



**Beratungszentrum
für Migranten
und Migrantinnen**

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GAMS: material collection on equal treatment and anti-discrimination

As part of the Austria EQUAL development partnership MIDAS - Effective Strategies against Racism and Discrimination in the Job Market, the Counselling Centre for Migrants in Vienna is compiling an equal treatment and anti-discrimination material collection (GAMS). This will focus on discrimination based on race or ethnic origin.

Combating discrimination and racism in the job market and workplace is a declared objective of the European Union. In 2000, two EU directives for countering discrimination were introduced for incorporation and implementation in national legislation. In Austria, this was partly achieved with the Equal Treatment Act (Gleichbehandlungsgesetz) which came into force on 1 July 2004. Regulations in the federal provinces have already been partly passed into law or have are in the draft stage. However, all measures in this direction can hardly be effective if they are not known and the contents not appropriately applied.

Thus GAMS is intended to incorporate practice-oriented assistance, information and materials on the topic. For the compilation, research and inspection of materials from Austria and other countries will be carried out and subsequently a choice will be made regarding needs and applicability in Austria. The prime target group of GAMS is employees who feel a potential threat of discrimination. Further target groups are employer and employee representatives, social workers and other advisers, and experts in the field.

GAMS includes the following priority areas:

- General approaches to the topic;
- Reasons for discrimination and racism;
- Statutory instruments at national, European and international level in the job market and at the workplace.

In addition, action and implementation opportunities will be presented. The contents of this collection will be better illustrated with reference to or inclusion of examples of good practice, documentation, resources, addresses and contact persons on the topic and will serve as a basis for practical application. Some of the contents will be in more than one language! The GAMS project started in January 2004 and will be completed by the end of May 2005.

