



Putting equality into practice

Community Action Programme
to combat discrimination



European Commission

Putting equality into practice

Community Action Programme to combat discrimination

European Commission

Directorate-General for Employment, Social Affairs and Equal Opportunities

Unit D.3

Manuscript completed in March 2006

'Putting equality into practice: Community Action Programme to combat discrimination' is published under the Community Action Programme to combat discrimination 2001-2006. The contents of this publication do not necessarily reflect the opinion or position of the European Commission.

If you are interested in receiving the electronic newsletter "ESmail" from the European Commission's Directorate-General for Employment, Social Affairs and Equal Opportunities, please send an e-mail to empl-esmail@cec.eu.int.

The newsletter is published on a regular basis in English, French and German.

For more information on the Action Programme and discrimination on the grounds of race or ethnic origin, religion or belief, disability, age and sexual orientation, visit the website at:

www.europa.eu.int/comm/antidiscrimination



© Cover: photos 1,2 Carl Cordonnier, Dailylife

Photos

© Page 10: photodisc

© Page 22: MTV

© Page 24: Academy of European Law

***Europe Direct is a service to help you find answers
to your questions about the European Union***

**Freephone number (*):
00 800 6 7 8 9 10 11**

(*) Certain mobile telephone operators do not allow access to 00 800 numbers or these calls may be billed.

A great deal of additional information on the European Union is available on the Internet. It can be accessed through the Europa server (<http://europa.eu.int>).

Cataloguing data can be found at the end of this publication.

Luxembourg: Office for Official Publications of the European Communities, 2006

ISBN 92-79-01653-9

© European Communities, 2006

Reproduction is authorised provided the source is acknowledged.

Printed in Belgium

Printed on white chlorine-free paper

FOREWORD

An award scheme for journalists; training seminars on equality law for high court judges; an MTV photo contest for young people; studies on Roma, age discrimination and data collection; support for anti-discrimination NGOs bringing together organisations from all the Member States... these are just a few of the many hundred of initiatives which have been financed under the Community Action Programme to combat discrimination over the past five years.

The EUR 100 million Programme was adopted by the Council of Ministers and European Parliament in 2000 to support the implementation of far-reaching anti-discrimination laws which were approved the same year. Rules making it illegal to discriminate against someone because of their sexual orientation, age, ethnic and race origin, disability, or their religion or belief. All in all 31 European countries have been involved.

Implementing these laws over the years has been a long process and in many Member States there is still a long way to go before the rules are fully and correctly applied. The aim of the Programme has been to increase awareness of the laws, to support organisations in the anti-discrimination field and to carry out research to deepen our understanding of the complex nature of discrimination.

The Action Programme has ultimately been about two things: people and ideas – and bringing the two together. People working to combat discrimination, people in trade unions and business, for example, and, of course, people who have been discriminated against. And ideas – ideas which can help us understand the causes, forms and extent of discrimination, ideas to help us support people who face discrimination and to help us design better policies.

Activities under the Programme will draw to a close in the course of 2006 and 2007. This is far from the end, however! In 2007 two major initiatives will take place. The first is the launch of the new funding programme which will run until 2013. The action programme, entitled PROGRESS, will support activities not only in the anti-discrimination field but also gender equality, social inclusion, working conditions and employment.

Secondly, 2007 will be called the European Year of Equal Opportunities for All. The Year aims to build on the work of the programme putting equality issues into the public and political spotlight across Europe. The Year will be a highpoint, marking the transition from one anti-discrimination programme to the next.

We hope this publication will contribute to a better understanding of some of the many people and ideas which have made up the Community Action Programme. You might wish to contact the organisations involved to learn more about their activities or indeed it may inspire you to carry out similar initiatives in your own Member State.



Vladimír Špidla

Commissioner for Employment,
Social Affairs and Equal Opportunities

CONTENTS

PART 1: TAKING ON DISCRIMINATION – WHY A COMMUNITY ACTION PROGRAMME?	5
PART 2: ANALYSIS AND EVALUATION OF DISCRIMINATION	7
Introduction	7
Expert advice on anti-discrimination law	8
Data to promote equality	10
Ad hoc studies: focusing on key issues	12
PART 3: DEVELOPING CAPACITY TO COMBAT DISCRIMINATION	13
Introduction	13
Minority representation in the police: exchanging information and good practice	14
Training for trainers in the Baltic region – passing on skills in non-discrimination law	16
Linking national equality bodies	18
Strengthening NGO networks	20
PART 4: RAISING AWARENESS OF RIGHTS	21
Introduction	21
Equal rights – spreading the word	22
The legal profession: putting rights into practice	23
MIA – for diversity in the workplace	25
PART 5: LOOKING FORWARD: COMBATING DISCRIMINATION BEYOND 2006	26

PART 1 – TAKING ON DISCRIMINATION – WHY A COMMUNITY ACTION PROGRAMME?

Since 1999, the European Community has been tasked by its Member States to tackle discrimination in Europe – on the grounds of sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation. The legislation introduced as a result – the two landmark Directives on Racial Equality and Employment Equality in 2000 – have given people in the EU a uniform level of protection against discrimination. Together, they represent some of the most comprehensive and far-reaching anti-discrimination laws to be found anywhere in the world.

Albeit vital, the fight against discrimination in society will not be won through legislation alone. Past experience – especially in the field of gender equality, where the EU has been active since the very beginning – shows that laws need to be underpinned by concrete actions. Combating discrimination in practice calls for a combination of different measures – measures which should support and reinforce one another.

PUTTING RIGHTS INTO PRACTICE

In 2000, the EU established a funding programme to help put the legal rights to equal treatment into practice – and help ensure anti-discrimination policies would become a reality. The Community Action Programme to combat discrimination aims to do just that. It runs from 2001-2006 and is managed by the European Commission's Employment, Social Affairs and Equal Opportunities DG – with the assistance of an external Programme Committee, made up of representatives of the EU Member State governments.

The Programme supports activities combating discrimination on grounds of racial or ethnic origin, religion or belief, disability, age or sexual orientation – or on a combination of any of these grounds. They must also contribute to one or more of its three core objectives:

- to improve understanding of issues related to discrimination through analysis and evaluation;
- to develop capacity to combat and prevent discrimination through building and strengthening inter-organisational dialogue and networking;
- to promote values underlying the fight against discrimination through awareness-raising activities.

THREE TYPES OF ACTION

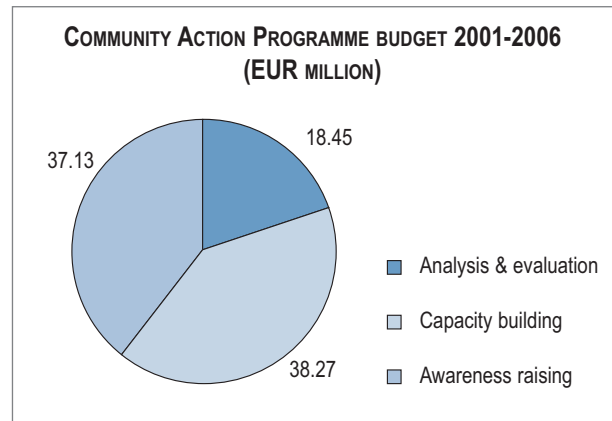
It supports a diverse range of activities, which are structured within the Programme under three different 'strands' of action – equating to these three objectives. This brochure examines each of these strands in turn, highlighting good practices and successful results from among the various projects and initiatives financed.

