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Committee on the Elimination of Racial Discrimination

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**Written replies by the Government of Iceland concerning the
list of issues (CERD/C/ISL/Q/20) formulated by the
Committee on the Elimination of Racial Discrimination
relating to Iceland's nineteenth and twentieth periodic
reports (CERD/C/ISL/Q/20)*****Introduction**

1. The Government of Iceland has been invited to provide the Committee on the Elimination of Racial Discrimination written replies to a list of issues relating to the consideration of Iceland's combined nineteenth and twentieth report on the implementation of the International Convention on the Elimination of All Forms of Racial Discrimination.

2. The response of the Icelandic Government is set out below.

1. Please provide information on measures taken to ensure the continued budgetary allocation of funds to the Icelandic Human Rights Centre, in light of the current financial crisis and the restructured system of funds application through the Ministry of Justice or the Ministry of Foreign Affairs.

3. In the fiscal budget for 2009 the Ministry of Justice was allocated ISK 18 M for human rights projects and the Ministry of Foreign Affairs received ISK 4 M for the same purpose. Even though severe budget cuts are necessary due to the financial crisis in Iceland, the fiscal budget for 2010 allocates the same amount for human rights projects to the two ministries. In the year of 2009 the Icelandic Human Rights Centre (IHRC) received funding of ISK 10 M from the Ministry of Justice and 4 M from the Ministry for Foreign Affairs. In 2008 the Ministry for Foreign Affairs and the IHRC signed a cooperation agreement for the years 2008-2010. During the agreement period, the Ministry for Foreign Affairs allocates annually 4 M to the Centre in the following way; 2 M to management and development of the Centre and 2 M to human rights projects. There are no indications that the financial crisis in Iceland or the restructured system of funds application will lead to less allocation of funds to the Icelandic Human Rights Centre this year.

* In accordance with the information transmitted to States parties regarding the processing of their reports, the present document was not edited before being sent to the United Nations translation services.

2. A parliamentary resolution on the Government's policy on immigrants' issues was scheduled to be passed in spring 2008 (State party report, paragraph 15). Please provide updated information in this regard.

4. The Parliamentary Resolution on an Action Plan on Immigrants Issues was passed in the Parliament in the spring of 2008 and can be found on the website of the Ministry of Social Affairs and Social Security¹ The Action Plan is comprehensive and is based on the Government's Policy on the Integration of Immigrants of 2007.² The plan, which is focused on actions and services provided by the state, is divided into 16 chapters with a total of 98 actions, among others things the construction of a bill on the integration of immigrants.

5. In the introduction to the Action Plan on Immigrant Issues, the Immigration Council is given the responsibility of monitoring the application of the Plan. However, the Ministry of Social Affairs and Social Security in cooperation with the Immigrant Council monitors the implementation of the plan which is executed by requesting the respective ministries to provide updated information on a regular basis.

3. Please provide information on the initial program of work of the newly formed Immigrant Council. Please include information related to its activities in the area of data collection and statistics and the selection criteria for the appointment of the immigrant member to the Council (State party report, paragraph 15).

6. The Immigrant Council was founded in the year 2005 and its main function is to discuss the principal issues relating to immigrants' integration to Icelandic society. The council main objectives for the year 2010 will be to advise on a bill on integration of immigrants. Priority should be given to having the bill address only those matters that have a bearing on immigrant's integration and are not covered in other legislation. The bill is supposed to focus on how the administration shall be organized and immigrants' rights and obligation not covered by others Acts. Amongst other projects which the council is working on is the second edition of a revised information brochure for immigrants that have recently moved to Iceland. Furthermore, the Immigration Council is in charge of the Development Fund for Immigration Issues. Grants are allocated once a year. Every year the Immigration Council puts selected subjects in the calls for the Development Fund on Immigration Issues. In the year 2009 a special emphasis was put on the impact of the economic crisis on the situation of immigrants and, in particular, the impact of long-term unemployment and as well as emphasis on the Government Action Plan for Immigration Issues.

7. The Immigration Council acts as an advisory capacity to the Minister of Social Affairs and Social Security in connection with policy making in this area. The council does not systematically collect data and statistics regarding immigration issues, however, it monitors development in the area such as with Statistics Iceland. The council does support research in the field of immigration and an extensive research was published recently on perspectives and situations of immigrants in Iceland. This research will provide important information for the Immigrant Council. Similar research was implemented in 2005 in selected areas of the country which enables for comparisons between the respective years.

