



2026/1196

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COMMISSION IMPLEMENTING REGULATION (EU) 2026/1196

of 5 June 2026

**establishing a list of common indicators on the functioning of the equality bodies designated under
Council Directive (EU) 2024/1499**

(Text with EEA relevance)

THE EUROPEAN COMMISSION,

Having regard to the Treaty on the Functioning of the European Union,

Having regard to Council Directive (EU) 2024/1499 of 7 May 2024 on standards for equality bodies in the field of equal treatment between persons irrespective of their racial or ethnic origin, equal treatment in matters of employment and occupation between persons irrespective of their religion or belief, disability, age or sexual orientation, equal treatment between women and men in matters of social security and in the access to and supply of goods and services, and amending Directives 2000/43/EC and 2004/113/EC ⁽¹⁾, and in particular Article 18(1) thereof,

Whereas:

- (1) Directive (EU) 2024/1499 lays down minimum requirements for the functioning of equality bodies. These requirements are intended to improve the bodies' effectiveness and guarantee their independence in order to strengthen application of the principle of equal treatment as derived from Council Directives 79/7/EEC ⁽²⁾, 2000/43/EC ⁽³⁾, 2000/78/EC ⁽⁴⁾ and 2004/113/EC ⁽⁵⁾.
- (2) It is necessary to establish a list of common indicators on the functioning of the equality bodies. This is to provide clarity on which data are to be collected at national level by the equality bodies and subsequently sent by the Member States to the Commission as the basis for its report pursuant to Article 18(3) of Directive (EU) 2024/1499. The indicators concern the human, technical and financial resources, independent functioning, accessibility and effectiveness of equality bodies, as well as developments in their mandate, powers or structure.
- (3) It is important that the common indicators are as precise and detailed as possible. This is to ensure the comparability, objectivity and reliability of the data collected at national level throughout the Union. To facilitate the data gathering and transmission according to the indicators set out in this Regulation, Member States and their equality bodies should be able to use a user-friendly IT tool provided by the Commission reflecting the indicators set in this Regulation into database data entry fields.
- (4) The list of indicators was drawn up in close cooperation with the Expert Group on Implementation of EU Equality Law, and after consulting the European Union Agency for Fundamental Rights, the European Institute for Gender Equality and the European Network of Equality Bodies.
- (5) The indicators should cover the operational functioning of equality bodies over the reporting period and the feedback from equality bodies on their functioning in accordance with the standards. The indicators are both qualitative and quantitative, in order to address all the elements listed in Article 18 of Directive (EU) 2024/1499. Data should be gathered on the national set-up and organisational functioning of equality bodies in each Member State. This will enable the mapping of each national system and the selection of questions relevant to each set-up.

⁽¹⁾ OJ L, 2024/1499, 29.5.2024, ELI: <http://data.europa.eu/eli/dir/2024/1499/oj>.

⁽²⁾ Council Directive 79/7/EEC of 19 December 1978 on the progressive implementation of the principle of equal treatment for men and women in matters of social security (OJ L 6, 10.1.1979, p. 24, ELI: <http://data.europa.eu/eli/dir/1979/7/oj>).

⁽³⁾ Council Directive 2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin (OJ L 180, 19.7.2000, p. 22, ELI: <http://data.europa.eu/eli/dir/2000/43/oj>).

⁽⁴⁾ Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation (OJ L 303, 2.12.2000, p. 16, ELI: <http://data.europa.eu/eli/dir/2000/78/oj>).

⁽⁵⁾ Council Directive 2004/113/EC of 13 December 2004 implementing the principle of equal treatment between men and women in the access to and supply of goods and services (OJ L 373, 21.12.2004, p. 37, ELI: <http://data.europa.eu/eli/dir/2004/113/oj>).

- (6) The same list of common indicators on the functioning of equality bodies as regards the matters covered by Directive (EU) 2024/1500 of the European Parliament and of the Council ⁽⁶⁾ are provided for in Commission Implementing Regulation (EU) 2026/1197 ⁽⁷⁾.
- (7) The European Data Protection Supervisor was consulted in accordance with Article 42(1) of Regulation (EU) 2018/1725 of the European Parliament and of the Council ⁽⁸⁾ and delivered an opinion on 21 November 2025.
- (8) The measures provided for in this Regulation are in accordance with the opinion of the Committee on indicators on the functioning of equality bodies, set up in accordance with Article 22(1) of Directive (EU) 2024/1499,

HAS ADOPTED THIS REGULATION:

Article 1

List of indicators

The list of common indicators on the functioning of the equality bodies designated under Directive (EU) 2024/1499, on the basis of which data collection and reporting about the functioning of the equality bodies is carried out, is set out in the Annex.

Data collected on the basis of the common indicators shall not include any personal data, as defined in Article 4(1) of Regulation (EU) 2016/679 of the European Parliament and of the Council ⁽⁹⁾.

Article 2

This Regulation shall enter into force on the twentieth day following that of its publication in the *Official Journal of the European Union*.

This Regulation shall be binding in its entirety and directly applicable in all Member States.

Done at Brussels, 5 June 2026.

For the Commission

The President

Ursula VON DER LEYEN

⁽⁶⁾ Directive (EU) 2024/1500 of the European Parliament and of the Council of 14 May 2024 on standards for equality bodies in the field of equal treatment and equal opportunities between women and men in matters of employment and occupation, and amending Directives 2006/54/EC and 2010/41/EU (OJ L, 2024/1500, 29.5.2024, ELI: <http://data.europa.eu/eli/dir/2024/1500/oj>).

⁽⁷⁾ Commission Implementing Regulation (EU) 2026/1197 of 5 June 2026 establishing a list of common indicators on the functioning of the equality bodies designated under Directive (EU) 2024/1500 of the European Parliament and of the Council (OJ L, 2026/1197, 11.6.2026, ELI: http://data.europa.eu/eli/reg_impl/2026/1197/oj).

⁽⁸⁾ Regulation (EU) 2018/1725 of the European Parliament and of the Council of 23 October 2018 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data, and repealing Regulation (EC) No 45/2001 and Decision No 1247/2002/EC (OJ L 295, 21.11.2018, p. 39, ELI: <http://data.europa.eu/eli/reg/2018/1725/oj>).

⁽⁹⁾ Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation) (OJ L 119, 4.5.2016, p. 1, ELI: <http://data.europa.eu/eli/reg/2016/679/oj>).

ANNEX

List of indicators on the functioning of equality bodies

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INTRODUCTION AND EXPLANATIONS

Each indicator consists of a title and a data-gathering table to ensure comparable, objective and reliable data collection across the Member States. A user-friendly online information system will be provided by the Commission on the basis of this annex. It will enable targeted selection of the questions relevant to the respondent and give clarifications and explanations as needed. Fields currently marked by '*' will appear only where relevant to the national set-up or will allow respondents to choose between predefined answers or free text.

(1) Structure of the list, frequency of data collection and reporting entities

The indicators in Part 1, NATIONAL SET-UP AND ORGANISATIONAL FUNCTIONING OF EQUALITY BODIES IN THE MEMBER STATE, cover the structure and mandate, independent functioning, resources and powers of equality bodies and serve to establish a baseline for the national set-up of equality bodies. Member States are to provide this data by 19 June 2031, as laid down in Article 18 of Directive (EU) 2024/1499. Updates to this data during subsequent reporting exercises will be necessary only if there are changes to the national set-up and organisational functioning of the equality bodies.

The indicators in Part 2, OPERATIONAL FUNCTIONING OF EQUALITY BODIES OVER THE REPORTING PERIOD, cover the resources, effectiveness and accessibility of equality bodies. Member States are to provide this data by 19 June 2031 and every five years thereafter, as laid down in Article 18 of Directive (EU) 2024/1499, on the basis of the data collected by equality bodies for its national statistics and reports, in accordance with Article 16(1) and Article 17 points (b) and (c) of Directive (EU) 2024/1499.

The indicators in Part 3, FEEDBACK FROM EQUALITY BODIES ON THEIR FUNCTIONING IN ACCORDANCE WITH THE STANDARDS, cover the equality bodies' own input on their independent functioning, resources and effectiveness. This data is to be provided by 19 June 2031 and every five years thereafter, as laid down in Article 18 of Directive (EU) 2024/1499.

In order to ensure the comparability, objectivity and reliability of the data collected, all indicators which refer to periods measured in years are to be understood as referring to calendar years.

(2) Scope of the data

The list of indicators covers matters falling under Directive (EU) 2024/1499. The same list of indicators is provided for in Implementing Regulation (EU) 2026/1197 to cover matters falling under Directive (EU) 2024/1500.

Where equality bodies are part of multi-mandate bodies and/or are responsible for grounds and fields not covered by Directives (EU) 2024/1499 or (EU) 2024/1500, the indicators refer only to data relating to their mandate under those Directives (or an approximation thereof).

1. NATIONAL SET-UP AND ORGANISATIONAL FUNCTIONING OF EQUALITY BODIES IN THE MEMBER STATE

'Structure and mandate' (S)

1. (S1) Structure and mandate of the bodies designated to meet the standards of Directive (EU) 2024/1499 in the Member State

Dimension/scope	Structure, powers and mandate
Objective/rationale	Reporting on the overall structure of equality bodies on the Member State's territory by mapping the bodies that exercise the powers laid down in Directive (EU) 2024/1499 and each body's mandate in terms of competences, grounds and fields (in accordance with Article 1(2) and Article 2 of Directive (EU) 2024/1499)
Year of information	Situation at the time of the reporting exercise

S1A – Please list all equality bodies in your country which exercise powers laid down in Directive (EU) 2024/1499.

	Equality Bodies in [COUNTRY]	Is this a multi-mandate body?	Is there a governing board?	Number of local offices	Is this an autonomous regional or local body?
S1A_1	[Equality Body Name]	☐	☐	[NUMBER]	☐
S1A_2	[Equality Body Name]	☐	☐	[NUMBER]	☐
S1A_3	[Equality Body Name]	☐	☐	[NUMBER]	☐
Clarifications	— Multi-mandate bodies refer to bodies which exercise an equality mandate alongside other mandates (e.g. an ombudsperson or national human rights institution).				

S1B – For each equality body, please indicate its competences/powers.

