments in EU legislation and events on the EU-wide level. It provided a wealth of information about national initiatives and projects in the fight against discrimination in individual Member States. Visitors were able to download publications, request information and access an extensive list of useful contacts and links.

One of the most popular features of the website is an interactive anti-discrimination document library, which provides access to more than 400 publications and articles dealing with diversity issues in all 22 EU languages.

The EU Journalist Award, the "Breaking Stereotypes" Photo Competition, and the "Diversity Truck Tour" had their own dedicated web pages, allowing for a lot of interactivity.

Finally, to keep visitors up to speed, they were able to subscribe to a monthly newsletter and view an event calendar giving details of a range of diversity-related events in Europe. The newsletter was available in every Member State and had almost 7,000 subscribers.

Since its launch in 2003, the campaign website has attracted more than 4, 660, 504 visitors, generating a total of 18, 580, 029 page views. On average 3200 people now visit Stop Discrimination every day.







An initiative of the European Union

LISBON

# Truck Tour For Diversity. Against Discrimination. 2007

VALENCIA

Language

GO!

TRUCK TOUR 2007

TRUCK TOUR 2007

TRUCK TOUR 2007

## THE TOUR CONTINUES!

The EU stop-discrimination truck has kicked off the second leg of its tour across Europe in 2007 visiting 10 additional cities in Romania, the United Kingdom, Ireland, Spain, Belgium, Italy and Portugal. The tour spreads the messages of the "For Diversity. Against Discrimination." campaign and the European Year of Equal Opportunities for All and will celebrate its grand finale at the closing conference of the European Year in Lisbon in November.

For more details click [here!](#)

## European Truck Tour kicks into gear for 2007

In April the bright yellow EU stop-discrimination truck will set off on its fourth trip across Europe. The Truck Tour 2007 will represent and disseminate information about the "For Diversity. Against Discrimination." campaign, as well as the European Year of Equal Opportunities for All. The tour will be launched on April 25th, in Strasbourg, the home of the European Parliament, which assigned the European Year theme. During the seven-month tour, the truck will visit 21 countries and cover more than 18,000 kilometres.



The giant 30-tonne vehicle is designed to inform citizens of their rights under EU and national anti-discrimination legislation and will help the EU in its drive to combat discrimination and promote the messages of the European Year of Equal Opportunities for All.

The in-built 50-square-metre stage will host an information and entertainment programme specially developed with the help of campaign partners including

Home

Truck Route

Truck Modules

Vox Pops

Be Part of the Campaign

"Breaking Stereotypes" Photo Gallery

Truck Blogger

Quiz

Press Room

Virtual Truck Visit

Truck Tour 2006

Truck Tour 2005

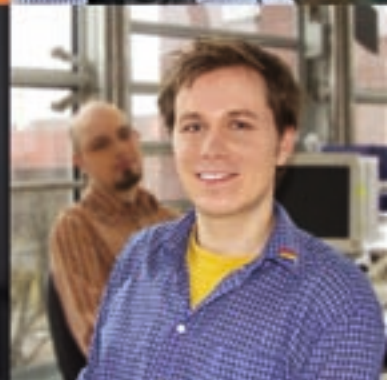
Truck Tour 2004

Contact





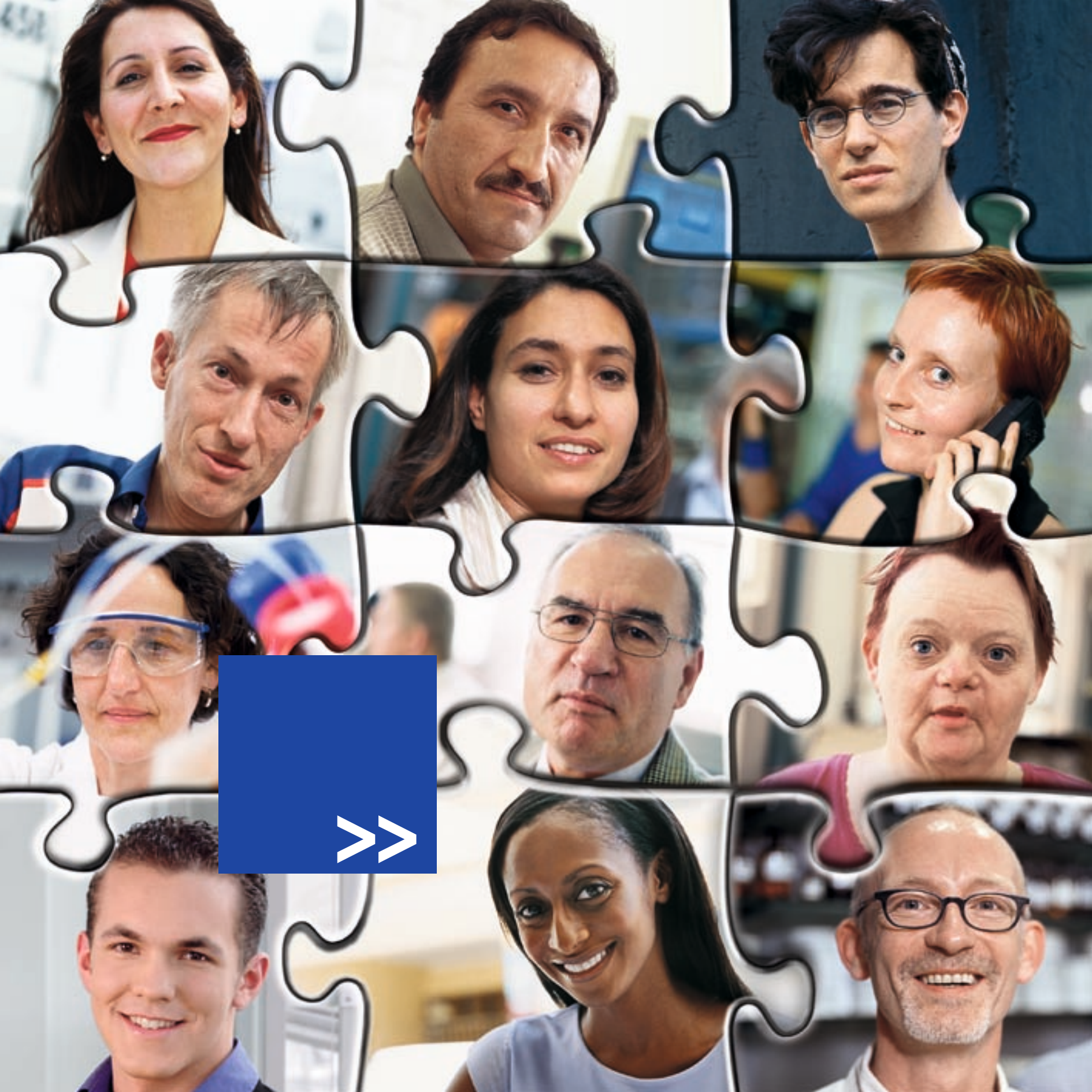
Re











# The campaign design – robots, fish and jigsaws!

## 7.1 The Diversity Puzzle

The challenge of creating a design that appealed to such diverse Member States was met by focusing on Europe's people. The depiction of people with different backgrounds was the common thread that ran throughout all the campaign designs during its entire five-year period. The jigsaw design focused on the benefits of a diverse society and underlined the positive message "For Diversity." The single puzzle pieces portrayed many different people from all walks of life. The people used in the campaign were not agency models but real people photographed in their own workplace.

## 7.2 "Our differences make the difference"

A poster design was also developed that depicted the world as uniform, without differences or diversity. It did this through the use of crash test dummies, all of which look identical. The poster showed a number of dummies performing tasks in a dull and dreary office. The scene described a world without diversity, where uniformity was taken to extremes, thereby underscoring the positive effects of a diverse workplace. The slogan read "Our differences make the difference".





### 7.3 "Diversity is a gift of life"

In 2005 a design showed a young girl gazing in fascination at the rich variety of fish in an aquarium, spellbound by the colourful diversity of the underwater world. The claim, "Diversity is a gift of life" contrasted the monotony and uniformity of a world without diversity.

### 7.4 "RESPECT"

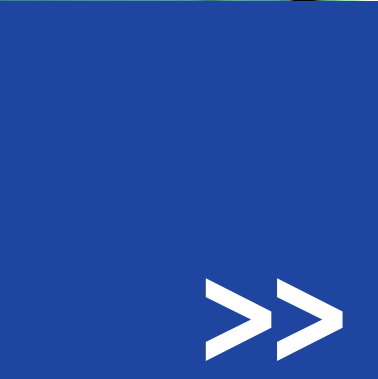
This design featured people of different backgrounds in a work environment, assembled to form a mosaic around the word "respect". The different letters were playfully arranged using varying fonts and colours. The new visual was selected as a result of a series of focus groups, which made clear that "RESPECT" was a value that should be communicated alongside messages of diversity and equality.

In 2006 and 2007, the respect design toured through the European Union on the EU-Information Truck. It also caught people's attention at the EU headquarters in Brussels, where it was displayed on a giant banner hanging from the European Commission's main building. At Brussels airport, it was displayed for one month in two enormous light boxes and on seven huge banners suspended from the ceiling in the departure and arrival halls.

Advertising at the Brussels Airport.







## Brochures, postcards, leaflets, toolboxes!

To reach the various target groups, a range of different information and promotional materials were produced.

### 8.1 Speaking to young people in Europe

A series of "Promotional Cards" were developed, which consisted of black and white postcards that featured an I-pod, a mobile phone, and a television. The messages were designed to show how dull and colourless the world would be without diversity. The design was

selected by focus groups consisting of young people from all over the EU, between the ages of 16 and 24. Over 400,000 postcards were distributed at campaign events and at venues popular with young people.

Another useful tool for informing young people about their rights to equal treatment was the pocket-sized guide to EU equality laws.











The guide folded into the size of a credit card and explained anti-discrimination initiatives using a catchy and youthful language. It also included a quiz that could be played online at the campaign website. This tool, available in 21 languages, was distributed at youth events and festivals across the EU.

## 8.2 Getting the word out to business

An 8-point diversity action-plan was developed for smaller businesses and with the support of experts from Kingston University in the

UK. The action plan was based on results and feedback from the conference “The Benefits of Diversity and Inclusion for Small and Medium-Sized Enterprises” held in Cyprus in 2006. The brochure “Diversity at Work: 8 steps for small and medium-sized businesses” can be downloaded at [www.stop-discrimination.info](http://www.stop-discrimination.info).