8. The representative of immigrants in the Immigrant Council is appointed by the Minister of Social Affairs and Social Security without nomination. There are no formal organizations that represent immigrants in general, however, there are organizations

¹http://www.felagsmalaraduneyti.is/media/Upplysingabaeklingar_fyrir_utlendinga/ImmigrantsParliamentaryResolution.pdf

² http://www.felagsmalaraduneyti.is/media/acrobat-enskar_sidur/stefna_integration_of_immigrants.pdf

representing citizens from certain countries, such as the Polish Association or Thai Association in Iceland. There are thirty three associations that represent citizens from different countries in Iceland but they do not form an alliance. The Minister of Social Affairs and Social Security appointed Tatjana Latinovic, a member of the board in Women of Multicultural Ethnicity Network - W.O.M.E.N. in Iceland to represent immigrants in the Immigrant Council.

Article 4

4. Please comment on reports alleging that Icelandic private media have recently broadcasted programmes and statements with racist themes or undertones.

9. The Icelandic authorities are not familiar with the cases that here are being referred to.

10. Generally there are not many cases of racial or xenophobic crimes reported in Iceland annually. The National Commissioner of the Police is the national point of contact for such cases. The Police Authorities and the State Prosecutor are responsible for enforcing the law, that is to investigate the case and prosecute if believed that the act constitutes a violation of Art. 180 and/or 233 a of the General Penal Code. According to information from the National Commissioner of Police and the State Prosecutor no cases involving programmes and statements with racist themes or undertones in the private media have been reported recently (2008-2009).

11. In this regard it should also be mentioned that according to Art. 5 of the Broadcasting Act, No. 53/2000, the Broadcasting Rights Committee may temporarily block television broadcasts from other states in the European Economic Area if the broadcast is considered to be able to encourage hatred on grounds of race or nationality.

5. Please provide information on safeguards to prevent the misuse of information compiled by the database deCODE on human genome mapping for racist or discriminatory purposes.

12. There is no database by the name of decode in Iceland. However, deCODE Genetics inc. is the mother company of an Icelandic genetic research company by the name of Íslensk erfðagreining ehf. (ÍE). On 22 January 2000, the Minister of Health granted ÍE an operating license to create and operate a Health Sector Database in accordance with Act No. 139/1998 on that database. The database was supposed to contain data from health records on all Icelanders. On 27 November 2003, the Supreme Court of Iceland gave judgment concluding that Act No. 139/1998 was unconstitutional since the provisions of the Act regarding anonymisation of data were not clear enough. In the wake of this judgment, the database has not come into existence. However, ÍE processes sensitive data on a considerable part of the Icelandic nation. This processing is related to research projects, in which participants are asked for their consent, including on the processing of personal data. These projects are based on permissions from ethic committees, and the Icelandic Data Protection Authority (DPA) has issued permissions regarding the processing of personal data in these projects. These permissions contain provisions on how personal data shall be protected. According to them, personal identity markers shall always be encoded before data are sent to ÍE. The aim of this security safeguard – and other safeguards according to the DPA's permissions – is to ensure that personal data will not be used in support of measures or decisions regarding any particular individual.

13. The DPA has also issued rules serving this aim, including Rules on How Individuals Shall be Asked for Their Consent for the Participation in Scientific Research, No. 170/2001, and Rules on the Processing of Personal Data For Genetic Research, No. 1100/2008. Furthermore, several acts of law and administrative regulations have been

passed in Iceland serving this aim, e.g. the Act on Patients Rights, No. 74/1997, Act on Bio banks, No. 110/2000, and Regulation on Clinical Trials of Medicinal Products in Humans, No. 443/2004. The aforementioned legal acts and rules, together with provisions in permissions from ethic committees and the DPA, prevent data from being misused for racist and discriminatory purposes.

Article 5

6. Please comment on the annual variations in the reception of “quota” refugees.

14. Iceland has received groups of refugees for resettlement since 1956. Between 1956 and 2007 a total of 481 refugees have resettled in the country. The Icelandic Refugee Committee (until 2005 the Council) was established in 1996 and since then the committee has overseen the reception of “quota” refugees annually or every other year as a part of the UNHCR Resettlement Programme. Since 2005 the resettlement program in Iceland has received refugee women and children under the definition *Women at Risk* within the UNHCR program.

