



EU Equal Treatment Legislation



European Commission
Justice
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Discrimination in the EU

16% of Europeans in 2009 reported
having experienced discrimination



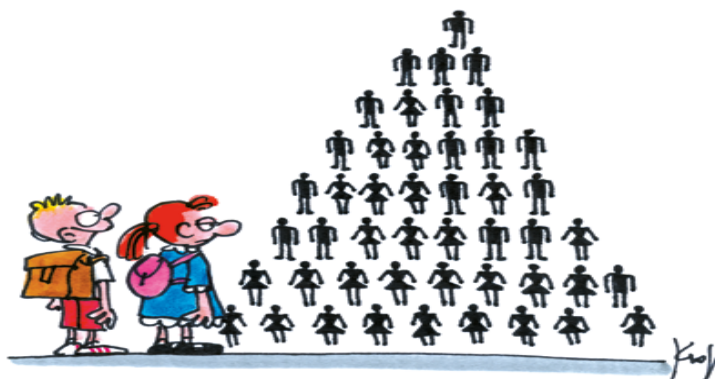
Discrimination and economic crisis in the EU

The majority of Europeans think that the economic crisis will lead to an increase in discrimination in three specific areas:
age (64%),
ethnic origin (57%) and disability (56%).



Gender Equality

62% of Europeans believe that gender inequality still exists in many areas of society.



Gender Equality - Employment gap: Labour market participation and part-time

62.5% female labour market participation
compared to 75% of men
31.4% of EU women work part-time
compared to 8.1% of men



Gender Equality - Reconciliation gap: Working and having children

Labour market participation of mothers is 11.5 pp
lower than for women without kids



Gender Equality - Gender Pay Gap:

In 2011, women earned 16,2% less than men on average

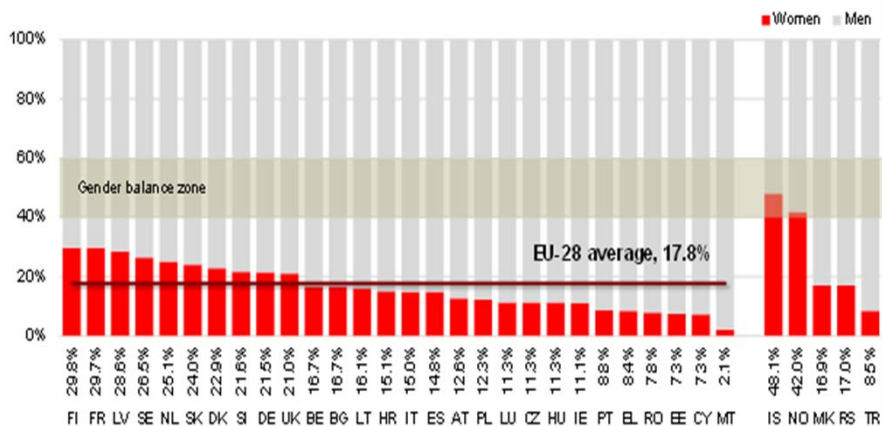
Gender pay gap figures

	2007	2008	2009	2010	2011	Difference 2011- 2008
EU27	:	17.3	17.2(p)	16.2 (p)	16.2 (p)	1.1
BE	10.1	10.2	10.1	10.2	10.2	0.0
BG	12.1	12.3	13.3	13.0	13.0	-0.7
CZ	23.6	26.2	25.9	21.6	21.0	5.2
DK	17.7	17.1	16.8	16.0	16.4	0.7
DE	22.8	22.8	22.6	22.3	22.2 (p)	0.6
EE	30.9	27.6	26.6	27.7	27.3	0.3
IE	17.3	12.6	12.6	13.9	:	:
EL	:	22.0	:	:	:	:
ES	18.1	16.1	16.7	16.2	16.2 (p)	-0.1
FR	17.3	16.9	15.2	15.6	14.8 (p)	2.2
HR	:	:	:	15.5	17.6 (p)	:
IT	5.1	4.9	5.5	5.3	5.8	-0.9
CY	22.0	19.5	17.8	16.8	16.4 (p)	3.1
LV	13.6	11.8	13.1	15.5	13.6	-1.8
LT	22.6	21.6	15.3	14.6	11.9	9.7
LU	10.2	9.7	9.2	8.7	8.7 (p)	1.0
HU	16.3	17.5	17.1	17.6	18.0	-0.5
MT	7.8	9.2	13.8	13.4	12.9	-3.7
NL	19.3	18.9	18.5	17.8	17.9	1.0
AT	25.5 (e)	25.1 (e)	24.3 (e)	24.0	23.7 (e)	1.4
PL	14.9	11.4	8.0	4.5	4.5	6.9
PT	8.5	9.2	10.0	12.8	12.5	-3.3
RO	12.5	8.5	7.4	8.8	12.1	-3.6
SI	5.0	4.1	-0.9	0.9	2.3	1.8
SK	23.6	20.9	21.9	19.6	20.5	0.4
FI	20.2	20.5	20.8	20.3	18.2 (p)	2.3
SE	17.8	16.9	15.7	15.4	15.8	1.1
UK	20.8	21.4	20.6	19.5	20.1	1.3

