



Promoting equality: activities on fighting discrimination in 2009



Social Europe



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**Promoting equality:
activities on fighting
discrimination in 2009**

European Commission

Directorate-General for Employment, Social Affairs and Equal Opportunities

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Foreword

The European Union's fight against discrimination has come a long way. The Lisbon Treaty, which recently entered into force, reinforces our commitments by declaring in Article 10 that 'the Union shall aim to combat discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation'. This mission is further backed by the inclusion of the Charter of Fundamental Rights in the Treaty. It is our shared challenge to translate this commitment into reality in European society.

The EU's work over the past year, thanks to the indispensable support of our partners, represents yet another important stepping stone towards greater equality in Europe. This report outlines a wide range of action that has been taken under Article 19 of the Lisbon Treaty. In addition, it acknowledges that to make further progress, it is vital that the EU continues to cooperate and ensures further cross-fertilisation of activities between public authorities, non-governmental organisations (NGOs), trade unions, the media and businesses, to name just a few of the key players in the anti-discrimination field.

As Vice-President of the European Commission responsible for Justice, Fundamental Rights and Citizenship, it is my conviction that the principle of equality belongs at the very foundations of our modern society. If rights are to be truly 'fundamental', they must not be considered a policy area in isolation. It is my personal aim to ensure that the principle of non-discrimination becomes an essential cornerstone of all of the EU's policymaking and action.

Our future actions require a special focus on areas of particular need. I am optimistic that European efforts can play a part in addressing the situation of the Roma, the EU's largest and most discriminated ethnic minority.



Let us not underestimate the scale of the challenge that lies ahead of us; Eurobarometer surveys continue to show that discrimination is a major concern for the European public. With the Lisbon Treaty now in force, we have a golden opportunity to renew our approach to equality and place citizens at the heart of that process.

Discrimination imposes a penalty on society and our businesses that we cannot afford at the best of times, let alone during a period of economic downturn. We are all affected by — and responsible for — the society in which we live. I hope that we can all successfully play our part in continuing to work towards a Europe of genuine equality, free from discrimination.

Viviane Reding

*Vice-President of the European Commission
responsible for Justice,
Fundamental Rights and Citizenship*

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Timeline of selected EU anti-discrimination activities in 2009

5 and 6 February

Media4Diversity seminar, Prague, Czech Republic

26 March

External evaluation published on the 2007 European Year of Equal Opportunities for All

22 April

EU-MIDIS report on the Roma, published by the Fundamental Rights Agency

24 April

First meeting of the EU Platform for Roma Inclusion, Prague, Czech Republic

11 and 12 May

First of six annual anti-discrimination training seminars aimed at judges and prosecutors, legal practitioners, and university professors and law teachers, held by the European Academy of Law (ERA)

14 May

Study published on the International perspectives on positive action measures

8 June

EU ministers met in Luxembourg to follow up on political commitments to advance the situation of the Roma

12 June

Launch of the sixth edition of the 'For Diversity. Against Discrimination.' Journalist Award

19 June

Adoption of the European Commission communication on the European Year of Equal Opportunities for All

23 June

Media4Diversity study published

25 and 26 June

Conference bringing together anti-discrimination NGOs and trade unions in Budapest, Hungary

7 and 8 September

Good practice exchange seminar on non-discrimination mainstreaming in Helsinki, Finland

28 September

Second meeting of the EU Platform for Roma Inclusion, with the focus on education, Brussels, Belgium

3 October

Cyprus held its first Diversity Day of the 'For Diversity. Against Discrimination.' campaign in Nicosia

15 to 18 October

Diversity Days held in Lisbon, Portugal

26 to 31 October

Sweden picked up the Diversity Days baton with events in Stockholm

7 November

Diversity Day, Luxembourg

9 November

The latest anti-discrimination findings from EU Member States and candidate countries were published by Eurobarometer

13 November

A new publication, 'The role of NGOs and trade unions in combating discrimination', released by the Commission

16 and 17 November

High-level anti-discrimination actors met at the third EU Equality Summit in Stockholm, Sweden

1 December

Lisbon Treaty entered into force, making the Charter of Fundamental Rights legally binding across the European Union

3 and 4 December

Commission and European Disability Forum (EDF) organised a conference on creating the conditions for independent living, Brussels, Belgium

Equality eye on 2010: overview of planned EU activities

Here are just some of the activities foreseen for 2010; for further and updated information of what is taking place, visit the European Commission's 'Action against discrimination, civil society' website ⁽¹⁾.

1 March:

Seminar discussing the preliminary results of the study 'Activities to improve the impact of policies, programmes and projects aimed at the social inclusion and non-discrimination of Roma people in the EU', Budapest, Hungary

18 and 19 March:

Seminar to exchange good practices on public policies that combat discrimination and promote equality for LGBT (Lesbian, Gay, Bisexual and Transgendered) people, The Hague, Netherlands

21 and 22 March:

Seminar on the intermediary results of the mapping study on trade union practices in fighting discrimination and promoting diversity, Madrid, Spain

8 and 9 April:

Second European Roma Summit in Córdoba, Spain, co-organised with the Spanish Presidency of the EU

29 April:

Award ceremony for the 2009 'For Diversity. Against Discrimination.' Journalist Award and launch of the 2010 edition in Brussels, Belgium

8 May:

Diversity Day in Hungary

16 October:

A cross-border 'Grande Région' Diversity Day will take place in Metz, France

17 October:

A Diversity Day will also take place in Warsaw, Poland

4 and 5 October:

Seminar on the exchange of good practices on discrimination in the field of employment in Berlin, Germany

30 October:

Greece will host a Diversity Day in Athens

15 and 16 November 2010:

The fourth Equality Summit, co-organised with the Belgian Presidency of the EU, will concentrate on discrimination in employment, Brussels, Belgium

2 and 3 December 2010:

Annual conference to be organised by the European Commission, in close cooperation with the European Disability Forum (EDF), on the occasion of the European Day of People with Disabilities, Brussels, Belgium

9 December:

High-level event on diversity management in Brussels, Belgium

⁽¹⁾ <http://ec.europa.eu/antidiscrimination>

Introduction

Shifting perceptions and tackling discrimination in the workplace and through all areas of society is no small task. It is, therefore, only logical that action against discrimination is a patchwork of hugely diverse activities, with many and varied stakeholders. The different forms of action are, however, united in a common purpose and they reflect recurring themes. EU activities in 2009 were closely linked to political and practical priorities: cooperation between stakeholders, mainstreaming equality policy, developing an understanding of discrimination and legal developments and enforcement.

Cooperation between stakeholders

Combating discrimination and promoting diversity clearly requires the commitment of many different actors, and their engagement at European, national, regional and the most local of levels. When speaking about 'EU action', in reality this always represents a multilayered cooperation. This report looks at how the European Commission has worked with Member States, whether at key events such as the EU Equality Summit, or on an ongoing basis, such as through the work of the anti-discrimination Governmental Expert Group (page 14).

Cooperation is the key to achieving critical goals, such as mainstreaming equality policy.

