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1. **INTRODUCTION**
ENORB is a European Anti-Discrimination Network which covers the Religion and Belief (R&B) strand of EU Fundamental Rights and Equalities policies (registered ASBL May 2012 after 2 years preparatory work). Formed in response to the increase in discrimination and hate crimes on religion/belief grounds in Europe, ENORB is inter-convictional, including the full diversity of religious, non-religious and humanist/atheist groups, with a considerable body of experience in this field. Religion/Belief is increasingly a proxy for racism and xenophobia in Europe, so ENORB's core mission to combat discrimination and promote mutual understanding among R&B groups across Europe, focuses especially on minorities subject to exclusion. With no access to EU funding until the 2014-20 EU funding cycle, ENORB has no paid staff, but several energetic voluntary executive members.

2. **REVIEW OF PROGRESS 2012 (against Initial Work Programme for Year 1)**
The *Assemblée Constitutive* was held under Belgian Charities Law at a meeting of the ENORB Exploratory Group\(^1\), which had been meeting since December 2010 following preparatory meetings with DG Emp, ENAR, BEPA, MEPs and others during 2009-10) in December 2011 and approved an Initial Work Programme with the following components:

- Setting up membership structure, legal framework and initial activities.
- Inaugural Conference of interested organisations.
- Initial Mapping Exercise of organisations at European and local levels.
- Follow-up to conference through regular meetings and occasional seminars, at European level member-state levels.
- Identifying and supporting existing activities in this field.
- Initial Conceptual Mapping Exercise (contested terms - eg laicité, secularism – and topics).
- Exploring with other organisations with related aims, the potential and value of a ‘Policy Group’ on EU policies, impact and religion and belief.

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\(^1\) The Exploratory Group consisted of the following members (a full list of current members can be found at Appendix 1): AFAN (All Faiths and None), SERIC (Séminaires Européens de Rencontres Islamo-Chrétiennes), G3i (Groupe Inter-Convictionnel, Inter-Culturel et International), CEJI (A Jewish Contribution to an Inclusive Europe), CEC/KEK (Conference of European Churches), EBU (European Buddhist Union), EHF (European Humanist Federation), HFE (Hindu Forum Europe), IFE (Islamic Forum of Europe), Religions for Peace – Europe, Sikhs International, The Cordoba Foundation, Kalima Brussels, London Boroughs Faiths Network, Cambridge Inter-Faith Programme, Edinburgh Inter-Faith Council (Scotland).
This section of the Report assesses the progress made over the year 2012, under each of the above components.

2.1 **Setting up Membership Structure**

*Progress*

Following the *Assemblée Constitutive* on December 11 2011, ENORB completed the registration process as an ASBL (Not-for-Profit association) on May 30 2012. There are two levels of membership: Full Members pay €50 pa and may attend ENORB's decision making structures. Subscriber Members (Adhérents) receive all information, newsletters etc, and have the right to be represented at (Annual) General Meetings. The *Statuts* (Articles of Association) can be consulted at enorb@enorb.eu. Appendix 1 contains details of membership structures.

ENORB Executive Committee holds regular meetings (see Appendix 1: Membership and Officers). Officers’ meetings are held every 4-6 weeks. The Officers are all voluntary and unpaid. They are: President - Alan Murray; Vice-Presidents - Yolande Iliano and Georges Liénard; Hon. Secretary – Dr Karim Chemlal; and Hon. Treasurer - Martin Gurvich. Other ENORB officers cover the following areas: Membership and Networking - Catriona Robertson; Media and Publications - Abdullah Faliq; Training and Education - Melissa Sonnino and Navleen Kaur; and Research - Jamie Cresswell.

Member organisations include: European Religion and Belief Networks; Inter-Convictional and Inter-Faith/Inter-Religious organisations and networks at EU and member-state levels; Member-State Religion and Belief Networks; Anti-Discrimination Networks at EU and member-state levels. Some organisations are large, well-staffed organisations with representation at Brussels or Strasbourg; others are small, grass-roots organisations working primarily at local level.