			1	2	3
			[Equality Body Name]	[Equality Body Name]	[Equality Body Name]
Prevention and Promotion	S1B_1	Prevention of discrimination and promotion of equal treatment	☐	☐	☐
	S1B_2	Consultation	☐	☐	☐
	S1B_3	Recommendations	☐	☐	☐

			1	2	3
			[Equality Body Name]	[Equality Body Name]	[Equality Body Name]
Assistance to victims	S1B_4	Ability to receive and handle complaints	☐	☐	☐
	S1B_5	Alternative dispute resolution	☐	☐	☐
	S1B_6	Inquiries	☐	☐	☐
	S1B_7	Issuing non-binding opinions	☐	☐	☐
	S1B_8	Issuing binding decisions	☐	☐	☐
	S1B_9	Litigation	☐	☐	☐
Clarifications	— The competences/powers referred to in this table correspond to the competences/powers covered by Articles 5 to 10 and Article 15 of Directive (EU) 2024/1499. Where an equality body has a competence/power only in relation to some grounds and fields under its mandate, please tick the box and indicate the specific set-up under ‘S1_COMMENTS’.				

S1C* – Where applicable, please list all ‘other competent bodies’ in your country entrusted with powers laid down in Directive (EU) 2024/1499.

Other competent bodies		Competences			
		Alternative dispute resolution	Inquiries	Other	If other, please specify.
S1C_1	[Competent Body Name]	☐	☐	☐	[TEXT]
S1C_2	[Competent Body Name]	☐	☐	☐	[TEXT]
Clarifications	— Other competent bodies refer to the competent bodies other than equality bodies which have either alternative dispute resolution powers or powers of inquiry within the meaning and scope of Articles 7 and 8 of Directive (EU) 2024/1499.				

S1D – For each equality/competent body, please specify the grounds and fields it covers, and whether it covers all of them in relation to both the private and the public sector.

[Equality/Competent Body Name]	Does this equality body cover both the public and the private sector for all grounds and fields for which it is responsible? (if the answer is ‘no’ for at least some grounds or fields, two separate tables will have to be filled in, one for the public sector and one for the private sector)	Yes/No
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		Employment and occupation	Education	Access to goods and services available to the public	Housing	Social protection
S1D_1	Sex	—	—	☐	☐	☐
S1D_2	Racial or ethnic origin	☐	☐	☐	☐	☐
S1D_3	Disability	☐	—	—	—	—
S1D_4	Age	☐	—	—	—	—
S1D_5	Religion or belief	☐	—	—	—	—
S1D_6	Sexual orientation	☐	—	—	—	—
S1D_7	Other grounds and/or fields covered*	☐				
S1D_8	Please specify*	[TEXT]				
Clarifications		— The public sector refers to activities and entities that are part of or affiliated to the state, government and/or public administration. The private sector refers to activities and entities that are not under the state's control. — Under EU law, not all grounds have to be covered for all fields. Replies should only cover requirements under EU law. <i>Where the equality body covers more grounds and fields, particularly where this is relevant because complete disaggregation of data is challenging, please indicate the additional grounds and fields covered under S1D_8 and indicate how this may affect data collection under 'S1_COMMENTS'.</i>				

S1E – Do the bodies listed above collectively cover: all the competences and tasks, for all the grounds and fields covered by Directive (EU) 2024/1499, as regards both the public and the private sector, throughout the whole territory of the Member State?	Yes/No
S1E_1* – If 'No', please explain.	[TEXT]

S1_COMMENTS	Please provide any relevant metadata, describe any challenges faced in answering the question or provide additional explanations or information, in particular relating to the specific situation in the Member State.	[TEXT]
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'Independent functioning' (IF)

2. (IF1) Independent functioning of each equality body in accordance with Article 3 of Directive (EU) 2024/1499

Dimension/scope	Independent functioning
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Objective/rationale	Reporting on the independence of equality bodies (in accordance with Article 3 and taking into account recitals 18 to 20 of Directive (EU) 2024/1499)
Year of information	Situation at the time of the reporting exercise

IF1A – Freedom from external influence

Objective/rationale	Reporting on the independence of equality bodies (in accordance with Article 3(1) and recital 18 of Directive (EU) 2024/1499)
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For each equality body, please describe how its independence is assured in accordance with Article 3(1) of Directive (EU) 2024/1499.

			1	2	3
			[Equality Body Name]	[Equality Body Name]	[Equality Body Name]
Independence in legal provisions	IF1A_1*	Independence is provided for in the constitution of the Member State.	☐	☐	☐
	IF1A_2*	Independence is provided for in national law.	☐	☐	☐
	IF1A_3*	Independence is provided for in another legal text.	☐	☐	☐
	IF1A_4_TEXT*	Link or reference to the legal basis	[TEXT] / [HYPERLINK]	[TEXT] / [HYPERLINK]	[TEXT] / [HYPERLINK]
	IF1A_5	The equality body is part of a ministry.	Yes/No	Yes/No	Yes/No
	IF1A_6	The equality body is part of another entity.	Yes/No	Yes/No	Yes/No
	IF1A_7_TEXT	Which ministry or entity is the equality body part of and how is its independence legally ensured?	[TEXT]	[TEXT]	[TEXT]

			1	2	3
			[Equality Body Name]	[Equality Body Name]	[Equality Body Name]
Accountability	IF1A_8	Are there (legal, operational, financial, other) accountability mechanisms in place?	Yes/No	Yes/No	Yes/No
	IF1A_9	<i>Please specify the accountability mechanisms in place, to whom the equality body or its leadership is accountable, and what the possible consequences are of the accountability mechanisms.</i>	[TEXT]	[TEXT]	[TEXT]
	IF1A_9A*	Ministry	☐	☐	☐
	IF1A_9B*	Government	☐	☐	☐
	IF1A_9C*	Parliament	☐	☐	☐
	IF1A_9D*	Regional/local authority	☐	☐	☐
	IF1A_9E*	Court of auditors	☐	☐	☐
	IF1A_9F*	Other	[TEXT]	[TEXT]	[TEXT]
Management of resources	IF1A_10	The equality body can manage its own financial resources.	Yes/Partly/No	Yes/Partly/No	Yes/Partly/No
	IF1A_11	The equality body has the power to select and manage its own staff.	Yes/Partly/No	Yes/Partly/No	Yes/Partly/No
IF1A_ COMMENTS*	<i>Please provide any relevant metadata, describe any challenges faced in answering the question or provide additional explanations or information, in particular relating to the specific situation in the Member State.</i>		[TEXT]		
Clarifications	— The ‘leadership’ of the equality body refers to staff members holding decision-making or managerial positions and, where applicable, members of the governing board. — ‘Staff’ refers to people employed by the body (or potentially by its parent in the case of a body within a ministry), irrespective of the type of contract (temporary or permanent). ‘Managing staff’ covers, notably, setting objectives, allocating tasks, evaluating performance of staff members. Depending on the national set-up, the equality body may not be able to manage total working hours, retirement age, etc. — IF1A_6 does not refer to situations where the equality body is part of a multi-mandate body (<i>answer ‘no’ where the equality body is part of an independent multi-mandate body</i>).				

IF1B – Selection, appointment, revocation and potential conflicts of interest of leadership

Objective/rationale	Mapping the procedures in place for the selection, appointment and revocation of, and potential conflicts of interest involving, staff holding decision-making or managerial positions and, where applicable, members of the governing board, in order to guarantee their competence and independence (in accordance with Article 3 and taking into account recital 18 of Directive (EU) 2024/1499)
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For each equality body, please indicate how the independence and competence of staff members holding decision-making or managerial positions or of board members are ensured.

		1	2	3
		[Equality Body Name]	[Equality Body Name]	[Equality Body Name]
IF1B_1	Transparent procedures are in place for the selection and appointment of staff members holding decision-making or managerial positions.	Yes/No	Yes/No	Yes/No
IF1B_2	Transparent procedures are in place for the selection and appointment of board members.	Yes / No / Not applicable	Yes / No / Not applicable	Yes / No / Not applicable
IF1B_3	Transparent procedures are in place for the revocation of the staff members holding decision-making or managerial positions.	Yes/No	Yes/No	Yes/No
IF1B_4	Transparent procedures are in place for the revocation of board members.	Yes / No / Not applicable	Yes / No / Not applicable	Yes / No / Not applicable
IF1B_5	Transparent procedures are in place for potential conflicts of interest involving staff members holding decision-making or managerial positions.	Yes/No	Yes/No	Yes/No
IF1B_6	Transparent procedures are in place for potential conflicts of interest involving board members.	Yes / No / Not applicable	Yes / No / Not applicable	Yes / No / Not applicable
IF1B_7*	How are the independence and competence of staff members holding decision-making or managerial positions ensured?	[TEXT]	[TEXT]	[TEXT]
IF1B_7A*	Relevant diploma requested	☐	☐	☐
IF1B_7B*	Relevant professional experience requested	☐	☐	☐

		1	2	3
		[Equality Body Name]	[Equality Body Name]	[Equality Body Name]
IF1B_7C*	Relevant experience in management requested	☐	☐	☐
IF1B_7D*	Specific training requested	☐	☐	☐
IF1B_7E*	Specific training provided	☐	☐	☐
IF1B_7F*	Multiple actors (government, parliament, civil society, etc.) involved in the selection procedure	☐	☐	☐
IF1B_8*	How are the independence and competence of board members ensured? (if applicable)	[TEXT]	[TEXT]	[TEXT]
IF1B_8A*	Relevant diploma requested	☐	☐	☐
IF1B_8B*	Relevant professional experience requested	☐	☐	☐
IF1B_8C*	Relevant experience in management requested	☐	☐	☐
IF1B_8D*	Specific training requested	☐	☐	☐
IF1B_8E*	Specific training provided	☐	☐	☐
IF1B_8F*	Multiple actors (government, parliament, civil society, etc.) involved in the selection procedure	☐	☐	☐
IF1B_COMMENTS*	Please provide any relevant metadata, describe any challenges faced in answering the question or provide additional explanations or information, in particular relating to the specific situation in the Member State.		[TEXT]	
Clarifications	— Staff members holding decision-making or managerial positions are referred to in recital 18 of Directive (EU) 2024/1499 as being, for example, the head or deputy head of the equality body. In a multi-mandate body, they could be the person(s) in charge of the equality mandate. — Some equality bodies appoint a governing board. This is a group of people responsible for overseeing the operation of the equality body and taking strategic key decisions. — To be transparent, procedures must be established in writing and publicly communicated ahead of the recruitment process. — A conflict of interest refers to a situation where a person is involved in multiple interests – financial, personal or professional – that could potentially interfere with their independence or ability to make impartial decisions.			