The EU also plays an important role in facilitating communication between other stakeholders. A clear example in 2009 was the spotlight on cooperation between non-governmental organisations (NGOs) and trade unions. A joint statement by the European Trade Union Confederation (ETUC) and the Social Platform demonstrated a commitment to cooperation and a united voice on the equality policies of the future. In 2009, the EU followed up its studies on the business case for diversity with the publication of the brochure 'Diversity at work' targeting small and medium-sized enterprises (page 22).

Developing understanding

This report opens with a summary of results from the latest Eurobarometer survey on anti-discrimination. Citizens' views represent an appropriate starting point because their perceptions and attitudes are crucial to reflections on the future direction of EU policy on discrimination (page 10). Other studies published in 2009 have shed light on further areas crucial to the evolution of EU policy. The 'Media4Diversity' report (page 21), as well as a study into the 'International perspectives on positive action' (page 22), were among important contributions.



Legal developments

While most discrimination cases never make it to the courts, those that do can represent landmarks in defining the scope of the law and in delivering justice to victims. Case law examples can be found on page 27. The entry into force of the Lisbon Treaty on 1 December 2009 was a major milestone for all areas of EU activity. It also reinforced the legal base of the anti-discrimination field (page 26). As in recent years, the EU network of anti-discrimination experts has continued to publish updates on the implementation of equality law across the European Union (page 31).

European attitudes to equality

European attitudes to equality and discrimination are a primary consideration when taking stock of the situation and shaping policies for the future. Since 2006, Eurobarometer studies on discrimination have posed a number of fixed questions on concerns and attitudes to discrimination; this allows the comparison and examination of the evolution of attitudes and experiences in this regard. The Eurobarometer surveys collect national data from Member States and candidate countries, the basis for a Europe-wide picture.

2009 Eurobarometer: discrimination persists

The 2009 Special Eurobarometer on discrimination ⁽²⁾ was published in November 2009, on the basis of data collected during May and June. It examined perceptions and experiences of discrimination, as well as collecting views on efforts to combat discrimination and opinions on equal rights in employment in particular. A closer look was taken at the different grounds of discrimination covered by EU legislation: race and ethnic origin, age, disability, sexual orientation, gender, and religion and belief.

Despite the presence of robust legislation, a significant number of people in Europe report experiencing or witnessing discrimination and/or perceive that discrimination is widespread in their country. 16% of Europeans said they suffered discrimination in the previous year and over a quarter of Europeans (26%) report witnessing discrimination or harassment. Ethnic origin is the highest reported of the different grounds of discrimination in terms of witnessing, and also perception: an average of 61% of EU respondents considered discrimination on the grounds of race or ethnic origin to be commonplace.

Growing concern over age discrimination

While results on perception of ethnic origin discrimination are consistent with recent years, a major change in the 2009 results was the significantly higher perception of discrimination on grounds of age and disability. Fifty-eight per cent felt age discrimination was widespread in their country, a 16 percentage point increase on the previous year. At 53%, perception of discrimination of disability was eight percentage points higher.

The broader perceptions of overall recent discrimination trends are more optimistic. When asked to make a comparison with the situation five years ago, a majority of citizens said that discrimination on all six grounds has become less widespread.

Support for anti-discrimination efforts, fears for impact of crisis

Public support is strong for special measures to provide equal opportunities in the field of employment. At 87%, this was highest on the grounds of disability, falling to 66% for sexual orientation. Assessment of their country's overall anti-discrimination efforts was mixed: 49% say sufficient efforts were being made, with 44% taking the opposite view.



⁽²⁾ http://ec.europa.eu/public_opinion/archives/ebs/ebs_317_en.pdf

Respondents were pessimistic regarding the economic and financial crisis' possible impact on discrimination and investment in efforts to combat it. 64% of European citizens indicated that the economic crisis would contribute to an increase of discrimination on the grounds of age in the labour market. Almost half of all Europeans see the crisis as having a negative impact on the importance and funding of policies promoting equality and diversity.

Only one in three Europeans know their equality rights

Improved legislative protection against discrimination has been in place for a number of years across the European Union, yet only a minority were confident in stating that they knew their rights. An average of 33% declared they were aware of their legal rights, 52% responded negatively and the remaining 12% said that it depended on the situation. There are large national discrepancies with 63% responding positively in Finland and only 16% in Austria. This indicates that raising awareness remains as much a challenge for the future as it has been in recent years. Since the Eurobarometer reveals that the level of education, rather than likelihood of being a member of a minority group, is a key factor in knowing one's rights, this suggests that efforts must be renewed to target information campaigns at people who are most vulnerable to being victims of discrimination.

Diversity in society and social life

While government anti-discrimination policies have a crucial role to play, it is important to recognise that one of the greatest motivations for change is the evolution in the patterns within society. Diversity of society is, itself, one of the most promising factors



in reducing discrimination. The striking differences that exist from country to country, and the grounds on which discrimination was reported, should also be noted. One illustrative example is that while 68% of Dutch citizens say they have LGBT (Lesbian, Gay, Bisexual and Transgendered) friends, just 3% of Romanians say the same.

The 2009 Eurobarometer revealed that more and more people have friends of a different ethnic background or sexual orientation. It also records, perhaps unsurprisingly, that these people are more perceptive to the problems of discrimination and less likely to be prejudiced in their own views. If people's immediate social groups continue to better reflect the diversity of society around them, discrimination can be expected to decrease.

'The most important determinant of sensitivity to discrimination, as well as comfort with minorities, continues to be the degree of diversity to be found in one's social circle.' (Eurobarometer 2009).

Part I: Latest policy developments



1.1. Partnership with national authorities

1.1.1. Stockholm Equality Summit

The EU Equality Summit — held in Stockholm on 16 and 17 November 2009 — was the third event of its kind, designed to facilitate interaction between top level actors so they can discuss the equality agenda



and drive it forward. The event assembled over 300 high-level delegates, representing European Union Member States, candidate and EEA countries, international organisations, European non-governmental organisations (NGOs), social partners, the business sector, the media, academia, equality bodies, the European Parliament and the European Commission. These many actors shared a common focus on practical applications of equality policy, which was aided by the presentation of individual examples of discrimination.

Workshops examined how to work successfully on equality in the differing contexts of public and private sectors, the legislative process, and how various actors can play their part to implement current legislation. The role of the media in equality and anti-discrimination was examined with special regard to the conclusions of the Media4Diversity project (page 21). Special attention was also paid to the situation of Roma and of LGBT (Lesbian, Gay, Bisexual and

Transgendered) people, due to the particularly high discriminatory attitudes they face.

Cooperation was the central thread running throughout the event. One of the headline conclusions was the central role that cooperation must play when mainstreaming equality across other public policy areas and ensuring full implementation of the existing EU Equality Directives. A call was made to develop stronger partnerships with business and the media.

Follow-up was requested to share the practical experiences of mainstreaming. The summit also cast a spotlight on discrimination based on multiple grounds, a priority area for further research, according to a large number of delegates.