These include, among other things, activities carried out within a transnational framework – for example cross-border partnerships or exchanges at European level. At the same time, the Programme aims to support – and complement – efforts by the different Member States to tackle discrimination at national level.

INVOLVING THOSE WHO COUNT

The Programme also places special emphasis on involving people who face discrimination, and organisations representing them, in its work. It has been designed as such to encourage all those working to combat discrimination to get actively involved in its work, and to create real partnership and dialogue among them. This is the only way to ensure coordinated and integrated action – and to step up action against discrimination in Europe.

For this reason, the Commission organises regular exchanges of views with NGOs and social partners at European level on the Programme's activities and wider anti-discrimination policy issues. Several of its actions are also specifically directed at building up the capacity of these sorts of groups to promote equal treatment and tackle discrimination.



Every year a work plan and annual budget for the Action Programme are agreed between the European Commission and the Member States. The budget for 2001-2006 amounted to EUR 94 million. Around 20% of available funding went to analysis and evaluation, while the strands on capacity building of organisations and awareness-raising activities each covered around 40%.

COMMUNITY ACTION PROGRAMME 2001-2006: SOME FACTS AND FIGURES

- 52 transnational projects involving 350 partner organisations
- Legal training seminars for 258 judges and prosecutors, and 198 lawyers
- Financial support for 4 umbrella networks representing over 1000 NGOs across Europe
- 92 reports by legal experts and 10 in-depth studies on specific non-discrimination issues
- Training for 96 anti-discrimination trainers and 519 NGO representatives across the ten new Member States as well as Bulgaria, Romania and Turkey
- 23 EU Presidency and other European-level conferences
- 32 information leaflets, distributed in all 25 EU Member States
- Photo and poster competitions, and anti-discrimination and diversity awards for journalists and businesses

PART 2 – ANALYSIS AND EVALUATION OF DISCRIMINATION

INTRODUCTION

To take effective measures to prevent and combat discrimination, it is important for policy makers – and others – to have a solid knowledge of the reality of discrimination in Europe. This means being able to understand the phenomenon, its causes and extent – as well as the impact of policies and practices designed to tackle it.

The Community Action Programme's first group of activities aims to fill this knowledge gap with monitoring, analysis and evaluation – as well as effective dissemination of the results – particularly among those in a position to influence policies and practice.

LEGAL EXPERTISE

Given the novelty of the EU's anti-discrimination legislation and several of its key concepts in many Member States, it is perhaps not surprising that problems have arisen in some countries in introducing the Directives into national law. To help make the rights and obligations contained in the Directives effective in practice, the European Commission needs independent information on how they are being implemented and applied across the EU. The Network of Independent Legal Experts in non-discrimination studies and analyses this process, communicating its findings in a series of regular publications as well as ad hoc advice to the European Commission. Colm O'Cinneide, one of the legal experts, explains his role and that of the network in an interview on page 8.

Data and indicators are an essential basis for effective anti-discrimination policies – be they legal or other measures, and whether at regional, national or European level. But our knowledge in this field remains limited by the quality and quantity of relevant data available. The Community Action Programme is working to improve the collection of data with the view of measuring the extent and impact of discrimination. Meri-Sisko Eskola, a former chair of the Working Group on Data Collection, gives an outline of these activities on page 10.

FOCUSED STUDIES

In addition to these ongoing activities, the Programme has funded a number of in-depth studies on an ad hoc basis on particular issues of importance. In some cases these have been supported by dedicated conferences to provide input and help disseminate results. Two examples of such studies are presented on page 12.

Finally, the Action Programme itself has been subject to an ongoing external evaluation in order to assess the effectiveness of its activities. In their final evaluation, Ernst & Young found that the Programme has played "a key role in supporting the European Directives and their application in the Member States, allowing a levelling-up of protection for victims of discrimination to a comparable level in all Member States. This role has progressively been reinforced as the Programme has developed."¹

¹ "2005 Evaluation of the Community Action Programme to combat discrimination – Final report" – Ernst & Young, 2005

EXPERT ADVICE ON ANTI-DISCRIMINATION LAW

Colm O’Cinneide is a lecturer in law at University College London. He is country expert for the United Kingdom in the European Network of Legal Experts in non-discrimination – which provides independent information and analysis on developments in anti-discrimination law in the EU Member States.

What does your role as a national legal expert consist of? How does it fit into the work of the Network as a whole?

My role as national expert is to provide the Network with regular updates on developments in the UK that concern issues relating to equality, non-discrimination, integration policies and so on. I produce regular ‘flash reports’ to the Network, which are brief summaries of new laws, court decisions or policies. I also update every year a full report on how the UK is complying with the EC Equality Directives, and provide information for colleagues on the UK when necessary.

How does it complement your other work, for example in teaching law?

My work for the European Network greatly complements my other work in teaching and researching law. It encourages me to keep up to date with new developments, and I use information from other national experts to illustrate in my classes how other European countries are coping with equality and non-discrimination issues.

The Network brings together country experts for each of the 25 Member States as well as coordinators for each of the five grounds of discrimination. What insights has this given you?

It is fascinating to see how similar problems recur in different European countries, but also to see the

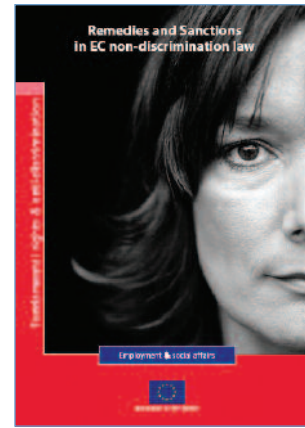
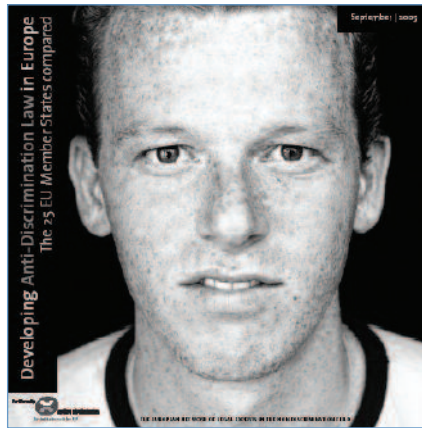
variety of different solutions that are adopted. This makes you rethink your own assumptions about what is the ‘best’ way to handle some of these difficult issues, and also makes you appreciate that there is usually no single, simple solution!

How about the situation in the UK? Could you summarise some of the impact the EU equality Directives have had there?

