



European Network on Religion & Belief

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ANNUAL REPORT for ENORB Assemblée Générale June 29th, 2017, on the year 2016

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1. BACKGROUND

ENORB is the European Anti-Discrimination Network which covers the Religion and Belief (R&B) strand of EU Fundamental Rights and Equalities policies. ENORB was formed in response to the increase in discrimination and hate crimes on religion/belief grounds in Europe, and was developed over 2010-11, by an Exploratory Group, drawn from a wide diversity of religious and humanist/atheist groups. The Assemblée Constitutive for the network was held in December 2011, and ENORB was registered as an ASBL May 2012. With no access to EU funding until the new funding cycle 2018-21, ENORB has no paid staff, but its work and projects are managed and delivered, primarily on a voluntary basis, by officers and members of the ENORB board.

ENORB's original mission, to combat discrimination and hate crime, and to promote equal treatment and mutual understanding among R&B groups across Europe, focusing especially on minorities subject to exclusion, has become more urgent than ever. ENORB now has over 40 full member organisations (membres effectifs), from 16 EU member states and over 150 associate members (membres adhérents). ENORB's current three-year strategic plan was developed over 2015, and approved at the 2016 Assemblée Générale.

1.1 EXECUTIVE SUMMARY

The year 2016 was a year of transition in preparation for the EU (DG Justice) Call for applications for four-year operational grants to EU Equalities Networks. ENORB has made an application and a result is expected in September/October. If successful, this will obviously mean a major change in ENORB's method of operation, and in our capacity for providing a wider range of services to our members, as EU funding would allow us to move from voluntary staffing by unpaid officers, to a full-time office in Brussels, with a small team of permanent staff. Members will be updated on the results and any timetable for changes in our newsletter, which in 2017 is moving to a different and more regular format.

Our programme in 2016, in addition to our Brussels-based seminars and activities, has included a programme of seminars and events in member states, including Slovenia, Portugal, Spain, Croatia, Germany, Finland and Lithuania, due to the continuing support of our donors. Ten events were organised, on topics such as: Religion, Belief and LGBT rights; 'Women's Rights and Religious Values'; 'Traditional' Values, European Values and Human Rights.

ENORB's more extensive coverage and expanded programme of work has been recognised by both the European Commission and the Parliament, in invitations to our officers to speak and contribute to EU-level events. Our officers' contributions have described the pioneering work, on sometimes highly controversial topics, which ENORB has undertaken. They have drawn on the experience of all our member organisations, including those from specific minority communities which have been under threat, as well as those from some EU member states where EU values and fundamental rights have been challenged, by some political parties, and also some religious authorities.

In 2016, we have also begun work on a capacity-building programme, focusing on improving the effectiveness of our organisation, advocacy and communications capacity, as well as extending our activities to a wider range of EU countries.

A fuller review of our progress against the targets set in our 2016 Work Programme can be found in Section 2 of this report, and below is a summary of our main activities over the past year:

- **Member Organisations** - As a result of this year's work programme at European level and in member states, we now have over 40 full member organisations, drawn from 16 member states, and over 150 associate members drawn from 23 member states as well as 4 candidate countries.

- **Targets** – We have again exceeded the main targets in our Annual Work Programme (See Section 2), and we hope to make a further complete a more ambitious programme, covering more member states in the next year, irrespective of whether we are successful with EU funding.
- **New Policy Priorities** – for 2016-17, the Board decided on two priorities: Freedom of Speech and Freedom of Religion; Interface between Equality for Women and Freedom of Religion and Belief;
- **European Campaigns** – As well as our continued work on the EU’s campaign against hate crimes against the Jewish and Muslim populations, ENORB has also contributed to the EU Campaign against violence against women, and to the European and international campaign to support refugees from the war in Syria.
- **European Commission** – ENORB has been invited, along with the other EU Equalities Networks, following our contribution to the first EU Colloquium on Fundamental Rights, to further sessions. Our joint paper for the restarted European Council work with other Equality Networks on policy priorities for the revised draft of the EU Equal Treatment Directive was well received, but recent events, notably major terrorist attacks and the refugee crisis have stalled progress on this process at present.
- **European Seminars** – The following European level seminars were held in Brussels in 2016:
 March – ENORB/ILGA Seminar: Equality and LGBT Rights;
 May – AGM and workshop on: Freedom of Speech and Freedom of Religion or Belief;
 September - Seminar on Education as a means to Religion and Belief;
 The invitation to ENORB to speak, lead workshops and present resources at the first EQUINET seminar on Religion and Belief, led to the involvement of several national Equality Bodies in our seminar programme in member states.
- **Member State Seminars** –A second tranche of funding for the joint ENORB/ILGA programme on religion, belief and LGBT rights has enabled seminars and campaigning activities in another ten member states – Slovenia, Portugal, Spain, Croatia, Germany, Finland and Lithuania, with further seminars taking place over 2017 . Support has also been given to several continuing campaigns in member states which ENORB supported in 2015.