Looking ahead, the European Commission and the Swedish Presidency of the EU — the summit hosts — urged that the following year should be used to deepen the process of mainstreaming equality to all policy areas. The labour market is one such target for further action, and the fourth Equality Summit, due to take place during the Belgian Presidency of the EU in 2010, will concentrate on discrimination in employment.

1.1.2. Governmental Expert Group

In 2008, the European Commission set up a governmental expert group. The expert group's remit includes examining the impact of national and EU-level non-discrimination measures, validating good practice and evaluating the effectiveness of non-discrimination policies. Taking its lead from the 2008 European Commission communication and the Paris Equality Summit, the group particularly focused its work on multiple-discrimination and non-discrimination mainstreaming in 2009.

1.1.3. First seminar of exchange of good practices in Finland

A good practice exchange seminar on non-discrimination mainstreaming took place in Helsinki on 7 and 8 September 2009. At European Union level, non-discrimination mainstreaming is a relatively recent development. In its July 2008 communication, the

European Commission made a commitment to the systematic incorporation of non-discrimination and equal opportunity concerns into all policies.

Non-discrimination mainstreaming case studies were presented from Ireland, Finland and the United Kingdom; these, and other shared experiences, helped to identify factors for success such as support from civil society and political leaders, and the presence of equality data. The typical barriers encountered were also discussed, notably financial limitations, lack of political support or a lack of an 'equality culture' in a broader public administration. Exchange is valuable, but as the meeting report concluded, 'learning by doing' is the best way forward for non-discrimination mainstreaming.

Members of the Governmental Expert Group and the Network of Socioeconomic experts from 15 Member States⁽³⁾ took part in this seminar.

The exchanges and conclusions of the Helsinki meeting are outlined in a report⁽⁴⁾. The Commission plans to support continued action at national level through its annual call for proposals addressed to Member State authorities.

1.2. Cooperation with other stakeholders

The EU works with a wide range of stakeholders to gain and share insights and act for positive developments in the field of equality. A key instrument is PROGRESS⁽⁵⁾, the EU's employment and social solidarity programme which began in 2007. The Commission is working increasingly closely with the media (page 21) and business (page 22). The focus in this section lies, however, with longstanding partners, civil society and trade unions, who took centre stage at a major event in 2009.

1.2.1. Budapest conference on anti-discrimination NGOs and trade unions

Non-governmental organisations (NGOs) and trade unions play a vital role in the fight against discrimination, making their case in policymaking processes, cooperating with public authorities and often directly assisting people who are victims of — or vulnerable to — discrimination. The

European Commission's annual thematic conference held in Budapest, Hungary, 25 and 26 June, provided a platform to analyse their role. Over 180 participants represented NGOs and trade unions, as well as other key stakeholders, including equality bodies and national governments.

The conference first addressed how NGOs and trade unions can 'make rights effective'. NGOs and trade unions often play a hands-on role, responding to filed complaints of discrimination and supporting litigation where necessary. The conference took stock of the needs of these organisations but, above all, how cooperative action can help to make their work more effective.

As frontline actors in the fight against discrimination, NGOs and trade unions play an influential role in the development of equality policy and legislation. Conference participants stressed the value of the independent role played by their organisations, but also underlined the importance of the government's support in making the necessary mechanisms available for them to fulfil their roles. This includes funding for activities such as training, which empowers them to fulfil their role. Governments can also play a role in setting up effective structures for dialogue between public authorities, NGOs and trade unions at national level.

Cooperation is not only important between NGOs and public authorities, but also within civil society. The conference underlined the value of exchanging experiences and good practice, and of building links across national boundaries. NGOs also have a watchdog role as regards the correct implementation of non-discrimination legislation, which was discussed in particular in terms of national level. They can also report on the implementation of EU Directives.

Workshops highlighted specific examples of successful cooperation between trade unions and NGOs. An anti-racist week in Northern Ireland had secured wide involvement. The European Trade Union Confederation (ETUC) and the European Region of the International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA-Europe) had cooperated on better understanding and addressing the problems faced by LGBT (Lesbian, Gay, Bisexual and Transgendered) workers. Lithuania's Human Rights Monitoring Institute had worked with others on a strategic litigation aimed at discrimination of Roma in the country.

⁽³⁾ <http://ec.europa.eu/social/main.jsp?catId=831&langId=en>

⁽⁴⁾ <http://ec.europa.eu/social/BlobServlet?docId=4656&langId=en>

⁽⁵⁾ <http://ec.europa.eu/progress>

The conference delivered several conclusions on areas where trade unions and NGOs can further develop their activities. Trade unions were advised to organise regular training sessions and seminars on non-discrimination and other events related to equality, to reinforce cooperation between unions — including across borders — and to set up a database to share good practices and information. NGOs were encouraged to engage in equality mainstreaming in their own activities to facilitate access to the national level of regional NGOs. NGOs were also advised to disseminate information related to equality while being aware of the exact target audience for information. A keynote speaker urged NGOs to consider re-examining their approach and ‘rethinking their target groups.’

Joint declaration by ETUC and the Social Platform

The European Trade Union Confederation (ETUC) and the Social Platform presented a draft joint statement at the Budapest event. A final version was subsequently submitted to the Equality Summit in Stockholm, representing a blueprint for further action at both EU and national level.

The statement urged decision-makers to take action on the following six points, to:

- ensure the adoption by the European Council of the proposed Article 13 Directive protecting against discrimination on the grounds of age, disability, religion or belief, and sexual orientation in all areas of life;
- tackle the remaining gender gaps in gender equality policies and legislation and ensure effective implementation of gender mainstreaming in all EU policies;
- mainstream equality in all EU policies;
- invest in strong social policies and public services that support equality;
- develop rights-based migration and integration policies;
- work in strong partnership with trade unions and civil society organisations at European and national level.

Follow-up publication

On 13 November 2009, the European Commission published a follow-up to the conference entitled ‘The role of NGOs and trade unions in combating

discrimination’. It reprised the major themes of the conference, including the cooperation between NGOs, trade unions and other organisations active in the field of equality.

1.2.2. European Commission support to networks

Under the PROGRESS programme, the Commission continued to provide financial support to key anti-discrimination EU-level umbrella networks, which represent hundreds of member organisations and associations across Europe. The funding helps these networks continue to play a unique and valuable role, while fully respecting their freedom to act independently.

These networks include five organisations responsible for grounds covered by anti-discrimination legislation:

- the European Network Against Racism (ENAR), which represents more than 600 organisations working against racism, xenophobia, anti-Semitism and Islamophobia in Europe;
- the European Disability Forum (EDF) and seven smaller organisations, which defend the rights of 50 million people with disabilities in Europe;
- the European Region of the International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA-Europe), which links over 350 national and local groups dedicated to achieving equal rights for lesbian, gay, bisexual, transgender and intersex people;
- AGE Platform Europe promotes the interests of older people in the EU and raises awareness of the issues that concern them most;
- the European Roma Information Office (ERIO), an international advocacy organisation that promotes political and public discussion on Roma issues.