The UK already had extensive race and disability discrimination legislation in place before the Directives entered into force, so their impact in these areas was perhaps less than in other EU Member States. Nonetheless the UK had to adjust their existing legislation to the provisions of both Directives. In addition, legislation has been introduced to prohibit discrimination on the grounds of sexual orientation and religion, which now will go beyond even the scope of the Framework Equality Directive: this breakthrough was mainly the result of the require-



▼
Colm O’Cinneide: “It is fascinating to see how similar problems recur in different European countries”

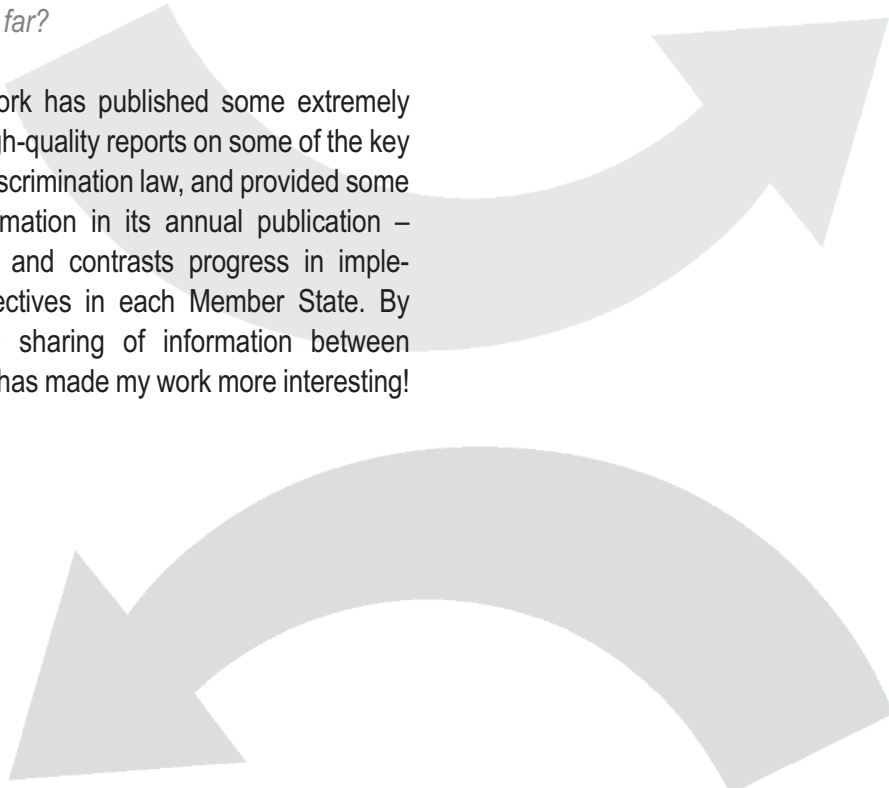


Some of the publications by the European network of independent legal experts in the non-discrimination field.

ments imposed by the Directive, and age discrimination legislation will also be introduced this year to ensure compliance with its provisions. The overall impact has been to encourage the extension and modernisation of the UK's anti-discrimination laws, which is a substantial achievement.

Finally, what impact do you think the work of the Network has had so far?

I think the Network has published some extremely influential and high-quality reports on some of the key aspects of anti-discrimination law, and provided some very useful information in its annual publication – which compares and contrasts progress in implementing the Directives in each Member State. By encouraging the sharing of information between members, it also has made my work more interesting!



FOR MORE INFORMATION:
www.eu.int/comm/employment_social/fundamental_rights/policy/aneval/legnet_en.htm

DATA TO PROMOTE EQUALITY

by Meri-Sisko Eskola

Meri-Sisko Eskola is a ministerial adviser at the Finnish Ministry of Labour and was chair of the European Working Group on Data Collection. Timo Makkonen is coordinator for the project Making Equality a Reality with Adequate Data (MERA)

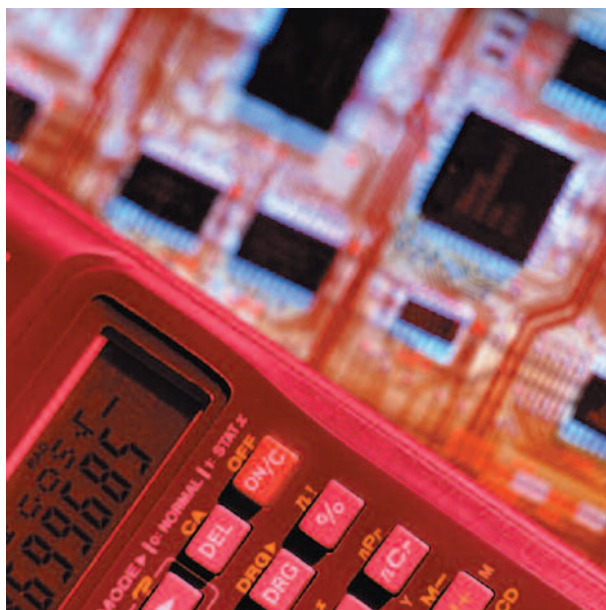
The two European anti-discrimination Directives approved in 2000 were a real breakthrough in the work against discrimination in Europe. They gave a strong boost for policies to promote more equal societies for all. Nevertheless, all policy decisions must be based on proper and reliable information on the relevant phenomena in society and the impact policy decisions have. After approval of the two Directives it became clear very quickly that neither at European nor at Member State level was the information gathered comprehensive enough to give a picture on the extent, nature and effects of discrimination, or on the impact of the new legislation and policies.

BRINGING TOGETHER EXPERTS

On these bases, the Finnish authorities took the initiative to gather experts representing the European

Commission, EU Monitoring Centre on Racism & Xenophobia, national authorities, statisticians, other researchers and NGOs to discuss the need to further develop data collection in relation to discrimination. The European Commission decided to support the initiative by establishing in 2003 a European Working Group on Discrimination Data, bringing together these groups. The aim was to improve the quality and extent of data collection at the European level and in the Member States. For a start, the group supervised two studies describing the measurement of discrimination and anti-discrimination practices within and outside the EU. These were presented at a European Conference on Data to Promote Equality held in December 2004 in Helsinki. In addition, the group has discussed in depth the issues relating to discrimination data, and further discussions are needed.

In the course of the work it quickly became clear that the task given to the group was more complex than maybe thought in the beginning. The Member States differ in their diversity, policy approaches, monitoring systems and political choices. The discrimination grounds covered by the Directives are many and the groups at risk of discrimination are also very different from one another. Nevertheless, the working group – very much on the basis of the Conference outcomes – came to the conclusion that it is important to try further, as the lack of proper monitoring apparatus may



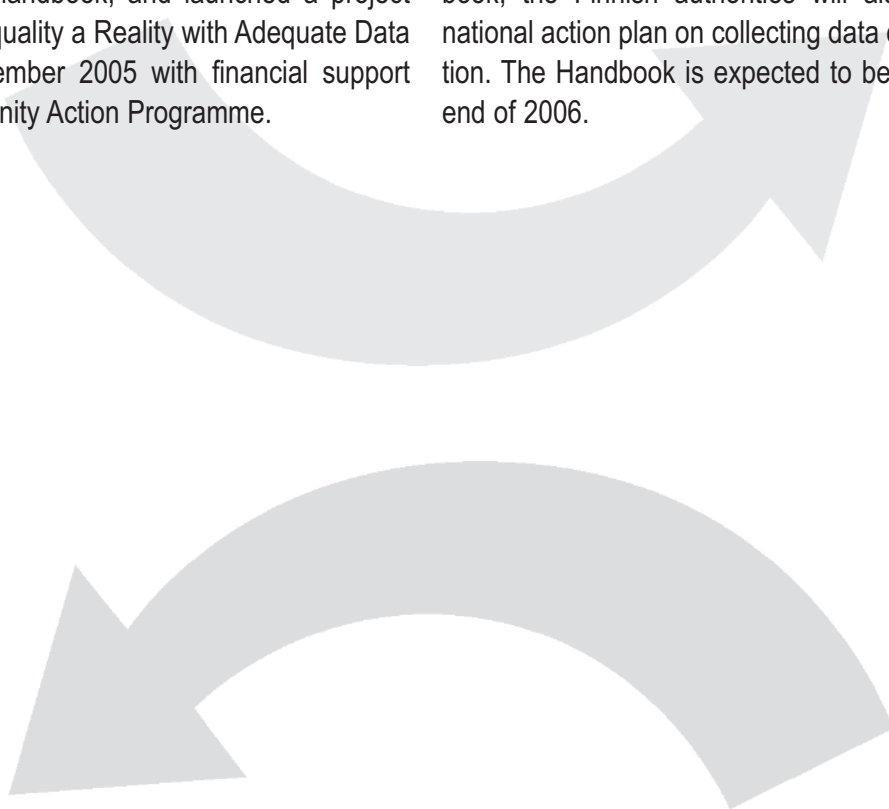
The Group supervised a comparative study on data collection in and outside the EU

lead to misguided policy-making, both at European and national level. But the commitment of all relevant actors is needed, and a variety of methods and indicators should be used.