Practical assistance on how to prevent discrimination and promote diversity at the workplace could be found in the campaign “toolbox.” The toolbox provided a range of informational materials including an 8-minute film on European legislation and a series of fact sheets on discrimination issues. From 2003 to 2007, almost







200,000 toolboxes were distributed to businesses, employer organisations, trade unions, and NGOs across the EU. All materials were available in 20 EU languages. Campaign partners from each country were encouraged to add their own supplementary material to the toolbox.

### 8.3 Reaching the general public

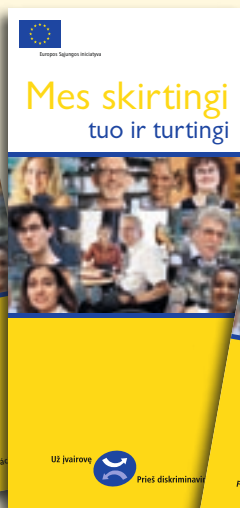
The Belgian campaign partners linked up with national authorities to publish a "National Tools Brochure", which was edited in both Dutch and French. The brochure gave useful information on Belgium's current situation concerning discrimination legislation and highlighted institutions and organisations active in the field of anti-discrimination. Also included was information on how to get help and advice for people experiencing discrimination.

In Slovenia, the campaign partners supported the project "Rights: Implementing Active Citizenship". The project was created based on research showing that there was an exception-

ally low consciousness regarding the rights of gays and lesbians in Slovene society. To create awareness around these issues, the project developed a multimedia CD Rom entitled, "Diversity makes us richer: not poorer." The CD Rom contained a film with information about the "For Diversity. Against Discrimination." campaign and about EU legislation and its transfer into national law. The CD Rom and its accompanying book is used by teachers at local schools.

An information flyer was developed in each country in 2004 and 2005 and revised, if needed, in 2007. The flyers provided a general overview of the legal framework against discrimination on EU level and national level of each country. It also gave guidance on how to deal with discrimination at work and provided contact information of useful organisations. The flyers were distributed at numerous events and seminars and were included in the toolbox for businesses (see above).





Where to obtain further information

could uphold your complaint, the tribunal or court must do so unless the respondent proves that there was no discrimination whatsoever.

UK anti-discrimination law

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For information on UK legislation:

- > The Equality and Human Rights Commission [www.equalityhumanrights.com](http://www.equalityhumanrights.com)
- > Equality Commission for Northern Ireland [www.equalityni.org](http://www.equalityni.org)
- > Department of Communities and Local Government Race Equality Unit; Cohesion and Faiths Equality Unit; Women and Equality Unit [www.communities.gov.uk](http://www.communities.gov.uk)
- > Women and Equality Unit [www.womenandequalityunit.gov.uk](http://www.womenandequalityunit.gov.uk)
- > Home Office [www.homeoffice.gov.uk](http://www.homeoffice.gov.uk)
- > Department for Work and Pensions [www.dwp.gov.uk](http://www.dwp.gov.uk)

Other organisations supporting the "For Diversity. Against Discrimination" campaign in the UK:

- > Age Positive [www.agepositive.gov.uk](http://www.agepositive.gov.uk)
- > Chartered Institute of Personnel and Development [www.cipd.co.uk](http://www.cipd.co.uk)
- > Employers Forum on Age [www.efa.org.uk](http://www.efa.org.uk)
- > CRC [www.croworldwide.co.uk](http://www.croworldwide.co.uk)
- > Royal National Institute of the Blind [www.rnib.org.uk](http://www.rnib.org.uk)
- > Stonewall [www.stonewall.org.uk](http://www.stonewall.org.uk)
- > The Age and Employment Network [www.taen.org.uk](http://www.taen.org.uk)
- > Trade Union Congress [www.tuc.org.uk](http://www.tuc.org.uk)
- > The Equality and Diversity Forum [www.edf.org.uk](http://www.edf.org.uk)
- > SALTY-Youth [www.saltyyouth.net](http://www.saltyyouth.net)

For relevant information on the new EU legislation:

[www.stop-discrimination.info](http://www.stop-discrimination.info)

For Diversity  Against Discrimination







## Raising awareness of anti-discrimination – the work has only begun ... Facts and figures

Over the last five years, the EU campaign “For Diversity. Against Discrimination.”:

- >> was present at 1533 events
- >> attracted 4.7 million visitors to the stop-discrimination website which generated more than 18.5 million hits,
- >> reached about 249 million people through online, print and TV advertisements,
- >> drew 7000 participants who submitted their work to one of the campaign’s competitions.

The “For Diversity. Against Discrimination.” campaign has sought to inform people about anti-discrimination laws and to promote the benefits of diversity. As this booklet has shown many 100s of informative, creative and entertaining activities have taken place to reach these aims. There is no single picture of discrimination – or awareness of the issue – across Europe. Each country has its own particular situation, and those working at national and local level are best equipped to choose the right methods and means to raise awareness in their area. This is why the support of the 500 partner organisations has been the backbone of the campaign.

As well as the information campaign, the European Commission also provides funding to support other awareness-raising activities – ranging from training events, conferences and debates to competitions and award schemes. These are intended to build on existing national activities and all tie into the “For Diversity. Against Discrimination.” information campaign.

Examples of these projects have included equality training for young people in the Finnish military service, a training course for social sciences students in Romania, a cartoon magazine promoting equality in Swedish schools, a survey on attitudes to discrimination in Cyprus and an anti-racism week in Irish workplaces. In 2007/2008, 35 of these projects will be financed by the Commission.

Of course, the 2007 European Year of Equal Opportunities for All has been vital in bringing the message of equality and diversity to millions of people around Europe.

Among the 1,000 activities that took place under the banner of the European Year, around half have been co-funded by the European Commission. They included among others 47 different anti-discrimination training programmes, 31 studies or surveys and 21 competitions for schools, businesses or the general public.

The European Commission will continue its awareness-raising initiatives in the future. It will be essential to build on the work accomplished so far and to continue working with all the network partners established over the last five years during the “For Diversity. Against Discrimination.” campaign and the 2007 European Year of Equal Opportunities for All. It is only by working in close cooperation that we can achieve the aim of raising awareness and creating a debate about some of the most important issues facing European society today.

**For more information about past, current and future awareness-raising activities see [www.stop-discrimination.info](http://www.stop-discrimination.info)!**

# Annex of Addresses of National Working Group Members<sup>2</sup>

## Austria

AGPRO – Austrian Gay Professionals  
[www.agpro.at](http://www.agpro.at)

Arbeiter Kammer Wien/Chamber of Employment  
[www.arbeiterkammer.at](http://www.arbeiterkammer.at)

Bundes – Jugendvertretung/Austrian National Youth Council  
[www.jugendvertretung.at](http://www.jugendvertretung.at)

Bundesministerium für Wirtschaft und Arbeit/  
Federal Ministry of Economics and Labour  
[www.bmwa.gv.at](http://www.bmwa.gv.at)

BIZEPS – Zentrum für Selbstbestimmtes Leben/  
Anti-discrimination NGO  
[www.bizeps.or.at](http://www.bizeps.or.at)

Diversity Centre  
[www.diversitycentre.org](http://www.diversitycentre.org)

Europäisches Zentrum für Wohlfahrtspolitik  
und Sozialforschung/European Centre for  
Social Welfare Policy and Research  
[www.euro.centre.org](http://www.euro.centre.org)

Gleichbehandlungskommission/Commission  
for Equal Treatment  
[www.frauen.bka.gv.at](http://www.frauen.bka.gv.at)

Hilfsgemeinschaft der Blinden und  
Sehgeschwachen Österreichs/Organisation for  
the Blind and Visually Impaired  
[www.hilfsgemeinschaft.at](http://www.hilfsgemeinschaft.at)

Homosexuelle Initiative Wien (HOSI)/Gay and  
Lesbian Rights Initiative  
[www.hosiwien.at](http://www.hosiwien.at)

Industriellenvereinigung/Federation of  
Austrian Industry  
[www.iv-net.at](http://www.iv-net.at)

Initiative Minderheiten/Minority Initiative  
[www.initiative.minderheiten.at](http://www.initiative.minderheiten.at)

Islamische Glaubensgemeinschaft in  
Österreich/Muslim Association of Austria  
[www.derislam.at](http://www.derislam.at)

Israelitische Kultusgemeinde/Jewish  
Community  
[www.ikg-wien.at](http://www.ikg-wien.at)

Klagsverband zur Durchsetzung der Rechte  
von Diskriminierungsopfern/Commission for  
Equal Treatment of Victims of Discrimination  
[www.klagsverband.at](http://www.klagsverband.at)

Ludwig Boltzmann Institut für  
Menschenrechte/Ludwig Boltzmann Institute  
of Human Rights  
[www.univie.ac.at/bim/](http://www.univie.ac.at/bim/)

Österreichischer Gewerkschaftsbund/Austrian  
Trade Union  
[www.oegb.at](http://www.oegb.at)

<sup>2</sup> As the campaign was designed under the Community Action Programme to combat Discrimination running until 2006 only selected pan-European measures were implemented in Romania and Bulgaria. National Working Groups were not established in either country for the final campaign year.