In addition to supporting non-government anti-discrimination actors, the Commission also supported the continued development of Equinet, the European Network of Equality Bodies. This network facilitates cooperation and information exchange between its members, which now number 33 bodies from 28 European countries. For more information see <http://www.equineteurope.org>

1.2.3. Training of legal practitioners

When put to the test, the effectiveness of the EU Equality Directives depends, to a certain degree, on the legal professionals who take on such cases. Since 2003, at the initiative of the European Commission, the Academy of European Law⁽⁶⁾ (ERA) — based in Trier, Germany — has organised training seminars for these key players. In 2009, ERA organised three seminars for judges and prosecutors (on 11 and 12 May, 25 and 26 May, and 16 and 17 November), two seminars for legal practitioners (27 and 28 April, and 30 November and 1 December), and one seminar for university professors and law teachers (5 and 6 October). Certain pivotal subjects featured strongly, such as the concepts of direct/indirect discrimination and harassment, the sharing of the burden of proof and the question of remedies and sanctions.

1.3. Focus on the Roma

The Roma are the EU's largest ethnic minority. The constituent groups classed under the umbrella term 'Roma' are consistently found to suffer particularly high levels of discrimination and social exclusion.

A 2006 Eurobarometer survey indicated that 77% of Europeans thought that being a Roma was a disadvantage in society. EU leaders gave a fresh political impetus for action to address this situation at their December 2007 summit. A Commission report in June 2008 gave an overview of the existing policies and instruments for the Roma and, in September 2008, the first ever Roma Summit at European level put the disadvantaged situation of the Roma at the very top of the EU agenda. Against this background, 2009 was clearly a critical year to maintain

momentum and begin to deliver real change for the situation of the Roma in society.

1.3.1. Fundamental Rights Agency EU-MIDIS study

On 22 April 2009, the EU's Vienna-based Fundamental Rights Agency (FRA) published results from a European Union Minorities and Discrimination (EU-MIDIS) Survey⁽⁷⁾, with a 'data in focus' report specifically presenting key findings on the Roma in seven Member States. Following previous FRA studies on Roma housing and healthcare issues, this study asked the Roma their experiences of discrimination and criminal victimisation in their everyday life.

The study revealed a bleak picture. Half of all Roma respondents reported suffering discrimination at least once in the previous 12 months, and on average one in five Roma respondents stated that they had been victims of racially motivated personal crime at least once in the previous 12 months. Depending on the country, 66–92% of Roma had not reported their most recent experience of discrimination to any competent authority and 65–100% of the Roma respondents reported a lack of confidence in law enforcement and justice structures.

1.3.2. The European Platform for Roma inclusion

A direct result of the first Roma Summit in 2008 was the follow-up on the recommendation to create a 'European Platform for Roma inclusion'. The Platform aims to facilitate the exchange of good practice and experience between Member States, to provide analytical support and to stimulate cooperation between all parties concerned by Roma issues, including organisations representing Roma.



Second meeting of the Roma platform, Brussels

⁽⁶⁾ www.era.int/anti-discrimination

⁽⁷⁾ http://fra.europa.eu/fraWebsite/eu-midis/eumidis_roma_en.htm

First meeting: the 10 common basic principles on Roma inclusion

The first meeting of the European Roma Platform took place in Prague on 24 April 2009, in the framework of the Czech Presidency of the EU. The meeting explored how to successfully implement Roma inclusion policies and align them with mainstream policies on education, employment, social inclusion, public health, and infrastructure.

With these objectives in mind, a set of 10 Common Basic Principles to effectively address the inclusion of the Roma was identified. EU Employment and Social Affairs Ministers annexed these principles to the conclusions of their 8 June 2009 meeting, which paid special attention to Roma inclusion.

The 10 'common basic principles' for Roma inclusion

The principles aim to guide the EU institutions and Member States, candidate and potential candidate countries when they design and implement new policies or activities.

The 10 common basic principles for Roma inclusion are:

1. constructive, pragmatic and non-discriminatory policies,
2. explicit but not exclusive targeting,
3. an intercultural approach,
4. to aim for the mainstream,
5. awareness of the gender dimension,
6. transfer of evidence-based policies,
7. use of Community instruments,
8. the involvement of regional and local authorities,
9. the involvement of civil society,
10. the active participation of the Roma.

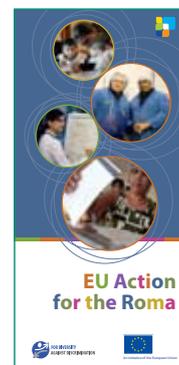
Second meeting on education

The second meeting of the Platform took place in Brussels on 28 September 2009 and focused on the issue of Roma education. Education is fundamental to all other social conditions, as highlighted by Commissioner Vladimír Špidla, who underlined the need for a holistic approach in saying, 'The lack of good education can lead to a vicious cycle of unemployment, poverty, poor housing and bad health.'

The meeting drew attention to several persisting problems, not least the continued segregation of Roma pupils in school education. Several underlying contributing factors in the education system were identified, including a lack of resources. These were considered together with social prejudices and the socioeconomic context of Roma pupils, i.e. issues including malnutrition and health, unemployment of the parents and whether there is free access to education. Some good practices and possible models were highlighted at the meeting from Member States and local authorities. The Swedish Presidency of the EU representative concluded that the disproportionately high representation of Roma in special education is unacceptable.