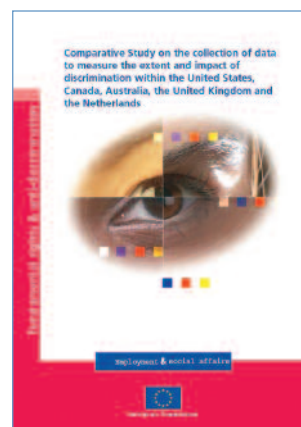
TOWARDS A EUROPEAN HANDBOOK

It was concluded at the Helsinki conference and by the working group that all actors would need practical tools to develop their data collection practices and the cooperation between actors. One such tool could be a European Handbook on Data Collection, promoting the collection of data in this subject area and describing the various ways in which the data can be collected. Finnish authorities took up the idea of producing a handbook, and launched a project called Making Equality a Reality with Adequate Data (MERA) in November 2005 with financial support from the Community Action Programme.

The project has started identifying good practices in this area. On the basis of this mapping exercise it will be possible to make recommendations on how the Member States can improve and make maximum utility of their existing data collection mechanisms, and on what further measures they should adopt. The Handbook will discuss the way in which international, European and national laws relating to the right to privacy and data protection may have an impact on data collection activities. It will cover all the grounds mentioned in the Article 13 Directives. A European reference group consisting of top experts in this area is supervising the work on the Handbook. Within the confines of the MERA project, and on the basis of the recommendations made in the Handbook, the Finnish authorities will also develop a national action plan on collecting data on discrimination. The Handbook is expected to be ready by the end of 2006.



FOR MORE INFORMATION:
Measuring the extent and impact of discrimination in Europe
www.eu.int/comm/employment_social/fundamental_rights/policy/aneval/data_en.htm
Finnish Ministry of Labour www.mol.fi



AD HOC STUDIES: FOCUSING ON KEY ISSUES

ROMA IN AN ENLARGED EUROPEAN UNION

With the accession of ten new Member States to the EU in 2004, the Roma became the largest ethnic minority in the Union. Shortly afterwards, the European Commission published a major study on the situation of Roma communities across the enlarged EU – including recommendations for policies and actions to the European institutions, national governments and civil society organisations.

The study – funded jointly under the anti-discrimination Action Programme and the Action Programme on social inclusion – was the first to examine the situation of Roma on this scale, including education, employment, housing and healthcare, among other areas.

Its main findings were that Roma in both the older and newer Member States continue to experience marked discrimination and social exclusion, although several examples of good practice are included to illustrate progress in certain fields.

The study recommended that the EU take the lead in targeting Roma within its various policies, like anti-discrimination and social exclusion. In particular it suggested establishing a new structure to better coordinate the EU's different activities related to Roma – a recommendation the European Commission took up with its new Inter-Service Group on Roma issues, bringing together its different departments working in relevant fields.

FOR MORE INFORMATION: www.eu.int/comm/roma

THE BUSINESS CASE FOR DIVERSITY

Another major study supported under the Action Programme addressed the issue of diversity and non-discrimination in the workplace – and the benefits of such policies for employers.

The report – launched at a dedicated conference in November 2005 – presented the results of a survey of European companies and their diversity policies, carried out for the Commission earlier that year. Some 800 businesses took part in the survey, of which two-thirds were small- and medium-sized enterprises. Around half of the companies (42%) had already implemented diversity policies.

For 85% of these, there were tangible business benefits – including being able to recruit from a wider selection of people, being able to keep better workers longer, improved community relations and an enhanced company image.

The report also featured a series of case studies on good practices from various companies surveyed. Examples include providing non-discrimination training for managers and staff; creation of employee networks representing disabled, gay, lesbian, or ethnic minority employees; company-wide campaigns on the value of older employees; and diversity objectives for managers linked to performance appraisal.

FOR MORE INFORMATION:
www.eu.int/comm/employment_social/fundamental_rights/pdf/events/busicase_en.pdf

PART 3 – DEVELOPING CAPACITY TO COMBAT DISCRIMINATION

INTRODUCTION

Addressing discrimination in everyday situations requires the support of those organisations in a position to represent and defend those who may be subject to discrimination. Legal rights to equal treatment are of little value if not applied in practice. But these organisations – be they social partners, equality bodies or NGOs – need the means and know-how to carry out this role and help make anti-discrimination legislation a reality.

ORGANISATIONS HAVE A KEY ROLE

This is the objective of the second package of activities supported by the Community Action Programme: to help equip organisations to take on discrimination. This support takes two main forms: firstly, for training, networking and pooling of knowledge among organisations; and secondly, for European networks of NGOs. Between 2001-2006, these made up the biggest strand of activities in the Programme – equating to around 41% of the budget.

The Programme's funding for joint projects between partners from different European countries formed around half of this. A total of 52 so-called 'transnational' projects were funded, involving around 350 partner organisations. Their work ranged from training for lawyers and NGOs to exchange of good practices among national equality bodies and research institutes. Partnerships were also formed to examine monitoring of discrimination and data collection,

involve public authorities in the fight against discrimination, and promote Roma integration.

PARTNERS IN THE FIGHT AGAINST DISCRIMINATION

The scope of organisations taking part was also wide. Research institutes, lawyers' associations, social partners, equality bodies, national, regional and local government and NGOs all contributed to transnational partnerships. Some examples of concrete results and impacts achieved by the projects are presented on pages 14 (anti-discrimination training for police), 16 (training for lawyers from bar associations) and 18 (networking and information exchange between equality bodies). Many more have developed practical products like test case strategies, training packages, monitoring tools and information materials.

Direct funding for European-level networks of NGOs forms the other main part of this strand of the Action Programme – and accounts for half the funding under this section. Four European networks and five European-level disability organisations have been selected for funding under the Programme, and funding for a network representing Roma interests is also planned. Together, the four existing umbrella networks represent some 1,000 member and associate organisations across Europe. Their role is explored in more detail on page 20.

FURTHER INFORMATION about each of the transnational projects supported by the Programme is available at: www.eu.int/comm/employment_social/fundamental_rights/policy/capac/capac_en.htm

MINORITY REPRESENTATION IN THE POLICE: EXCHANGING INFORMATION AND GOOD PRACTICE

by Dafni Mavrommati

Dafni Mavrommati was Greek national coordinator for the transnational project 'Minority representation in police organisations' and EU projects coordinator for ANTIGONE – the Greek partner. She is currently working as an independent consultant for various types of transnational projects.

"The Greek police force should broaden its recruitment among different social groups in order to improve its own understanding of society."

Chairwoman of the Union of Greek Police Employees in Kilkis prefecture,
at a conference of the Greek Homosexual Community, June 2004.

