



# **Update on EU Commission's work**

## **and pending EU equality initiatives**

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Current reflections on EU Anti-Discrimination Law – 1+2 June 2014 – ERA - Trier



## **Outline**

- 1 – The new Commission**
- 2 – The current legislative proposals**
- 3 – Enforcing the current legislation**

## 1- The New Commission

**- A political commitment**



**- A Commissioner for "Gender Equality"**



## 2 - The pending legislative proposals

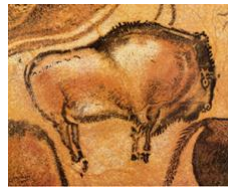
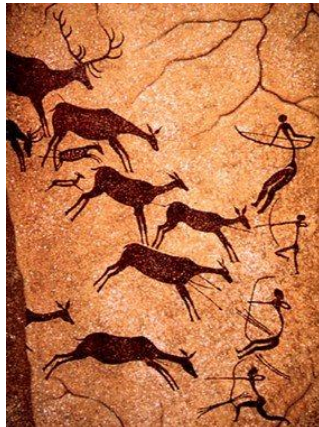
**A – Prop. For an Equal Treatment Directive**

**B – Prop. amending the Maternity Directive**

**C – Prop. Gender Balance on Company Boards**

## A - Proposal for an Equal Treatment Directive

- July 2008
- **Prohibits discrimination**
- **Based on** disability, age, religion and sexual orientation
- **In** Social protection (social security, healthcare), Education and Access to goods and services available to the public
- PLUS for persons with disabilities
  - **Reasonable accommodation and accessibility**





### Existing equality legislation

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



## Negotiations - state of play

- **EPSCO Council December 2014**
  - No to the enhanced cooperation procedure
  - Yes to Directive with complete scope
  - MT and CZ Rep. general support
  
- **New dynamic ...**



## B - Proposal to amend the Maternity Directive

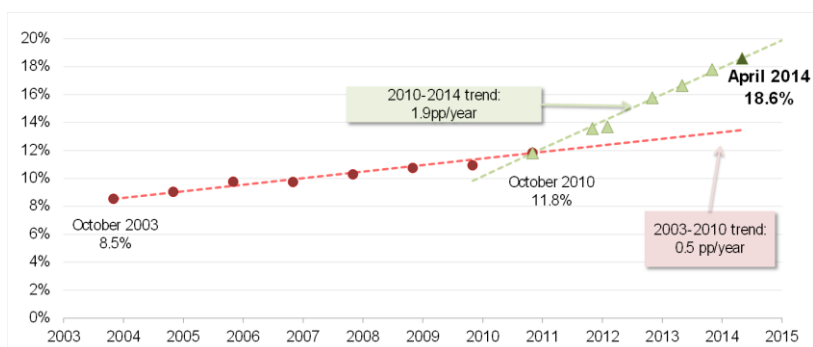
- October 2008 - amends Pregnant Workers Dir. 92/85/EEC
  
- Extension maternity leave **from 14 to 18 weeks** (at least 6 weeks after birth) and longer for specific cases (premature birth, disability, multiple birth, etc.)
  
- Workers may request **changes to their working hours** and employers are obliged to consider such requests
  
- State of Play - EP wants + / Council - QMaj - blocking majority
  
- Commission - withdrawal, if no progress

## C - Proposal on Company Boards

- November 2012
- Gender balance in boards of big listed companies
- 40% target by 2020 among non-executive directors
- Through a transparent recruitment procedure
- State of play – EP support – Council divided



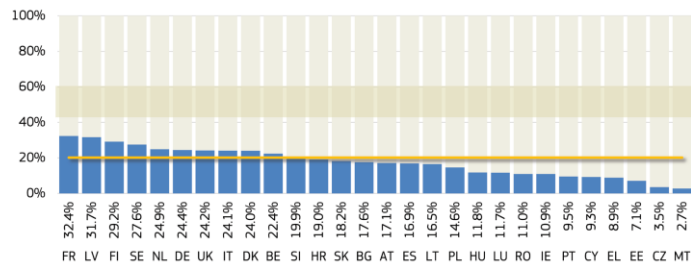
## Why this proposal?



Share of women on the boards of the largest listed companies in the EU



## The present situation



*Average 20,2% in EU-27 (October 2014)*

## Beyond new legislation

*-From transposition to enforcement – EB, Roma*

*- Report on application Directive 2004/113*

*and ...*

*- beyond the Commission – EU Court cases*