Further information

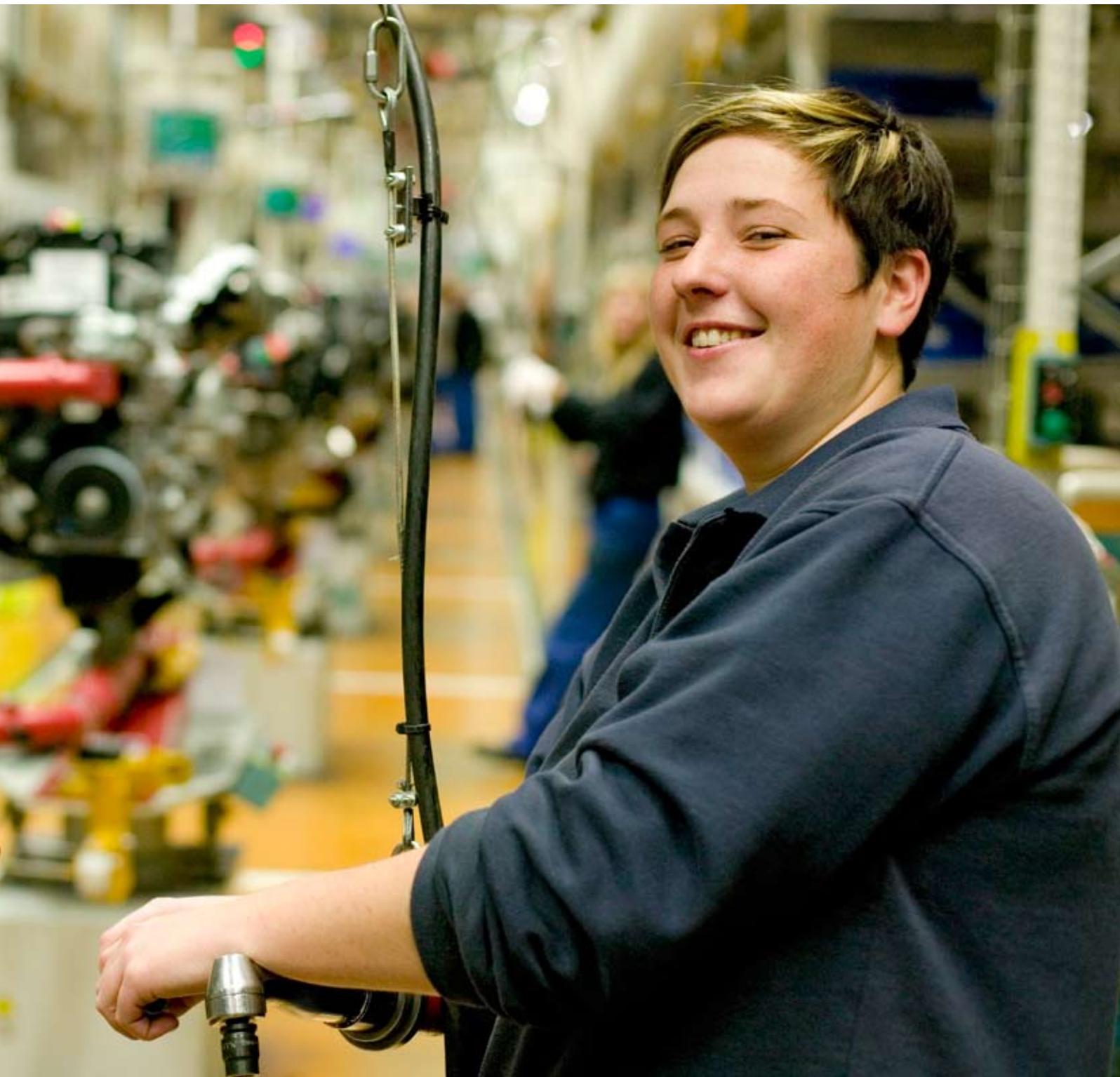
In 2009, the Commission published a flyer, EU Action for the Roma, aimed at people working on Roma issues and providing information on EU legislative, financial and political instruments promoting Roma⁽⁸⁾. An EU Roma web portal⁽⁹⁾ was also launched to support the same objectives.



⁽⁸⁾ <http://ec.europa.eu/roma>

⁽⁹⁾ Ibid.

Part II: Communicating equality



2.1. Awareness-raising

2.1.1. 'For Diversity. Against Discrimination.' campaign

First launched in 2003, the 'For Diversity. Against Discrimination.' (FDAD) campaign has taken diversity and equality issues to the public through a myriad of actions and with the support of hundreds of organisations. Throughout the 27 EU Member States, the FDAD campaign aims to raise awareness of discrimination and the legislation that exists to combat it, as well as promote the value and benefits of diversity. The European Commission campaign is funded through PROGRESS, the EU's employment and social solidarity programme.

Journalist Award

Journalists have a unique capacity to contribute to a better understanding of the benefits of diversity and the fight against discrimination. The sixth edition of the Journalist Award was launched in 2009, organised in partnership with the Association of European Journalists, European Youth Press, and the European Journalism Centre. A special award category was reserved for articles exploring the link between discrimination and poverty, in light of the 2010 European Year for Combating Poverty and Social Exclusion.

For more information see <http://journalistaward.stop-discrimination.info/>



Diversity Days

In 2009, the FDAD campaign pioneered a number of 'Diversity Days', the first of which took place in Cyprus (3 October), Portugal (15 to 18 October), Sweden (26 to 31 October) and Luxembourg (7 November). Diversity Days featured events aimed at the general public to spotlight issues of equality and diversity, to provide information on anti-discrimination law and how it protects Europeans, and to encourage people to challenge their own attitudes and prejudices. The Luxembourg event, for example, featured fun activities for children, presented the viewpoint of victims of discrimination and gave centre stage to anti-discrimination non-governmental organisations (NGOs) to present their work.



The EU winners of the 2009 award



Diversity Day in Portugal ...



... and in Luxembourg

2.1.2. Support for national awareness-raising projects

Awareness is not just a matter of sensitivity and understanding about equality issues. For people who tackle discrimination in their professional lives, it is also about knowledge of the legislative and non-legislative tools to better approach the problem. Needs vary across the EU, a point recognised by the EU when it first supported national awareness-raising activities in 2004, though the Community action programme to combat discrimination. Since then, the number of participating countries and the diversity of activities have grown.

In 2009, the Commission supported up to 80 % of the costs for 33 projects — spanning 27 EU Member States and candidate countries — providing a total contribution of EUR 5.8 million. The projects encompass a wide range of activities; in Greece, Cyprus and Slovenia, TV spots provided the means to communicate directly with the general public whilst in Bulgaria, a series of workshops addressed employers, trade unions, police, the media and educators, with tool kits produced in connection to the events. Other projects took a highly targeted approach; Denmark, for example, focused on the labour market to further develop 'MIA', its 'diversity award for leadership' partly funded by EU funds. NGOs were a priority in Lithuania, where a forum for their cooperation was created. Finland, meanwhile, aimed to take its action against discrimination to the next level by investing in training in equality mainstreaming, as well as studies on positive action and multiple discrimination.

2.2. Understanding discrimination, diversity and equality issues

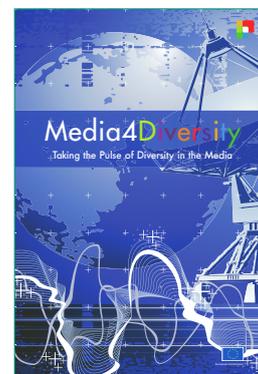
2.2.1. First steps of the socioeconomic experts' network

The Network of socioeconomic experts in the non-discrimination field (SEN), funded through the PROGRESS programme, provides the Commission with independent expertise and advice and regular information on discrimination on the grounds of age, disability, race or ethnic origin, sexual orientation, religion or belief, and multiple grounds. Created in 2009, the SEN provided two sets of national reports analysing the national situation and policy developments in all Member States.

Following discussions of findings in workshops at national level, a comparative synthesis report⁽¹⁰⁾ was published, which focused on major trends in Europe and possible scope for EU action. Some members of the network also participated in the Helsinki seminar to exchange good practices on non-discrimination mainstreaming (page 14).

2.2.2. Study: Media4Diversity

The media can act to magnify and multiply when it comes to representing diversity and presenting equality issues. This carries a burden of responsibility, since negative journalism can propagate or amplify discriminatory attitudes. On the other hand, quality journalism, such as the kind rewarded in recent years by the 'For Diversity. Against Discrimination.' Journalist Award (page 20), can help to challenge and expose discrimination, or project a positive image of diversity in society.

