



Ligestillings- og
diskrimineringsombudet

Broadening the discrimination grounds

- experiences and challenges

Round table conference, 22. September 2015



The world's first gender equality act - and gender equality ombud

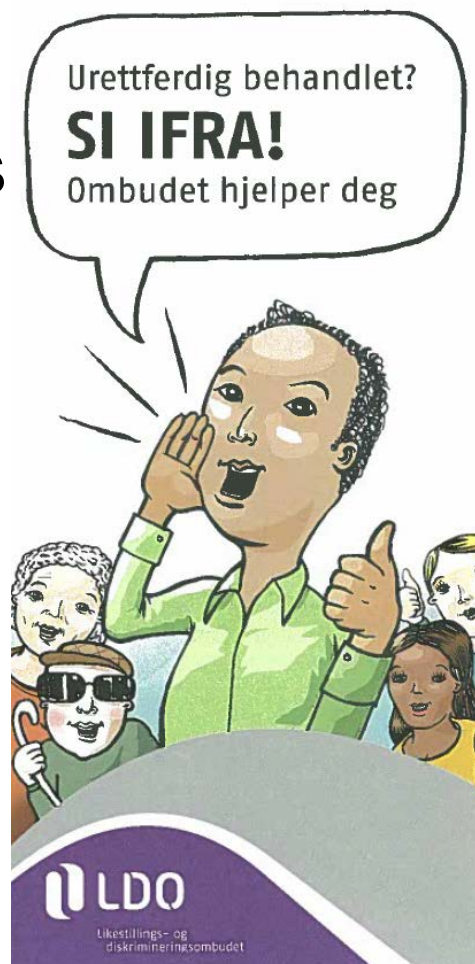


The Equality and Anti-discrimination Ombud – who are we?



Our mandate

- Assist individuals/persons
 - Guidance, complaints
- Give guidance to employers
- Work towards the authorities
 - Guidance
 - Criticism
- Promote equality and combat discrimination
 - Campaigns
 - Debates



From one to several discrimination grounds

- Gender
- Ethnicity
- Religion
- Disability
- Age
- Sexual orientation and gender identity/ expression





Challenges

Broadening the protection

- Acknowledgement of the concept of discrimination

or

- Weakening the idea of equality and discrimination?
 - Who needs protection against discrimination?

Broadening the grounds

- «One size fits all?»
- Confidence?
- Credibility?
- Communication?
- In one equality body?
- Knowledge?





Advantages

- One size fits all
- The root causes of discrimination
- Human rights and equality
- Transferring value
 - Gender equality work – impact on other discrimination grounds
 - Development of knowledge and legal framework
- Effectiveness
 - Administration
 - Budgets
 - Personell

Intersectional/multiple discrimination

- Discrimination is the same, whether you are discriminated against because of your gender, ethnicity, disability or for other reasons
- One Ombud can see the various grounds of discrimination in conjunction and in their intersection



The users' perspectives – an advantage





So, what now?

- Dividing the Ombud's tasks
 - «A strong promotional Ombud
 - The tribunal may handle discrimination cases
 - All discrimination grounds in both offices
 - New structure by 2018?
 - One comprehensive equality and anti-discrimination law
 - From several laws to one law
 - Harmonising the legal framework
 - Law proposal this autumn
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