Source: Eurostat, SES (p) provisional data; (e) estimated data

Title of the presentation

Gender equality in decision making – figures for women and men on the boards of large listed companies in the EU in October 2013



European Commission
Justice

Date | (Nr.)

EU legislative acquis

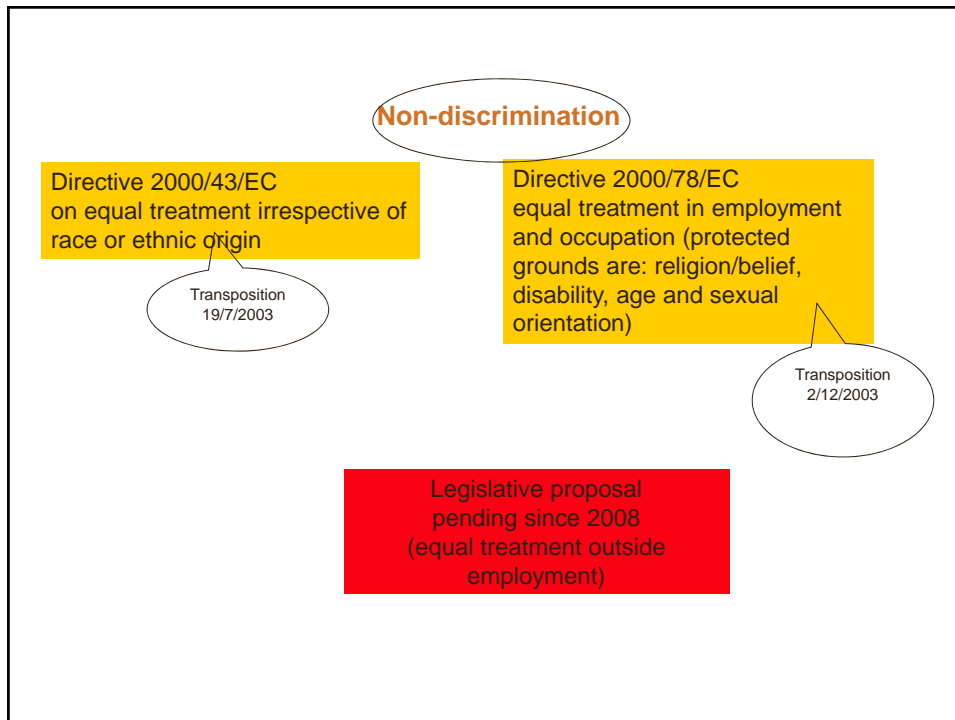


- 2 strands in the acquis:
 - Anti-discrimination acquis
 - special legislative procedure, Art. 13
 - Gender equality acquis :
 - ordinary legislative procedure, Art. 157 (3)
- 8 Directives in force
 - 2 on Anti-discrimination (adopted in 2000)
 - 6 on Gender equality (first one adopted in 1975)

Title of the presentation

Common provisions in equality law

- The anti-discrimination and gender-equality Directives share common provisions :
 - * Definitions of discrimination
 - * Rules on burden of proof
 - * Rules on defence of rights and on effective sanctions
 - * Rules on equality bodies
 - * Rules on protection against victimisation
 - * Rules on social dialogue and dialogue with NGOs
 - * Rules on positive action