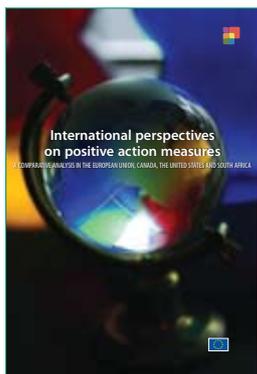


Groundwork for the Media4Diversity project was carried out at a seminar in Prague on 5 and 6 February 2009. The following Media4Diversity report, published on 23 June 2009, presented an in-depth examination of 30 original and innovative case studies, identified from newspapers, TV and radio.

⁽¹⁰⁾ <http://ec.europa.eu/social/main.jsp?catId=831&langId=en>

The publication also put forward suggestions on how to further develop diversity in European media and how to respond to an increasingly diverse audience. The study showed how media organisations can be comprehensive, rather than selective, when addressing different forms of discrimination and grounds. The benefits of identifying clear and attainable goals were also underlined. The Media4Diversity website⁽¹¹⁾ provides the platform to continue the debate on the issues involved.

2.2.3. Study: International perspectives on positive action



Positive action, provided for in the EU Equality Directives, is broadly defined as referring to proportionate measures that are undertaken with the purpose of achieving full and effective equality for members of disadvantaged groups.

A new study, International perspectives on positive action measures, provides a comparative analysis of Canada, the European Union, South Africa and the

United States; it was published on 13 May 2009 and financed through the PROGRESS programme.

The survey's EU findings showed support for positive action, as long as it is used appropriately. Evidence seems to suggest that gender and ethnic origin were the two grounds where positive action measures were most often employed and considered effective.

In examining the differing international situations, it noted a broad difference in that the EU level approach can be characterised by permitting positive action. In Canada, South Africa and the United States, there is more extensive use of legislation to oblige organisations to take positive action.

The study succeeded in shedding light on positive action, but noted shortcomings in the monitoring of positive action practices, suggesting that improvement in this area could potentially provide firmer evidence of outcomes. It also advised that further research was necessary in this evolving area of policy.

2.3. The business case for diversity

The need to better involve the business world in equality issues was identified at the 2009 Equality Summit and in the external evaluation of the European Year of Equal Opportunities for All. Promoting the business benefits of diversity has been among the most essential tools in this process.

2.3.1. Diversity at work: a guide for SMEs

Small and medium-sized enterprises (SMEs), defined as having less than 250 employees, account for 99% of all businesses and 75% of all employees in Europe. The 'Diversity at work' brochure, published in November 2009, outlines how equality policy is about broadening companies' horizons, not narrowing their freedom in decision-making. Despite some perceptions, small companies stand to gain from diversity for the same reasons as large firms. This is becoming a matter of necessity rather than choice. In a competitive climate, companies need to evolve to thrive and survive. Europe's demography is changing, so its businesses must change too.



'Labour supply and customer demands are set to change dramatically' — Diversity at work brochure

By measuring their current practices against a checklist in the Diversity at work brochure, companies can make their own assessment on, for example, whether their recruitment processes are based primarily on the skills needed for the job, or less reliable factors such as gut instinct. Naturally, the most convincing testimony is one that comes from business itself. The brochure underlines findings from companies that have recognised the business benefits of implementing a diversity strategy.

⁽¹¹⁾ www.media4diversity.eu/



2.3.2. Diversity charters

As companies have continued to recognise the business benefits of diversity strategies, 'diversity charters' have emerged as one way to make a formal commitment to implement equality of opportunity and diversity, a statement of intent regarding a company's equality policies and also powerful communications tool to both employees and customers alike. To date, diversity charters have been implemented in the Brussels region of Belgium, Germany, Spain, France, and Italy.

The European Commission encourages employers to put diversity management at the heart of their businesses. A 2008 survey of companies⁽¹²⁾ published by the Commission in April 2009, revealed companies' experiences and perceptions of such schemes. Following this exercise, the Commission has been developing a new project, due to be implemented in 2010. An EU diversity charter award is foreseen, as well as a platform to allow European level exchange between charter schemes and a benchmarking system to be developed together with companies.

2.4. The legacy of the 2007 European Year of Equal Opportunities for All

The 2007 European Year of Equal Opportunities For All (EYEO) was a landmark in engagement to put equality issues at the very top of the EU agenda. An external evaluation of the Year, followed by a communication by the European Commission, reflected on the activities and legacy of the European Year, which had taken place across the 27 EU Member States, as well as Iceland, Liechtenstein and Norway. This evaluation is published online.

2.4.1. The external evaluation: taking an outside view

The EYEO had set the headline objectives to make people more aware of their equality rights and to launch a major debate on the benefits of diversity in European societies. The independent evaluation of the Year⁽¹³⁾ assessed success in attaining these objectives through 10 country case studies and thematic reports focusing on how the Year had addressed age, race or ethnic origin, sexual orientation, as well as gender mainstreaming.

⁽¹²⁾ <http://ec.europa.eu/social/main.jsp?catId=88&langId=en&eventId=125>

⁽¹³⁾ <http://ec.europa.eu/social/main.jsp?langId=en&catId=423&newSld=483&furtherNews=yes>

The reports provided an overview and insight into the EYEO's colourful array of activities, large and small in scale, reaching out to all imaginable target groups. A key to the Year's success, according to the evaluation report, was the decentralised nature of the organisation. This enabled strategies to be tailored to individual countries' needs, thanks to the combined expertise of public authorities, civil society and others at national level. As many as 25 of the 30 participating national implementing bodies believed that national strategies would not have been drawn up without the Year.

The insistence on tackling all grounds covered by the EU Equality Directives had ensured that some countries and stakeholders broke new ground in treating sensitive grounds of discrimination. This aided deeper analysis of multiple discrimination. Critical to achieving a genuine legacy, the report noted that most actions and networks would be continued beyond the Year and that national implementing bodies believed it would lead to new initiatives.

2.4.2. The European Commission Communication

Following the evaluation, on 19 June 2009 the European Commission adopted a Communication on the overall picture of the 2007 European Year of Equal Opportunities for All (EYEO). The Communication made reference to the strict requirements that had been applied to ensure the EUR 23 million budget (EUR 15 million from the EU) would produce substantial added value. It particularly applauded the political commitment of the Member States, the European institutions and civil society. Countries had allocated considerable resources and broken new ground in cooperating with different stakeholders to face up to the discrimination challenges in their countries. Further to echoing the evaluation's findings on sustainability and recognising the EYEO's contribution to inspiring a new anti-discrimination Directive (page 28), the Communication also reaffirmed the importance of equality of opportunity in the face of the financial and economic crisis that had emerged in the latter stages of 2007.

Part III: Putting the law into practice



3.1. The Lisbon Treaty and anti-discrimination

The entry into force of the Lisbon Treaty on 1 December 2009 was the result of a period of intensive debate on reforming the EU and heralded the dawn of a new era, with important changes made in many areas of EU decision-making. In practical terms, the Lisbon Treaty does not extend the EU's anti-discrimination competences as such, but, in Article 10, it does provide that in 'defining and implementing its policies and activities, the Union shall aim to combat discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation'. Previously, a mainstreaming obligation only applied to gender.