15. In 2007 the Ministry of Foreign Affairs and the Ministry of Social Affairs announced the establishment of an annual quota of 25 to 30 refugees. In 2007 Iceland received 30 individuals from Columbia and in 2008 a total 30 refugees Palestinians from Iraq arrived.

16. Regarding the annual variations Iceland has invited a group of “quota” refugees every year from 1996 to 2001. Since 2002 the financial contribution from the government of Iceland has been used to invite “quota” refugees every second year.

17. The reason for this change was that the authorities decided that the financial allocation each year in the state budget would be better utilized by inviting group of refugees every second year especially with regard to the small size of the group each year. Inviting group every year would have resulted in a proportionally very large overhead cost. However, as mentioned earlier a decision was made in 2007 to invite refugees to Iceland every year. This program started in 2007 and in the following year Iceland invited another group.

18. In the fall of 2008 Iceland experienced a grave financial recession which has resulted in serious budget cuts in all areas. Among these were the allocations provided for the reception of “quota” refugees in 2009 and 2010 and therefore Iceland has been unable to invite “quota” refugees to resettle in the country.

7. Please provide examples of cases in which the Director of Immigration has examined cases involving a residence permit application by an immediate family member below the required age of 24 years (State party report, paragraph 48).

19. The Act on Foreigners No 96/2002 was amended with Act No 86/2008 which came into effect on 1 August 2008. After the amendment, Art. 13³ of the Act on Foreigners no

³ Art. 13 of the Act on Foreigners, as amended with Act No 86/2008: Members of the immediate family of an Icelandic citizen or of another Nordic citizen who is permanently resident in Iceland, or of a foreign national who lives in Iceland on the basis of a temporary residence permit under Article 12, Article 12 *b* and Article 12 *f*, or on the basis of a permanent residence permit, may, in response to an application, receive a temporary residence permit, providing that the circumstances referred to in item *d* of the first paragraph of Article 11 do not apply, in addition to which their means of support, health insurance and accommodation shall be guaranteed (*cf.* item *a* of the first paragraph of Article 11). The same shall apply to the members of the immediate families of persons who are pursuing doctorate studies in Iceland under Article 12 *e*.

longer requires that the spouse, cohabiting partner or registered partner, that is to be granted residence permit in Iceland, is of a certain age. It is however stipulated in Art. 13(3) that in all cases in which either spouse is aged 24 years or younger, a special investigation shall be made as to whether a sham or forced marriage might be involved, and whether the establishment of the marriage, cohabitational relationship or registered partnership is at variance with public order and the general principles of Icelandic law. This way, an attempt is made to protect the interests of those who may be considered as being in an inferior position due to their youth, without the text of the law suggesting that marriages involving such individuals are not generally recognised as the lawful basis for the issue of a residence permit in Iceland.

20. 86 individuals aged 24 years or younger have been granted residence permit according to Art. 13 of the Act on Foreigners since 1 August 2008. In every case the above mentioned investigation was carried out by the Directorate of Immigration.

For the purposes of the first paragraph of this Article, ‘immediate family members’ are the spouse, cohabiting partner or registered partner, the children of the person concerned who are under the age of 18, are supported by him and under his custody and his relations, or those of his spouse, in direct line of descent, who are older than 66 and are supported by them.

If there is reason to suspect that a marriage, registered partnership or cohabitational partnership has been established solely with a view to obtaining a temporary residence permit, and no incontrovertible demonstration to the contrary is made, then this shall not confer an entitlement to a temporary residence permit. The same shall apply if there is reason to suspect that a marriage or registered partnership has not been established in accordance with the will of both partners, or if the establishment of the marriage or registered partnership violates public order and the general principles of Icelandic law. In all cases in which either spouse is aged 24 years or younger, an investigation shall be made as to whether the circumstances are of the type referred to in the first and second sentences of this paragraph.

Temporary residence permits as provided for in this Article may not be granted if the member of the applicant’s immediate family has in the previous five years received a sentence or been subjected to security measures for a violation of the provisions of Sections XXI–XXIV of the General Penal Code, except where a refusal to grant a temporary residence permit would constitute an unfair measure against him or his immediate family members. The Directorate of Immigration may obtain statements (criminal records) from the Penal Registry regarding applicants in order to establish whether or not applications should be rejected under this Article.