2.2 **Planning Inaugural Conference**

*Progress*

Following meetings with the Presidency of the European Parliament, and on the advice of Vice-President Laszlo Surjan, the plans for an ambitious Europe-wide conference were postponed to 2013 and, instead, a Round-Table of 50 delegates was held at the European Parliament on May 29, with a follow-up seminar at Centre Espaces on May 30. Over 60 people attended during the two days, from 16 member-states, representing some 50 European Networks, Religion and Belief NGOs and networks, DG Justice, EACAR, EEAS, BEPA and MEPs.

2.3 **Initial Mapping Exercise**

*Progress*
ENORB’s application for major EC funding under the Europe for Citizens (EfC) programme included a comprehensive mapping exercise of religion and belief organisations, inter-faith/inter-convictional organisations and networks in all 27 EU countries and selected others. Budget restrictions in the EfC programme meant that ENORB, along with most other NGO applicants were not selected, but we are carrying out a much smaller mapping exercise (Dec 2012-Feb 2013), using a self-completion questionnaire to member organisations in different member-states. The purpose of this exercise has been to identify the active Religion and Belief organisations in EU member-states, along with an active contact-person or representative in as many member-states as possible.

2.4  **Follow-up to Launch Seminar**

**Progress**

Without funding in 2012, ENORB focused on following-up the launch with activities mainly at the European level.

(i) **Religion and Belief Networks**

- **SERIC** - has been involved in ENORB from its first meeting, and is currently represented by Han Steijn. ENORB has been represented by Alan Murray, at the last two SERIC Annual Seminars in 2011 and 2012 in Paris and Rotterdam, and, through a key UK partner (AFAN) has held 8-10 local events during the annual SERIC weeks in November 2011 and 2012.
- **G3i** – represented at Enorb meetings by Georges Lienard and Francois Becker. Navleen Kaur spoke on behalf of ENORB at the G3i Seminar at the Council of Europe in Strasbourg, and we hope to organise a joint seminar with G3i and EGALE in Paris in 2013.
- **RfP** – Yolande Iliano is Vice-President of ENORB and also President of Religions for Peace -Europe, ENORB has been represented at all major RfP events in 2011 and 2012.

(ii) **Other EU R&B networks** – ENORB has been represented at the major EU conferences and seminars in 2012, including events held by DG Justice, EEAS, Religare, FIE (Faith in Europe), EPRID, CEJI/Belieforama, European Parliament Article 19 Dialogue, plus EP groups on Secular Europe, and on Religion and Belief.

(iii) **Other Equalities Networks** – Our main partnership has been with ENAR, with whom we made a joint funding application to EACAR (Europe for Citizens Programme). ENAR was also partners in our launch seminar and continue generously to provide office and meeting space for ENORB, along with the European Dominican Centre, ESPACES, which has hosted our seminars. Many thanks to these organisations.

(iv) **European Seminars.** ENORB held a second seminar on November 13-14 2012 on the topic “The Economic Crisis: Growth, Re-balancing, or Re-thinking?” with a view to preparing a contribution to a paper for the annual EU Equalities Summit. High quality speeches from leaders of three member organisations were given and debated in workshops,
with a final session inputting into and amending the draft paper, and a summary statement which was presented at the EU Equalities Summit 2012.

2.5 **Identifying existing activities and supporting actions in this field**
A primary objective for ENORB is to contribute the expertise of Religion and Belief organisations to the Europe-wide struggle for equalities and against discrimination and hate-crimes, not necessarily through central action, but by supporting local action.

(i) **Mechanisms to monitor equalities/discrimination.** ENORB does not yet have the central capacity to monitor discrimination across Europe on grounds of religion or belief, nor to record and respond to breaches of fundamental rights such as hate-crimes. But many of our partner and member organisations are involved in this work at national or local levels in member-states, and ENORB officers have worked with several member organisations to develop capacity at member-state level. Action on this area is a 2013 priority for ENORB.