New Programmes

We held exploratory meetings with EWL – European Women’s Lobby (the EU Equality Network on Gender Issues) - to implement the decision of the ENORB AGM to make Religion, Belief and Women’s Rights a priority area for 2016-17. These led to agreement to develop a joint programme, starting with an initial closed seminar for key members of both networks in Spring 2017. It is hoped that this will be followed up by a series of regional seminars in member states on this issue over 2017-18.

1.2. FUNDING, STAFFING AND FUTURE PLANS

ENORB’s funding during 2016 was the highest ever and has supported the member states’ seminar programme in addition to our European-level work. Our main planning target is to set up and launch operational partnerships with R&B organisations in a much larger number of member states – potentially 15-20 by the end of 2017, including some candidate states. But such a programme is stretching our existing organisational capacity to the limit (ie using our current model of delivery by (primarily voluntary) board officers and members for management and delivery of projects, with some part-time administrative support. In our 2015-16 Annual Work Programme we included an objective to improve our management and communication capacity, and our funding for 2017 incorporates a small contribution towards planning an organisational development programme targeting these areas. We have also used part of our 2016-17 resources to fund our first long-term contracted staff member – a Development Officer with responsibility for project development and

funding, thus taking a first step towards full operational capacity, if EU 4 year operational funding for 2018-21 is forthcoming.

If our EU application is not successful, our current practice of maximising ENORB's impact through voluntary officers and increased project funding, will continue, with improved service to member state organisations and networks as set out in our Strategic Plan, (see Annex 2 to this report). In addition to delivering the outputs for our funded projects, we will also support member state organisations to build more effective national structures for interfaith and inter-convictional dialogue. The aim is to develop in member states the same level of campaigning action to implement EU Equality directives and national anti-discrimination law on religion and belief, as is available for the other five strands of European Equality and Non-Discrimination policy (ie race, gender, disability, age, sexual orientation).

2. REVIEW OF PROGRESS AGAINST 2016 WORK PROGRAMME OBJECTIVES

2.0 STRATEGIC AND OPERATIONAL OBJECTIVES

For each year from 2012-2016 we have set annual objectives in Annual Work Programmes, revised each year on the basis of decisions taken at the ENORB AGM. With the introduction of our Three-Year Strategic Plan (2016-2018), we have a new set of strategic and operational objectives and outputs, designed to enable to meet the requirements of the application for EU Operational Funding. These are set out in the diagram in section 4.2 on pages 9-10.

The objectives, targets, and progress lists below are based on the annual work programme set out in the Annual Report 2015 to the AGM of May 24th 2016:

2.1 OBJECTIVE 1 – ORGANISATION AND MEMBERSHIP

- (i)** To hold regular meetings of ENORB's Board/Executive Committee and increase active members and partnerships in member states through local/national events and campaigns
- (ii)** To build ENORB's management and organisational capacity in order to manage larger projects, and improve its visibility, policy advice/impact at European and member state levels
- (iii)** To improve ENORB's capacity and skills in communications and advocacy in order to provide a better service to members and partners

Targets:

- 3-4 Board Meetings (including AGM)
- 10 member-state or regional meetings
- Members/contact points in all EU member states and 3 candidate countries

Progress: Targets achieved:

- 4 board meetings,
- 10 member state events.
- Full members/contact points in all member states, two in non-EU states, and three in candidate countries,
- Strategic Review completed, and Strategic Plan Year in initiated
- Organisational Development Programme – initial planning undertaken, but further progress dependent on future funding.

