



Equality Bodies, Gender Working Group and Discussion Paper “Equality bodies working on the rights and discriminations faced by trans and intersex persons”



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

www.equineteurope.org

Equinet Members

- Network of national **equality bodies** (49 members from across Europe)
- Equality bodies on the basis of **EU Equal Treatment Directives** (2000/43/EC; 2004/113/EC; 2006/54/EC)
- **Diversity** among national equality bodies in terms of size, mandate, grounds, structure and experience



The work of equality bodies

Hard and soft powers

Functions laid down in EU Directives:

- Independent assistance to victims of discrimination
- Independent surveys and reports concerning discrimination
- Recommendations on discrimination issues
- Exchange of information with European bodies

Wider functions accorded to Equality Bodies:

- Awareness-raising and promotion of values
- Promotion of good practices
- Work with stakeholders
- Monitoring and supervision



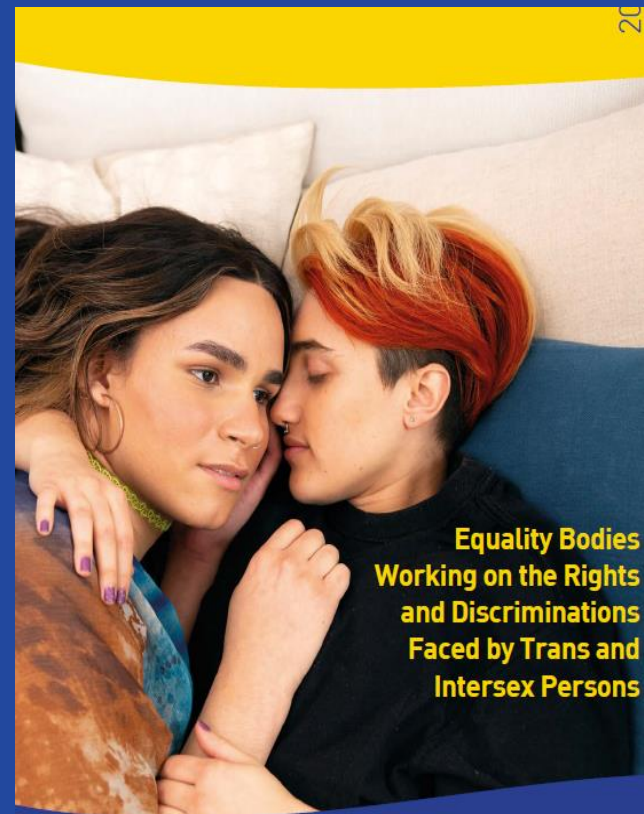
Equinet Discussion Paper: Equality Bodies working on the rights and discriminations faced by trans and intersex persons

Target group equality bodies and their staff.

Discussion paper provides information on existing legal protection against discrimination

It aims to provide an overview of areas in which trans and intersex persons experience discrimination from the perspective of equality bodies.

It provides an insight on challenges faced as well as activities carried out by equality bodies to support trans and intersex persons in the context of discrimination.



**Equality Bodies
Working on the Rights
and Discriminations
Faced by Trans and
Intersex Persons**

 **EQUINET**
European Network



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Challenges for Equality Bodies

- ❖ Lack of visibility and knowledge about intersex and trans people, as well as gender stereotypes and ignorance → need for capacity building within their own organizations.
- ❖ Harmful or insufficient legislation and administrative activity (e.g. insufficient protection from discrimination, unclear legal terms).
- ❖ Underreporting - Some equality bodies report that they receive very few or no complaints concerning the discrimination of trans and inter persons.
- ❖ Sometimes conflicts between different rights groups (e.g. complex debate is between some women's groups and trans groups).
- ❖ Underfunding and Lack of Organizations.



Recommendations to Equality Bodies

- ❖ **Train and educate staff** on discrimination faced by trans and intersex people.
- ❖ Increase efforts to **build the knowledge base** on inequalities and discrimination faced by trans and intersex people in cooperation with civil society.
- ❖ Provide **advice to policy-makers** on ensuring equality for trans and intersex people.
- ❖ Deepen **work on the discrimination issues faced by trans and intersex people** in the areas of employment, health issues, service provisions, legal gender recognition and education.
- ❖ **Establish networks and cooperation** with self-organisations and NGOs by intersex and trans persons.
- ❖ Encourage the European Union and national governments to **ensure equality legislation provides protection from discrimination to trans and intersex people**.



THANKS FOR YOUR ATTENTION!

ANY QUESTIONS ?

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