IF1C – Effective exercise of the equality mandate in a multi-mandate body				
Objective/rationale	Mapping the mechanisms in place to ensure that the equality mandate is exercised effectively within a multi-mandate body (in accordance with Article 3 of Directive (EU) 2024/1499)			
For each equality body that is part of a multi-mandate body, please describe how the internal structure of the body guarantees the effective exercise of the equality mandate.				
		1	2	3
		[Equality Body Name]	[Equality Body Name]	[Equality Body Name]
IF1C_1*	Dedicated staff for the equality mandate	☐	☐	☐
IF1C_2*	Dedicated teams/departments for the equality mandate	☐	☐	☐
IF1C_3*	Dedicated leadership for the equality mandate	☐	☐	☐
IF1C_4*	Specific procedures or rules to ensure the effective exercise of the equality mandate	☐	☐	☐
IF1C_5*	Please describe how the effective exercise of the equality mandate within a multi-mandate body is ensured	[TEXT]	[TEXT]	[TEXT]
IF1C_ COMMENTS*	Please provide any relevant metadata, describe any challenges faced in answering the question or provide additional explanations or information, in particular relating to the specific situation in the Member State.		[TEXT]	
Clarifications	— The effective exercise of the equality mandate in a multi-mandate body is understood as the ability for the body to effectively perform all its tasks and exercise all its competences related to the equality mandate, as described in Directive (EU) 2024/1499.			

3. (R1) Mechanisms for ensuring the adequacy and stability of each equality body’s resources and for adjusting them, in accordance with Article 4 of Directive (EU) 2024/1499

Dimension/scope	Resources
Objective/rationale	Mapping the mechanisms for ensuring the adequacy and stability of each equality body’s resources and for adjusting them (in accordance with Article 4 and taking into account recitals 21 and 22 of Directive (EU) 2024/1499)
Year of information	Situation at the time of the reporting exercise
For each equality body, please describe how the adequacy and stability of each equality body’s resources are ensured, and how they are adjusted (in accordance with Article 4 and taking into account recitals 21 and 22 of Directive (EU) 2024/1499).	

		1	2	3
		[Equality Body Name]	[Equality Body Name]	[Equality Body Name]
R1_1*	The equality body is consulted on the resources allocated to it prior to or during the budgetary procedure.	☐	☐	☐
R1_2*	Annual needs-based assessment	☐	☐	☐
R1_3*	Allocation of budget by law	☐	☐	☐
R1_4*	Rules for renegotiation process in law	☐	☐	☐
R1_5*	Multiannual budgetary planning	☐	☐	☐
R1_6*	Yearly indexation	☐	☐	☐
R1_7*	Adjustment in the event of new tasks/competences	☐	☐	☐
R1_8*	Discretionary reserve to cover exceptional needs	☐	☐	☐
R1_9	<i>Please describe how the adequacy and stability of each equality body's resources are ensured, and how they are adjusted, in accordance with Directive (EU) 2024/1499 in your Member State.</i>	[TEXT]	[TEXT]	[TEXT]
R1_COMMENTS*	<i>Please provide any relevant metadata, describe any challenges faced in answering the question or provide additional explanations or information, in particular relating to the specific situation in the Member State.</i>	[TEXT]		
Clarifications	- Resources are understood here as financial, human and technical resources. Financial resources refer to the money allocated in the budget, normally broken down into budget headings. Technical resources encompass the equipment, premises and utilities. Human resources refer to the staff allocated to the equality body. - The examples listed are derived from practices developed in some Member States (legal rules or established practices). <i>Please select any that are applicable in your Member State and/or give any explanations necessary in the text box.</i>			

4. (P1) Powers of each equality/competent body in accordance with Articles 6, 7, 8, 9, 10 and 15 of Directive (EU) 2024/1499

Dimension/scope	Powers
Objective/rationale	Mapping the powers of each equality/competent body handling complaints about discrimination (in accordance with Articles 6, 7, 8, 9, 10 and 15 of Directive (EU) 2024/1499)
Year of information	Situation at the time of the reporting exercise

P1A – Assistance to victims / complaints handling				
Objective/rationale	Describing the procedure in place to handle complaints in each equality body in accordance with the steps set out in Article 6(2), (3) and (4) of Directive (EU) 2024/1499, on assistance to victims			
For each equality body, please indicate whether the handling of complaints includes the following steps:				
		1	2	3
		[Equality Body Name]	[Equality Body Name]	[Equality Body Name]
P1A_1	Receiving the complaint	☐	☐	☐
P1A_2	Informing the victims about the legal framework, including advice targeted to their specific situation	☐	☐	☐
P1A_3	Informing the victims about the services offered by the equality body and related procedural aspects	☐	☐	☐
P1A_4	Informing the victims about the available remedies, including the possibility of pursuing the case before the courts	☐	☐	☐
P1A_5	Informing the victims about the applicable confidentiality rules and the protection of personal data	☐	☐	☐
P1A_6	Informing the victims about the possibility of obtaining psychological or other types of relevant support from other bodies or organisations, where relevant	☐	☐	☐
P1A_7	Informing the complainants of whether the complaint will be closed or whether there are grounds to pursue it further	☐	☐	☐
P1A_COMMENTS*	Please provide any relevant metadata, describe any challenges faced in answering the question or provide additional explanations or information, in particular relating to the specific situation in the Member State.	[TEXT]		
Clarifications	— ‘Complaint’ refers to any submission containing an allegation of discrimination.			
P1B – Alternative dispute resolution				
Objective/rationale	Mapping the type of alternative dispute resolution provided by each equality/competent body (in accordance with Article 7 and taking into account recital 26 of Directive (EU) 2024/1499)			
P1B_1 – For each equality/competent body undertaking alternative dispute resolution, please specify what type of alternative dispute resolution is provided. Where another competent body has these powers, please describe how it is ensured that the person or persons in charge of the resolution process are independent, impartial and possess the necessary expertise (including in matters not relating to discrimination).				

[TEXT]		
P1B_COMMENTS*	<i>Please provide any relevant metadata, describe any challenges faced in answering the question or provide additional explanations or information, in particular relating to the specific situation in the Member State.</i>	[TEXT]
Clarifications	— Recital 26 of Directive (EU) 2024/1499 refers to a quick, affordable, out-of-court resolution of disputes. Examples of such alternative dispute resolution mechanisms include but are not limited to conciliation and mediation.	

P1C – Access to information through inquiries

Objective/rationale		Describing the framework for allowing each equality body and/or other competent body to access the information and documents necessary to establish whether discrimination has occurred (in accordance with Article 8 and taking into account recital 28 of Directive (EU) 2024/1499)		
Please describe the framework put in place in your Member State to allow the body to carry out fact-finding and to ensure that it has effective rights to access the information and documents that are necessary to establish whether discrimination has occurred.				
		[Equality Body Name]	[Equality Body Name]	[Competent Body Name]
P1C_1*	There is a standardised procedure for equality/competent bodies to conduct inquiries and for equality bodies to request information from another competent body, where relevant.	Yes/No	Yes/No	Yes/No
P1C_2*	The equality/competent body has a legal right to access information.	Yes/No	Yes/No	Yes/No
P1C_3*	The equality/competent body can request information and documents.	☐	☐	☐
P1C_4*	The equality/competent body can carry out on-site inspections.	☐	☐	☐
P1C_5*	The equality/competent body can carry out hearings (of witnesses, third parties or experts).	☐	☐	☐
P1C_6*	The equality/competent body can carry out situation testing.	☐	☐	☐
P1C_7*	The reversal of the burden of proof ensures that the defendant always has to provide information to prove that discrimination did not occur.	☐	☐	☐
P1C_8*	Administrative sanctions and fines can be imposed if a defendant refuses to provide information.	☐	☐	☐
P1C_9*	A court order can be requested if a defendant refuses to provide information.	☐	☐	☐

		[Equality Body Name]	[Equality Body Name]	[Competent Body Name]
P1C_10*	The public/parliament or a supervisory entity can be informed if a defendant refuses to provide information.	☐	☐	☐
P1C_11	Description of the framework	[TEXT]	[TEXT]	[TEXT]
P1C_COMMENTS*	<i>Please provide any relevant metadata, describe any challenges faced in answering the question or provide additional explanations or information, in particular relating to the specific situation in the Member State.</i>	[TEXT]		
Clarifications	— A standardised procedure refers to a procedure established by the Member State, in accordance with Article 8 and recital 28 of Directive (EU) 2024/1499, specifying, among other things, the body’s rights to access information and how those rights can be enforced. — The examples listed in P1C_3 to P1C_10 are derived from practices developed in some Member States (legal rules or established practices). Please select any that are applicable in your Member State and/or give any explanations necessary in text box P1C_11.			

