



Monitoring the functioning of the equality bodies

WORKING DOCUMENT

TO DISCUSS POSSIBLE INDICATORS ON POWERS, EFFECTIVENESS AND ACCESSIBILITY

(to be discussed at the meeting of the expert group of 26-27 November 2024)

LEGAL BASE

Article 18 of Directives 2024/1499¹ and 2024/1500² (thereafter “the Directives”) on monitoring and reporting provides that:

“1. By 19 June 2026, the Commission shall, by means of an implementing act, establish a list of common indicators on the functioning of the equality bodies designated under this Directive. When preparing the indicators, the Commission may seek advice from the European Union Agency for Fundamental Rights, the European Institute for Gender Equality and from networks of equality bodies at Union level. The indicators shall cover the human, technical and financial resources, independent functioning, accessibility and effectiveness of equality bodies, as well as developments in their mandate, powers or structure, ensuring the comparability, objectivity and reliability of the data collected at national level. The indicators shall not be for the purpose of ranking or of issuing specific recommendations to individual Member States.

The implementing act shall be adopted in accordance with the examination procedure referred to in Article 22(2).

2. By 19 June 2031, and every 5 years thereafter, Member States shall provide the Commission with all relevant information regarding the application of this Directive. Such information shall include at least data on the functioning of equality bodies and shall take into account the reports drawn up by the equality bodies under Article 17, points (b) and (c).”

Article 16(1) of the Directives on “Data collection and access to equality data” stipulates that:

“The data collected by equality bodies shall be disaggregated by the grounds and fields covered by [the Equality Directives], and in accordance with the indicators referred to in Article 18 of this Directive. Any personal data collected shall be anonymised or, where that is not possible, pseudonymised.”

Recital 46 of Directive 2024/1499 and Recital 45 of Directive 2024/1500 provide that

¹ [Directive - EU - 2024/1499 - EN - EUR-Lex \(europa.eu\)](#)

² [Directive - 2024/1500 - EN - EUR-Lex \(europa.eu\)](#)



“In order to ensure uniform conditions for the implementation of Member States’ reporting obligations as regards the functioning of equality bodies designated under this Directive, implementing powers should be conferred on the Commission to establish a list of relevant indicators, on the basis of which data should be collected. Such indicators should not be for the purpose of ranking or of issuing specific recommendations addressed to individual Member States. Those powers should be exercised in accordance with Regulation (EU) No 182/2011 of the European Parliament and of the Council”.

Besides those provisions, Article 17 of the Directives on Reports and strategic planning also provides that *“Member States shall ensure that equality bodies...(b) produce and make available to the public an annual activity report, including their annual budget, staff and financial reporting”.*

DEFINITION AND CRITERIA for the development of indicators³

An indicator is a summary measure related to a key issue, against which data is collected in a standardized format.

The Directives stress the need to ensure the comparability, objectivity and reliability of the data collected at national level. Indicators must be relevant, specific and objective. Data must be measurable in a sufficiently comparable way across Member States/equality bodies. Methods of data collection and calculation must be transparent.

Each indicator will be accompanied by the following information:

- A. **Number and name:** the indicator’s name recalls its underlying dimension. Each indicator has a unique identification number. Supporting data are also numbered and linked to the relevant indicator.
- B. **Dimension/scope:** links the indicator with the category/ies listed in Article 18
- C. **Objective:** presents the standards being monitored by the indicator
- D. **Definition:** explains the meaning of the indicator and defines specific terms
- E. **Rationale:** explains how the indicator and the data used for its calculation will contribute to the monitoring of/reporting on the standards from the Directives.
- F. **Data collection and source:** will be filled by the national authority to specify who has collected the data and how the data was collected.
- G. **Reference year:** year of the collected data
- H. **Comments and limitations:** when relevant, explains how to fill the data to overcome possible issues and facilitate comparability.
- I. **Data:** refers to the data necessary to fill the indicator. It is presented in the form of closed questions and tables providing information.

³ Atkinson T., Cantillion, B., Marlier, E. and Nolan, B. (2002), [Social indicators: The EU and social inclusion](#), Oxford, Oxford University Press.



Where necessary, metadata questions⁴ will help Member States clarify their answers.

PROCEDURE FOR DATA COLLECTION

Member States will provide the necessary data to the Commission via an online survey tool, by 19 June 2031 and every 5 years thereafter. The Commission will receive one single input per Member State, compiled by the Member States' authorities in a dedicated online tool, and containing both data disaggregated by equality body and aggregated data.

Data collection by equality bodies in accordance with Article 16(1), with a view to producing the reports referred to in Article 17(b) and (c) – annual reports and reports on the state of equal treatment and discrimination – should be designed in accordance with the indicators. The same data collection can then be used to fulfil the requirements of the Directives for data collection, reporting and monitoring.

Preliminary working draft of POSSIBLE INDICATORS

PREVENTION AND PROMOTION

POWERS [P]

A. Number and Name: P1

P1. Is the equality body empowered to carry out activities to prevent discrimination and to promote equal treatment in all the relevant grounds and fields? (Y/N)

B. Dimension/scope: Powers

Suggestion not to distinguish between prevention and promotion because some activities may contribute to both.

Indicator and data gathering table to be completed after the discussion. Provisional list of activities mentioned in Article 5 (to be integrated): promotion of positive action among public/private entities, equality mainstreaming among public/private entities, offering trainings to public/private entities, providing advice to public/private entities, providing support to public/private entities, engaging in public debate, communicating with relevant stakeholders, including the social partners, and promoting the exchange of good practices.

