

*Group to study and combat of
Discrimination*

*(Groupe d'Etude et de Lutte
contre les Discriminations,
GELD)*

France

	Institutional Profile	
Basic Data	Name of institution	Group to study and combat of Discrimination (Groupe d'Etude et de Lutte contre les Discriminations, GELD)
	Contact details	9-11 rue Georges Pitard 75015 PARIS France Tel : +33 1 55 28 39 19 Fax : +33 1 55 28 30 50 www.le114.com
	Legal basis	The GELD was created on the basis of a decree of 15 April 1999. The GELD (then named GED) has been operational since 24 September 1999. A law was passed on 16 November 2001 that partly took into consideration the implications of EU directive 2000/43/EC. The GELD is an independent structure operating under the legal status of GIP (Groupement d'intérêt public).
Purpose	Stated purpose and objectives	<p>The purpose of the GELD is to:</p> <ul style="list-style-type: none"> • Analyse discrimination based on race and ethnicity by reviewing existing literature and initiating new studies • Explain mechanisms of discrimination • Inform its social partners, the public authorities and the general public about the findings of its studies • Develop methods to combat discrimination • Initiate projects aiming at combating discrimination • Manage the 114 freephone line • Prepare an annual report providing a critical analysis of the situation regarding racial discrimination in France and of the implementation of the 114 number/ CODAC system

Board and staff	Appointment and composition of the board		<p>51% of the members of the management board represent different ministries, and the remaining 49% represent different NGOs, social partners and other relevant groups.</p> <p>The group has a 'conseil d'orientation', whose members are researchers specialising in discrimination, for the purpose of conducting studies and guaranteeing the independence of GELD.</p>
	Conditions for appointment of board members		<p>■ The members of the Management board are appointed by their respective ministry or organisation. Their mandate does not specify a fixed appointment duration..</p>
	Appointment and composition of staff		<p>Staff are employed by the appointed director.</p>
	Use of external resources		<p>External resources have been used in internal staff training.</p>
Formal Role	Does the body receive external instructions, guidelines or formal requests for its work?		<p>No. Its work is decided by the Management Board (where 51% are representatives of the ministries).</p> <p>■</p>
	Formal role in any national political decision making process?		<p>■ No, although in practice the GELD is consulted in the preparation of all legal and administrative instructions relating to French public policy on discrimination and its implementation.</p>
	Temporary/permanent body?		<p>The GELD has been established as a legal structure until 2005, when the government will make a decision about whether to renew the GELD mandate.</p>
Limitations in Scope	Grounds of discrimination covered		<p>Racial and ethnic origin.</p>
	Limitations in scope of coverage	Contextual limitations in scope	<p>The research work of the GELD is not confined to any specified domains.</p>
		National/regional	<p>National.</p>
Direct/indirect discrimination		<p>Direct and indirect discrimination.</p>	

	Acting as a network-building institution	The composition of the board implies that representatives of stakeholder groups will meet to discuss priorities in work related to racial discrimination.
	Organisation of Campaigns	<p>The GELD ran a TV and media campaign in March/April 2002 concerning race discrimination. Its themes were housing, employment and leisure, with the underlying message that discrimination affects everyone. An important part of the campaign was to increase the awareness of the 114 freephone number, and to emphasise that it is for the use not only of the victims but of the witnesses of potentially discriminatory acts.</p> <p>2002 has been designated the 'Year against racial discrimination', and therefore the GELD and the organisations represented in the management board will be planning campaigns jointly and individually during the year.</p>
Training and campaign activities	Provision of training	<p>Training is only provided to the network of permanent secretaries who head the activities of the regional CODACs, and the GELD has provided input to the training curricula of the so-called "reference persons" (see the CODAC profile for further details).</p> <p>The GELD has also provided input to the discussion of appropriate training, but has not itself taken part in the organisation of any training. The GELD made a number of recommendations for improvements in its study of the training of police officers.</p>
Policy advisory roles	Policy advisory role	<p>The GELD has no advisory role, but conclusions presented by it in study reports have in some cases led ministers to take up an issue.</p> <p>Its report on employment which was inaccessible to foreigners gave rise to decrees modifying access to some of these jobs in the autumn of 2001. Its report on legal recourses influenced amendments to the bill relating to discrimination which culminated in the law on discrimination of 16 November 2001. Its report on public housing has stimulated decrees and monitoring in the administration of public housing.</p>
	Other roles related to political decision making	No.