Title of the presentation

The scope of the two anti-discrimination Directives

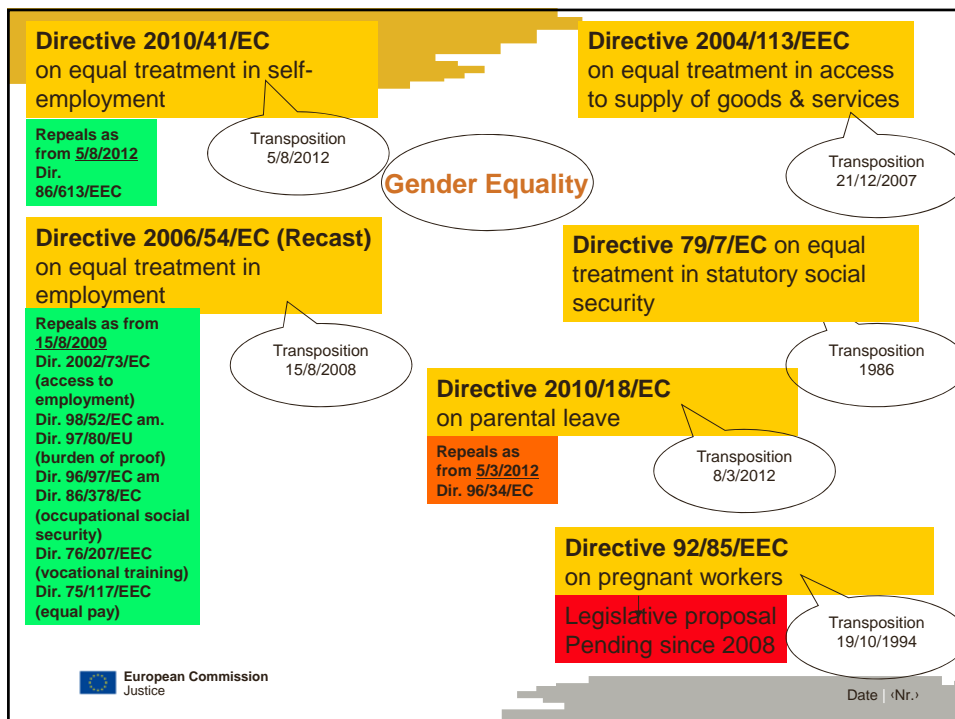
- Racial Equality Directive 2000/43/EC:
 - employment (*see gender*)
 - access to goods and services (incl. housing)
 - social protection and healthcare
 - education
- Employment Equality Directive 2000/78/EC (religion/belief, disability, age, sexual orientation)
 - only employment



Date | <Nr.>

EU legislation on gender equality

- Ensures the equal treatment of men and women at work.
- Prohibits discrimination in social security schemes.
- Sets out minimum requirements on parental leave.
- Provides protection to pregnant workers and recent mothers.
- Sets out rules on access to employment, working conditions, remuneration and legal rights for the self-employed.



What is currently covered?

Grounds \ Field	Race	Religion	Disability	Age	Sexual orientation	Sex
Employment & vocational training	Yes + Equality body	Yes	Yes	Yes	Yes	Yes + Equality body
Education	Yes + Equality body	No	No	No	No	No
Goods and services	Yes + Equality body	No	No	No	No	Yes + Equality body
Social protection	Yes + Equality body	No	No	No	No	Yes + Equality body

Commission's activities in the field of non-discrimination and gender equality

- Monitoring the application of the legislative acquis (infringements, reports)
- Dealing with complaints from citizens
- Exchanges of best practices
- Awareness raising
- Knowledge-building
- Managing financial programmes

What's new?

- Guidelines and Reports adopted:
- Test-Achat case guidelines
- Report on the application of Directives 2000/43 and 2000/78 (focus on age)- of Dec 2013
- Report on the implementation of Directive 2006/54 – of Jan 2014

Title of the presentation

New proposals:

Three pending legislative proposals:

- Non-discrimination outside employment Directive (since 2008)
- Maternity Leave Directive (since 2008)
- Women's quota in boards of listed companies (since 2012)

One measure foreseen in 2014:

- Recommendation on Equal Pay

Useful websites:

- <http://ec.europa.eu/justice/gender-equality/> (DG justice web site)
- http://europa.eu/legislation_summaries/employment_and_social_policy/equality_between_men_and_women/index_en.htm (summary of EU legislation on gender equality)
- <http://curia.europa.eu/> (Court of Justice of the EU website)
- http://ec.europa.eu/justice/gender-equality/files/case-law-compilation_en.pdf (compilation of case law on gender equality)
- <http://www.eige.europa.eu/> (European Institute for Gender Equality web site)
- <http://www.europarl.europa.eu/committees/en/femm/home.html> (femm committee web site)

Thank you for your attention!

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