Disaggregation by grounds and fields + intersectionality (optional). Data gathering table to include only equality bodies who undertake promotion and prevention activities, taken from indicator OS1_3_A (to be filled in automatically by AI tool)

EFFECTIVENESS [E]

A. Number and Name: E1

⁴ Metadata is data that provides information about other data.



E1. Is the equality body carrying out activities to prevent discrimination and to promote equal treatment in all the relevant grounds and fields?? (Y/N)

B. Dimension/scope: Effectiveness, Powers

Indicator and data gathering table to be completed after the discussion. Same list of activities elaborated for P1. Suggestion: design only one data-gathering table, for P1 and E1?

Disaggregation by grounds and fields + intersectionality (optional)

A. Number and Name: A1

A1. Is the equality bodies employing appropriate channels, tools and formats for groups whose access to information may be hindered? (Y/N)

B. Dimension/scope: Accessibility, Powers, Effectiveness

“Groups whose access to information may be hindered” should be understood in line with Article 5(3) of the Directives, which contains a non-exhaustive list of personal circumstances that could have an impact on access to information, namely precarious economic status, age, disability, level of literacy, nationality or residence status, or due to their lack of access to online tools.

The accessibility of websites is covered under indicator A7

Indicator and data gathering table to be completed after the discussion. Same list of activities elaborated for P1. For each of them, tick (Y/N)

- The information is disseminated online and through additional channels
- Digital files support accessibility features
- The information disseminated is available via more than one sensory channel (e.g. voice in addition to text)
- Non-textual content is supplemented with an alternative presentation of that content
- The information is available in text formats that can be used to generate alternative assistive formats
- Information is disseminated in easy-to-read formats
- Information is disseminated in more than one language
- When videos are disseminated, subtitles are provided
- When videos are disseminated, audio-description is provided
- Sign language interpretation is available

ASSISTANCE TO VICTIMS (COMPLAINT HANDLING)

‘POWERS’ [P]

A. Number and Name: P2



P2. Can the equality body receive and handle complaints of discrimination following the steps detailed in Article 6 para (2) to (4) on assistance to victims? (Y/N)

B. Dimension/scope: Powers

“Complaint” to be understood as any submission containing an allegation of discrimination

Indicator and data gathering table to be completed after the discussion. Data-gathering table to (i) include only the list of equality bodies which are able to receive and handle complaints, taken from indicator OS1_3_2_1 (to be filled in automatically by the AI tool) and (ii) list all the steps detailed in Article 6

- Receiving the complaint
- Informing the victims about
 - (a) the legal framework, including advice targeted to their specific situation;
 - (b) the services offered by the equality body and related procedural aspects;
 - (c) available remedies, including the possibility to pursue the case before the courts;
 - (d) the confidentiality rules applicable, and the protection of personal data; and
 - (e) the possibility of obtaining psychological or other types of relevant support from other bodies or organisations
- Informing the complainants whether the complaint will be closed or there are grounds to pursue it further

‘POWERS’ [P]

A. Number and Name: P3

P3. Is there a written procedure for the reception and handling of complaints by the equality body? (Y/N)

B. Dimension/scope: Powers

Indicator and data gathering table to be completed after the discussion.

‘POWERS’ [P]

A. Number and Name: E2

E2. Total number of complaints received per year (Number)

B. Dimension/scope: Effectiveness, Powers

Suggestion to take all complaints into consideration, regardless of their admissibility, due to their impact on the workload.

Indicator and data gathering table to be completed after the discussion (clear indication of reference years in the table). Disaggregate by ground/field as per Art. 16. Category for multiple discrimination and optional category for intersectional discrimination to be added.



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‘POWERS’ [P]

A. Number and Name: E3

E3. Total number of complaints treated per year (Number)

B. Dimension/scope: Effectiveness, Powers

Suggestion: a “treated” complaint is to be understood as a complaint for which the equality bodies has completed all the steps in Article 6 (terminating with the provision of information on whether the complaint will be closed or there are grounds to pursue it further). For this indicator, the treatment of a complaint does not include the possible follow-up of the complaint (Alternative dispute resolution, inquiry, opinion/decision and/or litigation), which will be measures separately. It only contains the mandatory phase described in Article 6 of the Directives.

Indicator and data gathering table to be completed after the discussion. Disaggregate by ground/field as per Art. 16. Category for multiple discrimination and optional category for intersectional discrimination to be added.

‘POWERS’ [P]

A. Number and Name: E4

E4. Average time needed to treat a complaint from reception until closure (Unit of time to be specified)

B. Dimension/scope: Effectiveness, Powers

Treatment: from reception until information on closure or next steps

Data gathering table to include only equality bodies who receive and handle complaints, taken from OS1_3_2_1

E2 E3 E4	<p>For each equality body, please indicate</p> <ul style="list-style-type: none"> - The number of complaints received per year - The number of complaints treated per year - The average time to treat a complaint <p>NOTE: Please list in column '<u>Equality Bodies in Country</u>' all bodies that are different entities and designated as equality bodies under the Directives. Regional or local self-standing bodies, which fulfil part of the functions included in the Directives should be listed separately.</p>				
	Complaints received				
	Year 1	Year 2	Year 3	Year 4	Year 5
Equality Bodies in [Country]					



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[Equality Body Name]	Number	Number	Number	Number	Number
[Equality Body Name]					
[Equality Body Name]					
Equality Bodies in [Country]	Complaints handled				
[Equality Body Name]	Year 1 Number	Year 2 Number	Year 3 Number	Year 4 Number	Year 5 Number
[Equality Body Name]					
[Equality Body Name]					
Equality Bodies in [Country]	Average duration of treatment of a complaint				
	Year 1	Year 2	Year 3	Year 4	Year 5
[Equality Body Name]	... months				
[Equality Body Name]					
[Equality Body Name]					

**E2_E3_E4
TEXT**

Please describe any challenges faced while answering the questions in this part of the questionnaire, in particular those related to the particular situation in your Member State [text box]

ACCESSIBILITY [A]

A. Number and Name: A2

A2. Can assistance to victims' services be accessed on an equal basis by all?