Österreichisches Nationalkomitee für Internationale Jugendarbeit (ÖNK)/Austrian Committee for International Youth Cooperation  
<http://oenk.org/>

Österreichische Arbeitsgemeinschaft für Rehabilitation/Organisation for Rehabilitation  
[www.oear.or.at/](http://www.oear.or.at/)

Peregrina – Bildungs, Beratungs- und Therapiezentrum für ImmigrantInnen/Centre for Immigrants  
[www.peregrina.at](http://www.peregrina.at)

SOS Mitmensch/social NGO  
[www.mitmensch.at](http://www.mitmensch.at)

Verein zur Förderung von Gleichstellung, Vereinbarkeit und Diversity/Association for the Promotion of Equality and Diversity  
[www.genderlink.net](http://www.genderlink.net)

Volkshilfe Österreich/Aid Organisation Austria  
[www.volkshilfe.at/](http://www.volkshilfe.at/)

Wirtschaftskammer Österreich/Austrian Federal Economic Chamber  
<http://portal.wko.at/wk/startseite.wk>

ZARA Zivilcourage und Anti-Rassismus-Arbeit/Anti-Racism Organisation  
[www.zara.or.at](http://www.zara.or.at)

Representation of the European Union to Austria  
<http://ec.europa.eu/austria>

## Belgium

### French:

Belgian Disability Forum (BDF)  
[bdf@minsoc.fed.be](mailto:bdf@minsoc.fed.be)

Centre pour l'égalité des chances et la lutte contre le racisme/Centre for Equal Opportunities and Against Racism  
[www.diversite.be](http://www.diversite.be)

Cabinet de Marie Arena Ministre-Présidente du Gouvernement de la Communauté française/Cabinet of Marie Arena-President of the French Community  
[www.arena.cfwb.be](http://www.arena.cfwb.be)

CGSLB Syndicat libéral/Liberal Trade Union  
[www.cgslb.be](http://www.cgslb.be)

Cellule entreprise multiculturelle

Collectif Solidarité contre l'Exclusion/Association against Exclusion  
[info@asbl-csce.be](mailto:info@asbl-csce.be)

Consistoire Central Israélite de Belgique/Central Jewish Consistory  
[www.jewishcom.be](http://www.jewishcom.be)

Confédération des Syndicats Chrétiens CSC/ACV/Association of Christian Unions  
[www.csc-en-ligne.be](http://www.csc-en-ligne.be)

Executif des Musulmans de Belgique (EMB)/Association of Muslims in Belgium  
[www.embnet.be/](http://www.embnet.be/)

Eglise Protestante Unie de Belgique/Protestant Church in Belgium  
[www.protestanet.be](http://www.protestanet.be)

ENAR Réseau européen contre le racisme/  
European Network Against Racism  
**[www.enar-eu.org](http://www.enar-eu.org)**

Institut pour l'égalité hommes-femmes/  
Institute for Equality between Men and  
Women  
**[www.meta.fgov.be](http://www.meta.fgov.be)**

La Conférence épiscopale de Belgique/The  
Episcopalian Association of Belgium  
**[http://www.catho.be/ftp/confep/conferpi/  
conferpi.html](http://www.catho.be/ftp/confep/conferpi/conferpi.html)**

Le comite aux relations internationales de  
jeunesse (CRIJ)/The International Youth  
Association  
**[www.cjef.be](http://www.cjef.be)**

Service Publique Fédéral, Emploi, Travail et  
Concertation Sociale/Federal Public Service,  
Employment Labour and Social Dialogue  
**[www.meta.fgov.be](http://www.meta.fgov.be)**

Fédération des Associations Gayes et  
Lesbiennes de Belgique (FAGL)/Gay and  
Lesbian Federation of Belgium  
**[www.fagl.be](http://www.fagl.be)**

FGTB/ABVV/Association of Unions  
**[www.fgtb.be](http://www.fgtb.be)**

Fédération des Entreprises de Belgique/  
Federation of Companies  
**[www.vbo-feb.be](http://www.vbo-feb.be)**

Le comité aux relations internationaux de  
jeunesse (CRIJ)/Council for International Youth  
Relations of the French-speaking Community  
of Belgium (CRIJ)  
**[www.youth-sport.net/](http://www.youth-sport.net/)**

#### **Flemish:**

FOD Werkgelegenheid, Werk en Sociaal  
Overleg/Federal Public Service, Employment  
Labour and Social Dialogue  
**[www.meta.fgov.be](http://www.meta.fgov.be)**

Instituut voor de Gelijkheid van Vrouwen en  
Mannen/Institute for Equality between Men  
and Women  
**[www.meta.fgov.be](http://www.meta.fgov.be)**

Minderhedenforum vzw/Organisation for  
Minorities  
**[www.minderhedenforum.be](http://www.minderhedenforum.be)**

ACLVB Liberale Vakbond/Belgian Trade Union  
Movement  
**[www.aclvb.be](http://www.aclvb.be)**

Centrum voor gelijkheid van kansen en voor  
Racismebestrijding/Centre against Racism  
**[www.diversiteit.be](http://www.diversiteit.be)**

Federaal Ministerie van Tewerkstelling en  
Arbeid/Federal Ministry of Labour  
**[www.belgium.be](http://www.belgium.be)**

Holebifederatie/Gay and Lesbian Rights  
Organisation  
**[www.holebifederatie.be/](http://www.holebifederatie.be/)**

Nederlandstalige Vrouwenraad Centre  
Amazone (NVR)/Resource Center for Equality  
**[www.amazone.be/fr\\_residents\\_cffb.html](http://www.amazone.be/fr_residents_cffb.html)**

Verbond van Senioren (VZW)/  
Association for Seniors  
**[vvs@belgacom.net](mailto:vvs@belgacom.net)**



Vereniging personen met een handicap/  
Association for Disabled Persons  
**www.vfg.be/vfg**

Rat der deutschsprachigen Jugend/Council of  
German-speaking Youth  
**www.rdj.be**

Vlaamse Jeugdraad/Youth Organisation  
**http://www.vlaamsejeugdraad.be/**

Vrouwenraad/Women's Rights Organisation  
**www.vrouwenraad.be**

## **Cyprus**

(CYCIC) Cyprus Youth Council for International  
Co-operation  
**nioannou@eudep.law.gov.cy**

Association of Human Rights  
Law Office of the Republic  
**eandreou@mjpo.gov.cy**

Cyprus Association of Human Rights  
**Tel. 22 400844**

Cyprus Evangelical Alliance  
**Tel. 22 400 857**

Cyprus Gay Liberation Movement (AKOK)  
**costi\_irene@yahoo.com**

Cyprus Labour Institute  
National Focal Point Cyprus (RAXEN)  
**Tel. 22 456 300**

DEOK (Union)  
**Tel. 22 514786**  
Ministry of the Interior  
**lpanayiotou@oeb.org**

Ministry of Justice and Public Order  
**Tel. 224 41899**

Ministry of Labour and Social Insurance  
**haili@eic.ac.cy**

Pancyprian Association Apokatastasis  
Anapiron  
**Tel. 22 889 100**

Pancyprian Association of Diabetics  
**Tel. 22 871300**

Pancyprian Welfare Council  
**Tel. 22 804653**

Representative of Latin Community  
**ckontou@sws.mlsigov.cy**

Representative of Armenian Community  
**Tel. 22 817 770**

Representative of Maronite Community  
**telena@youthboard.org.cy**

SEK  
**Tel. 22 426 301**

Vocational Rehabilitation Centre  
**alex@esfc.org.cy**

Youth Board of Cyprus  
**www.youthboard.org.cy**

## Czech Republic

Veřejný ochránce práv  
[glotzmann@ochrance.cz](mailto:glotzmann@ochrance.cz)

ADRA  
[www.adra.cz](http://www.adra.cz)

Amnesty International  
[www.amnesty.cz](http://www.amnesty.cz)

Česká geriatrická a gerontologická společnost/  
Czech Geriatric and Gerontologic Society  
[www.cggs.cz](http://www.cggs.cz)

Česká společnost AIDS POMOC/Czech AIDS  
Help Society  
[www.aids-pomoc.cz](http://www.aids-pomoc.cz)

Českomoravská konfederace odborových  
svazů/Czech Moravian Confederation of Trade  
Unions  
[www.cmkos.cz](http://www.cmkos.cz)

Český helsinský výbor/Czech Helsinki  
Committee  
[www.helcom.cz](http://www.helcom.cz)

Člověk v tísni/People in Need  
[www.clovekvtisni.cz](http://www.clovekvtisni.cz)

Duha (member of IYNF – International Young  
Friends of Nature)  
[www.duha.cz](http://www.duha.cz)

Gay a lesbická liga/Gay and Lesbian League  
[www.liga.gl.cz](http://www.liga.gl.cz)

Gender Studies  
[www.genderstudies.cz](http://www.genderstudies.cz)

Křesťanské sdružení mladých lidí – YMCA/  
Young Peoples' Christian Association  
[www.ymca.cz](http://www.ymca.cz)

Liga lidských práv/Human Rights League  
[www.llp.cz](http://www.llp.cz)

Multikulturní centrum Praha/Multicultural  
Center Prague  
[www.mkc.cz](http://www.mkc.cz)

Národní rada zdravotně postižených/Czech  
National Disability Council  
[www.nrzp.cz](http://www.nrzp.cz)

Open Society Fund  
[www.osf.cz](http://www.osf.cz)

Poradna pro občanství, občanská a lidská  
práva/Counselling Centre for Citizenship, Civil  
and Human Rights  
[www.poradna-prava.cz](http://www.poradna-prava.cz)

Rada vlády pro lidská práva/Government  
Commission for Human Rights  
[www.vlada.cz](http://www.vlada.cz)

Společnost pro ochranu náboženské svobody/  
Association for Protection of Religious  
Freedom  
[www.spons.cz](http://www.spons.cz)

Svaz důchodců ČR/Czech Union of Pensioners  
[www.seniori.org](http://www.seniori.org)

Toulcův dvůr (member of YEE – Youth and  
Environment Europe)  
[www.toulcuvdvur.cz](http://www.toulcuvdvur.cz)

Vládní výbor pro zdravotně postižené/  
Government Committee on Disability  
[www.vlada.cz](http://www.vlada.cz)

Vzájemné soužití/Mutual Co-existence  
[www.vzajemnesouziti.cz](http://www.vzajemnesouziti.cz)

Život 90/Life 90  
[www.zivot90.cz](http://www.zivot90.cz)

## Denmark

Arbejdsmarkedsstyrelsen/Ministry of  
Employment  
[www.ams.dk](http://www.ams.dk)

Center for Ligebehandling af Handicappede/  
Equal Opportunities Centre for Disabled  
Persons  
[www.clh.dk](http://www.clh.dk)

Dansk Arbejdsgiverforening/The Labour  
Market  
[www.da.dk](http://www.da.dk)

Dansk Industri/  
Confederacy of Danish Industries  
[www.di.dk](http://www.di.dk)

Dansk Ungdoms Fællesråd (DUF)/  
Danish Youth Council  
[www.duf.dk](http://www.duf.dk)

De Samvirkende Invalideorganisationer (DSI)/  
Danish Council of Organisations of Disabled  
People  
[www.handicap.dk](http://www.handicap.dk)

Dokumentations- og Rådgivningscentret om  
Racediskrimination (DRC)/Documentation- &  
Advisory Center on Racial Discrimination  
[www.drcenter.dk](http://www.drcenter.dk)

ENAR – Danmark/European Network Against  
Racism  
[www.enar-eu.org](http://www.enar-eu.org)

Europa-kommissionens Repræsentation i  
Danmark/The Representation of the European  
Commission in Denmark  
<http://www.europa-kommissionen.dk/eu-politik/aktuelt/>