2.2 OBJECTIVE 2 – BUILDING ENORB'S PARTNERSHIPS WITH EU EQUALITIES AND OTHER NETWORKS

- (i)** To further develop the collaboration with ILGA to undertake joint action and seminars at EU and member state levels
- (ii)** To develop the partnership with ENAR to improve the European context for manifesting religion or belief, especially relating to religious symbols and clothing

- (iii) To initiate a partnership with EWL in relation to religion, belief and women's rights
- (iv) To work with all EU Equality Networks on joint initiatives on key European issues.

Targets:

- ILGA: report, joint seminar
- ENAR: inputs to seminars, collaboration on Forgotten Women programme and policy documents
- EWL: joint exploratory meetings, framework for joint project activities developed, joint seminar in 2017
- Equality networks – continued participation in meetings/campaigns

Progress: Targets achieved:

- ENORB/ILGA: joint seminar held in Brussels, report produced and circulated, member state programme initiated (10 seminars in 2016)
- ENORB/ENAR: collaboration on policy documents; continued collaboration on 'Forgotten Women' working group and other linked activities
- EWL: initial meetings with EWL, joint exploratory seminar in Spring 2017 – also collaboration on campaign/documents of Coalition on Violence Against Women (VAWG)
- Equality Networks Group: participation in meetings of EU Equality Networks on the Draft Equal Treatment Directive and in DGJ Fundamental Rights Workshop. Also EQUINET: speakers at Equinet Annual and specialist Conferences.

2.3 OBJECTIVE 3 - ACTION FOR MUTUAL UNDERSTANDING AND AGAINST DISCRIMINATION AND HATE CRIME

- (i) Support for action in member-states against discrimination and hate-crimes.
- (ii) Increased participation in member state actions/meetings/seminars on inter-convictional dialogue against Religion/Belief discrimination and hate crime

Targets:

- ENORB support for 3-4 Anti-Discrimination actions at member state level
- ENORB participation in 4-5 events at member state level

Progress: Targets achieved:

- ENORB support for anti-discrimination/hate-crime actions in 6 member states: Italy, UK, Sweden, France, Greece, Slovenia
- ENORB participation in 5 member state events: UK, Netherlands, Germany, Spain, Italy
- ENORB/ILGA seminars in 6 member states: Romania, Bulgaria, Malta, Spain, Lithuania, UK.

2.4 OBJECTIVE 4 - SEMINARS, CONFERENCES

- (i) To hold regular European seminars on topics of current interest to Religion and Belief groups (including joint activities with other Equalities networks)
- (ii) To support the development of partnerships and hold seminars/events on locally relevant issues in member states

Target:

- 2-3 European seminars
- 10 Member state seminars/events

Progress: Target Achieved:

- 3 European seminars held, one of which was a joint seminar with ILGA
- Joint working group set up with ILGA; participation in Forgotten Women Working Group (ENAR); workshops held on European strategy on R&B and LGBT rights;
- Partnerships developed in connection with seminars/events held in 10 member states (see above)

2.5 OBJECTIVE 5 – MAPPING EXERCISE ON RELIGION AND BELIEF ORGANISATIONS

- (i) To produce (or commission) brief reports on the R&B context in member states (NB only feasible if DG Justice Action Grant application is successful)

Progress: Partially achieved through information gathered as part of preparation for member state seminars. Initial information to be collated in 2017 as part of funded project.

2.6 OBJECTIVE 6 – CONTRIBUTING TO POLICY-RELATED DISCUSSIONS

- (i) To contribute to EU policy discussions through reports, responses, meetings and contributing to European conferences, seminars etc.
- (ii) To contribute to assessing the impact of EU Policies – especially on Religion and Belief groups - through seminar papers, conference contributions from member organisations.

Targets:

- Continued availability of reports on seminars to members on website and online, and to European Commission and Parliament contacts
- ENORB participation in 4-5 events at European level

Progress: Targets achieved

- 2 reports written and distributed, also two ENORB bulletins produced
- ENORB participated and/or spoke at DG Justice annual seminar, Equinet annual seminar, ENAR, ILGA ECRL, HRWF, IARF, ECF and OSF European seminars in addition to regular participation in EU parliament and other EU institutions' events

3. ENORB'S BROADER ACTIVITIES

3.1 IDENTIFYING EXISTING INTERFAITH ACTIVITIES AND SUPPORTING ACTIONS IN THE FIELD OF RELIGION AND BELIEF

A primary objective for ENORB is to contribute the expertise of religion and belief (R&B) organisations in different parts of Europe to the Europe-wide struggle for equalities and against discrimination and hate-crime, partly through European level actions, but more particularly by supporting local action and exchange of expertise between different countries. Through the ENORB/ILGA programme and ENORB's own member state seminars it has been possible to involve experts from Belgium, Spain, Netherlands, France, Romania and UK in supporting activities and campaigns in member states with less developed structures for interfaith or inter-convictional activities.