Temporary residence permits under this Article shall not initially be issued for more than one year. However, the temporary residence permit of a member of the immediate family of a foreign national who is resident in Iceland on the basis of a temporary or permanent residence permit may never be valid for longer than the latter’s permit. Temporary residence permits under this Article may be extended in response to an application if the conditions for granting them are still met. Furthermore, the temporary residence permit of a foreign national who has lived in Iceland under this Article until the age of 18, but has lost the entitlement to a temporary residence permit under this Article on reaching the age of 18, may be extended providing that the conditions of the first paragraph of Article 11 are met and he is either pursuing studies or working in Iceland.

Furthermore if a marriage, registered partnership or cohabitational relationship is dissolved because the foreign national or his or her child has met with abuse or violence in the relationship, then under special circumstances and if cogent consideration of fairness favor such a course of action, a temporary residence permit issued under this Article may be extended even though the premises for residence in Iceland have changed, providing that the conditions of the first paragraph of Article 11 are met. In such cases, factors including the length of the marriage, registered partnership or cohabitational relationship and the connections that the foreign national has with Iceland shall be taken into consideration.

A temporary residence permit issued to a family members under this Article may constitute the basis for a permanent residence permit unless the foreign national from whom the foreign national derives his entitlement holds a temporary residence permit that does not constitute such a basis.

8. Please comment on concern at the possibility that immigrants under 18 years of age may be forced to avoid deportation by leaving secondary school prior to its completion in order to fulfil the financial self-reliance requirement for a residence permit.

21. First of all it should be mentioned that individuals under the age of 18 years are children according to Icelandic law and therefore they do not have to meet the requirement of self-reliance themselves since the Act in Respect of Children No 76/2003 stipulates that parents are obliged to support their children under , cf. Art. 53(1).

22. Since self-reliance is one of the principal requirements for granting of a residence permit, according to Art. 11(1)(a) of the Act on Foreigners, No 96/2002, as well as for the renewal of such a permit, the recession in Iceland may affect a foreign citizen in a way that he will not be able to get his residence permit renewed if he is not considered to fulfil the financial self-reliance requirement. However there are provisions that ensure that under special circumstances the requirements of Art. 11 do not have to be fulfilled in order to get residence permit. Art. 12 f of the Act on Foreigners stipulates that temporary residence permit may be granted even though not all the conditions of Article 11 are met if the foreign national has a special connection with Iceland. Furthermore, for renewal of a temporary residence permit the condition regarding a secure means of support (*cf.* item *a* of the first paragraph of Article 11) may be waived under special circumstances, if the means of support has been uncertain for a short period due to unemployment, an accident or illness, and cogent considerations of fairness favour such a course of action.

23. In cases involving families the Directorate of Immigration interprets the requirement of self reliance in the best interest of the persons concerned. In some cases, the income of a child under the age of 18 has been added to the income of its parents or legal guardians when evaluating whether or not the income of the family is sufficient for their cost of living. There are however no known cases where this has caused the teenager in question to leave secondary school. It should be noted that it is quite common in Iceland that teenagers (Icelandic or immigrants) take on a part time job when in secondary school. In addition it should be mentioned that the State Treasury pays child benefits to parents who have custody of their children, less than 18 years of age. The amount varies depending on whether the custodial parent is single or not. The benefits are partly linked to income. However, all parents receive an additional ISK 61,191 for children less than 7 years of age, irrespective of income. Furthermore, a Local Tax Commissioner is to grant a person's application for the lowering of its income tax base when a person has significant expenses due to the education of its children over the age of 16 years old. This applies for foreigners residing in Iceland as well as Icelanders.

24. Further information regarding dropout from secondary school amongst immigrants is available under item 11.

9. Please provide updated information on the Government's plan to build up Icelandic language teaching facilities to improve immigrants' language skills (State party report, paragraph 101).

25. Paragraph 101 of Iceland's nineteenth and twentieth periodic report refers to Icelandic teaching/studies for persons applying for Icelandic citizenship and information on the means that the government intends to use to secure their access to such studies. The Ministry of Justice and Human Rights has also cited the fact that the general comments attached to the legislative bill that became Act No. 81/2007 amending the Citizenship Act refers the postponement of the requirement for an examination in Icelandic for two years in order to provide the scope needed to develop the Icelandic tutoring.

26. According to the government's policy, foreign nationals who elect to settle in this country should have access to Icelandic tutoring at minimum expense in order to enable them to adapt quickly to Icelandic conditions and enjoy the quality of life and social rights that are available to other citizens. A provision to this effect was included in the agreement between the political parties forming the current coalition government.