"We need to actively address the police's current negative perception of immigrants. We need to combat racist and xenophobic stereotypes in society at large. We need to contribute positively to the development of immigration policies and finally begin recruiting immigrants in the Greek police force."

Chairman of the 40,000 strong Pan-Hellenic Federation of Greek Police Employees (POASY)
at a conference entitled 'Foreigners in our country', December 2005.

These are just two examples of the continuing impact of the project 'Minority representation in police organisations: transnational measures for the exchange of information and good practice' on police trade unions in Greece.

A GROUND-BREAKING PROJECT

The project, which ran from September 2002 to September 2004 in three EU Member States – Sweden, The Netherlands and Greece – was co-funded by the Community Action Programme to combat discrimination 2001-2006.

Its aim was to address the issue of the under-representation of ethnic and gay/lesbian minority

groups within the police authorities of the three participating countries. This was accomplished by studying their recruitment procedures to identify discriminatory elements and then training staff responsible for recruitment accordingly.

The long-term objective was to create a police force that reflects society at large. The benefits are twofold: on the one hand contributing to a more stable workforce by reducing employee dissatisfaction and turnover, and on the other improving relations between the police and the society it aims to protect, by making it more recognisable and acceptable.

Led by the Swedish National Institute for Working Life, the project brought together partners from Swe-



The project broke new ground in Greece – and generated considerable press coverage as a result

den (Stockholm County Police and the immigrant organisation SIOS); The Netherlands (EGA HRM-Consult, a diversity consultant, and the Landelijk Expertise Centrum Diversiteit); and Greece (ANTIGONE, a research organisation). In March 2003 the Pan-Hellenic Federation of the Greek Police also committed itself to the project, bringing permanent support, novel insights and new impetus.

UNDERSTANDING, ANALYSING, TRAINING

The project began with a 'diversity audit' of each of the participating police forces, focusing on discrimination in three key areas: external recruitment, internal career opportunities and organisational culture. In addition, ANTIGONE carried out an in-depth study of relevant legislation and made concrete recommendations for changes in those policies which were found to have discriminatory effects in the three areas.

This was followed by skills training for human resources personnel from each police force. The

workshops, organised by diversity experts, were designed to provide solutions to the problems identified by the diversity audits. ANTIGONE adapted the seminars to the special training needs of Greek police personnel, providing a much-needed forum to debate ethnic and gay/lesbian issues in the police forces.

The results of both activities were incorporated in a handbook: 'Promoting diversity and combating discrimination in police forces', with information on EU anti-discrimination legislation, the results of the diversity audits and examples of solutions to discrimination issues taken from each of the three participating police forces.

MAKING AN IMPACT

But perhaps the biggest indicator of the project's success is the ongoing interest in the questions it has raised. Since 2004, the Greek police federation's training institute has participated in two project proposals with anti-discrimination themes under the EU's EQUAL programme – which aims to promote a more inclusive work life. During the same period, the Federation's magazine has frequently published anti-discrimination related articles, highlighting the organisation's latest activities in the area. Finally, many of the project's proposals have been incorporated into the Federation's own recommendations to the government.

FOR MORE INFORMATION:
www.antigone.gr/eu_projects/police

TRAINING FOR TRAINERS IN THE BALTIC REGION – PASSING ON SKILLS IN NON-DISCRIMINATION LAW

by Emilia Naumann

Emilia Naumann is an attorney-at-law practising at the Polish Bar in Warsaw. She participated in a training-for-trainers session organised under the Baltic T4T project – which trains representatives of bar associations and trade unions to deliver training in non-discrimination law.

As part of the Community Action Programme to combat discrimination, Interights and the Helsinki Foundation for Human Rights in Poland organised a series of training sessions for trainers in EU discrimination law from Poland, Latvia and Lithuania. The course consisted of two 2-week sessions held in Poland, in September 2005 and January 2006. The overall aim was to improve the training capacity as well as the skills and knowledge of legal professionals and trade unions in EU non-discrimination law (specifically, the Race Equality and Framework Directives). The project was financed by the Community Action Programme with a contribution from the British Foreign and Commonwealth Office.

LEARNING TO MAKE USE OF EU LAW

As one of the participants in the project, from my own point of view, this aim was fully achieved. The most interesting parts of the training were learning about litigation strategies in anti-discrimination law and developing my own training skills – being able to train other lawyers. It's a hard fact but true: Poland is one of the countries where anti-discrimination law is still far away from the EU standards. Therefore Polish lawyers who want to dedicate their work to these types of cases need to recognise the various forms of discrimination properly. They should also be able to deal with the problems of incorrect or insufficient implementation of EU Race Equality and Framework Equality Directives. They have to be well prepared to make use of the Polish – as well as EU – legal instru-

ments in order to push the cases forward to the European Court of Justice if necessary, as frequently this is the only way to make the local judges think beyond the local level.

PASSING ON KNOWLEDGE

The project also focused on passing on the knowledge to local lawyers through the participants of the training in their own countries. Most of the participants were practising lawyers, who did not have much experience in teaching this branch of law, which made the second session even more interesting. This session was planned in such a way that every participant was trained to be a trainer. It included awareness-raising and other sessions devoted to building the scenario of delivering local training. We learned not only the law, but also some very important skills, such as working in groups, sharing responsibility, presenting the law in a way that will stay in the memory of the trainees. Those are skills that should not be under-estimated, as they are also important in legal work, but can be very hard to be learned. It is no secret that many lawyers prefer to work as individuals rather than in a group, so they are not so used to developing common ideas and joint strategies.

The whole project is a great idea in my view. I have the impression that each of us left the training for trainers a little bit changed: more sensitive to stereotypes, to homophobia, to discrimination.

A LASTING EFFECT

Each national group will now organise local training sessions for local practicing lawyers in their own country during 2006. Some of the participants – myself included – are considering further continuing our teaching experience and sharing the knowledge in the places we work with: bar associations, NGO's, universities, and so on.

This effectively makes the participants in the training messengers for what is today a very sensitive but very important branch of law – anti-discrimination law. It also means that this project will have lasting effects which live on in the future.

FOR FURTHER INFORMATION: www.interights.org

HELPING CIVIL SOCIETY FULFIL ITS ROLE

Civil society has a vital role to play in making anti-discrimination legislation understood and enforced on the ground. NGOs are essential in speaking on behalf of and defending those they represent, as well as in raising awareness – both among victims and potential victims of discrimination and among the general public. This is all the more important as those exposed to discrimination often lack an understanding of their rights under EU anti-discrimination law.

For this reason, the European Commission funded a project to identify the training needs of NGOs combating discrimination and provide them with the information needed to fulfil their advocacy tasks. The target group included NGOs combating discrimination on the grounds of racial and ethnic origin (including Roma ethnic minority), religion and belief, disability, age, and sexual orientation. The project was carried out in the ten Member States which joined the EU in 2004 as well as Bulgaria, Romania and Turkey.

The project began with an analysis of training needs in each of the 13 countries, and then held train-the-trainer sessions for six individuals in each country. National versions of a training manual were prepared for each country in the relevant national language, containing information on anti-discrimination legislation (European and national); the role of NGOs in combating discrimination; support to victims of discrimination; awareness raising, and skills and tools when working towards combating discrimination.

In the national seminars which followed, 559 representatives of NGOs across the 13 European countries were trained. The success of the project has led to a follow-up in 2006 and an extension to take in all 25 EU Member States as well as Bulgaria, Romania and Turkey. The scope of the project has also been widened to include social partner organisations among the participants.