Institut for Menneskerettigheder/  
Institute for Human Rights  
[www.humanrights.dk](http://www.humanrights.dk)

Islamisk-kristent Studiecenter/  
Muslim-Christian Research Center  
[www.ikstudiecenter.dk](http://www.ikstudiecenter.dk)

Kommunernes Landsforening/  
Association of Local Governments  
[www.kl.dk](http://www.kl.dk)

Klagekomitéen for Etnisk Ligebehandling/  
The Complaints Committee for Ethnic Equal  
Treatment  
[www.klagekomite.dk](http://www.klagekomite.dk)

Landsforeningen for bøsser og lesbiske/Danish  
National Association of Gays & Lesbians  
[www.lbl.dk](http://www.lbl.dk)

Ligestillingsnævnet/The Gender Equality  
Board  
[www.ligenaevn.dk](http://www.ligenaevn.dk)



Ministeriet for flygtninge, indvandrere og integration/The Ministry of Refugee, Immigration and Integration Affairs  
[www.nyidanmark.dk/da-dk](http://www.nyidanmark.dk/da-dk)

Rådet for Etniske Minoriteter/Council for Ethnic Minorities  
[www.rem.dk](http://www.rem.dk)

Personalestyrelsen/Employers in the Public Sector  
[www.perst.dk](http://www.perst.dk)

Ældre Sagen/DaneAge Association  
[www.aeldresagen.dk](http://www.aeldresagen.dk)

## Estonia

Chamber of Commerce  
[www.oiguskantsler.ee](http://www.oiguskantsler.ee)

Eesti Noorteühenduste Liit/Estonian Youth Council  
[www.evea.ee](http://www.evea.ee)

Eesti Ametiühingute Keskliit  
[www.eakl.ee](http://www.eakl.ee)

Teenistujate Ametiliitude Keskorganisatsioon (TALO)  
[www.talo.ee](http://www.talo.ee)

Mittetulundusühingud

Eesti Pensionäride Ühendus  
Tel: 6 774 006

Noorteühenduste Liit  
[www.enl.ee](http://www.enl.ee)

Eesti Inimõiguste Instituut  
[www.eihr.ee](http://www.eihr.ee)

Inimõiguste Teabekeskus  
[www.lichr.ee](http://www.lichr.ee)

Kohtueelsed töövaidlusorganid

Õiguskantsleri büroo  
[www.oiguskantsler.ee](http://www.oiguskantsler.ee)

Tööinspektsioon  
[www.ti.ee](http://www.ti.ee)

EVEA/Estonian Small and Middle Enterprise Association  
[www.koda.ee](http://www.koda.ee)

Ombudsman of Estonia  
[enl@enl.ee](mailto:enl@enl.ee)

## Finland

EU Affairs Secretary, The Association of Finnish Local and Regional Authorities  
[anu.wikman-immonen@kuntaliitto.fi](mailto:anu.wikman-immonen@kuntaliitto.fi)

Central Organisation of Service Employers  
[jyrki.hollmen@ek.fi](mailto:jyrki.hollmen@ek.fi)

Työministeriö/Ministry of Labour  
[www.mol.fi/etusivu/index.html](http://www.mol.fi/etusivu/index.html)

Sosiaali – Ja Terveysministeriö/Ministry of Social Affairs and Health  
[www.stm.fi/Resource.phx/eng/index.htx](http://www.stm.fi/Resource.phx/eng/index.htx)

Ministry of Labour, The Ombudsman for minorities  
[rainer.hiltunen@mol.fi](mailto:rainer.hiltunen@mol.fi)

Ministry of Social Affairs  
[outi.kuivasniemi@stm.fi](mailto:outi.kuivasniemi@stm.fi)

Sumoen Ammattiliiojen Keskusjärjestö/Central  
Organisation of Finnish Trade Unions (SAK)  
[www.sak.fi](http://www.sak.fi)

Finnish Romani Union  
[aine.lillberg@oph.fi](mailto:aine.lillberg@oph.fi)

Finnish League for Human Rights  
[www.ihmisoikeusliitto.fi](http://www.ihmisoikeusliitto.fi)

Town of Espoo/ Immigrant Unit  
[evelyn.soer@espoo.fi](mailto:evelyn.soer@espoo.fi)

SETA Seksuaalinen tasavertaisuus ry  
[tia.aarnipuu@seta.fi](mailto:tia.aarnipuu@seta.fi)

Finnish Disability Forum  
[pirkko.mahlamaki@webmail.nkl.fi](mailto:pirkko.mahlamaki@webmail.nkl.fi)

Finland's Permanent Representation to the  
European Union  
[www.finland.eu](http://www.finland.eu)

Ministry of the Interior (police sector)  
[www.poliisi.fi](http://www.poliisi.fi)

Petusministeriö/Ministry of Education  
[www.minedu.fi/OPM](http://www.minedu.fi/OPM)

Finnish Youth Cooperation Allianssi  
[www.alli.fi](http://www.alli.fi)

Provincial State Office of Southern Finland  
[panu.ahonen@eslh.intermin.fi](mailto:panu.ahonen@eslh.intermin.fi)

## France

Haute autorité de lutte contre les  
discriminations et pour l'égalité/High  
Authority against Discrimination and for  
Equality  
[www.halde.fr](http://www.halde.fr)

Centres d'information sur les droits des  
femmes (CIDF)/Information Center for  
Women's Rights  
[www.infofemmes.com](http://www.infofemmes.com)

Direction départementale du travail, de  
l'emploi et de la formation professionnelle  
(DDTEFP)/Department of Labour, Employment  
and Vocational Training  
[www.travail.gouv.fr](http://www.travail.gouv.fr)

Ministère de l'Emploi et de la Solidarité/  
Ministry of Labour and Solidarity  
[www.social.gouv.fr](http://www.social.gouv.fr)

ADAPT/NGO promoting the integration of  
foreigners in France  
[duboscq.dda@adapt.ne](mailto:duboscq.dda@adapt.ne)

Fédération des associations des conjoints  
survivants FAVEC/Association on Age  
Discrimination  
[www.favec.asso.fr](http://www.favec.asso.fr)

Assemblée permanente des chambres de  
métiers (APCM)/Assembly of Chambers of  
Commerce  
[www.apcm.fr](http://www.apcm.fr)

Mouvement contre le racisme et pour l'amitié  
entre les peuples/Movement against racism  
and for harmony between people  
[www.mrap.asso.fr](http://www.mrap.asso.fr)

Confédération Générale du Travail/Trade Union

[www.cgt.fr/internet](http://www.cgt.fr/internet)

Collectif national du droit des femmes (Colcadac)/National Organisation for Women's Rights

[www.annuaire-au-feminin.net](http://www.annuaire-au-feminin.net)

Comité des Retraites et Personnes Agées (CNRPA)/Committee of Retired or Aged Persons

[dgas-cnrpa@sante-gouv.fr](mailto:dgas-cnrpa@sante-gouv.fr)

Confédération Française démocratique du Travail (CFDT)/French Democratic Federation of Labour

[www.cfdt.fr](http://www.cfdt.fr)

Conseil Française des personnes Handicapées pour les questions Européennes (CFHE)/French Council for European Questions Concerning Disabled Persons

[www.fnath.com](http://www.fnath.com)

Conseil Permanent de la Conférence des Evêques de France (CPCEF)/Catholic Church in France

[www.cef.fr](http://www.cef.fr)

Conseil Représentatif des Israelistes de France (CRIF)/Jewish Council of France

[www.crif.org](http://www.crif.org)

Fédération Protestante de France-Eglise réformée de France/Protestant Federation of France-Reformed Church

[www.eglise-reformee-fr.org](http://www.eglise-reformee-fr.org)

Fondation Nationale de Gérontologie (FNG)/National Foundation of Gerontology

[www.fng.fr](http://www.fng.fr)

ILGA France

<http://www.ilga.org/>

Inter-LGBT/Gay and Lesbian Rights Association

<http://www.inter-lgbt.org/>

Gay and Lesbian Rights Movement

MEDEF Mouvements des Entreprises de France/Company Owners & Managers Union

<http://www.medef.fr/>

Représentant de l'Union Européenne/  
Representative of the European Union

[Yves.GAZZO@cec.eu.int](mailto:Yves.GAZZO@cec.eu.int)

SOS Racisme/Association Against Racism

<http://www.sos-racisme.org/>

## Germany

Beauftragte der Bundesregierung für Migration, Flüchtlinge und Integration (Integrationsbeauftragte)/Commissioner for Migration, Refugees and Integration

[www.integrationsbeauftragte.de](http://www.integrationsbeauftragte.de)

Beauftragter der Bundesregierung für die Belange behinderter Menschen (Behindertenbeauftragter)/Commissioner for Disabled persons

[www.behindertenbeauftragter.de](http://www.behindertenbeauftragter.de)

Bundesarbeitsgemeinschaft der Senioren-Organisationen/Senior Citizens Associations

[www.bagso.de](http://www.bagso.de)

Büro gegen Altersdiskriminierung e. V./  
Bureau Against Age-Discrimination

[www.altersdiskriminierung.de/index.php](http://www.altersdiskriminierung.de/index.php)



Bundesvereinigung Deutscher  
Arbeitgeberverbände (BDA)/Confederation of  
German Employer's Associations  
**[www.bda-online.de](http://www.bda-online.de)**

Antirassistisch-Interkulturelles  
Informationszentrum ARiC Berlin/Anti-racism  
Intercultural Information Centre  
**[www.aric.de](http://www.aric.de)**

Bündnis für Demokratie und Toleranz –  
gegen Extremismus und Gewalt/Alliance for  
Democracy and Tolerance – against Extremism  
and Violence  
**[www.buendnis-toleranz.de](http://www.buendnis-toleranz.de)**

Bundesministerium für Familie, Senioren,  
Frauen und Jugend/Federal Ministry for  
Families, Seniors, Women and Youth  
**[www.bmfsfj.de](http://www.bmfsfj.de)**

Bundesministerium für Wirtschaft und  
Technologie/Federal Ministry of Economics  
and Finance  
**[www.bmwi.de](http://www.bmwi.de)**

Deutscher Gewerkschaftsbund/Federation of  
German Trade Unions  
**[www.dgb.de](http://www.dgb.de)**

Lesben- und Schwulenverband Deutschland/  
Gay and Lesbian Alliance Germany  
**<http://lsvd.de>**

Sozialverband VdK Deutschland/Social Alliance  
**[www.vdk.de](http://www.vdk.de)**

