

# Directives on standards for equality bodies



# KEY DATES



## MANDATE

Racial Equality Directive (2000/43/EC) education, employment, social, goods and services

Employment Equality Directive (2000/78/EC) religion or belief, disability, age and sexual orientation

Directives on equality women/men in:

- goods and services (2004/113/EC)
- employment (2006/54/EC)
- self-employment (2010/41/EU)
- social security (79/7/EEC)

## INTERSECTIONALITY

“Discrimination based on a combination of grounds of discrimination protected under” the 6 equality Directives

It is important that equality bodies pay attention to intersectional discrimination while promoting, preventing, collecting data and assisting victims

## DESIGNATION

ONE OR SEVERAL BODIES:

FOR ALL GROUNDS AND FIELDS

AT LOCAL, REGIONAL OR NATIONAL LEVEL

TO FULFILL ALL THE COMPETENCES

# Independence

Free from external influence,  
do not seek or take instructions

Transparent procedures regarding  
staff in leadership positions

Independent exercise of their  
competences (firewalls)

Independence within multi-mandate  
bodies

# Resources

Human, technical, financial  
resources necessary to exercise all  
tasks and competences

Dedicated resources within multi-  
mandate bodies

*Increases in competences,  
increase in complaints, litigation  
costs, use of automated systems...*

# PROMOTION

## AWARENESS RAISING

- By Member States
- On rights and on the existence of equality bodies

## PROMOTION AND PREVENTION...

- Equality bodies are explicitly empowered to promote and prevent
- Examples: promotion of positive action and equality mainstreaming; training, advice and support for duty bearers; engaging in public debate

## ...THROUGH OTHER ACTIVITIES

- In their decisions and opinions
- Through their reports

## DEDICATED COMMUNICATION

- Appropriate communication tools for each target group
- Focus on groups whose access to information can be hindered (economic status, age, disability, literacy, nationality, residence status, online access, etc.)

# ASSISTANCE TO VICTIMS

Ability to **receive and handle complaints**

**Targeted information and advice:** legal framework, services offered, available remedies, confidentiality, available support

Information on **next steps** for the complaint

# ACCESS AND ACCESSIBILITY

On an **equal basis for all**  
Throughout the territory

**No costs** for complainants  
Submission **orally, in writing and online**

**Accessibility and reasonable accommodation** for persons with disabilities

# POWERS

## Alternative dispute resolution

- By the equality body or another competent entity
- In accordance with national law and practice
- Access to court (limitation period, absence of resolution)

## Inquiries

- Power to conduct an inquiry, effective rights to access info
- Cooperation with other competent bodies
- Possible empowerment of another competent body

## Decisions and opinions

- Non-binding opinions or binding decisions
- Reasoned conclusion + measures to remedy and prevent
- Possible publication of summary and follow up

## Litigation

- Right to act in court proceedings in civil and administrative law
- Right to submit observations to the court
- Right to either initiate on behalf or in own name, or to participate

# COOPERATION AND CONSULTATION

## Cooperation

- Other national equality bodies
- Public and private actors at local, regional, national, international and supranational level
- Including labour inspectorates, the social partners, and civil society organisations

## Consultation of equality bodies

- By the government and public authorities
- On legislation, policy, procedure, and programmes
- Recommendations, publication and follow-up



# Data collection

On their own activities

Disaggregated by grounds and fields

Personal data anonymised

In accordance with indicators

# Access to data

Access to statistics in accordance with national law

Recommendations on the collection of equality data

Possible coordination role in the collection of equality data

# Reports

Public annual activity report

Every 4 years, report on the state of equal treatment in the MS

Work programme with priorities and prospective activities

# MONITORING

Implementing act with list of indicators on the functioning of equality bodies (24 months)

Member States to provide data on the functioning of equality bodies **every five years**

Report by the Commission on the application and practical effects of the Directive

Possible annual dialogue with the EU Parliament

# INDICATORS

**RESOURCES**  
(human, technical,  
financial)

**INDEPENDENT  
FUNCTIONING**

**ACCESSIBILITY**

**EFFECTIVENESS**

(Developments in)  
**MANDATE**

(Developments in)  
**POWERS**

(Developments in)  
**STRUCTURE**

- “comparability, objectivity and reliability”
- quantitative or qualitative
- link with data collection

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Texts of the Directives: [2024/1499](#) – [2024/1500](#)

Disclaimer: This presentation is only meant as a working tool and does not attempt to depict the content of the Directives in an exhaustive manner