3.2 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, except when events occur in major European cities where ENORB has strong member organisations (eg Paris, Brussels, London). But ENORB's capacity to offer such support will be increased as a result of our member state programme, bolstered by our new Strategic Plan and organisational development programme.

Many of our partner and member organisations are involved in this work at national or local levels, and ENORB officers have worked with several member organisations to develop the capacity of interfaith/inter-convictional structures at member-state level. The partnerships developed through the member state seminar programme have also enabled ENORB to support local efforts to support emerging interfaith or inter-convictional structures in several member states in 2016.

3.3 EXCHANGES OF EXPERIENCE AND INTER-FAITH/BELIEF ACTIVITIES BETWEEN ORGANISATIONS ACROSS EUROPE

As part of the ENORB European Seminars and AGM in 2016, inter-active sessions were held at which some 30 organisations came together to exchange expertise and experience in tackling hate

crime and discrimination. ENORB also contributed a workshop to IARF’s bi-annual conference, held in January in August 2016. ENORB also facilitated an exchange programme in 2016 between the Swedish Interfaith Council, from Stockholm, and UK interfaith national structures, and the London Borough Faith Network. Further exchanges have taken place in Romania and Bulgaria.

3.4 CONCEPTUAL MAPPING

This is an important method by which the ‘mutual understanding’ component of ENORB’s primary aims is being addressed. Discussions and dialogue on several topics of current moral and political concern have been held in ENORB’s seminars and in less formal settings, with a view to helping to identify the moral values shared across religions and non-religious beliefs. Concepts such as secularism and laïcité, European and ‘traditional values’, social and humane values, gender and identity have been discussed, sometimes on the basis of written papers.

Recent topics engaged in member state meetings have included equality issues where there are tensions both between and within religious and secular traditions, such as sexual orientation, family values, freedom to wear religious symbols, women’s rights. The seminar programme has provided opportunities for local priority issues to be identified and preliminary discussions to be held, which will form the basis for local action to influence and open up discussion of ‘taboo’ topics in religious groups including members of the hierarchy.

4. ENORB FUTURE DEVELOPMENT

Because the result of our application for EU operational funding will not be available until September/October 2017, it is difficult for this AGM, held in June 2017, to make firm proposals on how ENORB proposes to take forward its development given the uncertainty about the result. The following actions are therefore proposals:

- The ENORB Board to meet as soon as possible after the result of the EU application is known to firm up on strategic and operational priorities, and to set in motion the transition process towards ENORB’s future status;
- ENORB officers to take immediate steps, in the event of our application being successful, to begin the processes of:
 - Finding an office base for ENORB’s future operations
 - Setting up and initiating a transparent recruitment process for the staff members proposed in the proposal: Director, Policy Officer, Communication Officer, Administration and Finance Manager;
- ENORB officers to make contact with EU/DG Justice officers to ensure we meet their criteria for an EU Equalities Network.

4.1 PROPOSED FRAMEWORK FOR ENORB’S 4 YEAR OPERATIONAL PROGRAMME

The diagram below gives a summary of our strategic and operational objectives, expected outputs, and deliverables for the programme if funding becomes available. It was prepared for our application for EU operational funding 2018-21, and will be subject to annual refining and updating in accordance with the resources available, and the changing European context in this vitally important field. If EU operational funding is not available, the programme will be modified in line with the annual budgets available for each year.

