



International Conference on Combating Discrimination in Working Life

Ankara, 17 April 2019

Patrick Charlier

Director of Unia

Member of Equinet's Executive Board



Cofunded by the Rights, Equality and
Citizenship Programme of the European Union

www.equineteurope.org

Equinet Mission

- Equinet promotes equality in Europe by supporting equality bodies to be independent and effective catalysts for more equal societies.



Executive Board 2017-2019

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Rhoda GARLAND	Executive Director	Commission for the Rights of Persons with Disability, Malta



Strategic Plan 2019-2022

Strategic Objectives

- 1. Strengthen and support equality bodies to achieve equality for all***
- 2. Act as the expert voice of equality bodies to advance equality in Europe***
- 3. Sustain a resilient, engaged and innovative network***



Equinet Members

- Network of national **equality bodies**
(49 members from 36 European countries)
- Equality bodies on the basis of **EU Equal Treatment Directives**
(2000/43/EC; 2004/113/EC; 2006/54/EC)
- **Diversity** among national equality bodies in terms of size, mandate, grounds, structure and experience



The work of equality bodies

Hard and soft powers

Functions laid down in EU Directives:

- Independent assistance to victims of discrimination
- Independent surveys and reports concerning discrimination
- Recommendations on discrimination issues
- Exchange of information with European bodies

Wider functions accorded to Equality Bodies:

- Awareness-raising and promotion of values
- Promotion of good practices
- Work with stakeholders
- Monitoring and supervision



EU Law framework

- ❖ Race Equality Directive ([Directive 2000/43/EC](#))
- ❖ Framework employment Directive ([Directive 2000/78/EC](#))
- ❖ Gender recast Directive ([Directive 2006/54/EC](#))



- ❖ Under these Directives Equality bodies are empowered to tackle discrimination in working life



The experience of equality bodies

- ❖ Discrimination happens on all grounds (race and ethnicity, religion, sexual orientation, disability, age, gender, gender identity, etc.) in the field of employment. Equality bodies assist victims of such discrimination in Europe.
- ❖ Underreporting is a critical obstacle in combatting discrimination in working life. Raising awareness is crucial to push for effective implementation of international norms and ensure access to justice for victims of discrimination.
- ❖ Prevalence of multiple discrimination based on multiple identities held by everyone – all grounds can intersect and result in or exacerbate the experience of discrimination at work (age-disability; age-gender-race; gender-religion; etc.)



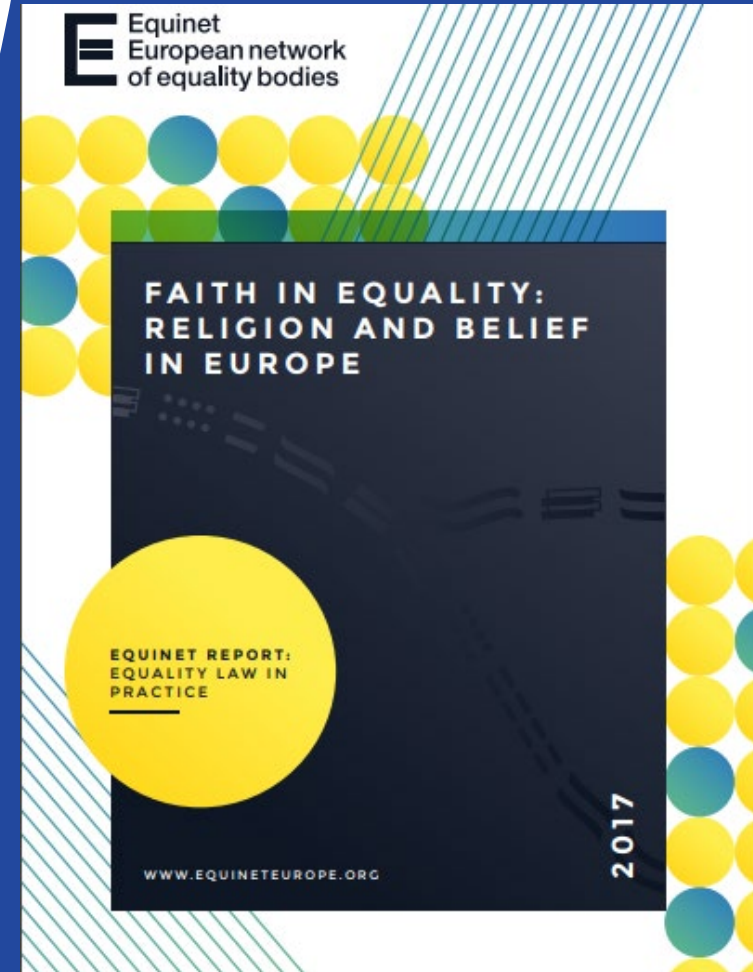
Discrimination on the ground of age

- ❖ Discrimination on the ground of age is widespread in European societies and it can affect people at all stages of life
- ❖ In a study commissioned by Unia, the equality body of Belgium, almost half of the HR managers say that the age of a candidate has an impact on the initial selection



Religion and belief in working life

- ❖ Discrimination cases have been identified in areas such as recruitment and selection; headgear and religious symbols; religious harassment in the workplace; justified occupational requirement; opting out of certain work tasks; work patterns; and conflicts of rights.



The gender pay gap

- ❖ The principle of equal pay was enshrined in the International Labour Organisation's Equal Remuneration Convention (No. 100) in 1951, in the Treaty of Rome in 1957, and has since been reiterated in numerous EU Directives (now summarized in the Gender Recast Directive 2006/54/EC).
- ❖ However, progress to achieve equal pay for equal work and work of equal value has stagnated with a gender pay gap of around 16% in the EU. Equality bodies work on cases of equal pay to reduce the gender pay gap in our society.