B. Dimension/scope: Accessibility, Powers, Effectiveness

Access on an equal basis for all should be understood as covering both equal access under Article 12 of the Directives and accessibility under Article 13 of the Directives.

The accessibility of websites is covered under indicator A7.

Indicator and data gathering table to be completed after discussion

Data gathering table to include (i) only equality bodies who receive and handle complaints, taken from OS1_3_2_1; (ii) the submission of the complaint and the provision of information



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A2 For each equality body, please indicate whether (Yes/No) (i) the process to submit complaints can be accessed on an equal basis by all (ii) the information provided can be accessed on an equal basis by all					
		1	2	3	4
		[Equality Body Name]	[Equality Body Name]	[Equality Body Name]	[Competent Body Name]
Submitting complaints					
A2_A	Complaints can be submitted orally in person (Yes/No)	yes	no	yes	no
A2_B	Complaints can be submitted in writing (Yes/No)				
A2_C	Complaints can be submitted online (Yes/No)				
A2_D	Complaints can be submitted orally over the phone (Yes/No)				
A2_E	Complaints can be submitted in a language of the complainant's choosing, common in the Member State (Yes/No)				
A2_F	The complainant can request special assistance				
A2_G	Complaints are submitted at no cost to complainants (Yes/No)				
Information provided					
A2_H	Information is made available via more than one sensory channel (e.g. voice in addition to text) (Yes/No)				



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A2_I	Textual content is available in easy-to-read format (Yes/No)				
A2_J	Textual content is available in text formats that can be used to generate alternative assistive formats (Yes/No)				
A2_K	Video is provided in addition to voice communication (Yes/No)				
A2_L	Real time text is provided in addition to voice communication (Yes/No)				
A2_M	Sign language interpretation is available when requested (Yes/No)				
A2_N	The provision of information is tailored to the level of understanding of the victim of discrimination (Yes/No)				
A2_O	Interpretation is available when requested (Yes/No)				
A2_P	The provision of information is offered at no cost to complainants (Yes/No)				

A2_TEXT

Please describe any challenges faced while answering the questions in this part of the questionnaire, in particular those related to the particular situation in your Member State [text box]

ALTERNATIVE DISPUTE RESOLUTION

'POWERS' [P]

A. Number and Name: P4



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P4. Is alternative dispute resolution provided for in all grounds and fields included in Directives 79/7/EEC, 2000/43/EC, 2000/78/EC, 2004/113/EC, 2006/54/EC and 2010/41/EU? (Yes/No)

B. Dimension/scope: Powers

Data gathering table to contain (i) the list of equality bodies/other competent bodies which undertake alternative dispute resolution taken from indicator OS1_3_2_2, precompiled by the AI tool; (ii) the mandate of the equality bodies listed in indicator OS1_3_2_2, taken from indicator OS2, precompiled by AI tool.

P4. For each equality/competent body undertaking alternative dispute resolution, please specify whether alternative dispute resolution is undertaken for all grounds and fields covered (Yes/No)								
[Equality body name]		employment and occupation	education	access to goods and services available to the public	housing	social protection	social advantages	social security
1	Sex	Yes		Yes	Yes	Yes	Yes	Yes
2	Racial or ethnic origin							
3	Disability							
4	Age							
5	Religion or belief							
6	Sexual orientation							
7	Multiple discrimination							
8	Intersectional discrimination	YES/NO						
[Competent body name]								
1	Sex							
2	Racial or ethnic origin							
3	Disability							
4	Age							
5	Religion or belief							

P4_TEXT

Please describe any challenges faced while answering the questions in this part of the questionnaire, in particular those related to the particular situation in your Member State [text box]

‘EFFECTIVENESS’ [E]

A. Number and Name: E5



E5. In how many cases was an ADR process initiated under the scope of the Directives per year? (Number)

B. Dimension/scope: Effectiveness, Powers

‘EFFECTIVENESS’ [E]

A. Number and Name: E6

E6. How many cases were resolved through ADR by the equality body or another competent body falling under the scope of the Directives per year? (Number)

B. Dimension/scope: Powers, effectiveness

Cases resolved is to be understood as cases in which the victim of discrimination and the counterparty reached an amicable resolution of their dispute.

Indicator and data gathering table to be completed after the discussion

‘EFFECTIVENESS’ [E]

A. Number and Name: E7

E7. How many cases dealt with by alternative dispute resolution by the equality body or another competent body falling under the scope of the Directives are brought to Court per year?

B. Dimension/scope: Powers, effectiveness

Indicator and data gathering table to be completed after the discussion.

Cases dealt with alternative dispute resolution is to be understood as all cases, regardless of their resolution, as long as they were received by the equality body or by another competent body falling under the scope of the Directives

For discussion: disaggregation by grounds and fields for E5, E6 and E7

<p>E5 E6 E7</p>	<p>For each equality body, please indicate</p> <ul style="list-style-type: none"> - The number of alternative dispute resolution cases were opened by the equality body or referred to another competent body falling under the scope of the Directives per year - The number of cases resolved by the equality body or by another competent body falling under the scope of the Directives per year - The number of cases dealt with alternative dispute resolution by the equality body or another competent body falling under the scope of the Directives brought to Court per year <p>NOTE: Please list in column 'Equality Bodies in Country' all bodies that are different</p>
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entities and designated as equality bodies under the Directives. Regional or local self-standing bodies, which fulfil part of the functions included in the Directives should be listed separately.

