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

<table>
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<th>Grounds Field</th>
<th>Race</th>
<th>Religion</th>
<th>Disability</th>
<th>Age</th>
<th>Sexual orientation</th>
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<tr>
<td>Employment &amp; vocational training</td>
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<td>Yes</td>
<td>Yes</td>
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</table>
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


- 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