P1D – Decisions and opinions

Objective/ rationale	Mapping the power of each equality body to issue binding decisions or non-binding opinions (in accordance with Article 9 and taking into account recital 29 of Directive (EU) 2024/1499).			
For each equality body, please indicate whether:				
		1	2	3
		[Equality Body Name]	[Equality Body Name]	[Equality Body Name]
P1D_1	It is empowered to issue binding decisions.	Yes/No	Yes/No	Yes/No
P1D_2	It is empowered to issue non-binding opinions.	Yes/No	Yes/No	Yes/No
P1D_3	The decisions/opinions issued by the equality body establish the facts.	Yes/No	Yes/No	Yes/No
P1D_4	The decisions/opinions issued by the equality body include a conclusion on whether discrimination occurred.	Yes/No	Yes/No	Yes/No
P1D_5	The decisions/opinions issued by the equality body include the reasons that led to its conclusion on whether discrimination occurred.	Yes/No	Yes/No	Yes/No
P1D_6	The decisions/opinions issued by the equality body include, where relevant, specific measures to remedy any breach of the principle of equal treatment found.	Yes/No	Yes/No	Yes/No

		1	2	3
		[Equality Body Name]	[Equality Body Name]	[Equality Body Name]
P1D_7	The decisions/opinions issued by the equality body include, where relevant, specific measures to prevent further occurrences of discrimination.	Yes/No	Yes/No	Yes/No
P1D_8	There are mechanisms in place to enforce decisions / follow-up opinions.	Yes/No	Yes/No	Yes/No
P1D_9	The equality body publishes at least a summary of opinions/decisions which it considers to be of particular relevance.	Yes/No	Yes/No	Yes/No
P1D_COMMENTS*	<i>Please provide any relevant metadata, describe any challenges faced in answering the question or provide additional explanations or information, in particular relating to the specific situation in the Member State. If you reply 'No' to any of the questions, please explain how the requirements of Article 9 of Directive (EU) 2024/1499 are met in your Member State.</i>	[TEXT]		

P1E – Enforcement of decisions and follow-up to opinions

Objective/rationale			Reporting on the mechanisms in place for enforcing binding decisions and following up non-binding opinions (in accordance with Article 9(2) of Directive (EU) 2024/1499)		
Year of information			Situation over the five-year period covered by the reporting exercise		
For each equality body, please indicate which mechanisms are in place in your Member State to enforce binding decisions and/or follow up non-binding opinions.					
			1	2	3
			[Equality Body Name]	[Equality Body Name]	[Equality Body Name]
Non-binding opinions	P1E_1*	A feedback request is included in the opinions.	☐	☐	☐
	P1E_2*	Specific members of staff are in charge of contacting the parties in the absence of feedback.	☐	☐	☐
	P1E_3*	Specific members of staff are in charge of examining the feedback received.	☐	☐	☐
	P1E_4*	A clear time frame is set for implementation and feedback.	☐	☐	☐
	P1E_5*	Description of the mechanisms	[TEXT]	[TEXT]	[TEXT]

			1	2	3
			[Equality Body Name]	[Equality Body Name]	[Equality Body Name]
Binding decisions	P1E_6*	Specific members of staff are in charge of the enforcement of decisions within the equality body	☐	☐	☐
	P1E_7*	Enforcement of decisions is outsourced to other specialised enforcement agents or bodies.	☐	☐	☐
	P1E_8*	A clear time frame is set for enforcement.	☐	☐	☐
	P1E_9*	A penalty payment can be imposed for non-compliance.	☐	☐	☐
	P1E_10*	Description of the mechanisms	[TEXT]	[TEXT]	[TEXT]
P1E_COMMENTS*		Please provide any relevant metadata, describe any challenges faced in answering the question or provide additional explanations or information, in particular relating to the specific situation in the Member State.	[TEXT]		

P1F – Litigation

Objective/rationale	Mapping the powers each equality body has to act in court proceedings in civil and administrative law matters relating to the implementation of the principle of equal treatment as laid down in Directives 79/7/EEC, 2000/43/EC, 2000/78/EC and 2004/113/EC (in accordance with Article 10 and taking into account recitals 33 to 35 of Directive (EU) 2024/1499).
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For each equality body that undertakes litigation, please indicate whether it can act in court proceedings for all the grounds and fields covered by Directive (EU) 2024/1499 that fall under its competence. Please also describe which of the rights to act in court listed in Article 10(2) and (3) of Directive (EU) 2024/1499 it has.

		1	2	3
		[Equality Body Name]	[Equality Body Name]	[Equality Body Name]
P1F_1	It can act in court proceedings for all the grounds and fields covered by Directive (EU) 2024/1499 that fall under its competence.	Yes/No	Yes/No	Yes/No
P1F_2	It can submit observations to the court.	☐	☐	☐
P1F_3	It can initiate court proceedings on behalf of one victim.	☐	☐	☐
P1F_4	It can initiate court proceedings on behalf of several victims.	☐	☐	☐
P1F_5	It can participate in court proceedings in support of one victim.	☐	☐	☐
P1F_6	It can participate in court proceedings in support of several victims.	☐	☐	☐

		1	2	3
		[Equality Body Name]	[Equality Body Name]	[Equality Body Name]
P1F_7	It can initiate court proceedings in its own name in order to defend the public interest.	☐	☐	☐
P1F_8	It can act as a party in proceedings on the enforcement or judicial review of its own binding decisions.	☐	☐	☐
P1F_COMMENTS*	<i>Please provide any relevant metadata, describe any challenges faced in answering the question or provide additional explanations or information, in particular relating to the specific situation in the Member State.</i>	[TEXT]		

P1G – Consultation and recommendations

Objective/rationale	Reporting on whether there is a standardised procedure to ensure that the government and relevant public authorities consult equality bodies on legislation, policy, procedures and programmes relating to the rights and obligations derived from Directives 79/7/EEC, 2000/43/EC, 2000/78/EC and 2004/113/EC (in accordance with the obligation contained in Article 15 and taking into account recital 42 of Directive (EU) 2024/1499)
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For each equality body, please indicate whether there is a standardised consultation procedure and, if so, describe the procedure.

		1	2	3
		[Equality Body Name]	[Equality Body Name]	[Equality Body Name]
P1G_1	There is a standardised procedure for consulting equality bodies.	Yes/No	Yes/No	Yes/No
P1G_2*	The equality body is specifically informed of general/public consultations on legislation, policy, procedures and programmes relating to the rights and obligations derived from Directives 79/7/EEC, 2000/43/EC, 2000/78/EC and 2004/113/EC.	☐	☐	☐
P1G_3*	There is a specific consultation procedure for the equality body.	☐	☐	☐
P1G_4*	Consultation of the equality body is mandatory in specific cases (e.g. adoption, amendment or repeal of legislation in the field of discrimination / equal treatment).	☐	☐	☐
P1G_5*	The equality body can decide in which cases to reply to the consultation process.	☐	☐	☐
P1G_6*	There is a specific time frame for consultation which allows meaningful and timely recommendations to be made.	☐	☐	☐
P1G_7	The equality body has the right to make recommendations.	Yes/No	Yes/No	Yes/No

		1	2	3
		[Equality Body Name]	[Equality Body Name]	[Equality Body Name]
P1G_8	The equality body can request follow-up of its recommendations.	Yes/No	Yes/No	Yes/No
P1G_9*	Description of the consultation procedure(s)	[TEXT]	[TEXT]	[TEXT]
P1G_COMMENTS*	<i>Please provide any relevant metadata, describe any challenges faced in answering the question or provide additional explanations or information, in particular relating to the specific situation in the Member State.</i>	[TEXT]		
Clarifications	— A standardised consultation procedure refers to a procedure established by the Member State, taking into account recital 42 of Directive (EU) 2024/1499. It specifies, among other things, the cases in which the equality body should be consulted, the time frame for the consultation, and the follow-up to be given to the equality body's opinion. — The examples listed under P1G_2 to P1G_7 are derived from practices developed in some Member States (legal rules or established practices). Please select any that are applicable in your Member State and/or give any explanations necessary in text box P1G_10.			

2. OPERATIONAL FUNCTIONING OF EQUALITY BODIES OVER THE REPORTING PERIOD

5. (R2) Annual budget of each equality body

Dimension/scope	Resources			
Objective/rationale	Reporting on the budget available to equality bodies to perform their tasks (in accordance with Article 4 of Directive (EU) 2024/1499)			
Year of information	Situation for each year of the five-year period between monitoring reports.			
(R2) – Please indicate the total annual budget provided by the state (after deducting the budget for premises), the annual budget for staff, if relevant, and any additional income from other sources.				
	Equality Body Name	Total annual budget provided by the state, after deducting the budget for premises	Annual budget provided by the state for staff	Additional income from other sources*
R2_1	[Equality Body Name] Year 1	[NUMBER]	[NUMBER]	[NUMBER]
R2_2	[Equality Body Name] Year 2	[NUMBER]	[NUMBER]	[NUMBER]
R2_3	[Equality Body Name] Year 3	[NUMBER]	[NUMBER]	[NUMBER]
R2_4	[Equality Body Name] Year 4	[NUMBER]	[NUMBER]	[NUMBER]

	Equality Body Name	Total annual budget provided by the state, after deducting the budget for premises	Annual budget provided by the state for staff	Additional income from other sources*
R2_5	[Equality Body Name] Year 5	[NUMBER]	[NUMBER]	[NUMBER]
R2_COMMENTS*	<i>Please provide any relevant metadata, describe any challenges faced in answering the question or provide additional explanations or information, in particular relating to the specific situation in the Member State.</i>	[TEXT]		
Clarifications	— This question relates to the budget made available to each equality body by the state, including staff costs and excluding the cost of premises (which may be provided to the equality body free of charge and may be difficult to assess). The budget for premises refers to the part of the budget spent on the buildings and offices used by the equality body and on related utilities. — Additional income from other sources refers to all other income, such as grants from the EU or other international organisations. — <i>If the equality body is part of a multi-mandate body, please indicate only the part of the budget dedicated to the equality mandate, or a close approximation thereof, and provide any relevant explanations in the text box. If the part of the budget not spent in a given year can be spent in the subsequent year, the amount should be reported for the initial year only.</i>			

6. (R3) Total number of employees of each equality body per year

Dimension/scope	Resources	
Objective/rationale	Reporting on the total number of employees of each equality body each year	
Year of information	Situation at the end of each year of the five-year period between monitoring reports	
R3 – <i>Please indicate the total number of employees.</i>		
	Equality Bodies in [COUNTRY]	Total number of employees
R3_1	[Equality Body Name] Year 1	[NUMBER]
R3_2	[Equality Body Name] Year 2	[NUMBER]
R3_3	[Equality Body Name] Year 3	[NUMBER]
R3_4	[Equality Body Name] Year 4	[NUMBER]

	Equality Bodies in [COUNTRY]	Total number of employees
R3_5	[Equality Body Name] Year 5	[NUMBER]
R3_COMMENTS*	<i>Please provide any relevant metadata, describe any challenges faced in answering the question or provide additional explanations or information, in particular relating to the specific situation in the Member State.</i>	[TEXT]
Clarifications	— Employees, including permanent and temporary staff, should be counted in full-time equivalents (FTEs). — If the equality body is part of a multi-mandate body, please indicate only the number of FTEs corresponding to the equality mandate, or a close approximation thereof, and provide any relevant explanations in the 'COMMENTS' box. — The reply should refer to the number of staff actually employed, not to the number of posts. If a significant discrepancy exists between those two numbers, this may be indicated in the 'COMMENTS' box.	