Equality Bodies/other competent bodies in [Country]	ADR cases opened				
	Year 1	Year 2	Year 3	Year 4	Year 5
[Equality Body Name]	Number	Number	Number	Number	Number
[Equality Body Name]					
[Equality Body Name]					
[Other competent body name]					
Equality Bodies/other competent bodies in [Country]	ADR cases resolved				
	Year 1	Year 2	Year 3	Year 4	Year 5
[Equality Body Name]	Number	Number	Number	Number	Number
[Equality Body Name]					
[Equality Body Name]					
[Other competent body name]					
Equality Bodies/other competent bodies in [Country]	ADR cases brought to Court				
	Year 1	Year 2	Year 3	Year 4	Year 5
[Equality Body Name]	... months				
[Equality Body Name]					
[Equality Body Name] [Other competent body name]					

**E5_E6_E7
TEXT**

Please describe any challenges faced while answering the questions in this part of the questionnaire, in particular those related to the particular situation in your Member State [text box]



ACCESSIBILITY' [A]

A. Number and Name: A3

A3. Can alternative dispute resolutions mechanisms be accessed on an equal basis by all?

B. Dimension/scope: Accessibility, powers, effectiveness

Access on an equal basis for all should be understood as covering both equal access under Article 12 of the Directives and accessibility under Article 13 of the Directives.

Indicator and data gathering table to be completed after the discussion.

Data gathering table to contain the list of equality bodies/other competent bodies which undertake alternative dispute resolution taken from indicator OS1_3_2_2, precompiled by the AI tool

A3	For each equality body, please indicate whether alternative dispute resolutions mechanisms can be accessed on an equal basis by all (Yes/No)				
		1	2	3	4
		[Equality Body Name]	[Equality Body Name]	[Equality Body Name]	[Competent Body Name]
A3_A	Information is made available via more than one sensory channel (e.g. voice in addition to text) (Yes/No)				
A3_B	Textual content is available in text formats that can be used to generate alternative assistive formats (Yes/No)				
A3_C	Video is provided in addition to voice communication (Yes/No)				



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A3_D	Real time text is provided in addition to voice communication (Yes/No)
A3_E	Parties can request special assistance (Yes/No)
A3_F	Sign language interpretation is available when requested (Yes/No)
A3_G	Interpretation is available when requested
A3_H	The interaction is tailored to the level of understanding of the victim of discrimination (Yes/No)
A3_I	Alternative dispute resolution is offered at no cost to complainants (Yes/No)

A3_TEXT

Please describe any challenges faced while answering the questions in this part of the questionnaire, in particular those related to the particular situation in your Member State [text box]

INQUIRIES

NB: Information about equality bodies/other competent bodies falling under the scope of the Directives who are empowered to undertake inquiries is provided under indicator OS1_3_2_3

POWERS' [P]

A. Number and Name: P5

P5. Is there a written procedure for conducting inquiries which enables equality bodies to carry out fact-finding? (Yes/No)

B. Dimension/scope: Powers

Indicator and data gathering table to be completed after the discussion.

Data gathering table to contain the list of equality bodies/other competent bodies which undertake inquiries, precompiled by the AI tool



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P5	For each equality body, please indicate (Yes/No) whether a written procedure for conducting enquiries is in place, enabling equality bodies to carry out fact finding (providing link)				
		1	2	3	4
		[Equality Body Name]	[Equality Body Name]	[Equality Body Name]	[Competent Body Name]
P5	A written procedure for conducting enquiries is in place, enabling equality bodies to carry out fact finding (Yes/No)	Yes	No	Yes	No
P5_TEXT	Please provide the link to the framework	Link	N.a.	Link	N.a.

P6_TEXT Please describe any challenges faced while answering the questions in this part of the questionnaire, in particular those related to the particular situation in your Member State [text box]

‘POWERS’ [P]

A. Number and Name: P6

P6. Can inquiries be conducted in all grounds and fields included in Directives 79/7/EEC, 2000/43/EC, 2000/78/EC, 2004/113/EC, 2006/54/EC and 2010/41/EU?

B. Dimension/scope: Powers

Indicator and data gathering table to be completed after the discussion.

Data gathering table to contain (i) the list of equality bodies/other competent bodies which undertake inquiries, precompiled by the AI tool; (ii) the mandate of the equality bodies listed in indicator OS1_3_2_3, taken from indicator OS2, precompiled by AI tool.

‘EFFECTIVENESS’ [E]

A. Number and Name: E8



E8. How many inquiries on potential breaches of the principle of equal treatment laid down in the Equality Directives are conducted by the equality body or by another competent body falling under the scope of the Directives per year? (Number)

B. Dimension/scope: Effectiveness, Powers

Indicator and data gathering table to be completed after the discussion.

To be discussed: disaggregation by grounds and fields?

‘EFFECTIVENESS’ [E]

A. Number and Name: E10 [mandatory for Member States who entrust another competent body to carry out inquiries]

E9. In which percentage of the cases does the equality body receive a reply when requesting information about the results of an inquiry conducted by the other competent body?

B. Dimension/scope: Effectiveness, Powers

DECISIONS/OPINIONS

‘POWERS’ [P]

A. Number and Name: P7

P7. Are equality bodies empowered to take binding decisions or non-binding opinions?

