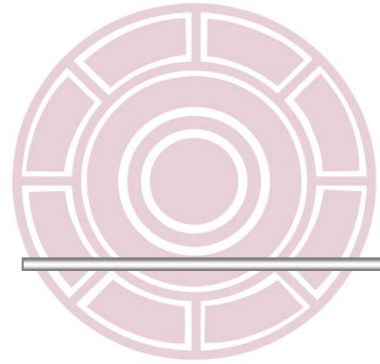




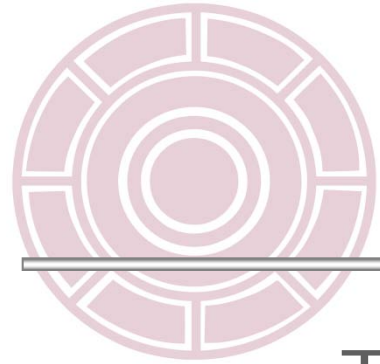
The Role of the Equality Bodies

Ulrike Salinger
Trier, 22 February 2010



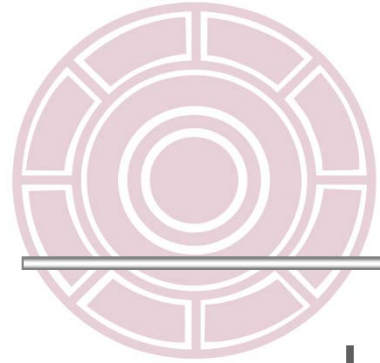
Why have equality bodies been established?

- Anti-Racism Directive 2000/43/EC
- Services Directive 2004/113/EC
- Recast Directive 2006/54/EC
- > Establishment of bodies for the promotion of equal treatment



Functions of Equality Bodies

- To give independent support if there are complaints about discrimination
- To carry out independent investigations on the topic of discrimination
- To prepare independent reports and recommendations



Criteria for Equality Bodies

- UN Paris Principles
Fundamental principles for national human rights institutions
- Recommendation No. 2
of the European Commission against Racism and Intolerance (ECRI)



Ombud for Equal Treatment

Ombud for Equal Treatment between **Women and Men** in **Employment and Occupation**

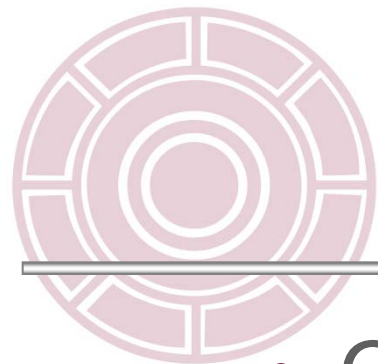
Central office in Vienna,
4 regional offices

Ombud for Equal Treatment in **Employment and Occupation** irrespective of **Ethnic Affiliation, Religion** or Belief, **Age** or **Sexual Orientation**

Central office in Vienna,
no regional offices

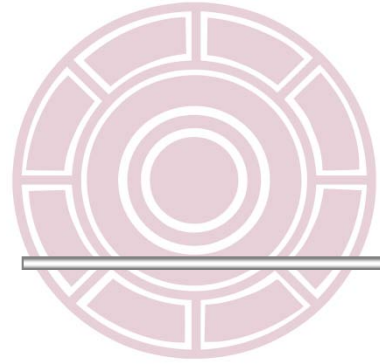
Ombud for Equal Treatment irrespective of **Ethnic Affiliation** and Gender in other Areas and for Equal Treatment between **Women and Men** in the Access to **Goods and Services**

Central office in Vienna
no regional offices



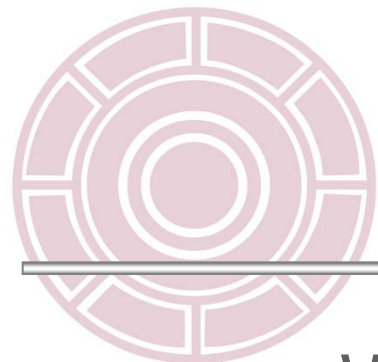
Gym excludes black people

- One-year contract in gym
- Freeze on admission
- Information given by phone:
Registration is possible any time
- Freeze on admissions for men only
- No contracts for black people at the request of the gym's other customers



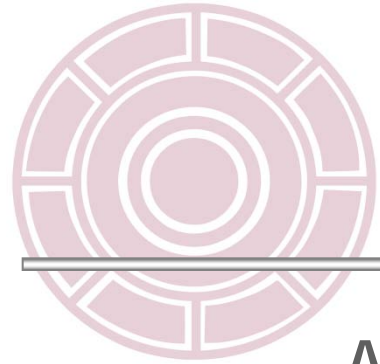
What can be done?