7. (E1) Measures adopted by the Member State or equality bodies to raise awareness of rights under Directives 79/7/EEC, 2000/43/EC, 2000/78/EC and 2004/113/EC and of the existence of equality bodies and their services

Dimension/scope	Effectiveness, powers
Objective/rationale	Reporting on the measures adopted by the Member State and their equality bodies to raise awareness of rights under Directives 79/7/EEC, 2000/43/EC, 2000/78/EC and 2004/113/EC and of the existence of equality bodies and their services (in accordance with Article 5 of Directive (EU) 2024/1499)
Year of information	Situation over the five-year period covered by the reporting exercise

(E1) – Please indicate which measures have been adopted and implemented in your Member State to raise awareness among the general population throughout its territory, with a particular focus on individuals and groups at risk of discrimination, of the rights under Directives 79/7/EEC, 2000/43/EC, 2000/78/EC and 2004/113/EC and of the existence of equality bodies and their services.

E1_1	Measures have been adopted by the Member State to raise awareness of the rights under Directives 79/7/EEC, 2000/43/EC, 2000/78/EC and 2004/113/EC.	Yes/No
E1_2	Measures have been adopted by the equality body to raise awareness of the rights under Directives 79/7/EEC, 2000/43/EC, 2000/78/EC and 2004/113/EC.	Yes/No
E1_3*	Strategy to raise awareness of the rights under Directives 79/7/EEC, 2000/43/EC, 2000/78/EC and 2004/113/EC and on the existence of equality bodies and their services.	☐
E1_4*	Awareness-raising campaigns on the rights under Directives 79/7/EEC, 2000/43/EC, 2000/78/EC and 2004/113/EC.	☐
E1_5*	Awareness-raising campaigns on the existence of equality bodies and their services	☐
E1_6*	Number of awareness-raising campaigns during the reporting period	[NUMBER]
E1_7*	Surveys have been conducted on the level of awareness of the rights under Directives 79/7/EEC, 2000/43/EC, 2000/78/EC and 2004/113/EC and on the existence of equality bodies and their services.	☐

E1_8*	Number of surveys conducted during the reporting period	[NUMBER]
E1_9*	<i>Please give an overview of the measures that have been adopted and implemented in your Member State to raise awareness, for example the topics covered and the results of campaigns and surveys carried out and/or other measures adopted and implemented to raise awareness.</i>	[TEXT]
E1_COMMENTS*	<i>Please provide any relevant metadata, describe any challenges faced in answering the question or provide additional explanations or information, in particular relating to the specific situation in the Member State.</i>	[TEXT]
Clarifications	— The examples listed under E1_3 to E1_9 are derived from practices developed in some Member States. <i>Please select/fill in any that have been implemented in your Member State and/or give any explanations necessary in text box E1_9.</i>	

8. (E2) Activities carried out by each equality body to prevent discrimination and promote equal treatment for matters falling under Directive (EU) 2024/1499

Dimension/scope	Effectiveness, powers
Objective/rationale	Reporting on the type of prevention and promotion activities carried out by the equality bodies and the grounds and fields actually covered (in accordance with Article 5 and taking into account recital 23 of Directive (EU) 2024/1499)
Year of information	Situation over the five-year period covered by the reporting exercise

E2A – For each equality body, please specify for which grounds and fields it carried out activities to prevent discrimination and promote equal treatment

		[Equality Body Name]				
		Employment and occupation	Education	Access to goods and services available to the public	Housing	Social protection
E2A_1	Sex	—	—	☐	☐	☐
E2A_2	Racial or ethnic origin	☐	☐	☐	☐	☐
E2A_3	Disability	☐	—	—	—	—
E2A_4	Age	☐	—	—	—	—
E2A_5	Religion or belief	☐	—	—	—	—
E2A_6	Sexual orientation	☐	—	—	—	—

		1	2	3
		[Equality Body Name]	[Equality Body Name]	[Equality Body Name]
E2B_1*	Promotion of positive action among public/private entities	☐	☐	☐
E2B_2*	Equality mainstreaming among public/private entities	☐	☐	☐
E2B_3*	Offering training to public/private entities	☐	☐	☐
E2B_4*	Providing advice and support to public/private entities	☐	☐	☐
E2B_5*	Providing support with designing/adopting equality plans in public/private entities	☐	☐	☐
E2B_6*	Developing prevention and promotion material (e.g. toolbox, checklists)	☐	☐	☐
E2B_7*	Engaging in public debate	☐	☐	☐
E2B_8*	Organising information/promotion campaigns	☐	☐	☐
E2B_9*	Communicating with stakeholders, including social partners	☐	☐	☐
E2B_10*	Promoting the exchange of good practices	☐	☐	☐
E2B_11*	Carrying out or funding research	☐	☐	☐
E2B_12*	Carrying out or funding surveys	☐	☐	☐
E2B_13*	<i>Please give an overview of the type of prevention and promotion activities undertaken by the equality body during the reporting period.</i>	[TEXT]	[TEXT]	[TEXT]

E2_COMMENTS*	Please provide any relevant metadata, describe any challenges faced in answering the question or provide additional explanations or information, in particular relating to the specific situation in the Member State.	[TEXT]
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- | | |
|---------------------|--|
| Dimension/scope | Effectiveness, powers |
| Objective/rationale | Reporting on the complaints handled by each equality body per year for matters falling under Directive (EU) 2024/1499 (in accordance with Article 6 of Directive (EU) 2024/1499) |
| Year of information | Situation for each year of the five-year period between monitoring reports |

E3 – For each equality body, please indicate the number of complaints handled per year for the grounds and fields covered by Directive (EU) 2024/1499.

[Equality Body Name]

Year 1

		Employment and occupation	Education	Access to goods and services available to the public	Housing	Social protection
E3_1	Sex	—	—	[NUMBER]	[NUMBER]	[NUMBER]
E3_2	Racial or ethnic origin	[NUMBER]	[NUMBER]	[NUMBER]	[NUMBER]	[NUMBER]
E3_3	Disability	[NUMBER]	—	—	—	—
E3_4	Age	[NUMBER]	—	—	—	—
E3_5	Religion or belief	[NUMBER]	—	—	—	—
E3_6	Sexual orientation	[NUMBER]	—	—	—	—
E3_7	Total number of complaints handled for the grounds and fields covered by Directive (EU) 2024/1499	[NUMBER]				

E3_COMMENTS*	Please provide any relevant metadata, describe any challenges faced in answering the question or provide additional explanations or information, in particular relating to the specific situation in the Member State.	[TEXT]
Clarifications	— ‘Complaint’ refers to any individual submission containing an allegation of discrimination. For the purposes of this question, a complaint handled is a complaint for which the equality body has completed all the steps in table P1A (ending with informing the complainant(s) of whether the complaint will be closed or whether there are grounds to pursue it further). For the purposes of this indicator, handling of a complaint does not include the possible follow-up of the complaint (alternative dispute resolution, inquiry, opinion/decision and/or litigation), which will be measured separately. It encompasses only the mandatory steps described in Article 6 of Directive (EU) 2024/1499. — Where there are several complaints relating to the same matter, they should be counted separately for this indicator. A complaint dealing with multiple or intersectional discrimination should be reported under all the grounds and fields concerned. However, to avoid double reporting, such complaints should be counted only once in the total number of complaints handled. Please use the ‘Comments’ text box if you wish to report additional data on cases falling outside the scope of Directive (EU) 2024/1499, or to explain specific challenges faced and approximations made when collecting the data (e.g. the national ground is broader than the EU ground).	

10. (E4) Use of alternative dispute resolution by each equality/competent body per year

Dimension/scope	Effectiveness, powers					
Objective/rationale	Reporting on the use of alternative dispute resolution by each equality/competent body, broken down by ground and field (in accordance with Article 7 and taking into account recital 26 of Directive (EU) 2024/1499)					
Year of information	Situation for each year of the five-year period between monitoring reports					

(E4) – For each equality/competent body, please indicate the number of cases per year falling within the scope of Directive (EU) 2024/1499 in which an alternative dispute resolution was reached.

[Equality Body Name]						
Year 1						
		Employment and occupation	Education	Access to goods and services available to the public	Housing	Social protection
E4_1	Sex	—	—	[NUMBER]	[NUMBER]	[NUMBER]
E4_2	Racial or ethnic origin	[NUMBER]	[NUMBER]	[NUMBER]	[NUMBER]	[NUMBER]
E4_3	Disability	[NUMBER]	—	—	—	—
E4_4	Age	[NUMBER]	—	—	—	—
E4_5	Religion or belief	[NUMBER]	—	—	—	—
E4_6	Sexual orientation	[NUMBER]	—	—	—	—
E4_7	Total number of cases per year falling within the scope of Directive (EU) 2024/1499 in which an alternative dispute resolution was reached	[NUMBER]				

E4_COMMENTS*	Please provide any relevant metadata, describe any challenges faced in answering the question or provide additional explanations or information, in particular relating to the specific situation in the Member State.	[TEXT]
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Clarifications	— Recital 26 of Directive (EU) 2024/1499 refers to a quick, affordable, out-of-court resolution of disputes. Examples of such alternative dispute resolution mechanisms include but are not limited to conciliation and mediation. — A case refers to one file covering a situation of discrimination, about which several complaints may have been received. <i>Please use the ‘Comments’ text box to specify when one case relates to a significant number of complaints.</i> — A case dealing with multiple or intersectional discrimination should be reported under all the grounds and fields concerned. However, to avoid double reporting, such cases should be counted only once in the total number of cases in which an alternative dispute resolution was reached. — <i>Please use the ‘Comments’ text box if you wish to report additional data on cases falling outside the scope of Directive (EU) 2024/1499, or to explain specific challenges faced and approximations made when collecting the data (e.g. the national ground is broader than the EU ground).</i>
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11. (E5) Use of inquiries by each equality/competent body per year