27. Significant amounts have already been allocated to Icelandic studies for foreign nationals, starting in 2007, when appropriations to these services were increased by ISK 100 million, and again by ISK 100 million in the same year. Appropriations to Icelandic tutoring for adults have been decided in State Budget Act for each year. A project management group was appointed at year-end 2006 by the Ministry of Education and Culture, which has been responsible for all administration of grants, preparation of rules for their allocation, advertisements, acceptance and processing of applications, etc. The members of the group include a representative of the Ministry of Social Affairs and Social Security.

28. During the time that the management group has been working, appropriations to this project have amounted to a total of ISK 500 million. In 2007 the appropriation amounted to ISK 200 million, but the actual expenditure exceeded this amount by ISK 234 million, with 8,850 students enrolled in the courses in question. In 2008, the appropriation was again ISK 200 million, but the actual expenditure was ISK 247 million on 7,075 students. In 2009, the appropriation was cut by 50%, to ISK 100 million. The total figures for the year 2009 are not yet available, but 2,500 students took courses in the first half of the year 2009. In 2010, the appropriation will be the same as for the year 2009. In spite of the cutback, attempts are being made to make the best possible use of the available funds.

29. In addition to providing grants for the organisation of courses, the management group has commissioned the preparation of curricula (Parts 1 and 2) and awarded grants for course materials, quality-related matters and development, and commissioned surveys of the quality of the courses offered to this group.

30. Courses in Icelandic as a foreign language are held across the country by a varied group of qualified teachers, e.g. in the Centre for Continual Studies and in workplaces.

31. Some tutors have specialised in teaching special groups, e.g. illiterate people and people from diverse linguistic areas, and supervised preparations for examinations, both in schools and in relation to applications for citizenship.

32. The Icelandic courses have been successful and they have been praised in the surveys and reviews conducted. Since appropriations to these services have been curtailed significantly, individuals have needed to pay a contribution to supplement the grants issued to course organisers. However, it continues to be understood that participants may be entitled to grants from their trade unions or employers. Also, in a significant number of cases, studies take place during the participants' working hours, but otherwise after work and in the evenings. Most course organisers offer these options.

33. The Ministry of Education and Culture has taken the initiative in opposing any further cutbacks in these services in 2010 and has been successful in its efforts, as appropriations to these services will be the same in 2010 as in 2009.

10. Please elaborate on safeguards to avoid hardship in cases in which non-EEA migrants on temporary work permits are at risk of losing their residence rights if they leave their employer.

34. A foreign citizen who resides in Iceland on the grounds of a work permit will not be able to continue to stay in Iceland if the terms of the residence permit are not fulfilled. If there is a termination of the employment contract the employer shall make it known to the

Directorate of Labour who cancels the work permit and announces the cancellation to the Directorate of Immigration. Following the announcement the Directorate of Immigration sends a letter to the foreigner where he receives guidance regarding the next steps of the case and is informed that the Directorate considers cancelling his residence permit. The foreigner is given the opportunity, within a certain time limit, to express his views on the matter, following which a decision is reached.

35. In this regard it should be mentioned that if a foreigner changes employment he can apply for a change in the employment relationship. The application must be handed in to the Directorate of immigration which makes sure that the foreigner's salary is sufficient for his maintenance according to the Act on Foreigners No 96/2002 and Regulation on Foreigners No 53/2003. The Directorate of Immigration then sends the application and the new employment contract to the Directorate of Labour which evaluates whether or not the conditions for a work permit, according to Act on Foreign Nationals' Right to Work No 97/2002, are met by the applicant. In these circumstances the Directorate of Immigration puts emphasis on prompt handling of the case in question in order to minimise the inconvenience caused to the applicant.