4.2 PROPOSED OPERATIONAL PROGRAMME 2018-21

Objectives	Main Activities	Expected Results	Outputs
To be a platform for	Management of human resources, logistics, finance, fundraising and	Improved operational effectiveness	1 Office running with

<p>exchange on matters of European policy on freedom of religion, belief and non-discrimination</p>	<p>ongoing strategic planning process.</p> <p>Network development programme to increase the network's coverage and impact across Europe by recruiting new members and giving European visibility to their initiatives and campaigns</p> <p>Organisational development programme to strengthen the network's capacity, coverage and impact through more effective increased and membership organisations</p> <p>Ongoing contributions to EU Commission and Parliamentary consultations, intergroups, events and EU civil society seminars to support better implementation of EU Equality Law.</p>	<p>of ENORB and member organisations' leading to greater impact across Europe.</p> <p>Increased awareness and better implementation of EU Equality law on discrimination etc across Europe.</p> <p>Increased knowledge of local R&B contexts and priorities across Europe by EU Parliament and institutions.</p>	<p>professional staff in place</p> <p>Members in all 28 member states</p> <p>4 Annual Reports</p> <p>16 Country reports from member states</p> <p>8 European seminars on key R&B topics</p> <p>8 reports from ENORB seminars</p> <p>4 analytical papers on current major issues providing policy recommendations</p>
<p>To be an advocate for freedom of religions, beliefs, convictions within European institutions, and with public opinion</p>	<p>Training trainers programme to build advocacy capacity of ENORB and members on EU law on discrimination, hate crime, freedom of religion/belief etc, in workplaces and the public space.</p> <p>Advocacy actions across Europe on religion and belief issues, especially for R&B minorities, victims and potential victims of hate crime.</p>	<p>Improved awareness of EU law at European and member state levels, leading to improved implementation by governments, religious organisations, and employers.</p> <p>Better support (including legal advice) available to victims, minorities.</p>	<p>12 ENORB contributions to EU-level activities in EU institutions</p> <p>20 advocacy meetings/ actions by member organisations with ENORB support where required</p>
<p>To campaign for peace & equality against discrimination and hate crime</p>	<p>Europe-wide campaigns on thematic annual priorities decided by ENORB Assemblée Générale, eg anti-Semitism, anti-Muslim hatred.</p> <p>Media strategy and dissemination programme to deliver ongoing public communications through press, printed and social media.</p>	<p>Greater public awareness of key R&B issues leading improved mutual understanding and social peace.</p> <p>Increased press, printed and social media input on religion and belief issues.</p>	<p>4 ENORB European campaigns on annual priority themes</p>
<p>To support initiatives promoting a culture of non-discrimination in member states</p>	<p>Support for members' campaigns on key R&B issues to implement anti-discrimination policy and practice in public, private and religion/belief organisations</p> <p>Support to development of interfaith/inter-convictional structures in all member states to promote mutual understanding and public appreciation of Europe's religion and belief diversity</p>	<p>Increased mutual understanding among religion/belief groups, through more and effective member state interfaith/ interconvictional structures organising regular events/campaigns</p>	<p>Preliminary visits and launch meetings in 28 member states</p> <p>40 projects by member organisations with ENORB support</p> <p>20 Seminars/events in member states on key R&B issues</p> <p>20 Local campaigns in member states on key R&B issues</p>

<p>To collaborate with other networks who share common values and concerns</p>	<p>Joint campaigns/projects on intersectional issues, eg Women's and LGBT rights, with Equalities and other networks</p>	<p>Greater public understanding of key intersectional issues leading to reductions in homophobia, violence against women</p>	<p>4 European campaigns on key intersectional themes</p>
<p>To provide open & safe spaces for engaging with difficult and controversial issues</p>	<p>Enclosed meetings in safe spaces where difficult or conflictual issues can be explored</p>	<p>Difficult or controversial issues addressed more effectively by religious and political authorities, leading to increased trust and reduced conflict</p>	<p>10 safe spaces for discussing sensitive issues</p>
<p>To foster learning & share insights into creating inclusive religious and convictional diversity.</p>	<p>Ongoing information exchange online and via social media with members, national equality bodies and civil society on European religion and belief context and issues</p> <p>Supporting members' access to, and participation in, European research and development</p>	<p>Improved information exchange on R&B issues, covering a wider range of member states</p> <p>More effective European research and development on R&B issues through awareness of realities among R&B communities</p>	<p>8 factsheets on key issues</p> <p>48 newsletters posted online and distributed to mailing list</p> <p>2100 social media postings, 1000 followers</p> <p>2 involvements of ENORB or member organisations in European research/ development programmes</p>