- Advice and support provided by the Ombud for Equal Treatment
- Gym operators requested to comment
- Talks
- Out-of-court settlement, one-year subscriptions



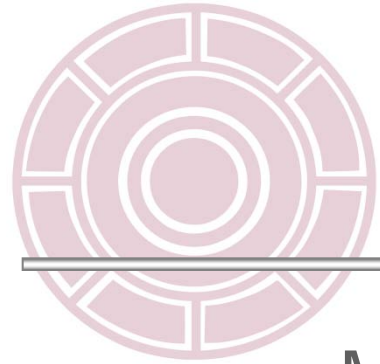
Employer discriminates against women

- Woman employed as marketing manager since 2002
- Men in comparable positions earn more
- Pregnancy, 10 months pregnancy leave, part-time 25 hours per week
- No part-time job in management
- No equivalent job



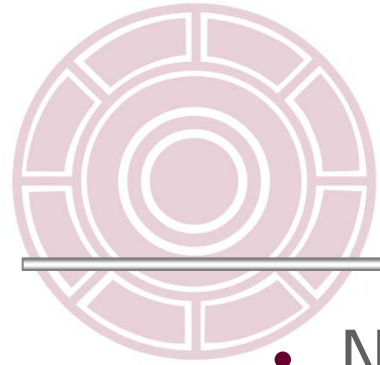
What can be done?

- Advice and support by the Ombud for Equal Treatment
- Intervention
- Commission for Equal Treatment:
Discrimination in respect of pay and other working conditions
- Action brought by Austrian professional association of workers and employees



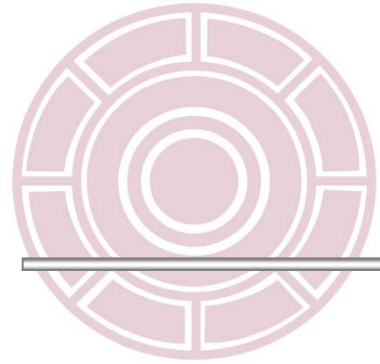
No job with head scarf

- Muslim woman who wears head scarf
- Applies for job in laundry
- Condition: no head scarf during work
- Wants to wear head scarf
- No job



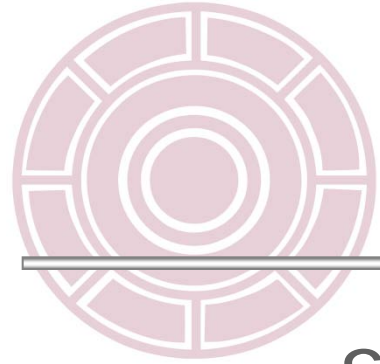
What can be done?

- NGO, advice and support by Ombud for Equal Treatment
- Negotiations – safety risk
- Commission for Equal Treatment: no discrimination
- Ombud for Equal Treatment: action for declaratory judgment
- Settlement – specific form of head scarf



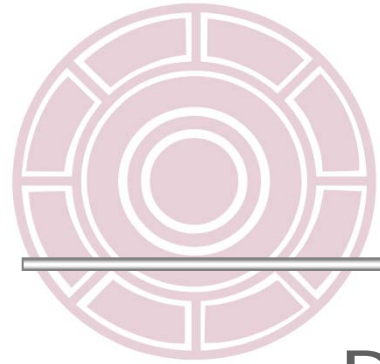
Equinet – European Network of Equality Bodies

- Established in 2002
- International association
- 32 partner organisations
- Permanent office in Brussels
- EU funds and contributions by members



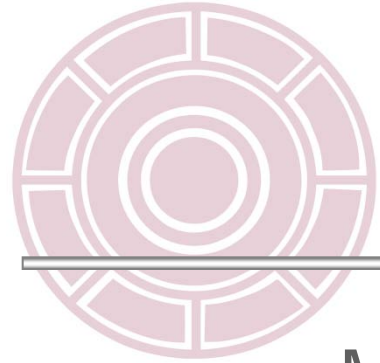
What does Equinet do?

- Support by equality bodies
- Exchange of information
- Training courses and seminars
- Publications, opinions
- Studies
- Dialogue with European institutions



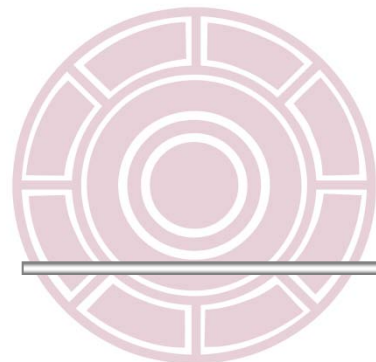
Equinet – Working Groups

- Dynamic interpretation of anti-discrimination legislation
- Strategic enforcement
- Policy formation
- Promotion of equality



Conclusions

- Making discrimination visible
- Support given to people who have been discriminated against
- Expertise on issues related to equal treatment



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