



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irġiel u n-Nisa

European Commission Proposals on Standards for Equality Bodies

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European Network of Equality Bodies (EQUINET)

*“Equality Bodies are
unique state institutions
that have already proven their
potential
to promote equality and fight
discrimination,
in spite of working in a difficult
environment.”*



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The Role of Equality Bodies

- Authoritative voices on matters of equality and non-discrimination
 - At the heart of the national infrastructure for equality
 - A first point of contact for victims of discrimination
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Main challenges in EU MS

- Lack of general awareness of equality bodies and of equality law
 - Assistance to victims of some equality bodies is insufficient or ineffective
 - Limited promotion of equality and prevention of non-discrimination
 - Recommendations of equality bodies are not implemented/enforced
 - Insufficient enforcement of EU rules
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Two proposals of EU Commission



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Equal Treatment

- Racial or ethnic origin
- In employment and occupation on the grounds of religion or belief, disability, age or sexual orientation
- Gender in social security and access to and supply of goods and services

Equal Treatment

- Gender in employment and occupation



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Independence

Legal structure, accountability, budget, staffing, organisational matters

Transparent rules regarding staff and leadership positions

Independent exercise of competences



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Resources

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

Including: increase in competences,
increase in complaints, litigation costs



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Prevention, Promotion, Awareness Raising

Explicit task on awareness raising

Awareness on equality rights, equality
bodies and their services

Particular attention to groups at risk of
discrimination



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Assistance to Victims

Ability to receive and handle complaints

Provision of detailed and targeted
information and advice

Access to services and complaint
submission on an equal basis to all

No costs to complainants



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Powers

Alternative Dispute Resolution

Investigations

Opinions and Decisions

Litigation



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Cooperation

- Other national equality bodies
- National public and private actors
- International bodies and institutions

Consultation of Equality Bodies

- By the government and public institutions
- On legislation, policy, procedures, programmes and practices
- Submit recommendations and require feedback



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Equal Access

Access to equality bodies' services and publications on an equal basis for all

Reasonable Accommodation

Accessibility & reasonable accommodation for persons with disabilities



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Data Collection and Access to Data for Reporting

Data on own activities disaggregated by
grounds and fields

Access to statistics collected by other
entities

Recommendations on the collection of
equality data



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Reports

Annual activity report

Report on the state of equality every 4
years

Multi-annual plan with priorities and
prospective activities



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Monitoring

List of common indicators established
after consulting stakeholders

Member States provide information
every 5 years

Additional information from FRA and EIGE

Commission publishes monitoring report



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Thank you!