Dimension/scope	Effectiveness, powers				
Objective/rationale	Reporting on the use of inquiry powers by each equality/competent body each year under Directive (EU) 2024/1499 (in accordance with Article 8 of Directive (EU) 2024/1499)				
Year of information	Situation for each year of the five-year period between monitoring reports				
E5 – For each equality/competent body, please indicate the number of cases falling within the scope of Directive (EU) 2024/1499 in which inquiries were conducted each year.					
	[Equality/Competent Body Name]				
	Year 1	Year 2	Year 3	Year 4	Year 5
Number of cases falling within the scope of Directive (EU) 2024/1499 in which inquiries were conducted each year	[NUMBER]	[NUMBER]	[NUMBER]	[NUMBER]	[NUMBER]
E5_COMMENTS*	Please provide any relevant metadata, describe any challenges faced in answering the question or provide additional explanations or information, in particular relating to the specific situation in the Member State.			[TEXT]	
Clarifications	— A case refers to one file covering a situation of discrimination, about which several complaints may have been received. <i>Please use the ‘Comments’ text box to specify when one case relates to a significant number of complaints.</i> — An inquiry is defined in Article 8 of Directive (EU) 2024/1499 as the process through which a body carries out fact-finding and accesses information and documents that are necessary to establish whether discrimination has occurred. — <i>Please use the ‘Comments’ text box if you wish to report additional data on cases falling outside the scope of Directive (EU) 2024/1499, or to explain specific challenges faced and approximations made when collecting the data (e.g. the national ground is broader than the EU ground).</i>				

12. (E6) Decisions/opinions issued by each equality body per year

Dimension/scope	Effectiveness, powers					
Objective/rationale	Reporting on the decisions/opinions by each equality body, broken down by ground and field, under Directive (EU) 2024/1499, each year (in accordance with Article 9 of Directive (EU) 2024/1499)					
Year of information	Situation for each year of the five-year period between monitoring reports					
E6 – For each equality body, please specify the number of decisions/opinions issued for the grounds and fields covered by Directive (EU) 2024/1499.						
[Equality Body Name]						
		Employment and occupation	Education	Access to goods and services available to the public	Housing	Social protection
E6_1	Sex	—	—	[NUMBER]	[NUMBER]	[NUMBER]
E6_2	Racial or ethnic origin	[NUMBER]	—	[NUMBER]	[NUMBER]	[NUMBER]
E6_3	Disability	[NUMBER]	[NUMBER]	[NUMBER]	[NUMBER]	[NUMBER]
E6_4	Age	[NUMBER]	—	—	—	—
E6_5	Religion or belief	[NUMBER]	—	—	—	—
E6_6	Sexual orientation	[NUMBER]	—	—	—	—
E6_7	Total number of decisions/opinions issued for the grounds and fields covered by Directive (EU) 2024/1499	[NUMBER]				
E6_COMMENTS*	Please provide any relevant metadata, describe any challenges faced in answering the question or provide additional explanations or information, in particular relating to the specific situation in the Member State.				[TEXT]	
Clarifications	— A decision/opinion dealing with multiple or intersectional discrimination should be reported under all the grounds and fields concerned. However, to avoid double reporting, such decisions/opinions should be counted only once in the total number of decisions/opinions. — Please use the ‘Comments’ text box if you wish to report additional data on cases falling outside the scope of Directive (EU) 2024/1499, or to explain specific challenges faced and approximations made when collecting the data (e.g. the national ground is broader than the EU ground).					

13. (E7) Scope and content of the decisions/opinions issued by each equality body

Dimension/scope	Effectiveness, powers
Objective/rationale	Reporting on the content of the decisions/opinions issued by each equality body each year (in accordance with Article 9 of Directive (EU) 2024/1499 – remedies and prevention)
Year of information	Situation for each year of the five-year period between monitoring reports

E7 – For each equality body, please indicate the number of decisions/opinions issued per year for the grounds and fields covered by Directive (EU) 2024/1499 which included measures to remedy breaches of the principle of equal treatment and measures to prevent further breaches.

[Equality Body Name]					
	Year 1	Year 2	Year 3	Year 4	Year 5
Number of decisions/opinions per year which included measures to remedy breaches of the principle of equal treatment	[NUMBER]	[NUMBER]	[NUMBER]	[NUMBER]	[NUMBER]
Number of decisions/opinions per year which included measures to prevent further breaches of the principle of equal treatment	[NUMBER]	[NUMBER]	[NUMBER]	[NUMBER]	[NUMBER]
E7_COMMENTS*	Please provide any relevant metadata, describe any challenges faced in answering the question or provide additional explanations or information, in particular relating to the specific situation in the Member State.			[TEXT]	
Clarifications	— Please use the 'Comments' text box if you wish to report additional data on cases falling outside the scope of Directive (EU) 2024/1499, or to explain specific challenges faced and approximations made when collecting the data (e.g. the national ground is broader than the EU ground).				

14. (E8) Enforcement/follow-up of the decisions/opinions issued by each equality body

Dimension/scope	Effectiveness, powers
Objective/rationale	Reporting on the enforcement or follow-up of decisions or opinions issued by each equality body, and on the publication of summaries of those decisions or opinions (in accordance with Article 9 of Directive (EU) 2024/1499)
Year of information	Situation for each year of the five-year period between monitoring reports

E8 – Please indicate the number of decisions/opinions issued for the grounds and fields covered by Directive (EU) 2024/1499 which were enforced / followed up each year, and the number of (summaries of) decisions/opinions which were published.

[Equality Body Name]					
	Year 1	Year 2	Year 3	Year 4	Year 5
Number of decisions/opinions per year which were enforced / followed up	[NUMBER]	[NUMBER]	[NUMBER]	[NUMBER]	[NUMBER]
Number of (summaries of) decisions/opinions per year which were published	[NUMBER]	[NUMBER]	[NUMBER]	[NUMBER]	[NUMBER]
E8_COMMENTS*	Please provide any relevant metadata, describe any challenges faced in answering the question or provide additional explanations or information, in particular relating to the specific situation in the Member State.			[TEXT]	
Clarifications	— Decisions/opinions enforced / followed up refers to decisions/opinions where the parties have implemented all or most of the measures prescribed by the equality body. — Please use the ‘Comments’ text box if you wish to report additional data on cases falling outside the scope of Directive (EU) 2024/1499, or to explain specific challenges faced and approximations made when collecting the data (e.g. the national ground is broader than the EU ground).				

15. (E9) Court cases for each equality body over the reporting period

Dimension/scope	Effectiveness, powers
Objective/rationale	Reporting on the court cases for each equality body over the reporting period, broken down by ground and field (in accordance with Article 10 of Directive (EU) 2024/1499)
Year of information	Situation over the five-year period covered by the reporting exercise

E9A – For each equality body, please specify the number of court cases in which it submitted observations in relation to grounds and fields covered by Directive (EU) 2024/1499.

[Equality Body Name]						
		Employment and occupation	Education	Access to goods and services available to the public	Housing	Social protection
E9A_1	Sex	—	—	[NUMBER]	[NUMBER]	[NUMBER]
E9A_2	Racial or ethnic origin	[NUMBER]	[NUMBER]	[NUMBER]	[NUMBER]	[NUMBER]

		Employment and occupation	Education	Access to goods and services available to the public	Housing	Social protection
E9A_3	Disability	[NUMBER]	—	—	—	—
E9A_4	Age	[NUMBER]	—	—	—	—
E9A_5	Religion or belief	[NUMBER]	—	—	—	—
E9A_6	Sexual orientation	[NUMBER]	—	—	—	—
E9A_7	Total number of court cases in which the equality body submitted observations in relation to grounds and fields covered by Directive (EU) 2024/1499	[NUMBER]				
E9A_8	Number of those cases in which the court followed the observations of the equality body	[NUMBER]				

E9B – For each equality body, please specify the number of court cases in which it acted on behalf or in support of the victim(s) or in its own name in relation to grounds and fields covered by Directive (EU) 2024/1499.

[Equality Body Name]						
		Employment and occupation	Education	Access to goods and services available to the public	Housing	Social protection
E9B_1	Sex	—	—	[NUMBER]	[NUMBER]	[NUMBER]
E9B_2	Racial or ethnic origin	[NUMBER]	[NUMBER]	[NUMBER]	[NUMBER]	[NUMBER]
E9B_3	Disability	[NUMBER]	—	—	—	—
E9B_4	Age	[NUMBER]	—	—	—	—
E9B_5	Religion or belief	[NUMBER]	—	—	—	—
E9B_6	Sexual orientation	[NUMBER]	—	—	—	—

		Employment and occupation	Education	Access to goods and services available to the public	Housing	Social protection
E9B_7	Total number of court cases in which the equality body acted in court in relation to grounds and fields covered by Directive (EU) 2024/1499	[NUMBER]				
E9B_8	Number of those cases in which the court decided in favour of the equality body	[NUMBER]				
E9_ COMMENTS*	Please provide any relevant metadata, describe any challenges faced in answering the question or provide additional explanations or information, in particular relating to the specific situation in the Member State.			[TEXT]		
Clarifications	— In this question, only court cases where a final decision has been made should be counted. — Cases in which the court followed the observations of the equality body or decided in favour of the equality body refer to cases where the equality body's position or the main element(s) of its position was/were confirmed by the court. — A court case dealing with multiple or intersectional discrimination should be reported under all the grounds and fields concerned. However, to avoid double reporting, such court cases should be counted only once in the total number of court cases. — Please use the 'Comments' text box if you wish to report additional data on cases falling outside the scope of Directive (EU) 2024/1499, or to explain specific challenges faced and approximations made when collecting the data (e.g. the national ground is broader than the EU ground).					

16. (E10)* Decisions of the equality body submitted for judicial review

Dimension/scope	Effectiveness, powers			
Objective/rationale	Reporting on decisions of the equality body that have been submitted for judicial review (in accordance with Articles 10 and 11 of Directive (EU) 2024/1499)			
Year of information	Situation over the five-year period covered by the reporting exercise			
E10 – For each equality body that adopts binding decisions, please indicate:				
		1	2	3
		[Equality Body Name]	[Equality Body Name]	[Equality Body Name]
E10_1	Total number of decisions adopted over the reporting period that fall within the scope of Directive (EU) 2024/1499	[NUMBER]	[NUMBER]	[NUMBER]

		1	2	3
		[Equality Body Name]	[Equality Body Name]	[Equality Body Name]
E10_2	Of which, number of decisions submitted for judicial review	[NUMBER]	[NUMBER]	[NUMBER]
E10_3	Of which, number of decisions confirmed by the court after judicial review	[NUMBER]	[NUMBER]	[NUMBER]
E10_COMMENTS*	Please provide any relevant metadata, describe any challenges faced in answering the question or provide additional explanations or information, in particular relating to the specific situation in the Member State.		[TEXT]	
Clarifications	— ‘Judicial review’ refers to the procedure by which the decision of the equality body can be reviewed by the court at the request of (one of) the parties. — ‘Decisions confirmed by the court’ refers to cases where the position of the equality body or the main element(s) of its position was/were confirmed by the court. — Please use the ‘Comments’ text box if you wish to report additional data on cases that fall outside the scope of Directive (EU) 2024/1499, or to explain specific challenges faced and approximations made in collecting the data (e.g. the national ground is broader than the EU ground).			