(ii) **Exploratory work with ENAR and other Equalities Networks**
In addition to joint collaborative work with ENAR, there have been initial discussions about joint activities with ILGA-Europe, and with EWL, the European Women’s Lobby.

(iii) **Exchanges of experience and Inter-Faith/Belief activities between organisations across Europe (in collaboration with SERIC and others)**
As part of the November ENORB seminar, a Networking Exchange session was held, at which some 35 organisations came for networking and exchange planning. Several decisions were made on activities in member-states.

2.6 **Initial Conceptual Mapping Exercise (contested terms eg laïcité, secularism, faith, belief)**
This was seen as an important method by which the ‘mutual understanding’ component of ENORB’s primary aims could be addressed. Discussions and dialogue on several topics of current moral and political importance were held with a view to helping to identify the values shared across religions and non-religious philosophies. In the early ENORB meetings, concepts such as secularism, laïcité, belief were discussed, sometimes on the basis of short written papers, (see website – documents section).

Other topics included equality issues where there are distinctive views such as sexual orientation, freedom to wear headscarves, religious symbols etc. As ENORB moved during 2012 from the exploratory phase to action most discussions have been held either within the framework of formal seminars (eg Security, The Economic Crisis) or in response to specific requests (eg re the German judge’s comments on...
circumcision). We are still working out a model for dealing with these issues, and how ENORB can make public its dialogues, and maybe position statements in the future. We also look forward to a programme of further seminars and discussions in 2013 (eg prejudice and discrimination in employment in relation to religious or non-religious beliefs; freedom to dress and wear insignia; equalities in relation to gender and sexual orientation).

2.7 Exploring with other organisations with related aims, the potential and value of a ‘Policy Group’ to examine the impact of EU policies on faith/belief groups in member-states.

Early in 2012 it became clear that if ENORB’s primary aim – to become an effective Religion & Belief network to combat discrimination and promote mutual understanding - was to be achieved, we had to postpone our ambitions for action at policy-level. Nevertheless, discussions were held with European Commission officials, BEPA and Parliament, other like-minded NGOs and networks and ENORB's advice was sought, e.g. on European security, leading also to discussions and responses within ENORB and with related organisations. It became clear that ENORB could more usefully provide input into round-tables, seminars and policy discussions held by other organisations on current major topics of concern.

The ‘Policy Group’ idea was dropped in favour of ENORB’s own programme of seminars and joint discussions with other interested organisations and ensuring and ENORB input (and report-back) to, from and into European-level discussion and debating forums of all kinds. ENORB officers have contributed to seminars and conferences at the European level and in at least seven member-states during 2012. (UK, France, Netherlands, Belgium, Sweden, Croatia, Germany, plus Bosnia and Switzerland) of organisations including the European Humanist Federation COMECE, ECRL and may others over the last year.

3. DRAFT WORK PROGRAMME 2013

ENORB’s Work Programme for 2013 is more ambitious and specific than that of 2012, but it is still planned on the basis of zero core funding, although we are pursuing several avenues to achieve reasonable funding for the transitional year 2013-14, ie before the 2014-20 funding cycle, when we hope to be successful in bidding for funding under the DG Justice calls for proposals concerning Equalities networks. The objectives and targets of the Work Programme are set out under the six headings below in 3.1-3.6: Membership Structure, Mapping Exercise, Action for Mutual understanding and against Discrimination and Hate Crime, Seminars and Conferences, Conceptual Mapping, Policy-related Dialogue. (NB There is some overlap between objectives and targets under different headings.)
3.1 Objective 1 - Membership Structure

(i) To increase coverage of European member-states through networking, more active membership activities in selected regions (eg Scandinavia, Eastern and Southern Europe).