A noteworthy development is that the Charter of Fundamental Rights became legally binding under the Treaty. EU institutions and agencies, as well as Member States, must adhere to it when implementing EU law. Article 20 of the Charter provides that 'Everyone is equal before the law' and other articles reinforce the principle of non-discrimination and make explicit reference to the rights of children, the elderly and people with disabilities.

Charter of Fundamental Rights

Article 21

Any discrimination based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation shall be prohibited.

Article 51

1. The provisions of this Charter are addressed to the institutions, bodies, offices and agencies of the Union with due regard for the principle of subsidiarity and to the Member States only when they are implementing Union law. (...)

2. The Charter does not extend the field of application of Union law beyond the powers of the Union or establish any new power or task for the Union, or modify powers and tasks as defined in the Treaties.

Furthermore, Article 19 establishes that the European Parliament's consent is required when the Council takes appropriate action to combat discrimination. Previously, MEPs only needed to be consulted. This is in line with the general strengthening of the European Parliament's role provided by the Lisbon Treaty.

3.2. Infringement procedures 2009

Infringement procedures are the European Commission's tool to ensure that gaps and incorrect transpositions of EU legislation are remedied. The Racial Equality Directive (2000/43/EC) and the Employment Equality Directive (2000/78/EC) were due to be adopted into national law by 2 December 2003 for the 15 nations that were Member States in 2000, and by time of accession for the 12 countries that subsequently joined the EU. Certain deadline extensions were allowed on age and disability legislation, but by 1 January 2007, all 27 Member States were due to have fully transposed the two EU Equality Directives. While most of the legal provisions have been introduced into national law, the Commission took action to close or clarify the remaining gaps.

3.2.1. Racial Equality Directive

In 2009, the Commission issued a reasoned opinion to Germany and the Netherlands regarding their transposition of the Racial Equality Directive. On the other hand, satisfied with the clarification provided, new legislation, or amendments made into existing laws, the Commission closed a total of 11 infringement cases. At the end of 2009, 12 infringement cases concerning the Racial Equality Directive remained open.

3.2.2. Employment Equality Directive

Concerning the Employment Equality Directive (2000/78/EC), the European Commission sent reasoned opinions to Germany, Italy, and the United Kingdom and initiated proceedings against another Member State. Meanwhile, seven cases were closed during the course of the year. At the end of 2009, 14 infringement cases concerning the Employment Equality Directive remained open.

How do infringement procedures work?

The European Commission first sends a letter of formal notice explaining why it considers the Member State has incorrectly implemented the Directive into its national law. If the Member State fails to reply within two months, or the reply is unsatisfactory, the Commission can go to the next step of the infringement procedure by sending a reasoned opinion, which sets out the legal arguments in more detail. Again, the Member State has two months to reply. If the Commission still considers that the Member State has incorrectly transposed the Directive, it can, at this point, refer the case to the European Court of Justice in Luxembourg, which makes the final decision on whether a Member State has complied with its obligations.

Council on Ageing) against the United Kingdom government.

The ECJ observed⁽¹⁴⁾ that the Member States enjoy broad discretion when choosing the means to achieve their social policy objectives, but not at the expense of frustrating the implementation of the principle of equality on grounds of age. Mere generalisations do not justify derogations. Certain differences in treatment on the ground of age can be 'objectively and reasonably' justified by a legitimate aim, but Member States must establish to a high standard of proof the legitimacy of the aim relied on as a justification.

Case C-388/07 National Council for Ageing, Judgment of 5 March 2009

3.3. Selected 2009 equality case law

3.3.1. EU Court of Justice (ECJ)

Generalisations do not justify derogations in age discrimination laws

Is there a conflict between the Employment Equality Directive and national rules in the United Kingdom, which permit employers to forcibly retire employees aged 65 or over? This was, in essence, the question posed by the United Kingdom High Court to the ECJ, regarding a case brought by an NGO (the National

Young workers must not face discrimination

The Austrian Supreme Court asked the European Court of Justice whether Directive 2000/78/EC was compatible with an Austrian law that excludes previous service from being taken into account for a pay rise, if such service was completed before the person reached the age of 18.

The European Court of Justice accepted the legitimacy of the aim, which was to avoid putting people with a general secondary education at a disadvantage compared to those with a vocational education. This, in turn, was to avoid making apprenticeships more costly for the public sector and to promote the integration of vocationally trained young people into the labour market.



⁽¹⁴⁾ <http://curia.europa.eu/>

However, the European Court of Justice considered that the age criterion set was not appropriate for achieving the legitimate aim of not treating general education less favourably than vocational education and for promoting the integration in the labour market of a category of workers defined by their youth. Therefore, the national law in question is not compatible with Article 6(1) of Directive 2000/78/EC.

Case C-88/08 Hütter, Judgment of 18 June 2009

3.3.2. Examples of equality case law in Member States

Hungary: Segregation of children may be committed by omission

The Chance for Children Foundation had appealed to the Hungarian Supreme Court against a second instance court decision⁽¹⁵⁾ which claimed that the local council and schools concerned had not segregated Roma pupils⁽¹⁶⁾.

The Supreme Court established that segregation does not require active behaviour. By not taking measures against the fact that the proportions of ethnic groups present were significantly different in different buildings of the same schools, the defendants effectively segregated Roma pupils.

The Court pointed out that neither the lack of space in the central buildings, nor long-standing traditions, nor special forms of education such as so-called Gypsy minority education⁽¹⁷⁾, justified the segregation of the Roma pupils. The Supreme Court also ordered the local council to send the decision to the Hungarian News Agency.

Cypriot pension law ruled discriminatory on the grounds of age

The Cypriot Equality Body investigated and upheld age discrimination complaints regarding the Public Service Department's pension policy. Public servants aged 45 and over with at least five years of service could receive a lump sum on taking early retirement and, subsequently, pension payments from age 55. However, persons aged less than 45, with three years of service, received a smaller lump sum and forfeited their pension rights.

The Equality Body rejected⁽¹⁸⁾ the Public Service Department's defence made on the basis of retaining key scientific personnel and legislative exemptions related to pensions. The decision concluded that the measure was not proportionate and did not serve a legitimate aim. While the European Employment Strategy provides for measures encouraging the continuation of employment, it is not intended to keep people in the same job. Citing the relevant case law of the European Court of Justice, the Cypriot Equality Body held that the measure was not proportionate since it covered not only scientific but also non-scientific personnel. In addition, it did not serve a legitimate aim because the shortages of scientific personnel have since been covered.

Germany validates benefits of occupational employment schemes for same-sex partners

A registered partner succeeded in claiming benefits under an occupational pension scheme that reserved this right to spouses. The Federal Labour Court⁽¹⁹⁾ held that occupational pension schemes should provide benefits to registered partners from 1 January 2005 as, at that time, the German legislator created comparable legal circumstances for marriages and registered life partnerships. Therefore, the principle of non-discrimination applies. The decision of the Federal Labour Court represents an important example of ECJ case law being put into practice⁽²⁰⁾.