Assistance to victims of discrimination	Independent counselling to victims of discrimination	<p>Counselling is provided via the 114 freephone number. If callers wish to have their case registered this will be done, and the information will be transmitted to the local CODAC. If not, the 114 number provides guidance to potential victims of discrimination about where to turn for help.</p> <p>■</p> <p>In 2001 the 114 number took 20,698 calls.</p>
	Advice to victims of discrimination while ensuring anonymity	Yes, anonymity is possible as mentioned above. This applies to all cases where the victim does not request the filing of a complaint to the CODAC, i.e. 16,146 calls in 2001.
	Legal advice and assistance to victims of discrimination	No, this is done at the CODAC level.
	Conflict resolution or mediation mechanism in cases of discrimination	No, this is done at the CODAC level.
	Taking cases to court / making legal representations at the request of victims of discrimination	No.
	Taking cases to court / making legal representations on own initiative	No.
	Conducting formal investigations of possible discrimination	No, this is done at the CODAC level.
	Privileged access to information	<p>■</p> <p>No.</p>
	Making formal decisions in cases of discrimination	No.

Surveys and reports	Compiling and disseminating existing information	<p>The GELD is currently developing its own website, and the intention is that the site will be very helpful for victims and organisations representing victims. It will include statistical material, the results of the studies conducted by the GELD, key literature, national and EU legislation, and also sections on the rights of the victim and different aspects of discrimination (for instance, a section on employment, applicable legislation and relevant court cases).</p> <p>It is also intended to set up a site with more popular appeal whose purpose will be to draw the attention of young people to aspects of discrimination and the rights of victims.</p>
	Conducting general and independent surveys concerning discrimination	<p>Little data exists concerning discrimination and racism, and the GELD is currently planning the joint collection of data on racism with the National Statistical Bureau and other collaborating institutions in early 2003.</p>
	Publishing independent reports and making recommendations on any issue relating to discrimination	<p>GELD has published three reports:</p> <p>A report on social housing and discrimination, including a number of recommendations which were taken up by the minister responsible.</p> <p>A report on employment unavailable to foreigners which led to a broader debate and the creation – independently of GELD – of a pressure group.</p> <p>A stock-taking of discrimination legislation and the implications of adopting relevant EU legislation.</p>
Horizontal co-operation Networking and contacts to stakeholder	Activities promoting co-operation between actors working in different areas of anti-discrimination	<p>In addition to the management of the 114 freephone number, the GELD has assumed responsibility for the follow-up of the 114 complaints transmitted to the CODAC. This mission has given rise to the development of a co-ordination and support function on the part of the GELD. To accomplish it the GELD has decided to co-ordinate the local CODAC activity by creating a network supported by seminars, documentation and an email information group. In addition, a CODAC reference person can consult the GELD for advice on the handling of 114 complaints at any time. This advice will later provide material for the information letter periodically distributed to the CODAC network and published monthly by the GELD.</p>

	Formalised and non-formalised co-operation with other organisations of stakeholders or citizens	<p>The broad composition of the management board of GELD is intended to create stronger and more consistent co-operation among different public bodies, researchers, social partners and NGOs.</p>
	Other stakeholders represented in the formal structure of the institution	See the answer immediately above.
Financial resources	Budget	The budget of the GELD is 2,243,261 €..
	Annual allocation in the fiscal budget or other fixed annual allocation	The fixed annual allocation from various state departments and the FASILD is 1,960,200 €.
	Projectbased grants	In 2001 the City of Paris financed part of the development of the www.le114.com internet site with a grant of 30,490 €.
	Self-generated financial resources	None.
Other remarks	Other important characteristics particular to the institution	