Deutscher Frauenrat e.V./German  
Board for Women  
**[www.frauenrat.de](http://www.frauenrat.de)**

Evangelische Kirche in Deutschland (EKD)/  
Evangelical Church in Germany  
**<http://www.ekd.de>**

Zentralrat der Juden in Deutschland/Central  
Council of Jews in Germany  
**[www.zentralratjuden.de](http://www.zentralratjuden.de)**

Deutsches Nationalkomitee für Internationale  
Jugendarbeit (DNK)/German National  
Committee for Youth Work  
**[www.dbjr.de](http://www.dbjr.de)**

Bund gegen ethnische Diskriminierung in der  
Bundesrepublik Deutschland e.V./Alliance  
against ethnic Discrimination in Germany  
**[www.bdb-germany.de](http://www.bdb-germany.de)**

BAG Selbsthilfe/Alliance for Disabled Persons  
**[www.bag-selbsthilfe.de](http://www.bag-selbsthilfe.de)**

Das Antidiskriminierungsnetzwerk Berlin  
des TBB (ADNB des TBB)/Anti-discrimination  
Network Berlin  
**[www.adnb.de](http://www.adnb.de)**

## Greece

50και Ελλάς/50+ Ellas  
**[www.50plus.gr](http://www.50plus.gr)**

Γενική Συνομοσπονδία Επαγγελματιών,  
Βιοτεχνών & Εμπόρων Ελλάδας (ΓΣΕΒΕΕ)/  
Federation of SMEs  
**[www.gsevee.gr](http://www.gsevee.gr)**

Γενική Συνομοσπονδία Εργατών Ελλάδας (ΓΣΕΕ)/  
Greek General Confederation of Labour  
**[www.gsee.gr](http://www.gsee.gr)**

Εθνική Συνομοσπονδία Ατόμων με Αναπηρία  
(ΕΣΑΕΑ)/Federation of Disabled Persons  
[www.esaea.gr](http://www.esaea.gr)

Ελληνική Ομοφυλοφιλική Κοινότητα/Hellenic  
Homosexual Community  
[www.eok.gr](http://www.eok.gr)

Ελληνικό Φόρουμ Μεταναστών/Greek Migrants'  
Forum  
[www.migrant.gr](http://www.migrant.gr)

Ιερά Αρχιεπισκοπή Αθηνών/Orthodox Church of  
Greece

Καθολική Εκκλησία/Catholic Church of Greece  
[www.cathecclesia.gr](http://www.cathecclesia.gr)

Κέντρο Συμπαραστάσεως Παλινοστούτων  
Μεταναστών & Οικουμενικό Πρόγραμμα  
Προσφύγων/Migrant & Refugee Programme

Κόσμος χωρίς Πολέμους και Βία/World without  
War and Violence

Μουφτία Κομοτηνής/Moufti of Komotini

Ομοφυλοφιλική Λεσβιακή Κοινότητα Ελλάδας/  
Greek Homosexual & Lesbian Community  
[www.olke.org](http://www.olke.org)

Σύνδεσμος Ελληνικών Βιομηχανιών (ΣΕΒ)/  
Federation of Greek Industries  
[www.fgi.org.gr](http://www.fgi.org.gr)

Συνήγορος του Πολίτη/The Greek Ombudsman  
[www.synigoros.gr](http://www.synigoros.gr)

Ύπατο Συμβούλιο των Ελλήνων Εθνικών/  
Supreme Council of Ethnic Hellenes  
[www.ysee.gr](http://www.ysee.gr)

Υπουργείο Απασχόλησης και Κοινωνικής  
Προστασίας – Διεύθυνση Κοινωνικής  
Προστασίας/Ministry of Employment and  
Social Protection – Social Protection division  
[www.ypakp.gr](http://www.ypakp.gr)

Υπουργείου Δικαιοσύνης – Επιτροπή Ίσης  
Μεταχείρισης/Ministry of Justice – Commission  
of Equal Rights  
[www.ministryofjustice.gr](http://www.ministryofjustice.gr)

## Hungary

“40+” Esélyek és Lehetőségek 40 felett  
Alapítvány/“40+” Opportunities and Chances  
Above 40 Foundation  
[www.negyvenfelett.hu](http://www.negyvenfelett.hu)

A Civil Társadalom Fejlődéséért Alapítvány/  
The Civil Society Development Foundation  
Hungary  
[www.ctf.hu](http://www.ctf.hu)

Civilkomp  
[www.civilkomp.hu](http://www.civilkomp.hu)

Egyenlő Bánásmód Hatóság/Equal Treatment  
Authority  
[www.egyenlobanasmod.hu](http://www.egyenlobanasmod.hu)

Európai Roma Jogok Központja/European  
Roma Rights Center  
[www.errc.org](http://www.errc.org)

Fővárosi Esélyegyenlőség Módszertani Iroda/  
Equal Opportunity Office of the Municipality  
of Budapest  
[www.pestesely.hu](http://www.pestesely.hu)

Gyermek és Ifjúsági Konferencia/Children and Youth Conference

[www.gyik.networldtrading.com](http://www.gyik.networldtrading.com)

Habeas Corpus Munkacsoport/Habeas Corpus Working Group

[www.habeascorpus.hu](http://www.habeascorpus.hu)

HAND Szövetség/Hungarian Association of NGOs for Development and Humanitarian Aid

[www.hand.org.hu](http://www.hand.org.hu)

Háttér Társaság a Melegekért/Association of Gays & Lesbians

[www.hatter.hu](http://www.hatter.hu)

Igazságügyi és Rendészeti Minisztérium/Ministry of Justice and Law Enforcement

<http://irm.gov.hu>

Kalyi Jag RME

Kurt Lewin Alapítvány/Kurt Lewin Foundation

[www.kla.hu](http://www.kla.hu)

Magyar Helsinki Bizottság/Hungarian Helsinki Committee

[www.helsinki.hu](http://www.helsinki.hu)

Magyar Nők Szövetsége/Federation of Hungarian Women

[www.noszovetseg.hu](http://www.noszovetseg.hu)

Magyar Nyugdíjasok Egyesületeinek Országos Szövetsége/National Federation of the Pensioners' Associations

[www.host.hu/projects/ezustkor/nyosz.html](http://www.host.hu/projects/ezustkor/nyosz.html)

Menedék Egyesület/Hungarian Association for Migrants

[www.menedek.hu](http://www.menedek.hu)

Mozgássérültek Egyesületeinek Országos Szövetsége/National Federation of the Disabled Persons' Associations

[www.meosz.hu](http://www.meosz.hu)

Nemzeti és Etnikai Kisebbségi Jogvédő Iroda/Legal Defence Bureau for National and Ethnic Minorities

[www.neki.hu](http://www.neki.hu)

Roma Sajtóközpont/Roma Press Office

[www.ciberom.hu](http://www.ciberom.hu)

Salva Vita Alapítvány/Salva Vita Foundation

[www.salvavita.hu](http://www.salvavita.hu)

Szociális és Munkaügyi Minisztérium/Ministry of Social Affairs and Labour

[www.szmm.gov.hu](http://www.szmm.gov.hu)

Szubjektív Értékek Alapítvány/Subjective Values Foundation

[www.antirasszista.hu](http://www.antirasszista.hu)

## Ireland

Equality Authority

[www.equality.ie](http://www.equality.ie)

The Department of Justice

[www.justice.ie](http://www.justice.ie)

Irish Business and Employers Confederation (IBEC)

[www.ibec.ie](http://www.ibec.ie)

Irish Traveller Movement

[www.itmtrav.com](http://www.itmtrav.com)



Islamic Cultural Centre of Ireland  
<http://islamireland.ie/>

Jewish Representative Council of Ireland  
[irishcom@iol.ie](mailto:irishcom@iol.ie)

National Consultative Committee on Racism  
and Interculturalism  
[www.nccri.ie](http://www.nccri.ie)

National Disability Authority  
[www.nda.ie](http://www.nda.ie)

National Lesbian and Gay Federation of  
Ireland  
[www.nlgf.ie](http://www.nlgf.ie)

People with Disabilities in Ireland (PwDi)  
[www.pwdi.ie](http://www.pwdi.ie)

Vincentian Refugee Centre  
[www.vincentians.ie/VRC.htm](http://www.vincentians.ie/VRC.htm)

Irish Congress of Trade Unions  
[www.ictu.ie](http://www.ictu.ie)

National Youth Council of Ireland (NYCI)  
[www.youth.ie](http://www.youth.ie)

“Know Racism” – National Anti-Racism  
Awareness Programme  
[www.diversityireland.ie](http://www.diversityireland.ie)

## Italy

ANCeSCAO – Associazione Nazionale Centri  
Sociali, Comitati Anziani e Orti/National  
Association of Social Centre and Elderly Groups  
[www.ancescao.it](http://www.ancescao.it)

Anthai – Associazione Nazionale Tutela  
Handicappati e Invalidi/National Association  
for the care of Disabled Persons  
[www.anthai.org](http://www.anthai.org)

Arcigay/Gay Association  
[www.arcigay.it](http://www.arcigay.it)

Arcilesbica/Lesbian Association  
[www.arcilesbica.it](http://www.arcilesbica.it)

CESTIM – Centro Studi Immigrazione Onlus/  
Centre for Studies on Immigration  
[www.cestim.org](http://www.cestim.org)

CGIL – Confederazione Generale Italiana del  
Lavoro/Italian Confederation of Labour  
[www.cgil.it/org.diritti](http://www.cgil.it/org.diritti)

CIE – Centro di Iniziativa per L’Europa/Centre  
of Initiatives for Europe  
[www.ciepiemonte.it](http://www.ciepiemonte.it)

CISL Confederazione Italiana Sindacati dei  
Lavoratori/Confederation of Labour Unions  
[www.cisl.it](http://www.cisl.it)

CND Consiglio Nazionale sulla Disabilità/  
National Council on Disability  
[www.cnditalia.it](http://www.cnditalia.it)

Confartigianato/Association of Artisans  
[www.confartigianato.it](http://www.confartigianato.it)

Confcommercio/Association of Trade  
[www.confcommercio.it](http://www.confcommercio.it)

Cooperativa Sociale La Cruna/Social  
Cooperative La Cruna  
[www.lacruna.com](http://www.lacruna.com)

COSPE Cooperazione per lo Sviluppo dei Paesi Emergenti/Association for the cooperation for developing countries  
**www.cospe.it**