11. Please comment on the disproportionate rate of students with immigrant backgrounds who drop out of secondary school.

36. Extensive changes have been made in legislation on education in recent years. The principal substance of these changes involves school inclusion. Also, the changes specifically address students at all levels whose native language is not Icelandic. Special attention has been focused on making learning outcomes and requirements clearer in order to make the rights of this group of students more transparent than before and to enable schools to fulfil these rights in a differentiated and constructive manner. One of the goals has been to prevent drop-outs among students in this group. One of the points of focus in this context has been to encourage students to enrol in secondary school following compulsory education instead of discontinuing their studies. For this reason, a heavy emphasis has been placed on addressing this group of students specifically in the upper secondary schools; this is underscored in Regulation No. 654/2009 on the entitlement of upper secondary school students to Icelandic studies. The regulation addresses the right of upper secondary school students who are not native speakers of Icelandic, or who have lived abroad for a long time and therefore have limited knowledge of Icelandic, to courses in Icelandic as a foreign language. The regulation provides that upper secondary schools should prepare special plans for admitting these students and meeting their needs, e.g. for special studies, interpretation, translation and other support. Icelandic as a foreign language is a separate course of studies which is offered in secondary schools. In this course of studies, Icelandic language studies are integrated with subjects such as community studies, sociology, natural sciences and other fields. The courses are offered to students who need them, but it should be noted that groups of students from non-Indo-European language regions have been more likely to take advantage of this option and for longer periods at a time.

37. The Minister of Education and Culture has had the booklet "Upper Secondary Education in Iceland" translated into seven languages. The booklet discusses all the upper secondary schools in Iceland and the opportunities that they offer for studies. The booklet is also available in electronic form. This enables students and their families to obtain information on the possibilities on offer for this group in the country's upper secondary schools.

38. A special fund was established in 2007 for Icelandic studies for the upper secondary schools that serve this group of students. A project management group was formed which advertises calls for applications, processes the applications and allocates funds to the upper

secondary schools. Schools can apply for grants to pay for support teaching for individual students or small groups, for the organisation of special recourses for students, training in day-to-day interaction, developing course materials, retraining for teachers and organisation of courses, and for translation and interpretation services. This has proven successful and the result is that more students now have better access to more varied support within the upper secondary schools than before. An opinion was requested from a school which has one of the largest groups of students who are non-native speakers of Icelandic on the apparent reasons for the drop-out rate of these students and possible responses. The opinion revealed that there were a number of reasons for foreign students giving up studies. However, it was argued that the drop-out rate among these students was not necessarily higher than among Icelandic students. Thus, there are some cases of students returning to their home countries, some of them increased their work, had children, switched schools or quit as a result of health problems. In the absence of such reasons, it appeared that in most cases, drop-outs were preceded by poor attendance. In order to reduce the drop-out rate, it was important, according to the opinion, to pay careful attention to the students, and not only with regard to their studies. Interpreters would need to be called in for parent interviews when the parents speak neither Icelandic nor English, courses needed to be developed for students who lacked a basic background, examinations would need to be translated when possible etc. If any teacher at a school spoke a student's language, that teacher should be appointed as the supervising teacher for the student. Also, it would be necessary to provide homework assistance and provide teachers with information on students' backgrounds and on their supervising teachers.

12. Since an appeal against an asylum decision does not necessarily suspend a deportation order, please explain how hardship can be avoided if unsuccessful asylum seekers are at risk to be deported before a final decision has been issued.

39. According to Article 30(1) of the Act on Foreigners No 96/2002 decisions of the Directorate of Immigration can be appealed to the Ministry of Justice and Human Rights.

Article 32(1) of the Act on Foreigners stipulates that if a foreigner states that he/she risks persecution if deported or that he/she is in imminent danger of losing his/hers life or being subjected to inhumane treatment, a decision ordering him to leave Iceland cannot be implemented until finally taken. Since the granting of refugee status is dependent upon that the asylum seeker risks persecution, the legal effect of a decision by the Directorate of Immigration refusing the granting of such status is suspended upon an appeal to the Ministry of Justice and Human Rights. The exceptions from this general principle are cases where the Directorate of Immigration deems obvious that such a situation does not apply and cases where the foreigner in question has an application for asylum pending in another state or if such an application has been denied there.

40. It can also be mentioned that if the ruling of the Ministry of Justice and Human Rights is brought before the Courts the Minister of Justice and Human Rights may decide to suspend the implementation of the final decision if it is established that the situation of the foreigner has changed significantly from when the deportation order was taken.

Article 6

13. What measures have been taken or are envisaged to be taken to promote better representation of persons with immigrant background within the police force?

41. In advertisements from the National Police Commissioner for new positions for officers in the National Police, people with Multi-National background is encouraged to apply.

Article 7**14. Please elaborate on measures taken to promote tolerance for racial diversity, especially among youths.**

42. In the year 2008 the Development Fund on Immigration Issues promoted especially applications of projects that focused on anti-discrimination and racial diversity. Amongst the projects that were selected are the following:

43. *Celebrate diversity*: A developing project which aims to improve and translate information between preschools and parents, for those whose Icelandic is not their mother tongue. Positive attitude towards multiculturalism and celebration of diversity is also reinforced.