FOR FURTHER INFORMATION: www.eu.int/comm/employment_social/fundamental_rights/civil/civ_en.htm

LINKING NATIONAL EQUALITY BODIES

Bjørn Dilou Jacobsen represents the Danish Institute for Human Rights in EQUINET, a transnational project linking national equality bodies across the EU – which all EU countries are obliged to set up under the provisions of the Race Equality Directive. He spoke to *Equal Rights in Practice* about what the network has achieved and what his own equality body has gained from taking part.

What role does EQUINET play in facilitating exchange of best practice and networking among equality bodies?

EQUINET has a key role. The project tries to facilitate cooperation and information exchange between equality bodies, and in that way supports a uniform implementation of EU anti-discrimination law and the levelling-up of legal protection for victims of discrimination. There are currently 28 organisations in the network – mainly national equality bodies – from 23 different Member States. They come together at annual meetings, and more regularly in the executive board, to ensure that the projects undertaken through EQUINET are carried out.

One of the projects has set up specialised working groups to look at certain areas in more detail and come up with concrete outcomes – like studies, reports and so on. We have four of these groups, looking at exchange of information, strategic enforcement, dynamic interpretation, and policy formation. The members are a mix of representatives from the different equality bodies, so that we can draw on the knowledge, experience and views of the different organisations.

Another initiative is an informal forum for information exchange on the Internet, where employees of the

equality bodies can ask questions, discuss issues and share knowledge about the interpretation of the EU Equality Directives. This is a very practical tool, especially for complaint handling, as anti-discrimination law tends to be complicated, many of the issues that individual complaints raise are new and national, and European Court of Justice case law on the area is still limited. In my work at the Danish Complaint Committee for Ethnic Equal Treatment I often experienced this. When dealing with a specific case, I would not be able to find any guidance in the Danish implementing legislation, in the EU Directives or in case law. In Denmark, like elsewhere, the Complaints Committee has been established recently and is fairly small. But with this forum, EQUINET has united the national equality bodies – knowledge wise – into one big network handling thousands of complaints across different grounds – and the many employees of these bodies have become colleagues you can ask for guidance.



Bjørn Dilou Jacobsen: "By cooperating among national equality bodies, it really is possible to level up the legal protection for victims of discrimination"



EQUINET recently published a report on the powers and competences of equality bodies

How is the Danish Institute for Human Rights involved in the project?

We participate on several levels. We have a representative – Mandana Zarrehparvar – on the executive board of EQUINET, who is also involved in preparations for an enhanced interactive website for information exchange. Another colleague and I are moderators for the working group on strategic enforcement. In this group we recently published a report on strategic enforcement (sometimes called test case litigation) and the powers and competences of equality bodies.

What have you learned from participating in the network?

The most important thing I have learned is that by cooperating among national equality bodies, it really is possible to level up the legal protection for victims of discrimination stipulated in the EU Directives. It is fascinating to experience that despite the differences

between the Member States, the problems about discrimination we face are to a large extent the same – and as such, they can be addressed more efficiently in unison.

What future changes are planned in the activities of the Danish Committee as a result of your involvement in EQUINET?

We plan to involve more staff members in EQUINET and to mainstream the network in the Complaints Committee. For example, we will participate in future training provided by EQUINET. And we are looking at how to ensure EQUINET's existence beyond 2006, possibly through financial contributions, capacity building, and by continuing to provide human resources to the executive board and the working groups. The Committee also plans to initiate a study on equality mainstreaming, mainly on the development of mainstreaming instruments to promote equal treatment in the primary education sector.

FOR MORE INFORMATION: EQUINET: www.migpolgroup.com/topics/2078.html
Danish Institute of Human Rights: www.humanrights.dk

STRENGTHENING NGO NETWORKS

Under the Action Programme to combat discrimination, the European Commission has provided support to four EU-level NGO networks representing and defending the rights of people exposed to discrimination – one covering each ground of discrimination included in the EU anti-discrimination Directives.

NGOs are in a central position to contribute to anti-discrimination policy at different levels – both in formulation and implementation – through the information and expertise supplied by their members. “By reflecting local and national priorities, we try to ensure that developments at European level make a real difference to the lives of people experiencing discrimination,” says Pascale Charhon, of the European Network Against Racism (ENAR).

The aim of the funding is to develop and strengthen dialogues and networks across the EU. It forms part of the Action Programme’s measures to build the capacity of organisations working to tackle discrimination – while taking into account the specific characteristics of the different forms of discrimination. For ILGA-Europe – representing lesbian, gay, bisexual and transgender people – information exchange across the network is a key aspect. “One of our main activities is strengthening the capacity of our member organisations to act via European networking and exchange of good practices,” says Patricia Prendiville, ILGA-Europe’s Director.

A TWO-WAY ROLE

The networks play an important two-way communication role. On the one hand, their direct experience

helps improve the Commission’s understanding of the diverse forms and effects of discrimination, so that these are taken into account in non-discrimination policy. The European Disability Forum (EDF), for example, represents 50 million people in Europe through its national members “and we try to actively involve them in EU policy development and implementation,” says Director Carlotta Besozzi.

On the other hand, they provide a channel for the Commission to raise awareness of European non-discrimination law – and EU policies to promote equal treatment in general – among their member organisations on the ground. Anne-Sophie Parent of AGE, the Older People’s Platform, adds that: “NGOs have a crucial role to play in providing information and support to potential victims of discrimination and in promoting a more inclusive society. Our aim is to raise awareness of the issues that concern them most.”

AGE, ILGA Europe, ENAR, and EDF are granted a total of EUR 3 million per year (out of an annual programme budget of EUR 19 million) towards their running costs up to the end of April 2007.

In addition, the European Commission supports a number of smaller European-level organisations representing people with specific types of disability. The Commission also intends to provide support to an EU-level Roma network: a call for proposals is planned during 2006.



www.enar.eu.org



www.edf-feph.org



www.ilga-europe.org



www.age-platform.org

PART 4 – RAISING AWARENESS OF RIGHTS

INTRODUCTION

Equal rights on paper are difficult to enforce unless people are aware that these laws exist. This is true both for those individuals facing discrimination and for the societies we all live in. That is why the public as a whole – including disabled people, ethnic minorities, older and younger people, and lesbians, gays and bisexuals – need access to information on their rights and obligations under anti-discrimination law. And why people also need to be aware of the broader issues surrounding discrimination and the value of diversity – and the impact on their lives.

AWARENESS UNDERPINS IMPLEMENTATION

The second largest package of activities funded by the Community Action Programme seeks to address these challenges. It aims to raise awareness, both of the EU's equal treatment legislation and its wider policy to combat discrimination – including the activities and results of the Action Programme itself. This is key to underpinning the effective implementation – and application – of anti-discrimination laws and the rights they contain, and to success in the fight against discrimination.

In June 2003 the European Commission launched a major EU-wide information campaign to communicate a positive message about diversity and raise awareness of the EU anti-discrimination Directives. The campaign – entitled 'For Diversity. Against Discrimination' – is explained in more depth on page 22.

COMPLEMENTARY ACTION

To complement this Europe-wide campaign – which uses a common identity and messages across the EU – the Action Programme also co-funds national

activities to raise awareness in the individual Member States. These activities are organised in conjunction with national governments, with priorities and projects tailored to the different national contexts. National authorities are often best placed to identify the communication needs in their own national context and the key actors to target.