ENAR – European Network Against Racism Italia  
**www.enar-eu.org**

ENS (Ente Nazionale Sordomuti)/National Association for the Deaf and Mute  
**www.ens.it**

FCEI – Federazione delle chiese evangeliche in Italia/Federation of Evangelic Churches  
**www.fcei.it**

Ministero del Lavoro/Ministry of Labour and Welfare  
**www.welfare.gov.it**

Ministero delle Pari Opportunità/Ministry for Equal Opportunities  
**www.pariopportunita.gov.it**

SOS Razzismo/Association against Racism  
**www.uni.net/sos.razzismo**

UCOII – Unione delle comunità e organizzazioni islamiche in Italia/Union of Islamic Communities in Italy  
**www.islam-ucoii.it**

UIL Unione Italiana del Lavoro/Italian Union of Labour  
**www.uil.it**

UILDm – Unione Italiana lotta alla distrofia muscolare/Italian Union against Muscular Dystrophy  
**www.uildm.org**

## Latvia

Atbalsta grupa inficētajiem ar HIV un AIDS slimniekiem/Support group for those infected by HIV and AIDS  
**www.hiv.lv**

Invalīdu un viņu draugu apvienība Apeirons/Apeirons – Alliance for Persons with Disabilities  
**www.apeirons.lv**

Dialogi.lv  
**www.dialogi.lv**

Latvijas Invalīdu biedrība/Disabled Persons' Association of Latvia  
**lib-lilita@apollo.lv**

Eiropas Komisijas pārstāvniecība Latvijā/European Commission Representation office in Latvia  
**www.esmaja.lv; www.europainfo.lv**

Klubs "Māja"/Club "Māja"  
**www.klubsmaja.lv**

Latvijas Dzimumu līdztiesības apvienība/Latvian Association of Gender Equality  
**www.apvieniba.lv**

Latvijas Bībeles biedrība/Latvian Bible Association  
**www.bibelesbiedriba.lv**

Latvijas Cilvēktiesību centrs/Latvian Centre for Human Rights  
**www.humanrights.org.lv**

Latvijas Pensionāru federācija/Latvian Pensioners Federation  
**bormanis@cfi.lu.lv**

Latvijas Jaunatnes padome/Latvian Youth Council  
[www.ljp.lv](http://www.ljp.lv)

Latvijas Brīvo Arodbiedrību Savienība/Union of Independent Trade Unions of Latvia  
[www.lbas.lv](http://www.lbas.lv)

Fonds "Baltā Māja"/  
Līvāni Foundation "Baltā Māja"  
[www.baltamaja.lv](http://www.baltamaja.lv)

Mozaika/Mozaika (Gay and Lesbian organisation)  
[www.mozaika.lv](http://www.mozaika.lv)

Nēvo Drom/Nēvo Drom (Roma organization)

Rīgas Ebreju kopiena/Riga Jewish Community  
[gita@telenet.lv](mailto:gita@telenet.lv)

Īpašu uzdevumu ministra sabiedrības integrācijas lietās sekretariāts/Secretariat of the Minister of Special Assignments for Society Integration Affairs  
[www.integracija.gov.lv](http://www.integracija.gov.lv)

SO "Dialogs"/Dialogs HIV+ support centre  
[www.diacentrs.lv](http://www.diacentrs.lv)

Sociālās integrācijas centrs "Gaisma ceļā"/  
Social Integration Centre "Gaisma ceļā"  
[slapina@tvnet.lv](mailto:slapina@tvnet.lv)

Sorosa fonds – Latvija/Soros Foundation – Latvia  
[www.sfl.lv](http://www.sfl.lv)

SUSTENTO – Latvijas Cilvēku ar īpašām vajadzībām sadarbības organizācija/SUSTENTO – Latvia Umbrella Body for Disability Organisations  
[www.sustento.lv](http://www.sustento.lv)

Tiesībsarga birojs/Ombudsman's Office  
[www.vcb.lv](http://www.vcb.lv)

## Lithuania

Lygių galimybių plėtros centras/Centre for Equal Advancement  
[www.gap.lt](http://www.gap.lt)

Tolerantiško jaunimo asociacija/Association of Tolerant Youth  
[www.tja.lt](http://www.tja.lt)

Lietuvos žmogaus teisių centras/Lithuanian Human Rights Centre  
[www.lchr.lt](http://www.lchr.lt)

Sambūris "Gabija"/"Gabija" Age Network  
<http://www.seniores.lt>

Lietuvos gėjų lyga/Lithuanian Gay League  
[www.gay.lt](http://www.gay.lt)

Lietuvos jaunimo organizacijų taryba/  
Lithuanian Youth Council LIJOT  
[www.lijot.lt](http://www.lijot.lt)

Lietuvos invalidų draugija/The Society for Physically Disabled Persons of Lithuania  
[www.draugija.lt](http://www.draugija.lt)

Lygių galimybių kontrolieriaus tarnyba/Office of the Equal Opportunities Ombudsman  
[www.lygybe.lt](http://www.lygybe.lt)



Moterų informacijos centras/Information  
Centre on Women's Issues  
**www.lygus.lt**

Socialinės apsaugos ir darbo ministerija/  
Ministry of Social Security and Labour of the  
Republic of Lithuania  
**www.socmin.lt**

Lietuvos profesinių sąjungų konfederacija/  
Confederation of Trade Unions of Lithuania  
**www.lpsk.lt**

## **Luxembourg**

Commission spéciale permanente contre la  
discrimination raciale/Special Permanent  
Commission against Discrimination

Chambre de Travail/Arbeiterkammer  
Luxemburg (AK)/Chamber of Employment  
**www.ak-l.lu**

Chambre des Métiers/Chamber of Labour  
**www.cdm.lu**

CIGALE Centre d'Information Gay et Lesbien/  
Information Centre for Gay & Lesbian  
Community  
**www.cigale.lu**

CLAE Comité de Liaison et d'Action des  
Etrangers/Committee for Liaison with  
Foreigners  
**www.clae.lu**

Commissariat du Gouvernement aux  
Etrangers/Commissioner for Immigration  
**ounidiskriminatioun@fm.etat.lu**

Eglise Protestante du Luxembourg/  
Protestant Church of Luxembourg  
**www.protestant.lu**

ENAR (European Network Against Racism  
coordination nationale Luxembourg)/  
ENAR Coordination Office Luxembourg  
**www.enar-eu.org**

Fédération des Artisans/Federation of Artisans  
**www.federation-des-artisans.lu**

FEDIL (Fédération des Industriels  
Luxembourgeois)/Federation of Industry  
**www.fedil.lu**

Fondation Caritas – Service Réfugiés/Caritas  
Foundation – Refugee Service  
**www.caritas.lu**

Info Handicap – Conseil National des  
Personnes Handicapées/National Council for  
Disabled Persons  
**www.info-handicap.lu**

LCGB (Letzebuenger Chreschtliche  
Gewerkschafts-Bond et Mobbing asbl)/  
Social services organisation  
**www.lcgb.lu**

Ministère de la Famille et de l'Intégration  
Senioren-Telefon/Ministry of Family and of  
Integration  
**www.fm.etat.lu**

OGB-L (Confédération Syndicale Indépendante  
du Luxembourg)/Independent Confederation  
of Unions Luxembourg  
**www.ogb-l.lu**

Association de Soutien aux Travailleurs  
Immigrés/Association to Support Immigrant  
Workers  
**www.asti.lu**

Secrétariat européen commun de la CGT-L  
(OGB-L/FNCTTFEL/FLTL) et du LCGB/European  
Trade Union Association  
**www.secec.lu**

Service RBS A.s.b.l. Institut de Formation &  
Académie Seniors/Institute for Training and  
Formation of Senior Citizens  
**www.rbs.lu**

UEL (Union des Entreprises  
Luxembourgeoises)/Union of Trade  
Organisations in Luxembourg  
**www.uel.lu**

Representative of the European Union to  
Luxembourg

## Malta

Assoċjazzjoni Nazzjonali tal-Pensjonanti/  
National Association of Pensioners  
**kna@mail.global.net.mt**

Ċentru tal-Ġiżwiti Fidi u Ġustizzja/Jesuit Faith  
and Justice Centre  
**www.jesuit.org.mt/justice**

Commissioner for Children  
**www.tfal.org.mt**

General Workers Union  
**www.gwu.org.mt**

Ghaqda Ghawdxija Għall-Persuni b'Dizabilità/  
Gozitan Group for Persons with Disability

Il-Federazzjoni ta' Malta ta' Organizzazzjonijiet  
Persuni b'Dizabilità/Malta Federation of  
Organisations Persons with Disability  
**www.mfopd.org**

Federazzjoni ta' Organizzazzjonijiet  
għall-Persuni b'Dizabilità/Federation of  
Organisations for Persons with Disability  
**fmopd@global.net.mt**

Il-Fondazzjoni Eden/The Eden Foundation  
**www.theedenfoundation.com**

JRS Servizz tal-Ġiżwiti għar-Rifuġjati/JRS Malta  
(Servizz tal-Ġiżwiti għar-Rifuġjati)  
**www.jrsmalta.org**

Korporazzjoni għall-Impjiegi u Taħriġ/  
Employment and Training Corporation (ETC)  
**www.etc.gov.mt**

Kummissjoni għas-Servizz Pubbliku/Public  
Service Commission  
**www.psc.gov.mt**

Kummissjoni Nazzjonali għall-Promozzjoni ta'  
l-Ugwaljanza/National Commission for the  
Promotion of Equality  
**www.equality.gov.mt**

Kummissjoni Nazzjonali Persuni b'Dizabilità/  
National Commission Persons with Disability  
**www.knpd.org**

Kunsill Nazzjonali taż-Żgħażaġh/National  
Youth Council  
**www.knz.org.mt**

Kunsill Studenti Universitary (KSU)/University Student Council

[www.ksu.org.mt](http://www.ksu.org.mt)

Malta Gay Rights Movement

[www.maltagayrights.org](http://www.maltagayrights.org)

Malta Employers Association

[www.maltaemployers.com](http://www.maltaemployers.com)

Malta Federation of Industry

[www.foi.org.mt](http://www.foi.org.mt)

Ministeru għall-Familja u Solidarjetà Soċjali/  
Ministry for the Family and Social Solidarity

[www.welfare.gov.mt](http://www.welfare.gov.mt)

Ministeru ta' l-Edukazzjoni, Żgħażaġh u  
Impjiegi/Ministry of Education, Youth and  
Employment

