

**Seminar with national Specialised Bodies
to combat racism and racial discrimination
Racism and racial discrimination in employment**

26 – 27 May 2011

Strasbourg, AGORA Building – Room G01

Questions for discussion

Discussion working group 1:

What legal and practical steps are required to move the focus of responsibility for eliminating discrimination from the individual pursuing remedies to Government's and employers' duty to implement policies?

What challenges would this shift of focus bring to your Member State/your Specialised Body and how could these be overcome?

What support can an ECRI General Policy Recommendation bring to this process?

Discussion working group 2:

What action should be taken to improve knowledge of their rights among the most vulnerable groups experiencing discrimination?

What are the challenges in implementing best practice in this regard in your Member State/your Specialised Body and how could these be overcome?

What support can an ECRI General Policy Recommendation bring to this process?

What good practice or implementation models in this area might require further examination by ECRI?

Discussion working group 3:

How can practices by employers be improved in your Member State, ensuring that an employer approaches her/his responsibilities as an equal opportunities employer?

What legal or practical steps should be taken to ensure that such practices are improved within set timescales?

What good practice in this area might require further examination by ECRI?

What support can an ECRI General Policy Recommendation bring to this process?

Discussion working group 4:

What are the challenges in applying effective, dissuasive and proportionate sanctions for discrimination in your Member State?

What legal and practical steps should be taken to overcome these challenges?

What support can an ECRI General Policy Recommendation bring to this process?

Discussion during session 4 – first part:

What legal and practical steps are required to improve the effectiveness of your Member State's Specialised Body?

What are the challenges in this connection in your Member State and how could these be overcome?

What support can an ECRI General Policy Recommendation bring to this process?

Discussion during session 4 – second part :

How can victims of discrimination's access to legal or other remedies be improved?

What works well in your Member State/your Specialised Body?

Can you identify any good practice in relation to improving victim's access to legal remedies which might require further examination by ECRI?