In this way, the Programme can make use of this experience – and harness additional resources – in getting the anti-discrimination message across.

Some of the activities supported have included anti-discrimination training courses, workshops and seminars; conferences and high-level events; dedicated non-discrimination days or weeks; and handbooks, guides and publications. Different target groups include young people, employers, NGOs and the general public. One example – of a Danish project to raise awareness of the benefits of diversity and equal opportunities in the workplace – is explored on page 25.

RAISING AWARENESS – USING THE LAW

Another key target group in combating discrimination is the legal profession. To this end, the Action Programme has also supported a dedicated series of seminars on the EU anti-discrimination Directives. Organised by the Academy of European Law on behalf of the Commission, the sessions are aimed at judges, prosecutors, and lawyers in public and private practice. So far, 258 judges and prosecutors, and 198 lawyers have followed the training sessions. One participant, Pablo Aramendi – a judge practising in Spain – gives his views on some of the benefits of the training in an interview on page 24.

EQUAL RIGHTS – SPREADING THE WORD

Getting the message across that Europe values diversity and is taking discrimination is crucial for the success of its anti-discrimination measures – both the equal treatment Directives and the Action Programme to combat discrimination. This is the only way to make rights effective and people aware of the benefits of diversity to society.

So at the centrepiece of the Programme is a five-year, pan-European information campaign to raise awareness of the EU's work to combat discrimination. 'For Diversity. Against Discrimination' was launched in June 2003 and will run across the EU until 2007. Since the EU's expansion in 2004, the new Member States have also played their full part in the campaign.

USING DIFFERENT CHANNELS

The campaign aims to communicate a positive message about diversity through a wide range of channels, including TV, the press, seminars and media events. For example, seminars for media professionals have been organised in conjunction with journalists' associations and television commercials, video news releases and 'vox pops' – short contributions to camera by members of the public – produced. Brochures, flyers and posters are used to provide printed information



about the EU and national rules against discrimination in the various Member States, and a campaign website is available in all 20 official EU languages.

But diversity and dialogue are not only the key messages – they are also the guiding principles of the campaign, which includes pan-European, national and regional measures. These measures are developed in close liaison and cooperation with partners in each EU Member State – including national ministries, trade unions, employers, NGOs and youth organisations. For example, the slogan, logo and design were tested and discussed by experts in focus groups in several EU countries and reworked accordingly.

ACTIVITIES AT EUROPEAN, NATIONAL AND LOCAL LEVEL

So far, the campaign has taken the diversity message around Europe with a truck tour visiting 40 cities across 24 EU countries and 'Run for Diversity' marathons in 16 cities. Both events provide a highly visible presence for the anti-discrimination message, using the distinctive colours of the campaign logo. In 2006, the truck tour will take in a number of job-related events, like university career fairs – reflecting the campaign's emphasis on diversity and non-discrimination at work. And the run for diversity will include company and youth runs.

The campaign is now organising the third annual journalist award – recognising journalists who contribute to better understanding of diversity and the fight against discrimination. It has also run a mobile phone photo contest – covered in a documentary by

Still from the MTV photo competition campaign

Franco-German TV station ARTE – and a separate diversity photo competition in cooperation with MTV. In 2006, the campaign is running an EU-wide poster design, competition aimed at students in art and design and inspired by the success of a similar project at national level in Poland.

The impact of the campaign has grown every year as its activities have developed. For example the number of events organised in the context of the campaign increased from 307 in 2004 to 359 in 2005. Other indicators, like website hits and press coverage have also shown a growing impact. It will continue into 2007, reinforcing the activities of the European Year of Equal Opportunities for All.

FACTS AND FIGURES ON THE INFORMATION CAMPAIGN

- Truck tour stops at 40 cities in 24 countries, including press conferences, debates, concerts, legal advice surgeries and visits by diversity ambassadors
- Run for Diversity marathons in 16 cities, including events for disabled people
- 58 national 'Diversity Ambassadors' representing the campaign
- Two EU-wide photo contests, three journalist awards and a poster competition
- 666 national events and 239 media interviews during 2004-5
- Tailored information materials for 25 Member States in 20 official languages
- 640 national partners across 25 countries
- Press coverage in 1304 clippings during 2004-5

FOR MORE INFORMATION: www.stop-discrimination.info

THE LEGAL PROFESSION: PUTTING RIGHTS INTO PRACTICE

Pablo Aramendi Sánchez is a judge in a Madrid labour court (*Juzgado de lo Social*), where he works to resolve conflicts between employees and employers and in social security law. He has been both a participant and a speaker in the anti-discrimination seminar series for legal practitioners organised by the Academy of European Law in Trier.

What did you learn from the training seminars in Trier? How have they contributed to your understanding of anti-discrimination law?

Before going to Trier, I had already had some experience in the field of discriminatory behaviour at work, as a result of my judicial work. But what the seminars

in Trier above all helped me to do, was to relate this experience to a new source: European law. The two anti-discrimination Directives, which we studied in the seminars (as well as all the other European legislation dealing with gender discrimination) are introducing new perspectives in the application of domestic law. The training helped me to connect the two.

The Academy of European Law has trained 456 practitioners in non-discrimination law



The case law of the European Court of Justice is especially relevant when it comes to the process of implementing Community law. This is another aspect which is covered by the seminars, and so is another of the lessons that you learn from taking part.

It is also very interesting to have the opportunity to meet with people interested in the struggle against discrimination who are active in the different national legal systems in Europe – that opens up lots of different perspectives.

How has the anti-discrimination training affected you professionally?

I think the training has allowed me to become aware of what it means to be a European judge. It has also helped me come to a conclusion that is, for me, a crucial one. That is that there are certain limits to the way that companies can treat their employees in their day-to-day activities, limits that they can't violate: that is to say, respect for the dignity and fundamental rights of workers. A judge who has to resolve labour conflicts on a daily basis – as I do – always has to bear in mind that this is a principle that binds his or her work.

What kinds of anti-discrimination cases have you experienced in practice?

My experience in the field of anti-discrimination has been varied, both before I went to Trier and since then.

Disputes about discrimination on the grounds of gender are quite common in Spain. Usually, these involve a situation where the female worker is pregnant. Allegations of discrimination on other grounds are less frequent. But this does not mean that other kinds of discrimination do not exist. Rather that it is still difficult for those affected to have access to a court. This is particularly so with immigrants, who are often discriminated against on grounds of race.

Speaking from my own experience, I have had the opportunity to resolve disputes that related to sexual orientation, disability, age, and, of course, gender. These cases have been decided by applying domestic Spanish law, making use of the European Directives once these were transposed in Spain.

In other cases I have had to turn to the European Court of Justice to ask for guidance in interpreting the Community Directives. For example in the Merino case, which was a gender equality case concerning maternity leave, the Chacón case, which is still awaiting resolution and in which I have asked, basically, whether illness is disability, and the Palacios case, in which I raised the question of whether European law is in conflict with a Spanish law on compulsory retirement.

FOR MORE INFORMATION: www.era.int

MIA – FOR DIVERSITY IN THE WORKPLACE

by Susanne Nour

Susanne Nour leads the MIA project at the Danish Institute of Human Rights. She was editor of the book *'Diversity in the Workplace – when we are equal but not the same'* – published as part of the project.