[www.education.gov.mt](http://www.education.gov.mt)

National Council for the Elderly

[kna@onvol.net](mailto:kna@onvol.net)

National Commission for the Promotion of  
Equality

[www.equality.gov.mt](http://www.equality.gov.mt)

Society of the Blind

[socblindmalta@global.net.mt](mailto:socblindmalta@global.net.mt)

Union Haddiema Magħqudin/Malta Worker's  
Union

[www.uhm.org.mt](http://www.uhm.org.mt)

Uffiċċju ta' l-Ombudsman/Office of the  
Ombudsman

[www.ombudsman.org.mt](http://www.ombudsman.org.mt)

YMCA Homeless

[www.ymcahomeless.org](http://www.ymcahomeless.org)

## The Netherlands

Artikel 1/National Association Against  
Discrimination

[www.art1.nl](http://www.art1.nl)

COC Nederland/Gay and Lesbian Rights  
Organisation

[www.coc.nl](http://www.coc.nl)

Commissie Gelijke Behandeling/Commission  
for Equal Opportunities

[www.cgb.nl](http://www.cgb.nl)

E-Quality, kenniscentrum voor emancipatie  
in de multiculturele samenleving/E-Quality  
Organisation for Multiculturalism

[www.e-quality.nl](http://www.e-quality.nl)

Expertisecentrum LEEFtijd/Independent  
Expertise Centre on Age

[www.leeftijd.nl](http://www.leeftijd.nl)

Ministerie van Sociale Zaken en Werkgelegen-  
heid/Ministry for Social Affairs and Labour

[www.szw.nl](http://www.szw.nl)

Chronisch zieken en Gehandicapten Raad  
Nederland/Board of Disabled Persons

[www.cgraad.nl](http://www.cgraad.nl)

Nationale Jeugdraad/National Youth  
Organisation

[www.jeugdraad.nl](http://www.jeugdraad.nl)

Meldpunt Discriminatie Amsterdam/  
Anti discrimination bureau Amsterdam

[www.meldpunt-amsterdam.nl](http://www.meldpunt-amsterdam.nl)



## Poland

Państwowa Inspekcja Pracy i Główny Inspektorat Pracy/National Labour Inspectorate  
[www.pip.gov.pl](http://www.pip.gov.pl)

Biuro Rzecznika Praw Obywatelskich/  
Commissioner for Civil Rights  
Office of the Ombudsman  
[www.brpo.gov.pl](http://www.brpo.gov.pl)

Sekretariat Pełnomocnika Rządu ds.  
[www.rownystatus.gov.pl](http://www.rownystatus.gov.pl)

Ministerstwo Pracy i Polityki Społecznej  
Departament do Spraw Kobiet  
[www.mps.gov.pl](http://www.mps.gov.pl)

Pełnomocnik Rządu do Spraw Osób Niepełnosprawnych  
Przyczyna dyskryminacji: Niepełnosprawność/  
Anti-Discrimination Body  
[www.mpips.gov.pl/osobynepełnosprawne.php](http://www.mpips.gov.pl/osobynepełnosprawne.php)

Biuro Pełnomocnika Rządu ds. Osób Niepełnosprawnych/Ministry of Labour and Social Policy  
[www.mpips.gov.pl](http://www.mpips.gov.pl)

Zespół ds. Monitorowania Rasizmu i Ksenofobii  
Departament Wyznań Religijnych oraz Mniejszości Narodowych i Etnicznych  
Ministerstwo Spraw Wewnętrznych i Administracji/Ministry of Interior and Administration  
[www.mswia.gov.pl](http://www.mswia.gov.pl)

Centrum Informacyjne dla Osób Niepełnosprawnych przy Stowarzyszeniu Przyjaciół Integracji/Information Centre for Disabled Persons  
[www.niepelnosprawni.info](http://www.niepelnosprawni.info)

Helsińska Fundacja Praw Człowieka/Helsinki Foundation of Human Rights  
[www.hfhrpol.waw.pl](http://www.hfhrpol.waw.pl)

ILGCN-Polska  
[www.ilgcn.gej.net/modules/news/](http://www.ilgcn.gej.net/modules/news/)

Kampania Przeciw Homofobii/Gay Rights Organisation  
[www.kampania.org.pl](http://www.kampania.org.pl)

Ogólnopolskie Porozumienie Związków Zawodowych OPZZ/The All-Poland Alliance of Trade Unions  
[www.opzz.org.pl](http://www.opzz.org.pl)

OTWARTA RZECZPOSPOLITA/Open Republic  
[www.or.icm.edu.pl](http://www.or.icm.edu.pl)

Pacific Institute Europe  
[www.pacificinstitute-europe.org](http://www.pacificinstitute-europe.org)

Konfederacja Pracodawców Polskich/Polish Confederation of Private Employers – PKPP  
[www.kpp.org.pl](http://www.kpp.org.pl)

Stowarzyszenie "Nigdy Więcej"/Never Again Association  
<http://free.ngo.pl/nw/>

Stowarzyszenie Amnesty International  
[www.amnesty.org.pl](http://www.amnesty.org.pl)

Stowarzyszenie Lambda Warszawa/  
Gay and Lesbian Rights Association  
[www.lambda.org.pl](http://www.lambda.org.pl)

Związek Biur Porad Obywatelskich,  
Office of Spokesman for Civil Rights  
[www.zsbpo.org.pl](http://www.zsbpo.org.pl)

Stowarzyszenie Pro Humanum/Human  
Rights Organisation ul. Grochowska  
[www.prohumanum.org](http://www.prohumanum.org)

Bank Światowy/The World Bank  
ul. Emilii Plater 53; 00-113 Warszawa  
[www.worldbank.org.pl](http://www.worldbank.org.pl)

Instytut Spraw Publicznych/The Institute  
of Public Affairs  
[www.isp.org.pl](http://www.isp.org.pl)

Polish Disability Forum  
[www.pfon.org.pl](http://www.pfon.org.pl)

## Portugal

ACIDI – Alto Comissário para a Imigração e  
o Diálogo Intercultural, I.P./Commission for  
Integration and Intercultural Dialogue  
[www.acime.gov.pt](http://www.acime.gov.pt)

ASSOCIAÇÃO ILGA PORTUGAL  
[www.ilga-portugal.oninet.pt](http://www.ilga-portugal.oninet.pt)

AIP – Associação Industrial Portuguesa/  
Portuguese Industrial Association  
[www.aip.pt](http://www.aip.pt)

CGTP – Confederação Geral dos Trabalhadores  
Portugueses, Conferderation of Unions  
[www.cgtp.pt](http://www.cgtp.pt)

CICDR – Comissão para a Igualdade e Contra  
a Discriminação Racial

CNAI – Centros Nacionais de Apoio ao  
Imigrante/Organisation for Immigrants  
[www.acime.gov.pt](http://www.acime.gov.pt)

CPR – Conselho Português para os  
Refugiados/Portuguese Refugee Council  
[www.cpr.pt](http://www.cpr.pt)

DGERT – Direcção Geral do Emprego e das  
Relações de Trabalho/Directorate General for  
EMployment  
[www.dgert.msst.gov.pt](http://www.dgert.msst.gov.pt)

OIM – Organização Internacional para as  
Migrações/International Organisation for  
Migration  
[www.iom.int](http://www.iom.int)

OPUS GAY  
[www.opusgay.org](http://www.opusgay.org)

SOLIDARIEDADE IMIGRANTE/Organisation  
for Immigrant Rights  
[www.slim.org](http://www.slim.org)

SOS RACISMO/Ant-Racism Organisation  
[www.sosracismo.pt](http://www.sosracismo.pt)

UGT – União Geral de Trabalhadores/  
Confederation of Portuguese Trade Unions  
[www.ugt.pt](http://www.ugt.pt)

Centro de Estudos Sociais da Universidade de  
Coimbra, Centre for Social Studies, University  
of Columbia  
[www.ceis20.uc.pt](http://www.ceis20.uc.pt)

CNOD – Confederação Nacional dos Organismos de Deficientes/National Alliance for Disabled Persons  
[www.cnod.org](http://www.cnod.org)

Comunidade Israelita/Jewish Community  
[www.cilisboa.org](http://www.cilisboa.org)

Conselho Nacional de Juventude/National Youth Organisation  
[www.cnj.pt](http://www.cnj.pt)

EASPD European Association of Service Providers for Persons with Disabilities  
[www.easpd.eu](http://www.easpd.eu)

FENACERCI Federação Nacional de Cooperativas de Solidariedade Social/Federation for Social Solidarity  
[www.fenacerci.pt](http://www.fenacerci.pt)

GRAAL  
[www.graal.org.pt](http://www.graal.org.pt)

Solidariedade Imigrante/Organisation for Immigrant Rights  
[www.solim.org](http://www.solim.org)

## Slovakia

Úrad vlády SR – Sekcia ľudských práv a menšín/Government Office – Section of Human Rights and Minorities  
[www.mensiny.vlada.gov.sk](http://www.mensiny.vlada.gov.sk)

Ministerstvo práce, sociálnych vecí a rodiny/Ministry of Labour, Social Affairs and Family  
[www.employment.gov.sk](http://www.employment.gov.sk)

Aliancia žien Slovenska  
[www.alianciazien.sk](http://www.alianciazien.sk)

Slovenské národné stredisko pre ľudské práva/Slovak National Centre for Human Rights  
[www.snslp.sk](http://www.snslp.sk)

Prvé lesbické združenie Museion/Gay and Lesbian Rights Organisation  
[www.lesba.sk](http://www.lesba.sk)

Slovenská humanitná rada (SHR)/Slovak Humanitarian Council  
[www.shr.sk](http://www.shr.sk)

Slovenský kresťanský zväz dôchodcov/Slovak Christian Association of Pensioners  
Slovenská Katolícka Charita/Catholic Charity  
[www.charita.sk](http://www.charita.sk)

L'UDIA PROTI RASIZMU/People Against Racism  
[www.rasizmus.sk](http://www.rasizmus.sk)

GANYMEDES/Gay and Lesbian Rights Organisation  
[www.ganymedes.info](http://www.ganymedes.info)

Altera/Civic Association for Lesbian & Bisexual Women  
[www.altera.sk](http://www.altera.sk)

Asociácia zamestnávateľských zväzov a združení SR/Federation of Employers Associations of the Slovak Republic  
[www.azzz.sk](http://www.azzz.sk)

Asociácia organizácií zdravotne postihnutých ľudí – AOZPOSR/Alliance of Organizations of Disabled People Slovakia  
[www.aozpo.sk](http://www.aozpo.sk)