A. Dimension/scope: Powers

P7	For each equality body, please indicate whether they are empowered to take binding decisions or non-binding opinions (Yes /No)				
		1	2	3	4
		[Equality Body Name]	[Equality Body Name]	[Equality Body Name]	[Equality Body Name]



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P7_1	Binding decision	yes	no	yes	no
P7_2	Non-binding opinion	no	yes	no	yes

P7_TEXT Please describe any challenges faced while answering the questions in this part of the questionnaire, in particular those related to the particular situation in your Member State [text box]

'POWERS' [P]

A. Number and Name: P8

P8. Do the decisions/opinions adopted by the equality body include the establishment of the facts, a conclusion on the existence of discrimination, and the reasons that led to the assessment on the existence of discrimination? (Y/N)

B. Dimension/scope: Powers

P8	For each equality body, please indicate whether the decisions or conclusions adopted include (i) the establishment of the facts (ii) a conclusion on the existence of discrimination (iii) the reasons that led to the assessment on the existence of discrimination				
		1	2	3	4
		[Equality Body Name]	[Equality Body Name]	[Equality Body Name]	[Equality Body Name]
P8_1	Establishment of the facts (Yes/No)	yes	yes	yes	yes
P8_2	Conclusion on the existence of discrimination (Yes/No)				
P8_3	Reasons that led to the assessment on the existence of discrimination (Yes/No)				



‘POWERS’ [P]

A. Number and Name: P9

P9. Do the decisions/opinions adopted by the equality body include, where relevant, specific measures to remedy any breach of the principle of equal treatment found and to prevent further occurrences? (Y/N)

B. Dimension/scope: Powers

P9	For each equality body issuing decisions/opinions, please indicate whether the decisions or conclusions adopted can include (i) specific measures to remedy any breach of the principle of equal treatment found (ii) specific measures to prevent further occurrences of discrimination				
		1	2	3	4
		[Equality Body Name]	[Equality Body Name]	[Equality Body Name]	[Equality Body Name]
P9_1	Specific measures to remedy any breach of the principle of equal treatment found (Yes/No)	yes	yes	yes	yes
P9_2	Specific measures to prevent further occurrences of discrimination (Yes/No)				

‘POWERS’ [P]

A. Number and Name: P10

P10. Are there mechanisms in place for enforcement of the decisions/ for the follow-up of opinions? (Y/N)

B. Dimension/scope: Powers

Data gathering table to refer to enforcement or follow up mechanisms depending on the reply to question P_8

‘POWERS’ [P]

A. Number and Name: P11

P11. Do equality bodies publish at least a summary of those of their opinions/decisions which they consider to be of particular relevance? (Y/N)



B. Dimension/scope: Powers

Indicator and data gathering table to be completed after the discussion

‘EFFECTIVENESS’ [E]

A. Number and Name: E10

E10. How many decisions or opinions were issued by the equality body per year, per ground and field covered?

B. Dimension/scope: Effectiveness, Powers

Indicator and data gathering table to be completed after the discussion. Disaggregation by ground/field as per Art. 16

Data gathering table to contain (i) the list of equality bodies/other competent bodies which issue decisions or opinions, taken from indicator OS1_3_2_4/OS1_3_2_5, precompiled by the AI tool; (ii) the mandate of the equality bodies listed in indicator OS1_3_2_3, taken from indicator OS2, precompiled by AI tool.

‘EFFECTIVENESS’ [E]

A. Number and Name: E11

E11. What is the percentage of decisions/opinion issued including (i) measures to remedy any breach of the principle of equal treatment found and (ii) measures to prevent further occurrences? (Percentages)

B. Dimension/scope: Powers, Effectiveness

Indicator and data gathering table to be completed after the discussion.

‘EFFECTIVENESS’ [E]

A. Number and Name: E12

E12. What is the percentage of decisions/opinion issued by the equality bodies which were enforced/followed up per year? (Percentage)

B. Dimension/scope: Powers, Effectiveness

Indicator and data gathering table to be completed after the discussion.

ACCESSIBILITY’ [A]

A. Number and Name: A4



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A4. Can the decisions/opinions issued by the equality body be accessed on an equal basis by all?

B. Dimension/scope: Accessibility, powers, effectiveness

Access on an equal basis for all should be understood as covering both equal access under Article 12 of the Directives and accessibility under Article 13 of the Directives.

Indicator and data gathering table to be completed after the discussion.

Data gathering table to contain the list of equality bodies which issue decisions/opinions, taken from indicators OS1_3_2_4 and OS1_3_2_5, precompiled by the AI tool

A4	For each equality body, please indicate whether the decisions/opinions issued can be accessed on an equal basis by all				
		1	2	3	4
		[Equality Body Name]	[Equality Body Name]	[Equality Body Name]	[Competent Body Name]
A4_A	The decision/opinion is only issued digitally and in additional formats (Yes/No)				
A4_B	The digital files containing the opinion/decision supports accessibility features (Yes/No)				
A4_C	The opinion/decisions is available in text formats that can be used to generate alternative assistive formats				
A4_D	The decision/opinion is available in easy-to-read formats (Yes/No)				
A4_E	The decision/opinion is issued at no cost to complainants (Yes/No)				



A4_TEXT

Please describe any challenges faced while answering the questions in this part of the questionnaire, in particular those related to the particular situation in your Member State [text box]

LITIGATION

POWERS' [P]

A. Number and Name: P12

P12. Which litigation powers is the equality body provided with?

B. Dimension/scope: Powers

Indicator and data gathering table to be completed after the discussion.

