



EU anti-discrimination legislation & policy

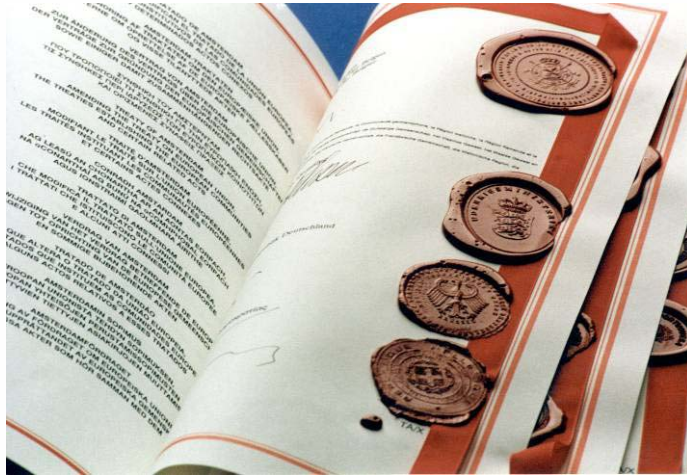
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Non-discrimination & fundamental rights

- *International human rights law*
- *EU Charter of Fundamental Rights*
- *"Copenhagen criteria"*



Article 13:

"... action to combat discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation."

(Treaty establishing the European Community, as amended by the Amsterdam Treaty.)



Race Equality Directive (2000/43/EC)

- racial or ethnic origin*

Employment Equality Directive (2000/78/EC)

- religion or belief, age, disability, sexual orientation*

Community action programme (2000/750/EC)



Both Directives prohibit discrimination in:

- Access to employment*
- Employment and working conditions*
- Vocational guidance and training*
- Membership of organisations*





The Racial Equality Directive also covers :

- Education*
- Social security*
- Health care*
- Goods and services*
- Housing*





What is discrimination?

- *Direct discrimination*
- *Indirect discrimination*
- *Harassment*
- *Instructions to discriminate*



Other important provisions:

- *Burden of proof*
- *Sanctions*
- *Reasonable accommodation*
- *Access to justice*
- *Information and consultation*



Promoting diversity

21 bodies promoting diversity and combating discrimination in the European Union

Fundamental rights & anti-discrimination



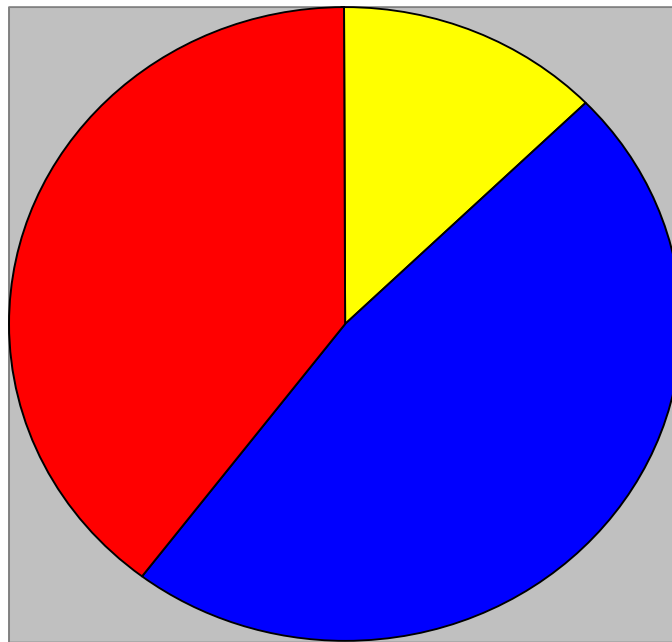
Employment & social affairs



European Commission

- *Assistance to victims*
- *Surveys*
- *Reports*
- *Recommendations*

- *2001-2006: €100 million*
- *31 countries*



-  **Analysis and evaluation**
-  **Capacity-building**
-  **Awareness-raising**

THE COSTS AND BENEFITS OF DIVERSITY



EUROBAROMETER 57.0
EXECUTIVE SUMMARY

Discrimination in Europe



For Diversity



Against Discrimination

- *Studies and research*
- *Policy evaluation*
- *Data collection*



- *Judges and lawyers*
- *NGOs*
- *Equality bodies*
- *Trade unions and employers*
- *Regional and local authorities*
- *Media*

Awareness-raising

For Diversity



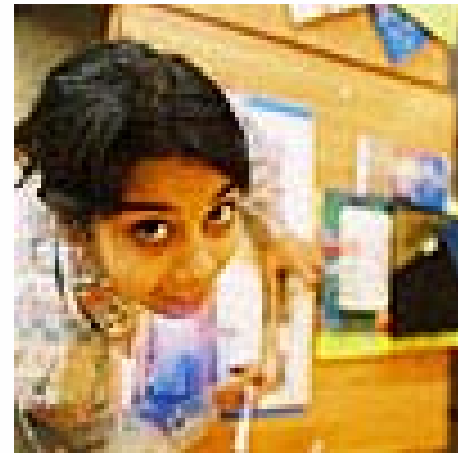
Against Discrimination





Four specific objectives:

- *Rights*
- *Representation*
- *Recognition*
- *Respect*





Implementation:

- *Overall budget €15 million (2006-2007)*
- *European and national level activities*
- *National Implementing Bodies*
- *Consultation of civil society*
- *Coverage of all Article 13 grounds*



Further information:

www.stop-discrimination.info



http://europa.eu.int/comm/employment_social/index_en.htm