



Framing the potential of equality bodies

Good practice exchange seminar – European Commission Recommendation of 22.06.2018 on standards for equality bodies

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Cofunded by the Rights, Equality and Citizenship Programme of the European Union

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Equinet Mission

Equinet promotes equality in Europe by supporting equality bodies to be independent and effective catalysts for more equal societies.



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Equinet Members

- Network of national **equality bodies** (49 members from 36 European countries)
 - **Complex institutions:** delicate position of statutory bodies pursuing social change
 - **Diversity** among national equality bodies in terms of size, mandate, grounds, resources, structure and experience
- *All equality bodies have something to learn and gain from the standards*
- Equinet project on standards for equality bodies (launched in May 2019)



The purpose of standards

Chapter I (1)

The purpose of this Recommendation is to set out measures that Member States may apply to help improve the equality bodies' independence and effectiveness, in particular as regards their capacity to ensure that individuals and groups that are discriminated against can fully enjoy their rights.



The potential of equality bodies



- ❖ Effective monitoring & enforcement of equality law & duties
- ❖ Prevention of discrimination
- ❖ Developing national and European jurisprudence
- ❖ Promotion of good equality practices
- ❖ Awareness-raising
- ❖ Research and knowledge creation
- ❖ Policy advice



The potential of equality bodies II

Agents of change at different levels:

- ❖ **Individual change** – addressing discrimination and inequalities, assisting victims
- ❖ **Organisational change** – promoting and catalysing good equality and non-discrimination practices at organisational level
- ❖ **Societal change** – promoting a culture of equality and equality as a fundamental value of our European societies



Creating the conditions

Standards...

- ❖ Express a commitment to promoting and defending the fundamental value of equality (cf. data protection authorities)
- ❖ Ensure that equality bodies in all MS have a wide mandate, a minimum set of powers and a minimum level of independence and resources;
- ❖ Enable a more effective contribution to implementing equality legislation and creating equal societies
- ❖ Acknowledge the potential and contribution of equality bodies as specialist institutions and 'European good practice'



Measuring potential

- ❖ Measuring success in terms of outputs: implementing all their roles and functions fully
- ❖ Measuring success in terms of impacts: complex societal problem, complex measurement, challenge of how far can change be attributed to the equality body – proxy indicators



Measuring potential II

- ❖ “Comprehensive and consistent enforcement of equal treatment legislation and change at the individual level” – number of complainants realising their expectations with support from the equality body (cf. strategic litigation)

Further ideas:

- ❖ *trust in the institution;*
- ❖ *number of decisions followed / ratio of cases won*



Measuring potential III

- ❖ “Equal and inclusive societies and change at the institutional level” - number of policy recommendations taken up by public authorities, equality policies and procedures put in place with support from the equality body

Further ideas:

- ❖ *recommendations taken up by private actors*



Measuring potential IV

- ❖ “Equal and inclusive societies and change at the societal level” – level of under-reporting, levels of prejudice or hostility across the different grounds

Further ideas:

- ❖ *Awareness of rights and remedies*



THANKS FOR YOUR ATTENTION!

ANY QUESTIONS ?

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