Data gathering table to contain the list of equality bodies/other competent bodies with litigation powers, taken from indicator OS1_3_2_6, precompiled by the AI tool.

Indicator P13_5 to only appear for equality bodies issuing binding decisions (P8_1)

P12	For each equality body undertaking litigation, please indicate which litigation power they are provided with	1	2	3	4
		[Equality Body Name]	[Equality Body Name]	[Equality Body Name]	[Equality Body Name]
P12_1	Submitting observations to the court	yes	yes	yes	yes
P12_2_A	Initiating court proceedings on behalf of one victim				
P12_2_B	Initiating court proceedings on behalf of several victims				



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P12_3_A	Participating in court proceedings in support of one victim				
P12_3_B	Participating in court proceedings in support of several victims				
P12_4	Initiating court proceedings in its own name, in order to defend the public interest				
P12_5	Acting as a party in proceedings on the enforcement or judicial review of its own binding decisions				

P12_TEXT Please describe any challenges faced while answering the questions in this part of the questionnaire, in particular those related to the particular situation in your Member State [text box]

EFFECTIVENESS' [E]

A. Number and Name: E13

E13. How many court cases has the equality body submitted observations in/initiated/participated in, per year? (Number)

B. Dimension/scope: Powers, Effectiveness

Indicator and data gathering table to be completed after the discussion. Disaggregation by grounds and fields as per Article 16.

Data gathering table to reflect the litigation powers the equality body is provided to, taken from indicator P13.

'EFFECTIVENESS' [E]

A. Number and Name: E14

E14. What is the percentage of cases in which the Court decided in the same sense as pleaded by the equality body? (Percentage)

B. Dimension/scope: Effectiveness, Powers

Indicator and data gathering table to be completed after the discussion.

'EFFECTIVENESS' [E]

A. Number and Name: E15 [Only mandatory for equality bodies that issue binding decisions (P7_1)]

E15. What is the percentage of decisions of the equality body that were submitted to judicial review? (Percentage)



B. Dimension/scope: Effectiveness, Powers

Indicator and data gathering table to be completed after the discussion.

CONSULTATION

‘POWERS’ [P]

A. Number and Name: P13

P13. Is there a written procedure in place to ensure that the government and relevant public authorities consult equality bodies on legislation, policy, procedure and programmes related to the rights and obligations derived from the Equality Directives? (Y/N)

B. Dimension/scope: Powers

Indicator and data gathering table to be completed after the discussion.

Data gathering table to contain a list of procedures, elaborated in the group exercise

EFFECTIVENESS’ [E]

A. Number and Name: E16

E16. How many times was the equality body consulted by the government and relevant public authorities on legislation, policy, procedure and programmes related to the rights and obligations derived from the Equality Directives? (Number)

B. Dimension/scope: Effectiveness, Powers

Indicator and data gathering table to be completed after the discussion.

Data gathering table to contain the list of equality bodies/other competent bodies issuing recommendations, taken from indicator OS1 (to be amended), precompiled by the AI tool.

‘EFFECTIVENESS’ [E]

A. Number and Name: E17

E17. How many recommendations did the equality body issue? (Number)

B. Dimension/scope: Effectiveness, Powers

Indicator and data gathering table to be completed after the discussion.

Data gathering table to contain the list of equality bodies/other competent bodies issuing recommendations, taken from indicator OS1 (to be amended), precompiled by the AI tool.



‘EFFECTIVENESS’ [E]

A. Number and Name: E18

E18. How many recommendations did the equality body publish? (Number)

B. Dimension/scope: Effectiveness, Powers

Indicator and data gathering table to be completed after the discussion.

Data gathering table to contain the list of equality bodies/other competent bodies issuing recommendations, taken from indicator OS1 (to be amended), precompiled by the AI tool.

‘EFFECTIVENESS’ [E]

A. Number and Name: E19

E19. In how many cases did the equality body request a follow-up on a recommendation issued? (Number)

B. Dimension/scope: Powers

Indicator and data gathering table to be completed after the discussion.

Data gathering table to contain the list of equality bodies/other competent bodies issuing recommendations, taken from indicator OS1 (to be amended), precompiled by the AI tool.

‘EFFECTIVENESS’ [E]

A. Number and Name: E20

E20. Percentage of recommendations followed by the relevant public authority (Percentage)

B. Dimension/scope: Powers, Effectiveness

Indicator and data gathering table to be completed after the discussion.

DATA COLLECTION

‘POWERS’ [P]

A. Number and Name: P13

P13. Does the equality body collect data on its own activities disaggregated by grounds and fields? (Yes/No)



B. Dimension/scope: Powers

Indicator and data gathering table to be completed after the discussion.

Data gathering table with a list of all the activities of the equality body, disaggregated by grounds and fields. Rows to include multiple discrimination and intersectional discrimination as an option

POWERS' [P]

A. Number and Name: P14

P14 Can the equality body conduct independent surveys on discrimination? (Yes/No)

B. Dimension/scope: Powers

Indicator and data gathering table to be completed after the discussion.

Data gathering table with a list of all the activities of the equality body, disaggregated by grounds and fields. Rows to include multiple discrimination and intersectional discrimination as an option

POWERS' [P]

A. Number and Name: P15

P15 Can the equality body access statistics related to the rights and obligations derived from the Equality Directives? (Yes/No)

B. Dimension/scope: Powers

Indicator and data gathering table to be completed after the discussion.

POWERS' [P]

A. Number and Name: P16

P16 Can the equality body make recommendations on which data is to be collected in relation to the rights and obligations derived from the Equality Directives? (Yes/No)

B. Dimension/scope: Powers

Indicator and data gathering table to be completed after the discussion.