Targets:
- Four in-country or regional meetings
- Members/contact points in all EU member-states
- Attendance at European seminars from 20 member-states (currently 11)

(ii) To hold regular meetings of ENORB’s Council and Executive Committee and encourage similar meetings in member-states and/or regional groups of member states.

Targets:
- 3-4 Executive Committee meetings
- 3-4 Officers’ Group meetings
- 3-4 Regional meetings in member states.

3.2 Objective 2 - Mapping Exercise on Religion and Belief Organisations

( ) to undertake a preliminary survey of Religion and Belief Networks across EU member-states – inter-convictional, inter-religious, humanistic/atheist, religious

( ) to identify partner organisations (or potential partners) in member-states with the capacity to act as initial hub for a Religion and Belief Network. (Or individuals able to act as contact points for ENORB).

Targets:
- Research Report with brief country data (with short reports if possible) on 10-20 member-states depending on funding.
- Partner organisations in 12 member-states, contact points in 20 member-states/European countries.

3.3 Objective 3 - Action for Mutual Understanding and against Discrimination and Hate Crime

(i) support for action by member-state partner organisations against discrimination and hate-crimes.

(ii) increased participation in actions/meetings/seminars on inter-convictional dialogue or Religion/Belief actions for peace or social benefit in different member-states.

Targets:
- ENORB support for 3-4 Anti-Discrimination actions
- ENORB participation in 4-5 events at European level and 4-5 at member-state level
3.4 Objective 4 - Seminars, Conferences

(i) To hold regular seminars on topics of current interest to Religion and Belief groups and other Equalities networks, including one larger conference responding to DG Justice priorities (ie Review of Equalities Directives)

(ii) Target:
- 2-3 seminars to build on the above seminars to ensure an on-going programme of joint seminars/meetings with other Equalities networks (eg ILGA-Europe Summer 2013, European Women’s Lobby)

3.5 Objective 5 - Conceptual Mapping: Identifying Common Ground and Shared Values

(i) Expanding the programme of ENORB seminars which have been a fertile method for exchanging views, identifying common ground and producing written reports based on inter-convictional discussions, both in formal workshops and through informal discussions.

(ii) Interaction with European Religare programme and the Brussels Inter-Faith Forum has suggested the potential value of smaller working groups bringing together academic and grassroots representatives. Possibilities for these exist in several member-states – working on particular issues or areas of social action which appear contentious – and this will be explored with a view to action in late 2013.

Targets:
- 1-2 Workshops on topics where there is tension or conflict between secular and (some) religious perspectives, (and/or inter-religious conflicts) at European level
- 1-2 pilot working groups or workshops in member-states.

3.6 Objective 6 - Policy-Related Dialogues and Input to EU Institutions

(i) Contributing to EU policy discussions through ENORB Reports, invitations to EU officials and notes from ENORB discussions/workshops and input into EU EP and other debating forums, conferences etc. will be a continuing priority

(ii) Assessing the impact of EU Policies – especially on Religion and Belief groups – can be achieved primarily through seminar papers, conference contributions with member organisations. This would however require funding.

General Targets:
- To continue to distribute reports on seminars widely, and specifically European Commission and Parliament throughout 2013
- To improve administrative support to enable reports and shorter papers to be produced more quickly and efficiently
To explore funding possibilities for consultative work on the impact of EU policies/directives on Religion and Belief communities or on controversial policy issues where there may be diverse perspectives.

**Specific Target:**
- 2-3 reports in 2013

## 4 BACKGROUND AND EUROPEAN CONTEXT

The emergence of ENORB over two years has been a response to a developing European context both at European level and in member-states. The texts in this section are primarily taken from ENORB's initial publications, and describe this background, context and our main aims.