3.4. In the pipeline: a new anti-discrimination directive

The 2007 European Year of Equal Opportunities for All provided the springboard for the Commission's decision to propose measures to extend legal protection against discrimination. The plans won overwhelming support in a consultation in the latter part of that year, which led to the Commission's decision to put forward a legislative proposal on 2 July 2008. The proposal takes the fight against discrimination outside the labour market, on grounds of religion or belief, disability, age or sexual orientation.

⁽¹⁵⁾ High Court of Appeal of Debrecen decision, Case No Pf.I.20.361/2007.

⁽¹⁶⁾ See European Anti-Discrimination Law Review (EADLR), Issue No 6/7, p. 98, Issue No 4, p. 64 and Issue No 3, p. 68.

⁽¹⁷⁾ 'Gypsy minority education' is a special form of education providing additional classes on Roma culture.

⁽¹⁸⁾ Decision A.K.I. 63/2008, 4.6.2009 (<http://www.mjpo.gov.cy/>).

⁽¹⁹⁾ Decision of 14.1.2009, Az.: 3 AZR 20/07 (<http://www.bundesarbeitsgericht.de>).

⁽²⁰⁾ European Court of Justice, C-267/06 — Maruko.

Under EU law, discrimination based on race or ethnic origin is already prohibited in employment and occupation, as well as in social protection, health-care, education and access to goods and services. Gender discrimination is also prohibited in the same range of areas, with the exception of education.

Extended legal protection

The draft directive is set to outlaw discrimination in social protection, including social security and healthcare, social advantages, education and access to and supply of goods and services that are available to the public, including housing. The draft directive prohibits direct and indirect discrimination, as well as harassment. The proposal also provides for new rights in favour of people with disabilities, ensuring non-discriminatory access and reasonable accommodation — except if these obligations would entail a disproportionate burden.

The proposal includes the same provisions on positive action, defence of rights, the sharing in the burden of proof, victimisation and sanctions as the existing EU Equality Directives. It also stipulates the designation of equality bodies to promote the principle of equal treatment, as provided for in the Racial Equality Directive. These measures represent a minimum standard and Member States can choose provide a higher level of protection.

Exemptions and areas not covered

The Directive does not cover national laws relating to the secular nature of the State and its institutions, nor to the status of religious organisations. Differences in treatment based on nationality are also not covered.

The proposal for the new directive provides for a specific provision for discrimination on the grounds of age. Although a specific age may be applied to access to social benefits, education and certain goods or services, this does not alter the fact that different treatment must be justified by a legitimate objective, for which the means must be appropriate and necessary. Under the proposal, differences in treatment on the basis of age or disability may be permitted in the case of financial services in which the use of age or disability is an important factor in the assessment of risk.

Next steps

On 2 April 2009, the European Parliament ⁽²¹⁾ adopted a legislative resolution on the proposal for the directive. It basically endorses the Commission's proposal, while suggesting several amendments. At the end of 2009, the proposal for the directive was under negotiation in the Council of the European Union ⁽²²⁾.



⁽²¹⁾ <http://www.europarl.europa.eu/>

⁽²²⁾ <http://www.consilium.europa.eu/>

Conclusions

The period covered by this report reflects a time of consolidation and new ground reached in the fight against discrimination. Strengthened and extended cooperation between actors has been a headline achievement. The European Commission played its part in putting frontline actors, notably NGOs and trade unions, centre stage with a focus on forging stronger alliances towards common goals. There has also been a response to the need to establish stronger links with other sectors, notably with the worlds of media and business.

Steady progress has also been made towards strengthening the legislative framework. During 2009, the European Commission's proposal for a new directive was subject to scrutiny and discussion. If adopted, it will set new standards for anti-discrimination protection beyond the workplace. Even if it is important to recognise that the vast majority of discrimination cases never make it to a court of law,

existing legislation has continued to defend equality principles and rights.

While the 2009 Eurobarometer survey recorded continued recognition of the problem of discrimination by European citizens, it also found a persistent lack of awareness of the rights that have been afforded in Europe. All anti-discrimination actors need to shoulder the shared responsibility of ensuring that people are aware of their equality rights and who to turn to if they are violated.

The continuing situation of economic crisis in 2009 was cause for concern, not least since the people on the margins of society are often those hardest hit. In this context, it is essential to maintain the commitment not only to fight discrimination, but also to promote diversity as an asset in businesses and in wider society. It is this positive message that will help to catalyse the long-term project of eliminating discrimination and ensuring a European Union where all citizens enjoy equal rights in practice.



Annex 1 — Publications

The network of legal experts in the field of non-discrimination

The members of the Network of legal experts in non-discrimination, representing all EU Member States, again produced valuable legal updates and analysis in 2009⁽²³⁾. In addition to the biannual European Anti-discrimination Law Review, the network produced thematic reports on migration and disability.

'Migration and Discrimination'

Protection against discrimination is vital for migrants to successfully integrate. This report — published in English, French and German — examines the links between nationality and anti-discrimination protection under Member State, EU and international law. The Racial Equality Directive provides that the prohibition of racial discrimination applies also to nationals of third countries, but it does not cover differences of treatment based on nationality and is without prejudice to provisions governing the entry and residence of third-country nationals and their access to employment and to occupation. The report puts this issue in the general context of EU law. It concludes that Member States should take into account the need to avoid differences in treatment between nationals and foreign nationals, including residents who are nationals of a third country, unless there are legitimate aims for which the means can be justified.

<http://ec.europa.eu/social/BlobServlet?docId=4676&langId=en>

'Disability and non-discrimination law'

Re-examining the meaning and scope of terms such as 'disability' and 'reasonable accommodation', this report analyses disability discrimination law within and beyond the employment field. The study includes a timely chapter on strategies to combat disability discrimination outside an employment context, given that a proposal is underway to extend EU-level protection beyond the workplace.

<http://ec.europa.eu/social/BlobServlet?docId=4393&langId=en>

The following reports on disability and discrimination were also published.

- Second EU Disability High-Level Group Report on the UN Convention
- Disability Action Plan mid-term evaluation
- Study on the situation of women with disabilities in light of the UN Convention for the Rights of Persons with Disabilities
- Tool kit for using EU Structural and Cohesion Funds — Ensuring accessibility and non-discrimination of people with disabilities

⁽²³⁾ <http://www.non-discrimination.net/>

European Commission

Promoting equality: activities on fighting discrimination in 2009

Luxembourg: Publications Office of the European Union

2010 — 31 pp. — 21 × 29.7 cm

ISBN 978-92-79-16267-1

doi:10.2767/96446

The report “Promoting equality: activities on fighting discrimination in 2009” presents activities carried out in 2009 by the European Commission to fight discrimination on the grounds of racial or ethnic origin, religion or belief, disability, age or sexual orientation as regards to employment and occupation. It begins with a brief overview of European attitudes towards equality, then examines the latest policy development and partnerships. The brochure also looks at activities conducted to raise awareness of and better understand discrimination and equality issues, including the promotion of the business benefits of diversity. Examples are given of the implementation of equality legislation along with details of a new proposal for an anti-discrimination directive.

This publication is available in printed format in English, French and German and in electronic format in all other EU official languages.

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