17. (E11) Independent surveys and research on discrimination conducted or commissioned by the equality body

Dimension/scope	Effectiveness, powers
Objective/rationale	Reporting on the independent surveys and research on discrimination conducted or commissioned by the equality body (in accordance with Article 16 of Directive (EU) 2024/1499)
Year of information	Situation over the five-year period covered by the reporting exercise

E11 – For each equality body, please specify the number of independent surveys and research studies conducted or commissioned on grounds and fields covered by Directive (EU) 2024/1499.

[Equality Body Name]						
		Employment and occupation	Education	Access to goods and services available to the public	Housing	Social protection
E11_1	Sex	—	—	[NUMBER]	[NUMBER]	[NUMBER]
E11_2	Racial or ethnic origin	[NUMBER]				
E11_3	Disability	[NUMBER]	[NUMBER]	[NUMBER]	[NUMBER]	[NUMBER]
E11_4	Age	[NUMBER]	—	—	—	—

		Employment and occupation	Education	Access to goods and services available to the public	Housing	Social protection
E11_5	Religion or belief	[NUMBER]	—	—	—	—
E11_6	Sexual orientation	[NUMBER]	—	—	—	—
E11_7	Total number of surveys on grounds and fields covered by Directive (EU) 2024/1499	[NUMBER]				
E11_COMMENTS*	Please provide any relevant metadata, describe any challenges faced in answering the question or provide additional explanations or information, in particular relating to the specific situation in the Member State.			[TEXT]		
Clarifications	— A survey dealing with multiple or intersectional discrimination should be reported under all the grounds and fields concerned. However, to avoid double reporting, such surveys should be counted only once in the total number of surveys. — Please use the ‘Comments’ text box if you wish to report additional data on surveys falling outside the scope of Directive (EU) 2024/1499, or to explain specific challenges faced and approximations made in collecting the data (e.g. the national ground is broader than the EU ground).					

18. (E12) Reports and strategic planning by each equality body

Dimension/scope	Effectiveness, powers			
Objective/rationale	Reporting on the reports and strategic planning of each equality body (in accordance with Article 17 of Directive (EU) 2024/1499)			
Year of information	Situation over the five-year period covered by the relevant reporting exercise			
E12 – For each equality body, please indicate:				
		1	2	3
		[Equality Body Name]	[Equality Body Name]	[Equality Body Name]
E12_1	Whether it produces annual reports	Yes/No	Yes/No	Yes/No
E12_1_TEXT	Provide a link to the reports from the past five years	[TEXT] / [HYPERLINK]	[TEXT] / [HYPERLINK]	[TEXT] / [HYPERLINK]
E12_2	Whether it adopts work programmes setting out priorities and prospective activities	Yes/No	Yes/No	Yes/No

		1	2	3
		[Equality Body Name]	[Equality Body Name]	[Equality Body Name]
E12_2_TEXT	Provide a link to the work programme(s)	[TEXT] / [HYPERLINK]	[TEXT] / [HYPERLINK]	[TEXT] / [HYPERLINK]
E12_3	Whether it publishes reports on the state of equal treatment and discrimination in the Member State at least every four years	Yes/No	Yes/No	Yes/No
E12_3_TEXT	Provide a link to the latest report(s) on the state of equal treatment and discrimination	[TEXT] / [HYPERLINK]	[TEXT] / [HYPERLINK]	[TEXT] / [HYPERLINK]
E12_COMMENTS*	Please provide any relevant metadata, describe any challenges faced in answering the question or provide additional explanations or information, in particular relating to the specific situation in the Member State.		[TEXT]	
Clarifications	— Question E12_3 refers to Article 17(c): ‘publish one or more reports, with recommendations, at least every four years, on the state of equal treatment and discrimination, including potential structural issues, in their Member State’. The report or series of reports are meant to establish an overall picture of the situation as regards discrimination and equal treatment in the Member State over a period of four years. They can draw on the various activities of the equality body and data from external sources. They cover all grounds covered by Directive (EU) 2024/1499, although they may focus on specific issues, depending on the national situation.			

19. (A1) Accessibility of the premises, services and activities of each equality body for persons with disabilities

Dimension/scope	Accessibility			
Objective/rationale	Reporting on the accessibility of the premises, services and activities of each equality body for persons with disabilities (in accordance with Article 13 of Directive (EU) 2024/1499)			
Year of information	Situation over the five-year period covered by the reporting exercise			
A1 – For each equality body, please describe which mechanisms are available to ensure accessibility for persons with disabilities so as to guarantee equal access to all the services and activities of the equality body.				
		1	2	3
		[Equality Body Name]	[Equality Body Name]	[Equality Body Name]
A1_1	The equality body's premises are accessible (see definitions and references below).	Yes/Partly/No	Yes/Partly/No	Yes/Partly/No

		1	2	3
		[Equality Body Name]	[Equality Body Name]	[Equality Body Name]
A1_2	The information disseminated by the equality body, including on its website, is accessible (see definitions and references below).	Yes/Partly/No	Yes/Partly/No	Yes/Partly/No
A1_3	Reasonable accommodations are provided when a service or activity is not accessible.	Yes/Partly/No	Yes/Partly/No	Yes/Partly/No
A1_4	Description of the mechanisms available to ensure and monitor accessibility for persons with disabilities.	[TEXT]	[TEXT]	[TEXT]
A1_COMMENTS*	Please provide any relevant metadata, describe any challenges faced in answering the question or provide additional explanations or information, in particular relating to the specific situation in the Member State.	[TEXT]		
Clarifications	— Recital 40 of Directive (EU) 2024/1499, which is about ensuring that all services and activities of equality bodies are accessible to persons with disabilities, refers to the requirements of Directive (EU) 2019/882 of the European Parliament and of the Council ⁽¹⁾. Annexes I to III to Directive (EU) 2019/882 are particularly relevant. For example, they stipulate that information should: (i) be made available via more than one sensory channel; (ii) be presented in fonts of adequate size and suitable shape, and using sufficient contrast, as well as adjustable spacing between letters, lines and paragraphs; and (iii) be disseminated in formats that allow alternative renditions of the content and interoperability with a variety of assistive technologies in such a way that it is perceivable, understandable, operable and robust. Any non-textual content should be supplemented with an alternative presentation of that content (see Section III of Annex I to Directive (EU) 2019/882). Real-time text and video should also be provided in addition to voice communication (see Section IV of Annex I to Directive (EU) 2019/882). As regards physical accessibility, structural measures should be taken to remove barriers in advance, such as, for example, by installing a ramp or providing other appropriate means to allow people using wheelchairs to enter the equality body’s offices (see Annex III to Directive (EU) 2019/882). — Relevant EU standards include EN 17210 on Accessibility and usability of the built environment and EN 301549 on Accessibility requirements for ICT products and services.			

⁽¹⁾ Directive (EU) 2019/882 of the European Parliament and of the Council of 17 April 2019 on the accessibility requirements for products and services (OJ L 151, 7.6.2019, p. 70, ELI: <http://data.europa.eu/eli/dir/2019/882/oj>).

20. (A2) Access to each equality body's services and activities on an equal basis for all

Dimension/scope	Accessibility, effectiveness			
Objective/rationale	Reporting on the accessibility of each equality body's services and access to infrastructure and activities on an equal basis for all (in accordance with Articles 12 and 13 of Directive (EU) 2024/1499)			
Year of information	Situation over the five-year period covered by the reporting exercise			
A2 – For each equality body, please describe how it is ensured that all have access to the equality body's services and publications on an equal basis.				
		1	2	3
		[Equality Body Name]	[Equality Body Name]	[Equality Body Name]
A2_1	Complaints can be submitted orally on the phone.	Yes/No	Yes/No	Yes/No
A2_2	Complaints can be submitted orally on the equality body's premises.	Yes/No	Yes/No	Yes/No
A2_3	Complaints can be submitted in writing (on paper).	Yes/No	Yes/No	Yes/No
A2_4	Complaints can be submitted in writing (online).	Yes/No	Yes/No	Yes/No
A2_5	Complaints are handled at no cost to the complainant.	Yes/No	Yes/No	Yes/No
A2_6	The equality body's services are available throughout the Member State's territory, including in rural and remote areas, thanks to online access.	Yes/No	Yes/No	Yes/No
A2_7	The equality body's services are available throughout the Member State's territory, including in rural and remote areas, thanks to other means of access (please specify in the text box).	Yes/No	Yes/No	Yes/No
A2_8*	Languages available for complaint submission	[TEXT]	[TEXT]	[TEXT]
A2_9*	Description of the mechanisms for ensuring equal access to the equality body's services and publications	[TEXT]	[TEXT]	[TEXT]
A2_COMMENTS*	Please provide any relevant metadata, describe any challenges faced in answering the question or provide additional explanations or information, in particular relating to the specific situation in the Member State.	[TEXT]		
Clarifications	— Access on an equal basis covers both equal access under Article 12 of Directive (EU) 2024/1499 and accessibility under Article 13 of Directive (EU) 2024/1499.			

3. FEEDBACK FROM EQUALITY BODIES ON THEIR FUNCTIONING IN ACCORDANCE WITH THE STANDARDS

21. (IF2) Independent functioning of each equality body – equality body's input

Dimension/scope	Independent functioning
Objective/rationale	Monitoring the independent functioning of each equality body (in accordance with Article 3 of Directive (EU) 2024/1499)
Year of information	Situation over the five-year period covered by the reporting exercise

IF2 – By selecting the relevant options in the table and/or filling in the text box, please indicate, for your equality body, whether its independence is ensured, including if it is part of a multi-mandate body (in accordance with Article 3 of Directive (EU) 2024/1499).