POWERS' [P]

A. Number and Name: P17

P17 Can the equality body play a coordination role in the collection of equality data? (Yes/No)

B. Dimension/scope: Powers



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Indicator and data gathering table to be completed after the discussion.

For each equality body, please indicate whether it can (Yes/No)					
P14 P15 P16 P17	(i)	conduct independent surveys on discrimination			
	(ii)	access statistics related to the rights and obligations derived from the Equality Directives			
	(iii)	make recommendations to public entities on which data can be collected in relation to the rights and obligations derived from the Equality Directive			
	(iv)	make recommendations to private entities on which data can be collected in relation to the rights and obligations derived from the Equality Directive			
	(v)	play a coordination role in the collection of equality data			
		1	2	3	4
		[Equality Body Name]	[Equality Body Name]	[Equality Body Name]	[Competent Body Name]
P14	It can conduct independent surveys on discrimination (Yes/No) (Y/N)	yes	no	yes	no
P15	It can access statistics related to the rights and obligations derived from the Equality Directives				
P16_A	It can make recommendations to public entities on which data can be collected in relation to the rights and obligations derived from the Equality Directive				
P16_B	It can make recommendations to private entities on which data can be collected in relation to the rights and obligations				



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	derived from the Equality Directive					
P17	It can play a coordination role in the collection of equality data					

**P14_P15_P16_P17
TEXT**

Please describe any challenges faced while answering the questions in this part of the questionnaire, in particular those related to the particular situation in your Member State [text box]

‘EFFECTIVENESS’ [E]

A. Number and Name: E21

E21 How many independent surveys on discrimination were conducted, directly by the equality body or by contractors at the request of the equality body? (Number)

B. Dimension/scope: Effectiveness, Powers

Indicator and data gathering table to be completed after the discussion. Disaggregation by ground and field, as per Article 16.

Data gathering table disaggregated by grounds and fields. Rows to include multiple discrimination and intersectional discrimination as an option

REPORTS/STRATEGIC PLANNING

‘POWERS’ [P]

A. Number and Name: P18

P18 Does the equality body produce annual reports, strategic planning and reports on the state of discrimination in its Member State? (Yes/No)

B. Dimension/scope: Powers

Indicator and data gathering table to be completed after the discussion. Disaggregation by ground and field, as per Article 16.

Data gathering table disaggregated by grounds and fields. Rows to include multiple discrimination and intersectional discrimination as an option

P18	<p>For each equality/competent body, please indicate (Yes /No):</p> <p>(1) it produces annual reports (including links);</p> <p>(2) it adopts work programmes setting out their priorities and prospective activities (including links)</p> <p>(3) it publishes reports on the state of equal treatment and discrimination (including links)</p> <p><i>NOTE: Please list all bodies that are different entities and designated as equality bodies under the Directives. Regional or local self-standing bodies, which fulfil part of the functions included in the Directives, should be listed separately.</i></p>				
		1	2	3	4
		[Equality Body Name]	[Equality Body Name]	[Equality Body Name]	[Equality Body Name]
P18_A	It produces annual reports (Y/N)	yes	no	yes	no
P18_A1_TEXT	Link to the reports of the past 5 years [LINK]	TEXT / hyperlink	TEXT / hyperlink	TEXT / hyperlink	TEXT / hyperlink
P18_B	It adopts work programmes setting out priorities and prospective activities (Y/N)				
P18_B1_TEXT	Link to the work programme(s) [LINK]	TEXT / hyperlink	TEXT / hyperlink	TEXT / hyperlink	TEXT / hyperlink
P18_C	It publishes reports on the state of equal treatment and discrimination (Y/N)				
P18_C1_TEXT	Link to the latest report on the state of equal treatment and discrimination [LINK]	TEXT / hyperlink	TEXT / hyperlink	TEXT / hyperlink	TEXT / hyperlink

‘EFFECTIVENESS’ [E]

A. Number and Name: E22

E22 Did the penultimate report on the state of equal treatment and discrimination contain recommendations? (Yes/No)

B. Dimension/scope: Effectiveness, Powers

Indicator and data gathering table to be completed after the discussion.

‘EFFECTIVENESS’ [E]

A. Number and Name: E23 [mandatory if the reply to E22 is Yes]

E23 Were the recommendations of the penultimate report followed by the relevant public authorities? (Yes/No)



B. Dimension/scope: Effectiveness, Powers

Reference is made to the penultimate report, as the relevant public authorities may not have had the time, by the time of data collection, to follow the recommendations contained in the last report

Indicator and data gathering table to be completed after the discussion.

E22 E23	For each equality body, please indicate whether (Yes/No)				
	(i)	The penultimate report on the state of equal treatment and discrimination contained recommendations			
	(ii)	The recommendations were followed by the relevant public authorities [mandatory if reply to question (i) is Yes]			
		1	2	3	4
		[Equality Body Name]	[Equality Body Name]	[Equality Body Name]	[Competent Body Name]
E24	The penultimate report on the state of equal treatment and discrimination contained recommendations (Yes/No)	yes	no	yes	no
E25	The recommendations were followed by the relevant public authorities				

'ACCESSIBILITY' [A]

A. Number and Name: A5

A5 Can the reports of the equality body be accessed on an equal basis by all? (Yes/No)

B. Dimension/scope: Accessibility, Powers, Effectiveness

Access on an equal basis for all should be understood as covering both equal access under Article 12 of the Directives and accessibility under Article 13 of the Directives.

Indicator and data gathering table to be completed after the discussion.



