

# National Equality Bodies

The French Example: Halde

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OUVERT  
À TOUS



# HALDE

08 1000 5000

***www.halde.fr***

Haute Autorité  
de Lutte contre  
les Discriminations  
et pour l'Égalité



*Liberté • Égalité • Fraternité*

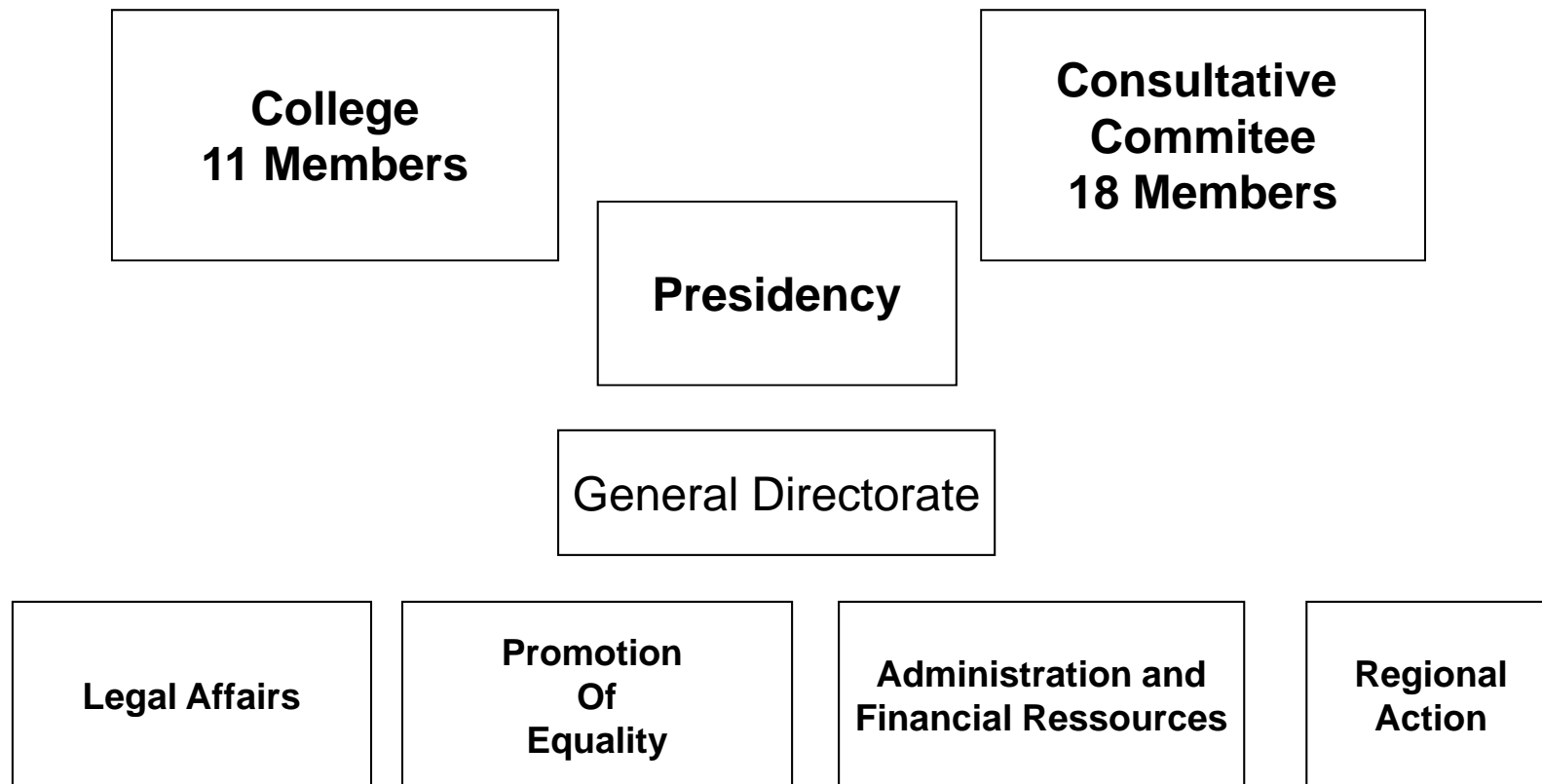
RÉPUBLIQUE FRANÇAISE

# HALDE

- Created by the Law of December 30, 2004
- Jurisdiction over all discriminations prohibited by French law and international conventions duly ratified by France
- In France, 19 grounds of discrimination prohibited by Law:
- French Law covers all areas of activities:
  - Goods and services
  - Access to public service
  - Private and public employment
  - Health

# Organisation

Created by Law in 2005



# The Halde : a New Equality Body

- Multiple grounds
- Investigating powers
- Power of recommendation
- Power of mediation
- Intervention before the courts

# The Context

- New legal regime
- Multiple grounds
- A lack of experience
- Limited resources
- A need to show results

# Managing Reality

- An ever increasing number of complaints
- An absence of pre-existing judicial practice
- A reluctance of judges
- A need for judicial determination in a multiplicity of legal issues
- The scrutiny of civil society: great expectations

# Litigation strategy and objectives at stake

- Development of investigation practices
- Development of judicial practice
- Development of jurisprudence
- Development of research



# Investigation Powers

- To collect information from claimant
- To collect information from any third party private or public
- Interrogation of any person public or private
- In situ inspection
- Sworn statements by Halde agents

