



List of questions to be discussed during the meeting of 3-4 October

STRUCTURE

- **Multi-mandate bodies**: how can multi-mandate bodies be organised to allow the effective and independent exercise of the equality mandate while leaving some flexibility for synergies between departments/mandates?
- **Cooperation**: where there are several equality bodies in the same country, which mechanisms could be envisaged to enable equality bodies to cooperate with each other?
- **Covering all territory**: what are the various possible models to ensure that equality bodies provide their services throughout the territory?
- **Involving other competent bodies**: what provisions should be adopted when Member States decide to entrust **other competent bodies** with some of the powers laid down in the Directives (e.g. provisions on the cooperation between the competent body and the equality body, exchange of data)? Please distinguish between alternative dispute resolution and inquiries.

INDEPENDENCE

- **Indicators**: Please discuss and complement the draft indicators on independence submitted by the Commission. Do you have any suggestions to improve the draft?
- **Leadership**: How can the independence and competence of the staff of equality bodies holding decision-making or managerial positions of equality bodies be ensured? Please list all the elements to take into consideration and possible procedures and rules to be adopted.
- **Influence**: How can it be ensured in practice that equality bodies are free from external influence and that they do not seek or take instructions from the government or from any other public or private entity? Please list all the elements to take into consideration and possible procedures and rules to be adopted.
- **Accountability**: What is meant by accountability within the context of the Directives? Which accountability mechanisms can be envisaged for equality bodies which would not jeopardize their independence?
- **Use of resources**: How can the right of equality bodies to manage their own resources independently be ensured in practice? What are the implications of the reference in Article



Expert group on the implementation of EU Equality Law



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3(1) of the Directives to “*the objectives of the Directives and the applicable legal framework*”?

2nd round of discussion : **How to translate that when an equality body is part of a ministry?**

N.B. the second question will apply to the topics above except indicators

RESOURCES

- **Indicators**: Please discuss and complement the draft indicators on resources submitted by the Commission. Do you have any suggestions to improve the draft?
- **What are we measuring**: What do the terms “budget”, “financial resources”, “human resources” and “technical resources” encompass? What should be measured and what can be measured (e.g. should the costs of premises and external sources of income -e.g. money received for services to companies- be excluded from the overall budget)?
- **Necessary/adequacy of resources**: What concrete criteria can be used to set and evaluate the necessary resources for equality bodies to perform all their tasks and to exercise all their competences effectively? Please describe the methodology suggested.
- **Stability/flexibility**: How to ensure the stability of the allocation of resources to equality bodies (no unjustified cuts) and their adjustability to new needs (inflation, new competences, increase of complaints, exceptional costs such as litigation)? Please describe possible procedures and/or rules to be adopted.
- **Automated systems**: What are the necessary resources to use and assess automated systems? What criteria can be used to assess that these are adequate?

NEXT STEPS

- **Consultation**: Article 15 of the Directives provides for the consultation of equality bodies and their right to make recommendations on relevant matters. At this stage, which mechanisms could be envisaged to gather the views of equality bodies on the draft legislation transposing the new standards and on the draft list of indicators during the transposition period, and to make the best use of their expertise?