[Equality Body Name]		
IF2_1	The equality body is independent and free from external influence.	Yes/Partly/No
IF2_2	The equality body can independently follow up or refuse instructions or suggestions by any public or private entity (beyond its legal obligations).	Yes/Partly/No
IF2_3	The equality body can independently manage its own financial resources.	Yes/Partly/No
IF2_4	The equality body can independently manage its own staff.	Yes/Partly/No
IF2_5	The equality body can independently set its own priorities / areas of focus.	Yes/Partly/No
IF2_6	The equality body can independently release statements and adopt recommendations.	Yes/Partly/No
IF2_7	The equality body can independently decide how to handle individual complaints.	Yes/Partly/No
IF2_8	The procedures in place for the selection, appointment and revocation and potential conflicts of interest involving, staff holding decision-making or managerial positions and, where applicable, members of the governing board guarantee their competence and independence.	Yes/Partly/No
IF2_9	The internal structure of the equality body guarantees the independent, and where appropriate impartial, exercise of its competences.	Yes / Partly / No / Not applicable
IF2_10	The internal structure of the multi-mandate body guarantees that the equality mandate is exercised effectively.	Yes / Partly / No / Not applicable
IF2_11	Please describe the equality body's independence in accordance with Article 3 of Directive (EU) 2024/1499, including any challenges encountered. Where relevant, please also expand on your answers to IF2_1 to IF2_10.	[TEXT]
IF2_COMMENTS*	Please provide any relevant metadata, describe any challenges faced in answering the question or provide additional explanations or information, in particular relating to the specific situation in the Member State.	[TEXT]

22. (R4) Adequacy of resources in accordance with Article 4 of Directive (EU) 2024/1499 for each equality body to perform all its tasks and exercise all its competences effectively – equality body's input

Dimension/scope	Resources
Objective/rationale	Assessing the adequacy of each equality body's resources for it to perform all its tasks and exercise all its competences effectively (in accordance with Article 4 and taking into account recitals 21 and 22 of Directive (EU) 2024/1499)
Year of information	Situation over the five-year period covered by the reporting exercise

R4 – By selecting the relevant options in the table and/or filling in the text box, please assess, for your equality body, whether the resources available to it are adequate for it to perform all its tasks and exercise all its competences effectively, including if it is part of a multi-mandate body.

[Equality Body Name]		
R4_1	Financial resources	Good / sufficient / constrained / highly constrained
R4_2	Human resources	Good / sufficient / constrained / highly constrained
R4_3	Technical resources	Good / sufficient / constrained / highly constrained
R4_4*	Automated systems	Good / sufficient / constrained / highly constrained
R4_5*	Prevention and promotion (Article 5 of Directive (EU) 2024/1499)	Good / sufficient / constrained / highly constrained / not applicable
R4_6*	Initial assistance to victims / handling of complaints (Article 6 of Directive (EU) 2024/1499)	Good / sufficient / constrained / highly constrained / not applicable
R4_7*	Alternative dispute resolution (Article 7 of Directive (EU) 2024/1499)	Good / sufficient / constrained / highly constrained / not applicable
R4_8*	Inquiries (Article 8 of Directive (EU) 2024/1499)	Good / sufficient / constrained / highly constrained / not applicable
R4_9*	Opinions (Article 9 of Directive (EU) 2024/1499)	Good / sufficient / constrained / highly constrained / not applicable

R4_10*	Decisions (Article 9 of Directive (EU) 2024/1499)	Good / sufficient / constrained / highly constrained / not applicable
R4_11*	Litigation (Article 10 of Directive (EU) 2024/1499)	Good / sufficient / constrained / highly constrained / not applicable
R4_12*	Equal access (Article 12 of Directive (EU) 2024/1499)	Good / sufficient / constrained / highly constrained / not applicable
R4_13*	Accessibility (Article 13 of Directive (EU) 2024/1499)	Good / sufficient / constrained / highly constrained / not applicable
R4_14*	Cooperation (Article 14 of Directive (EU) 2024/1499)	Good / sufficient / constrained / highly constrained / not applicable
R4_15*	Consultation and recommendations (Article 15 of Directive (EU) 2024/1499)	Good / sufficient / constrained / highly constrained / not applicable
R4_16*	Data collection and surveys (Article 16 of Directive (EU) 2024/1499)	Good / sufficient / constrained / highly constrained / not applicable
R4_17*	Reports (Article 17 of Directive (EU) 2024/1499)	Good / sufficient / constrained / highly constrained / not applicable
R4_18*	Assessment of automated systems	Good / sufficient / constrained / highly constrained / not applicable
R4_19*	Assessment of the adequacy of resources to perform all tasks and exercise all competences effectively	[TEXT]
R4_COMMENTS*	<i>Please provide any relevant metadata, describe any challenges faced in answering the question or provide additional explanations or information, in particular relating to the specific situation in the Member State.</i>	[TEXT]

Clarifications	- Financial resources refer to the funds received from the budget, usually broken down into budget headings; technical resources include equipment, premises and utilities; human resources should be understood as the staff allocated to the equality body. 'Automated systems' refers to a computer system that is capable of carrying out actions without the need for review or intervention by a human being. Taking into account recital 22 of Directive (EU) 2024/1499, automated systems can be artificial intelligence systems, which are in turn defined in Regulation (EU) 2024/1689 of the European Parliament and of the Council ⁽¹⁾ (Artificial Intelligence Act) as a machine-based system designed to operate with varying levels of autonomy, that may exhibit adaptiveness after deployment and that, for explicit or implicit objectives, infers, from the input it receives, how to generate outputs, such as predictions, content, recommendations, or decisions that can influence physical or virtual environments. <i>If the equality body is part of another multi-mandate body, please rate the adequacy of the resources dedicated to the equality mandate.</i>
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⁽¹⁾ Regulation (EU) 2024/1689 of the European Parliament and of the Council of 13 June 2024 laying down harmonised rules on artificial intelligence and amending Regulations (EC) No 300/2008, (EU) No 167/2013, (EU) No 168/2013, (EU) 2018/858, (EU) 2018/1139 and (EU) 2019/2144 and Directives 2014/90/EU, (EU) 2016/797 and (EU) 2020/1828 (Artificial Intelligence Act) (OJ L, 2024/1689, 12.7.2024, ELI: <http://data.europa.eu/eli/reg/2024/1689/oj>).

23. (E13) Effective access to information and documents that are necessary to establish whether discrimination has occurred – equality body's input

Dimension/scope	Effectiveness, powers
Objective/rationale	Reporting on the effective access to information and documents that are necessary to establish whether discrimination has occurred, including where another competent body is empowered to conduct inquiries (in accordance with Article 8 of Directive (EU) 2024/1499)
Year of information	Situation over the five-year period covered by the reporting exercise

E13A – Please indicate whether the framework put in place in your Member State to enable you to carry out fact-finding effectively allows you to access the information and documents that are necessary to establish whether discrimination has occurred. Please describe any challenges encountered.

		1	2	3
		[Equality Body Name]	[Equality Body Name]	[Equality Body Name]
E13A_1	The equality body has effective access to the information and documents necessary to establish whether discrimination has occurred	Most of the time / often / less than half of the time / almost never	Most of the time / often / less than half of the time / almost never	Most of the time / often / less than half of the time / almost never
E13A_2	<i>Please expand on your answer.</i>	[TEXT]	[TEXT]	[TEXT]

E13B – <i>If another competent body is empowered to conduct inquiries, please indicate whether cooperation with that competent body is effective*:</i>				
		1	2	3
		[Equality Body Name]	[Equality Body Name]	[Equality Body Name]
E13B_1	The competent body opens an inquiry at the request of the equality body.	Most of the time / often / less than half of the time / almost never	Most of the time / often / less than half of the time / almost never	Most of the time / often / less than half of the time / almost never
E13B_2	The competent body communicates the results of its inquiry to the equality body upon request.	Most of the time / often / less than half of the time / almost never	Most of the time / often / less than half of the time / almost never	Most of the time / often / less than half of the time / almost never
E13B_3	The competent body shares useful information upon request to allow the equality body to handle or close the complaint	Most of the time / often / less than half of the time / almost never	Most of the time / often / less than half of the time / almost never	Most of the time / often / less than half of the time / almost never
E13B_4	Description of the cooperation with the competent body, including any challenges encountered	[TEXT]	[TEXT]	[TEXT]
E13_COMMENTS*	<i>Please provide any relevant metadata, describe any challenges faced in answering the question or provide additional explanations or information, in particular relating to the specific situation in the Member State.</i>			[TEXT]

24. (E14) Consultation of each equality body and follow-up of its recommendations by the government and relevant public authorities – equality body's input

Dimension/scope	Effectiveness, powers
Objective/rationale	Reporting on the consultation of each equality body by the government and relevant public authorities on legislation, policy, procedures and programmes relating to the rights and obligations derived from Directives 79/7/EEC, 2000/43/EC, 2000/78/EC and 2004/113/EC and on the follow-up given to that consultation and to recommendations issued in accordance with Article 15 of Directive (EU) 2024/1499 or as part of the report on the state of equal treatment and discrimination published in accordance with Article 17 of Directive (EU) 2024/1499
Year of information	Situation over the five-year period covered by the reporting exercise

E14 – For each equality body, please indicate whether it is sufficiently consulted and to what extent its opinion is followed when expressed as part of a consultation process or in the form of recommendations issued in accordance with Article 15 and Article 17, point (c), of Directive (EU) 2024/1499.

		1	2	3
		[Equality Body Name]	[Equality Body Name]	[Equality Body Name]
E14_1	Have the government and relevant public authorities consulted the equality body on relevant legislation, policy, procedure and programmes over the reporting period?	Most of the time / often / sometimes / almost never	Most of the time / often / sometimes / almost never	Most of the time / often / sometimes / almost never
E14_2	To what extent is the opinion of the equality body followed by the government and relevant public authorities after a consultation or after the equality body issues recommendations?	Most of the time / often / sometimes / almost never	Most of the time / often / sometimes / almost never	Most of the time / often / sometimes / almost never
E14_3	<i>Please expand on your answer if relevant (number of consultations and/or recommendations, process, follow-up).</i>	[TEXT]	[TEXT]	[TEXT]
E14_COMMENTS*	<i>Please provide any relevant metadata, describe any challenges faced in answering the question or provide additional explanations or information, in particular relating to the specific situation in the Member State.</i>		[TEXT]	
Clarifications	— Following the opinion of the equality body after a consultation or after recommendations have been issued means a situation where the position of the equality body or the main element(s) of its position was/were adopted/implemented by the government and relevant public authorities.			