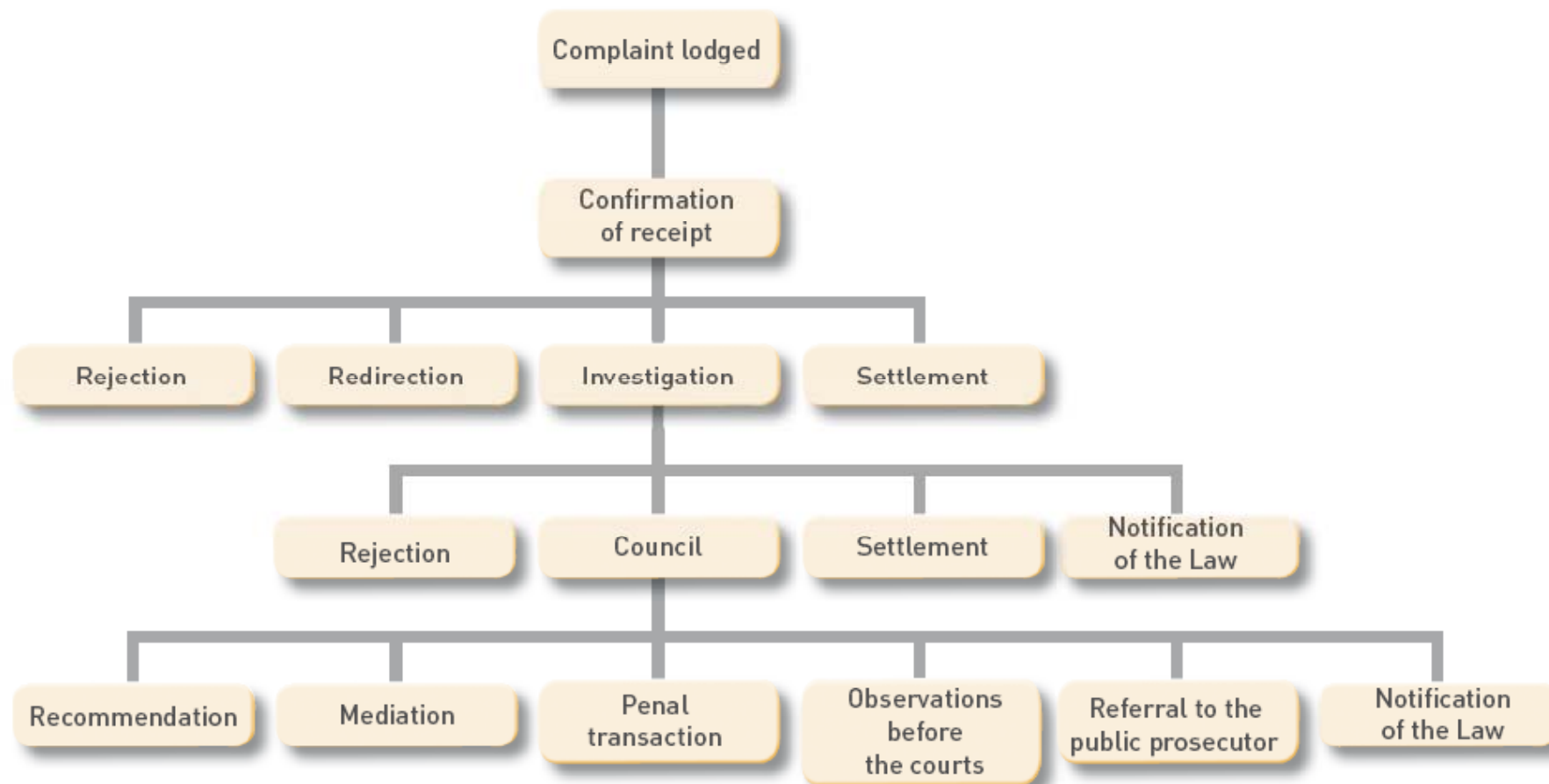
## Other functions: promotion of equality

- Develop visibility
- Develop cooperation
- Develop complementarity
- Identify strategical issues
- Find effective means of intervention

# Five examples

- Communication strategy to increase visibility
- Creation of a survey/reporting tool for businesses
- Communicating on a specific problem: pregnancy
- Working group on Roma
- Working group on the evaluation of women's jobs

# / Case handling



# Claims and Constraints

## *Per year*

1 410 claims in 2005  
4 058 claims in 2006  
6 222 claims in 2007  
8 705 claims in 2008  
10 545 claims in 2009

## *Evolution:*

From 117 claims per month in 2005  
to 338 réclamations per month in 2006,  
and 880 claims per month since the end of 2008.

**Since 2005** 40 000 claims and 36 180 files closed

# Follow-up of Cases

- 69 % of the Recommendations followed
- 83 % of the Observations presented before the Courts followed
- 60 % Successfull Mediations
- 79 % Public Prosecution after transmission to the Prosecutor
- 98 % of the Penal Transactions have been validated by the Public Prosecution

# Regional Action

- **6 regional offices** : four on the metropolitan territory(Nord Pas-de-Calais, PACA, Ile de France, Rhône-Alpes) and two in Overseas Territories (Réunion, Antilles-Guyane).

**Mission** : To coordinate a network of volunteers informing the public

- **130 volunteer delegates**:
  - Reception of claimants
  - Help to the constitution of the file or re-orientation
  - Rapid local dispute resolution

## WEB SITE

→ [www.halde.fr](http://www.halde.fr)