44. *Education for young teenagers about prejudices in multicultural societies*: The purpose was to educate the teenagers about multiculturalism and concomitant negative factors that often appear in a multicultural society especially when a homogenised society, like Iceland used to be until mid 90's, undergoes a rapid change towards multicultural society.

45. *The „Follow Your Heart“ campaign against discrimination*: The purpose of the campaign is to make people aware of and to reflect upon stereotypes and whether such stereotypes discriminate against people on the basis of the five main characteristics, i.e. age, disability, origin or race, sexual orientation and religion.

46. *Intercultural training for 10th grade students*: The Intercultural Centre prepared teaching material and three classes in multicultural competency for all 10th grade students in three schools in Reykjavík during spring semester 2009.

47. *Multicultural workplace and community*: The main goal of this project is to reduce and prevent segregation and prejudice on grounds of ethnocentrism, race or religion. This is done by enabling the knowledge of citizens and the workforce of Reykjanesbær of the desirability that lies in the multicultural environment and the necessity of knowledge, honour, understanding, responsibility and trust in communication between all people.

48. The Ministry of Social Affairs and Social Security and the Icelandic Human Rights Centre have applied for and received funding from the EU Progress programme for project in the year 2009 and 2010. The Ministry and the Icelandic Human Right Centre have been in charge of coordination of these projects while various NGOs and institutions have taken part in the projects. In the year 2009 various awareness rising activities were performed such as continuing the campaign *Follow Your Heart* which received also funding from the Development Fund of Immigration Issues, a survey on attitude amongst the general public toward groups which are at risk of being discriminated in Iceland, a media survey which looked into the amount of media coverage on various groups which are considered to be in danger of discrimination in newspapers and television. A seminar on anti-discrimination amongst teenagers was also held as well as situation testing projects such as sending a job application to a company which are identical except the name of the applicants where one of it will be foreign.

49. Amongst projects for the year 2010 which are related to anti-discrimination and racial diversity are:

50. *Attacking the Problem from All Sides - Action against Racism and Xenophobia with Special Focus on Primary Schools (5-6 grade)*. The City of Reykjavik has formulated an equality policy prohibiting discrimination based on age, disability, sexual orientation, religion or belief and racial or ethnic origin addition to gender. The Municipality and the Intercultural Centre are conducting multicultural training in all 5th and 6th grades in the City, which will also serve as a pilot project for other municipalities in the country. The

training aims to further positive communication between people of different origin, combat prejudice and racism in the City of Reykjavik as part of the City's equality policy. The Project entails visits to every class (5-6 grade) with a view to implement and design special diversity training programme devised to broaden the students' minds and to increase their understanding and tolerance of people of different cultures and origin - making them better equipped for living in a multicultural, diverse society. Anti-discrimination material will be prepared for teaching in primary schools such as written material and audio-visual. Five instructors will be trained for school visits, in using anti-discrimination material, incl. game-playing, puzzles etc. The trainers then train teachers in anti-discrimination work, promotion of diversity, awareness raising and opinion changing and also on how respond to racist and discriminatory remarks and attitudes and how to reach the students.

51. *Anti-discrimination training for municipalities: Training for employers and staff in the hospitality industry.* Despite the fact that the national penal code prohibiting discrimination in access to public places, staff and business owners in the hospitality industry seems not be fully aware of it and cases have been reported where people of certain minority groups complain having been denied access and adequate services. Reykjavik City aims to combat discrimination in access to public places such as bars, restaurants, hotels, etc., building on the results of a situation testing, carried out under Progress in 2009. The Project entails anti-discrimination training in the approximately 250 establishments with liqueur license in Reykjavik. The project will serve as a model for other municipalities. Short training sessions will be held in each location and a small advertisement campaign will be conducted with informational postcards, pamphlets and posters printed.

52. *Awareness raising poster and postcard campaign:* The posters will represent the five groups of discrimination based on age, disability, origin or race, sexual orientation, religion or beliefs and gender. The purpose is to make people aware of, and reflect on, stereotypes and whether such stereotypes discriminate against people. The target group for the poster is the general public, from the age of twelve years.

53. *Gender equality for women of immigrant origin in Iceland:* The purpose of the project is to educate people and especially women of ethnic origin about their legal rights and making them and other citizens aware of discrimination directives. This project is supervised by the Centre for Gender Equality.