 Equinet
European network
of equality bodies

An Equinet Handbook



Equal Pay !

HOW TO BUILD A CASE ON
EQUAL PAY

www.equineteurope.org



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The potential of equality bodies



- ❖ Social – organisational – individual change
- ❖ Effective monitoring and enforcement of equality law and duties
- ❖ Prevention of discrimination
- ❖ Developing national and European jurisprudence
- ❖ Promotion of good equality practices
- ❖ Awareness-raising
- ❖ Research and knowledge creation
- ❖ Policy advice
- ❖ Horizontal approach covering various grounds of discrimination in working life and their intersectionality.



Challenges for equality bodies

Challenges to
independence

Reduction of
resources

Insufficient
powers

Political attacks
for taking up
certain issues

Mergers with
other institutions
(NHRIs, Ombuds)



International and European standards

EU Directives

UN Paris Principles
(for NHRIs)

ECRI GPR No. 2

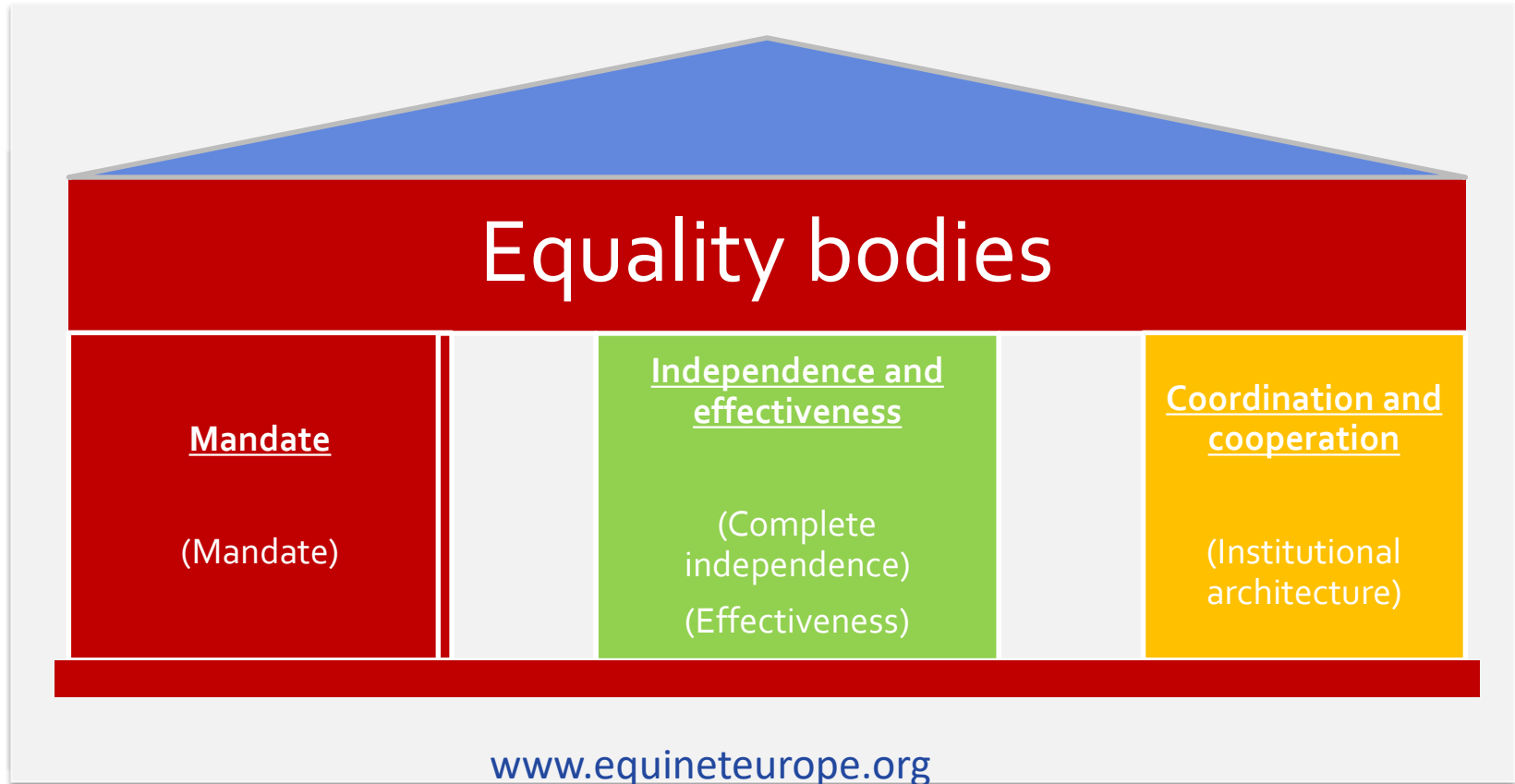
CoE
Commissioner for
Human Rights
Opinion

By analogy:
Standards for
Data Protection
Authorities

European
Commission
Recommendation



Three key pillars for standards



Raising standards for equality bodies

- ❖ The European Commission's Recommendation on standards for equality bodies is a key step in guaranteeing that equality bodies can fulfil their potential as valuable catalysts for more equal societies.
- ❖ Stronger standards on independence, effectiveness, as well as adequate functions & powers for equality bodies will help them efficiently address discrimination in working life.



THANKS FOR YOUR ATTENTION!

ANY QUESTIONS ?

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