MIA is the Danish acronym for 'diversity in the workplace' and also the title of the Danish Institute for Human Rights' (DIHR) special focus on diversity and equal treatment in the labour market. MIA strives to raise awareness about discrimination as well as to promote diversity – and thus challenge the dominant perspectives: that differences pose problems and that diversity is about *them* and not about *us*.

A MODEL FOR DIVERSITY MANAGEMENT

In 2005 we published a book on workplace diversity – designed to contribute to the pan-European discussion on workplace strategies to promote diversity and combat discrimination. We developed a 'MIA model' for diversity management as a guiding tool for practical experts in the field of diversity and equal opportunities. The model is a result of dialogue we have had with business experts, NGOs and others, and it reflects the many examples of business practice submitted under the MIA Award.

RECOGNITION FOR COMPANY ACHIEVEMENT

As part of our awareness-raising activities we award the annual MIA prize to private and public companies in Denmark for excellence in promoting diversity and equal treatment in the workplace through company policies and management.

We've also developed and distributed an easy-to-use compliance assessment tool that companies can use to make sure that they protect their employees against discrimination, and that the company itself complies with national and EU anti-discrimination legislation. We offer consultancy and advice to companies in need of help or general direction in the area. And we actively promote diversity leadership through public debate, media work, and are currently preparing an infomercial for Danish TV.

SETTING THE AGENDA ON DIVERSITY

The project's main success has been to set a new agenda for debate about diversity and diversity management in Denmark. The argument we have put forward in all our activities is that diversity and equal treatment go hand-in-hand!

Another result is that several Danish companies have taken up our five diversity principles when they work with diversity. Also, the MIA prize has been established as a prestigious award which encourages companies to take diversity initiatives. We have managed to establish an ongoing awareness and understanding that the benefits of diversity cannot be harvested unless you, at the same time, work actively to ensure equal opportunities.

PART 5 – LOOKING FORWARD: COMBATING DISCRIMINATION BEYOND 2006

Activities under the Community Action Programme draw to an end during 2006 and 2007. But this does not mean the EU's work to combat discrimination is finished. Instead a new funding programme will be launched, to support not only anti-discrimination actions, but also gender equality, social inclusion, working conditions and employment. And 2007 has been declared the European Year of Equal Opportunities for All, to give a fresh impetus to fighting discrimination and promoting diversity, and to build on the achievements of the Action Programme.

Between 2001-2006, the Community Action Programme has played a key role both in raising awareness of the issues surrounding discrimination and in developing the ability of stakeholders to tackle discrimination according to Ernst & Young, external evaluators of the Action Programme. Their final report – which examined the Programme's objectives, strategy, methods and activities since 2001 – concluded that they have been coherent and increasingly well-targeted. In particular, progress has been made in raising awareness of discrimination among key actors and the general public and in developing the capacity of organisations, especially NGOs – despite some early difficulties which required a re-think of the transnational projects. The evaluation also underlined the important role the Programme has played in supporting the transposition and application of the EU's anti-discrimination legislation – both in terms of its added value at European level and in improving the level of protection against discrimination.

PROGRESS: SOCIAL PROGRAMMES UNITED

From 2007, a new funding programme will take over, continuing and developing activities under the Action Programme to combat discrimination. The Community Programme for employment and social solidarity – to be known as PROGRESS – will consolidate anti-discrimination activities alongside those covering gender equality, social exclusion, employment and working conditions. Its aim is to support the EU's broader objectives in employment and social policy. Running over the period 2007-2013, the Commission has proposed a total budget allocation of around EUR 630 million for PROGRESS.

The general objectives of the programme are similar to those of the Action Programme to combat discrimination, namely improving knowledge through analysis and monitoring; developing statistical tools and indicators; supporting implementation of EU law; promoting networking and sharing of good practice; raising awareness and boosting capacity of networks.

In particular, section four of the programme will be devoted to effectively implementing non-discrimination in the five grounds laid down in the EU's equal treatment laws of 2000: racial or ethnic origin, religion or belief, disability, age or sexual orientation. It will also support mainstreaming of anti-discrimination issues – integrating concerns about equal treatment across different policy areas.

EUROPEAN YEAR: A NEW IMPETUS AGAINST DISCRIMINATION

2007 will also see a second major development for anti-discrimination: the European Year of Equal Opportunities for All. Building on the success of the Action Programme to combat discrimination since 2001, it will provide a new boost to making equal treatment a reality for everyone in the EU. The idea is to promote equal opportunities in all areas of daily life where unfair and unequal treatment might occur – in jobs, schools, training, healthcare – and also to promote diversity as a source of strength for the European Union. It will continue the EU's work in reaching out to a broad public and making people aware of their rights to equal treatment.

Hundreds of different activities will take place across the European Union at local, regional and national level under the banner of the Year. Many will also take place at European level, including:

- a survey on what people in Europe feel about discrimination;
- a pan-EU information campaign about the Year and about the EU's equality policies and laws more generally;
- an 'Equality Summit' bringing together ministers and the heads of trade unions, employer associa-



tions and non-governmental organisations to discuss the issue of equality and non-discrimination.

To get as close to people as possible, most activities will take place at national, regional or local level. Each EU Member State will submit their ideas and strategy for the Year to the European Commission. To do this they must consult widely with organisations and groups that have a stake in the Year, including social partners and associations dealing with people who have faced or might face discrimination.

For more information on the Year and the EU's anti-discrimination policies in general please visit the European Commission's website:
www.eu.int/comm/antidiscrimination



FOR MORE INFORMATION:
www.eu.int/comm/antidiscrimination

European Commission

**Putting equality into practice: Community Action Programme
to combat discrimination**

Luxembourg: Office for Official Publications of the European Communities

2006 — 27 pp. — 21 x 29.7 cm

ISBN 92-79-01653-9

SALES AND SUBSCRIPTIONS

Publications for sale produced by the Office for Official Publications of the European Communities are available from our sales agents throughout the world.

How do I set about obtaining a publication?

Once you have obtained the list of sales agents, contact the sales agent of your choice and place your order.

How do I obtain the list of sales agents?

- Go to the Publications Office website <http://publications.eu.int/>
- Or apply for a paper copy by fax (352) 2929 42758

Community Action Programme to Combat Discrimination 2001-2006. This programme was established by the European Commission's Directorate-General for Employment, Social Affairs and Equal Opportunities to support the implementation of the two Directives on combating discrimination on the grounds of race and ethnic origin, age, sexual orientation, disability, religion or belief. The six-year Programme primarily targets people and organisations involved in the development of appropriate and effective anti-discrimination legislation and policies across the EU-25, EFTA and the EU candidate countries.

The Action Programme has three main objectives. These are:

1. To improve understanding of issues related to discrimination
2. To develop the capacity to tackle discrimination effectively
3. To promote the values underlying the fight against discrimination

Activities funded under the Programme analyse and evaluate, develop and raise awareness of measures that combat discrimination on the grounds of race or ethnic origin, religion or belief, disability, age and sexual orientation.

www.europa.eu.int/comm/antidiscrimination

Discrimination on the grounds of gender is dealt with under separate legislative instruments. For more information on Community policies, legislation and activities on gender discrimination, please contact the Unit for Gender Equality within DG Employment, Social Affairs and Equal Opportunities.

www.europa.eu.int/comm/employment_social/equ_opp/index_en.htm

To contact the unit:

Stefan Olsson

Head of Unit, Anti-discrimination and relations with civil society

European Commission

200 rue de la Loi

B-1049 Brussels

E-mail : empl-antidiscrimination@cec.eu.int

