



Update on EU Commission's work

and pending EU equality initiatives

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Current reflections on EU Anti-Discrimination Law
20-21 October 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
- State of Play: Stalemate in the Council / EP consent needed



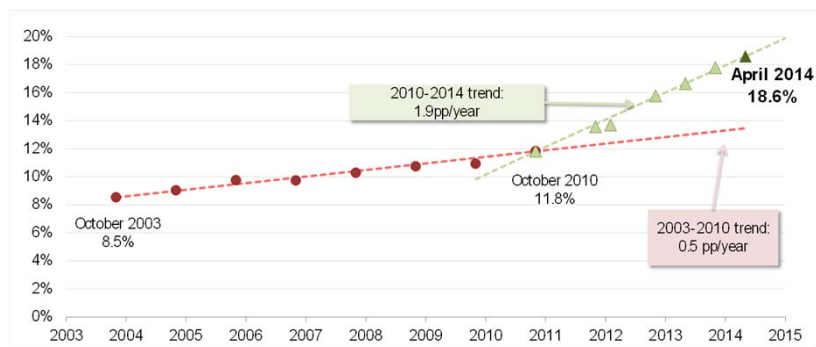
B - Proposal to amend the Maternity Directive

- 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

C - Proposal on Company Boards

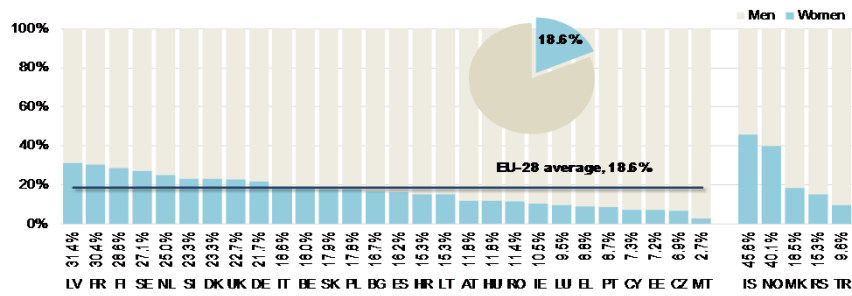
- November 2012
- Gender balance in boards of big listed companies
- 40% target by 2020 among non-executive directors
- Through a transparent recruitment procedure
- State of play – EP support – Council divided

Why this proposal?



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

The present situation



Beyond new legislation

- *Report on application Directive 2006/54*
- *Report on application of anti-discrimination Dirs*
- *From transposition to enforcement – EB, Roma*
- and ...*
- *beyond the Commission*