



# Newsletter

European network of legal experts in  
gender equality and non-discrimination

## Thematic reports published

We are proud to announce the publication of five thematic reports.

### Pay transparency in the EU

This report was authored by Albertine Veldman, researcher and lecturer at Utrecht University in European labour law, equality law and social law. Pay transparency is essential in order to effectively implement the principle of equal pay. Increased pay transparency can reveal a gender bias or discrimination in the pay structures of an organization, and enables employees, employers and social partners to take action in this respect. The report reviews national pay transparency measures introduced by the EU Member States, Iceland, Liechtenstein and Norway to implement the core measures recommended by the European Commission with a view to strengthening the principle of equal pay between men and women (Recommendation C(2014) 1405 final). The report reviews, assesses and compares the situation in these countries regarding the employee's right to request information on gender pay levels, the employer's duty to report on average gender pay levels, the employer's duty to audit pay and pay differentials on grounds of gender, and discusses measures that aim to ensure the issue of equal pay at collective bargaining level. The report provides best-practice examples in all of these areas. The report concludes by analysing the obstacles to introducing national pay transparency measures and the way ahead.

<http://www.equalitylaw.eu/downloads/4073-pay-transparency-in-the-eu-pdf-693-kb>

## **The meaning of racial or ethnic origin in EU law: between stereotypes and identities**

This report was authored by Lilla Farkas, the Network's senior expert on racial or ethnic origin, and provides an in-depth analysis of the conceptual background of the ground of racial or ethnic origin as well as its practical interpretation by international as well as national courts. The report conceives of racial or ethnic origin as a single, composite and transversal conceptual category for the purposes of implementing anti-discrimination law, rather than considering them as separate grounds. It provides a highly relevant theoretical framework and a useful basis for practical legal interpretation in the void created by the lack of universally accepted definitions.

<http://www.equalitylaw.eu/downloads/4030-the-meaning-of-racial-or-ethnic-origin-in-eu-law-between-stereotypes-and-identities>

## **The Employment Equality Directive and supporting people with psychosocial disabilities in the workplace: a legal analysis of the situation in the EU Member States**

The authors of this report, Professors Mark Bell and Lisa Waddington, explore the extent to which people with psychosocial disabilities such as stress, depression and eating disorders, are protected by the EU Member States' national laws implementing the UN Convention on the Rights of Persons with Disabilities and transposing the Employment Equality Directive. The report examines the ways in which these instruments contribute to supporting people with psychosocial disabilities in their access to work, including the duty to provide measures of reasonable accommodation. It constitutes a source of valuable insights and reflections while providing a comparative overview of the relevant legal frameworks in the 28 Member States.

<http://www.equalitylaw.eu/downloads/3966-the-employment-equality-directive-and-supporting-people-with-psychosocial-disabilities-in-the-workplace-a-legal-analysis-of-the-situation-in-the-eu-member-states>

## **Links between migration and discrimination**

This report was authored by Olivier de Schutter. It is an update of a previous report initially published in 2009, and aims to describe the links between nationality and protection from discrimination under EU and international law as well as in the domestic legal systems of EU Member States. Against the background of the current context, the purpose of the report is to identify whether third-country nationals, once they enter the EU, are protected from discrimination on grounds of nationality on the one hand and on grounds of race, ethnic origin or religion in situations where nationality is used as a proxy for these grounds, on the other.

<http://www.equalitylaw.eu/downloads/3917-links-between-migration-and-discrimination>

## Comparative analyses published

### Comparative analyses

The comparative analyses provide a summary of the state of affairs in the non-discrimination and gender equality field in the EU Member States, the former Yugoslav Republic of Macedonia, Iceland, Liechtenstein, Montenegro, Norway, Serbia and Turkey and provide an analysis of the key issues. They include the latest and most important legal developments at the national level such as case law and legislative amendments, and illustrate the development of non-discrimination and gender equality law.

#### A comparative analysis of gender equality law in Europe - 2016

<http://www.equalitylaw.eu/downloads/3967-a-comparative-analysis-of-gender-equality-law-in-europe-2016-pdf-867-kb>

#### A comparative analysis of non-discrimination law in Europe - 2016

<http://www.equalitylaw.eu/downloads/3987-a-comparative-analyses-of-non-discrimination-law-in-europe-2016-pdf-1-2-mb>

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