### 4.1 Why a European Network?

The increasing importance of matters of Religion and Belief in public life across Europe has been recognised in the treaties governing the European Union. New Articles in the Treaty of Lisbon 2008, and the Charter of Fundamental Rights, have led to commitment across Europe to implementing EU directives in all these areas. The European Network on Religion and Belief (ENORB) seeks to work with others to combat discrimination and promote mutual understanding between Religion and Belief traditions of all kinds, on the basis of these texts, as set out below:

**Article 10 of the Charter of Fundamental Rights guarantees:**
"Freedom of thought, conscience and religion. This right includes freedom to change religion or belief and freedom, either alone or in community with others and in public or in private, to manifest religion or belief, in worship, teaching, practice and observance."

**Article 13 of the Treaty of Lisbon:**
"In defining and implementing its policies and activities, the Union shall aim to combat discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation."

**Article 17 of the Treaty of Lisbon which states that the European Union:**
"Respects and does not prejudice the status under national law of churches and religious associations or communities in the Member States; equally respects the status under national law of philosophical and non-confessional organisations; recognising their identity and their specific contribution, the Union shall maintain an open, transparent and regular dialogue with these churches and organisations."

### 4.2 What Underpinning Principles?
ENORB aims to be a European Network to combat discrimination and prejudice, to promote mutual understanding and common actions, which:

(i) Draws on the common heritage and the modern diversity of Europe’s historical faiths: Christian (Catholic, Orthodox and Protestant), Jewish and Muslim;

(ii) Draws equally on the long European traditions of free thinking, secular humanism and non-religious social action;

(iii) Affirms Europe’s modern diversity: Buddhist, Hindu, Sikh and other religions from across the world;

(iv) Defines common ground and promotes collaboration between secular institutions and religious and non-religious organisations.

4.3 Aims:
ENORB works to support the maintenance and development of similar action-oriented networks in member-states – based on shared European values which bind diverse groups and communities together in a strong and sustainable Europe. ENORB promotes social cohesion and inclusion, freedom of belief and assembly, respect for the rule of law, democracy, human rights and equal treatment for all with the following aims:

Specific Aims

(i) To build a European Network to combat discrimination and prejudice, and promote harmony and shared values between different religious and non-religious traditions, thought joint activities including dialogue, seminars, exchanges and social actions for the common good.

(ii) To bring religious and non-religious groups together to work in partnership and in dialogue with the European Union, on EU policy priorities, with particular reference to the ‘economic, social and territorial cohesion’ of Europe.

(iii) To develop a shared discourse between religions, philosophical organisations, and politicians, based on the values enshrined in the European Treaties, and promoting high ethical standards on key policies for the future of Europe.

4.4 Four Reasons for Joint Action between Religious and Non-Religious Organisations

(i) Inter-Convictional dialogue and practical collaboration between religious and non-religious organisations has been increasing for several years, especially in member states. With the “shrinking of the state” in some part of Europe increasing numbers of public services, housing, health, and educational provision are being contracted out to, or delivered in collaboration with religious organisations or religious/non-religious partnerships.
(ii) Hate crimes on the grounds of race are increasing and are becoming explicitly or implicitly associated with religion/belief rather than with racial or ethnic origin.

(iii) Acts of discrimination (and some hate-crimes) are increasingly occurring at the interface between Religion/Belief and other Equalities issues especially gender (eg dress and head-wear for women); employment for non-religious in certain sectors (e.g. education); religious symbols/headwear and employment (men); banned religious practices (Roma).

(iv) Tensions between Religion/Belief and other Equalities issues have been identified in recent years including: eg religious prohibitions v LBGT rights; secular restrictions v religious freedom; social v religious norms on peri-natal and end-of-life issues (eg abortion, assisted dying); government contracts with religious/charitable organisations (eg adoption, marriage/relationship counselling).

4.5 Future Development. ENORB is currently a voluntary network, with no funds to support its core work (though the Open Society Foundations' Small Grants scheme is funding our first 2013 seminar). If our aim to become one of the funded EU Equalities networks under the 2014-2020 is successful, ENORB will recruit a specialist team to carry out our programme and meet EU targets. If there is no funding, we will decide how these can best be realised in partnership with others.

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