



## RACE AND THE 2020 GENDER EQUALITY STRATEGY

*Key recommendations outlined during EU Anti-Racism and Diversity Week 2019 and ENAR Symposium on intersectionality 2018*

1. **Address the legal gaps created by a single-axis approach to discrimination and inequality in EU frameworks.** In particular, EU institutions and Member States must ensure protection from discrimination for women at the intersection with other grounds, including racial, ethnic and religious minority women, but also women who are undocumented,

*In particular, the adoption of the EU Horizontal Directive is necessary to close this gap and to expand protection of the Equal Treatment directive to age, disability, religion, belief, sexual orientation to the areas of social protection, healthcare, education, housing and access to goods and services.*

*Further exploration should be made on how to use the Gender equality legislation to better protect racial, ethnic and religious minority women.*

2. **EU institutions and Member States must gather information of intersectional discrimination and inequality.** This includes the collection of robust equality data, disaggregated by race and gender. Such information is necessary to understand (a) the prevalence of cases of discrimination on intersectional grounds and (b) the relative social and economic position (employment rates, education levels, access to housing and healthcare) for groups at the intersections. This is vital for equality policymaking.

*EIGE could explore further how to ensure that information on racial, ethnic and religious minority women is included in the Gender Equality Index.*

*There is also need for EU standards for official recording methods for individual forms of discrimination: list more than one ground of discrimination concurrently.*

*Studies on the impact of structural barriers on racial, ethnic and religious minority women, leading to their exclusion in different areas of life could be commissioned.*

3. **EU institutions must ensure equal treatment in all areas of public life** for all women, including women of colour, migrant women and ethnic and religious minorities. European Institutions may reinforce this by condemning human rights abuses and cases of discrimination when perpetrated by EU member states.

*One particular example of this pertains to cases of discrimination against Muslim women who choose to wear the headscarf.*

4. **EU institutions and Member states should develop positive equality measures to address structural inequalities, including for minority women.** This includes support for strategic litigation in cases of discrimination, broad action plans and strategies (gender equality strategies and national action plans against racism), and also positive action in specific areas, for example diversity policies and targets for women and ethnic minorities in leadership.

*The European Commission must lead by example and vastly improve its internal approach to diversity by taking an intersectional approach. It is vital to specifically include measures to improve the representation of racial minorities to reach this goal, by amending the current Diversity and Inclusion Strategy (European Commission, 2017).*

5. **The EU institutions and Member States should set up strong and permanent consultative mechanisms** that engage with a wide diversity of groups, including the ones that represent the most marginalised and at the intersections of different grounds of discrimination.
6. **The EU institutions and Member States should support the development and delivery of trainings** on the practical implementations of intersectionality in legal expert networks and for the judiciary, particularly on the specific situation of women from ethnic and religious minority backgrounds.
7. **The EU Gender Equality Strategy must take into consideration the following topic areas:**
  - Discrimination and inequalities in the EU labour market vis-à-vis racial, ethnic and religious minority women, and migrant women.
  - Safety and violence and the specific situation of racial, ethnic and religious minority women, and migrant women, in particular the extent to which they are protected in existing frameworks on hate crime.
  - Protection of all women in the criminal justice system, ensuring safe reporting. For a number of groups, e.g. victims of homophobic, racist or disability focused violence, sex workers and victims of domestic violence, it is vital to encourage and ensure safe reporting. This requires an analysis of how the Victims' Rights Directive is implemented, but also consideration of policies such as Firewalling.<sup>3</sup>
  - Discrimination on the basis of religious clothing as a barrier to inclusion (e.g. the headscarf and state bans).
  - Approaches to gender diversity in policymaking institutions to be widened to also include other elements, (race, LGBT, disability, socio-economic status), including for EU institutions.