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A5	For each equality body, please indicate whether reports and work programmes are accessible (Yes/No)				
		1	2	3	4
		[Equality Body Name]	[Equality Body Name]	[Equality Body Name]	[Competent Body Name]
Annual reports					
A5_1A	The report/work programme is issued digitally and in other formats (Yes/No)				
A5_1B	The digital file containing the report supports accessibility features (Yes/No)				
A5_1C	The report is available in text formats that can be used to generate alternative assistive formats (Yes/No)				
A5_1D	The report is available in easy-to-read formats (Yes/No)				
Report on the state of discrimination					
A5_2A	The report is issued digitally and in additional formats (Yes/No)				
A5_2B	The digital file containing the report programme supports accessibility features				
A5_2C	The report is available in text formats that can be used to generate alternative assistive formats				



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A5_2D	The report is available in easy-to-read formats (Yes/No)
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HORIZONTAL REQUIREMENTS

‘ACCESSIBILITY’ [A]

A. Number and Name: A6

A6 Are the premises of the equality body physically accessible for persons with disabilities?

B. Dimension/scope: Accessibility

Indicator and data gathering table to be completed after the discussion.

A6	For each equality body, please indicate whether (Yes/No)			
	(i)	The legislation on construction and planning applicable to their premises incorporates mandatory accessibility standards on the physical environment (including link to the relevant law)		
	(ii)	Accessibility audits, requiring the participation of persons with disabilities and their representative organisations, are carried out on their premises (including link to the report to the latest audit)		
	(iii)	The latest accessibility audit report contained recommendations (mandatory if the reply to question (ii) is Yes)		
A6_A	(iv)	The recommendations contained in the latest accessibility audit report were implemented (mandatory if the reply to question (iii) is Yes)		
		1	2	3
		[Equality Body Name]	[Equality Body Name]	[Equality Body Name]
		[Competent Body Name]		
A6_A	The legislation on construction and planning applicable to the premises of the equality body incorporates mandatory accessibility standards on the physical environment (Yes/No)	yes	no	yes
A6_A_T EXT	Link to the legislation on construction and planning applicable to	TEXT / hyperlink	TEXT / hyperlink	TEXT / hyperlink



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	the premises of equality bodies [LINK]				
A6_B	Accessibility audits, requiring the participation of persons with disabilities and their representative organisations, are carried out on the premises of the equality body (Yes/No)				
A6_B_T EXT	Link to the report of the latest audit [LINK]	TEXT / hyperlink	TEXT / hyperlink	TEXT / hyperlink	TEXT / hyperlink
A6_C	The latest accessibility audit contained recommendation for the equality body (Yes/No)				
A6_D	The recommendations contained in the latest accessibility audit were followed (Yes/No)				

A6_TEXT Please describe any challenges faced while answering the questions in this part of the questionnaire, in particular those related to the particular situation in your Member State [text box]

'ACCESSIBILITY' [A]

A. Number and Name: A7

A7 Does the website and, where applicable, mobile applications of the equality body comply with the requirements set forth in the Web Accessibility Directive?

B. Dimension/scope: Accessibility

Indicator and data gathering table to be completed after the discussion.



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A7	<p>For each website/mobile applications (where applicable) of the equality body, please indicate whether</p> <p>(i) Accessibility compliance tests are carried out (including link)</p> <p>(ii) The latest accessibility compliance report contained recommendations (mandatory if the reply to question (ii) is Yes)</p> <p>(iii) The recommendations contained in the latest accessibility compliance report were implemented (mandatory if the reply to question (iii) is Yes)</p>				
		1	2	3	4
		[Equality Body Name]	[Equality Body Name]	[Equality Body Name]	[Competent Body Name]
Website					
A7_1A	Accessibility compliance tests are carried out on the websites of the equality body (Yes/No)				
A7_1A_TEXT	Link to the results of the latest compliance test [LINK]	TEXT / hyperlink	TEXT / hyperlink	TEXT / hyperlink	TEXT / hyperlink
A7_1B	The latest accessibility compliance report contained recommendations for the equality body (Yes/No/Not applicable)				
A7_1C	The recommendations contained in the latest accessibility compliance report were followed (Yes/No)				
Mobile application (if applicable)					
A7_2A	Accessibility compliance tests are carried out on the mobile application of the equality body (Yes/No/Not applicable)				
A7_2A_TEXT	Link to the results of the latest compliance test [LINK]	TEXT / hyperlink	TEXT / hyperlink	TEXT / hyperlink	TEXT / hyperlink



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A7_2B	The latest accessibility compliance report contained recommendations for the equality body (Yes/No/Not applicable)				
A7_2C	The recommendations contained in the latest accessibility compliance report were followed (Yes/No)				

A7_TEXT Please describe any challenges faced while answering the questions in this part of the questionnaire, in particular those related to the particular situation in your Member State [text box]

ACCESSIBILITY [A]

A. Number and Name: A8

A8. How many complaints were filed against the equality body regarding barriers to the access to their activities and services on an equal basis for all?

B. Dimension/scope: Accessibility, effectiveness

Access on an equal basis for all should be understood as covering both equal access under Article 12 of the Directives and accessibility under Article 13 of the Directives

Table to differentiate between the activities, premises and websites of the equality body

ACCESSIBILITY [A]

A. Number and Name: A9

A9. How many of these complaints were adjudicated against the equality body?

B. Dimension/scope: Accessibility, effectiveness

Indicator and data gathering table to be completed after the discussion.

Data gathering table to contain list of activities/services involving the public undertaken by the equality body

Table to differentiate between the activities, premises and websites of the equality body