Národná rada občanov so zdravotným postihnutím/Equal Rights NGO

[www.nrozp.sk](http://www.nrozp.sk)

Asociácia na ochranu práv pacientov SR/  
Patient Advocacy Organisation

[www.aopp.sk](http://www.aopp.sk)

Krízové centrum Fenestra

[www.alianciazien.sk](http://www.alianciazien.sk)

Záujmové združenie žien Aspekt

[www.aspekt.sk](http://www.aspekt.sk)

Nadácia Charty77

[charta77@rainside.sk](mailto:charta77@rainside.sk)

Youth Council of Slovakia (RMS)

[www.mladez.sk](http://www.mladez.sk)

Agentúra podporovaného zamestnávania –  
APZ/Agency of supported employment

[www.apz.sk](http://www.apz.sk)

OZ KOVO

[www.kozsr.sk](http://www.kozsr.sk)

Úrad vlády/Governmental Office

[www.vlada.gov.sk](http://www.vlada.gov.sk)

Delegácia Európskej komisie v SR/EC  
Delegation

[www.europa.sk](http://www.europa.sk)

Únia nevidiacich a slabozrakých Slovenska/  
Slovak Union for the Blind and Visually  
Impaired

[www.unss.sk](http://www.unss.sk)

MADRINA

ZOR/Roma NGO

## Slovenia

Vlada RS,Urad za enake možnosti/Government  
of the Republic of Slovenia; Office for Equal  
Opportunities

[www.uem.gov.si](http://www.uem.gov.si)

VARUH ČLOVEKOVIH PRAVIC/Human Rights  
Ombudsman

[www.varuh-rs.si](http://www.varuh-rs.si)

ZVEZA SVOBODNIH SINDIKATOV SLOVENIJE/  
Union

[www.sindikatzsss.si](http://www.sindikatzsss.si)

MESTNA ZVEZA UPOKOJENCEV LJUBLJANA/  
Ljubljana Regional Association of Pensioners

[www.mzu.si](http://www.mzu.si)

PIC – PRAVNO INFORMACIJSKI CENTER/Legal  
Information Centre for NGOs

[www.pic.si](http://www.pic.si)

NACIONALNI SVET INVALIDSKIH  
ORGANIZACIJ SLOVENIJE/Organisation for  
Disabled Persons

[www.nsios.si](http://www.nsios.si)

MLADINSKI SVET SLOVENIJE/National Youth  
Council of Slovenia

[www.mms.si](http://www.mms.si)

SIOVENSKA FILANTROPIJA/ Slovene  
Philanthropy

[www.filantropija.org/](http://www.filantropija.org/)

KARITAS/Caritas Slovenia

[www.karitas.si/](http://www.karitas.si/)

MIROVNI INŠTITUT/Peace Institute

[www.mirovni-institut.si](http://www.mirovni-institut.si)

ŠKUC/Slovenian Gays and Lesbians Association  
[www.ljudmila.org/siqrd/](http://www.ljudmila.org/siqrd/)

ZDRUŽENJE DELODAJALCEV SLOVENIJE/  
The Association of Employers of Slovenia  
[www.zds.si](http://www.zds.si)

DRUŠTVO VIZIJA/Organisation for Disabled  
Women  
[www.vizija.si](http://www.vizija.si)

## Spain

CEAR/Spanish Commission for Refugees  
[www.cear.es](http://www.cear.es)

CERMI/Spanish National Council of Disabled  
Representatives  
[www.cermi.es](http://www.cermi.es)

CC.OO., Comisiones Obreras/Trade union  
[www.ccoo.es](http://www.ccoo.es)

CEOMA/Spanish Confederation of Older  
People's Organizations  
[www.ceoma.org](http://www.ceoma.org)

FELGTB/Spanish Lesbian, Gay, Transexual and  
Bisexual Federation  
[www.felgt.org](http://www.felgt.org)

FEERI/Federación Española de Entidades  
Religiosas Islámicas, Spanish Federation of  
Islamic Entities  
[www.feeri.info](http://www.feeri.info)

FERE/Spanish Federation of Religious Centers  
(Catholic Centers)  
[www.ferececa.es](http://www.ferececa.es)

Fundación ONCE/ONCE Foundation  
[www.fundaciononce.es](http://www.fundaciononce.es)

UGT, Unión General de Trabajadores/General  
Union of Workers (trade union)  
[www.ugt.es](http://www.ugt.es)

DIVERS/organisation for ethnic minorities.  
[http://www.divers.ro/initiative\\_ro](http://www.divers.ro/initiative_ro)

RETEAUA NATIONALA A ROMILOR/National  
Organisation for Roma  
<http://www.rnromi.ro/>

IMIGRANT/Immigrant Association  
<http://www.imigrant.ro/index>

CAMAS – Centrul pentru Arta, Media si  
Actiune Sociala/The Art, Media and Social  
Action Center  
<http://ongcamas.ro/index.php>

ACCEPT – Gay and Lesbian Organisation  
<http://accept.org.ro/englishscu.html>

OADO – Organizatia pentru Apararea  
Drepturilor Omului/Human Rights  
Organisation  
[www.oado.ro](http://www.oado.ro)

ONPHR – Organizatia Nationala a Persoanelor  
cu Handicap din Romania/National  
Organisation of Disabled Persons of Romania  
[www.integration.ro](http://www.integration.ro)

## Sweden

Antidiskrimineringsbyråer i Sverige/  
Antidiscrimination Body

Se Sverige mot rasism:

[www.sverigemotrasism.nu](http://www.sverigemotrasism.nu)

[www.sverige2000.se](http://www.sverige2000.se)

Ombudsmannen mot etnisk diskriminering  
(DO)/Ombudsman for Ethnic Discrimination

[www.do.se](http://www.do.se)

FORUM 50+/Organisation promoting rights  
for the elderly

[forum.50@telia.com](mailto:forum.50@telia.com)

RFSL Riksförbundet för homosexuellas,  
bisexuellas och transpersoners rättigheter/  
The Swedish Federation for Lesbian, Gay,  
Bisexual and Transgender Rights

[www.rfsl.se](http://www.rfsl.se)

Paraplyprojektet/Europa Forum

[www.europaforum.se](http://www.europaforum.se)

EU-kommissionen i Sverige/EU Representation  
in Sweden

[www.eukomm.se](http://www.eukomm.se)

Ombudsmannen mot diskriminering på grund  
av sexuell läggning (HomO)/The Office of  
the Ombudsman against discrimination on  
grounds of sexual orientation

[www.homo.se](http://www.homo.se)

JämO/The Equal Opportunities Ombudsman

[www.jamombud.se](http://www.jamombud.se)

Integrationsverket/Integration Association

[www.integrationsverket.se](http://www.integrationsverket.se)

SIOS Samarbetsorganet för  
etniskaorganisationer i Sverige/The  
Cooperation Group for Ethnic Associations in  
Sweden

[www.sios.org](http://www.sios.org)

Handikappombudsmannen/The Swedish  
Disability Ombudsman

[www.ho.se](http://www.ho.se)

HSO Handikappförbundens/The Swedish  
Disability Federation

[www.hso.se](http://www.hso.se)

Sveriges Kommuner och Landsting/Swedish  
Association of Local Authorities and Regions  
(SALAR)

[www.skl.se](http://www.skl.se)

Landesorganisationen i Sverige/The Swedish  
Trade Union Confederation

[www.lo.se](http://www.lo.se)

Sensus/Study Association promoting Adult  
Learning

[www.sensus.se](http://www.sensus.se)

Seniorer I Tiden/Organisation for Pensioners

[www.spfpension.se](http://www.spfpension.se)

Synskadades Riksförbund (SRF)/The Swedish  
Association of the Visually Impaired

<http://www.srfriks.org>

TCO/Alliance of Unions

[www.tco.se](http://www.tco.se)

Justitiedepartementet/Ministry of Justice

[www.sweden.gov.se](http://www.sweden.gov.se)



Socialdepartementet/Ministry of Health and Social Affairs  
[www.sweden.gov.se](http://www.sweden.gov.se)

National Council of Swedish Youth Organisations (LSU)  
[www.lsu.se](http://www.lsu.se)

Representative of the European Union

## United Kingdom

Disability Rights Commission  
[www.drc-gb.org](http://www.drc-gb.org)

Commission for Equality and Human Rights  
[www.cehr.org.uk](http://www.cehr.org.uk)

Equality Commission for Northern Ireland  
[www.equalityni.org](http://www.equalityni.org)

Commission for Racial Equality  
[www.cre.gov.uk](http://www.cre.gov.uk)

Equal Opportunities Commission  
[www.eoc.org.uk](http://www.eoc.org.uk)

Department of Trade and Industry  
[www.dti.gsi.gov.uk/er/equality](http://www.dti.gsi.gov.uk/er/equality)

Women and Equality Unit  
[www.womenandequalityunit.gov.uk](http://www.womenandequalityunit.gov.uk)

Home Office  
[www.homeoffice.gov.uk](http://www.homeoffice.gov.uk)  
Race Equality Unit; Faith Equality Unit

Department for Work and Pensions  
[www.dwp.gov.uk](http://www.dwp.gov.uk)

Age Positive  
[www.agepositive.gov.uk](http://www.agepositive.gov.uk)

British Humanist Association  
[www.humanism.org.uk](http://www.humanism.org.uk)

Chartered Institute of Personnel and Development  
[www.cipd.co.uk](http://www.cipd.co.uk)

Employers Forum on Age  
[www.efa.org.uk](http://www.efa.org.uk)

National Council for the Voluntary Organisation  
[www.ncvo-vol.org.uk](http://www.ncvo-vol.org.uk)

ORC  
[www.orcworldwide.co.uk](http://www.orcworldwide.co.uk)

Royal National Institute of the Blind  
[www.rnib.org.uk](http://www.rnib.org.uk)

Scottish Council for Voluntary Organisations  
[www.scvo.org.uk](http://www.scvo.org.uk)

Stonewall  
[www.stonewall.org.uk](http://www.stonewall.org.uk)

Third Age Employment Network  
[www.taen.org.uk](http://www.taen.org.uk)

Trade Union Congress  
[www.tuc.org.uk](http://www.tuc.org.uk)

The Equality and Diversity Forum  
[www.edf.org.uk](http://www.edf.org.uk)

SALTO-Youth  
[www.salto-youth.net](http://www.salto-youth.net)

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