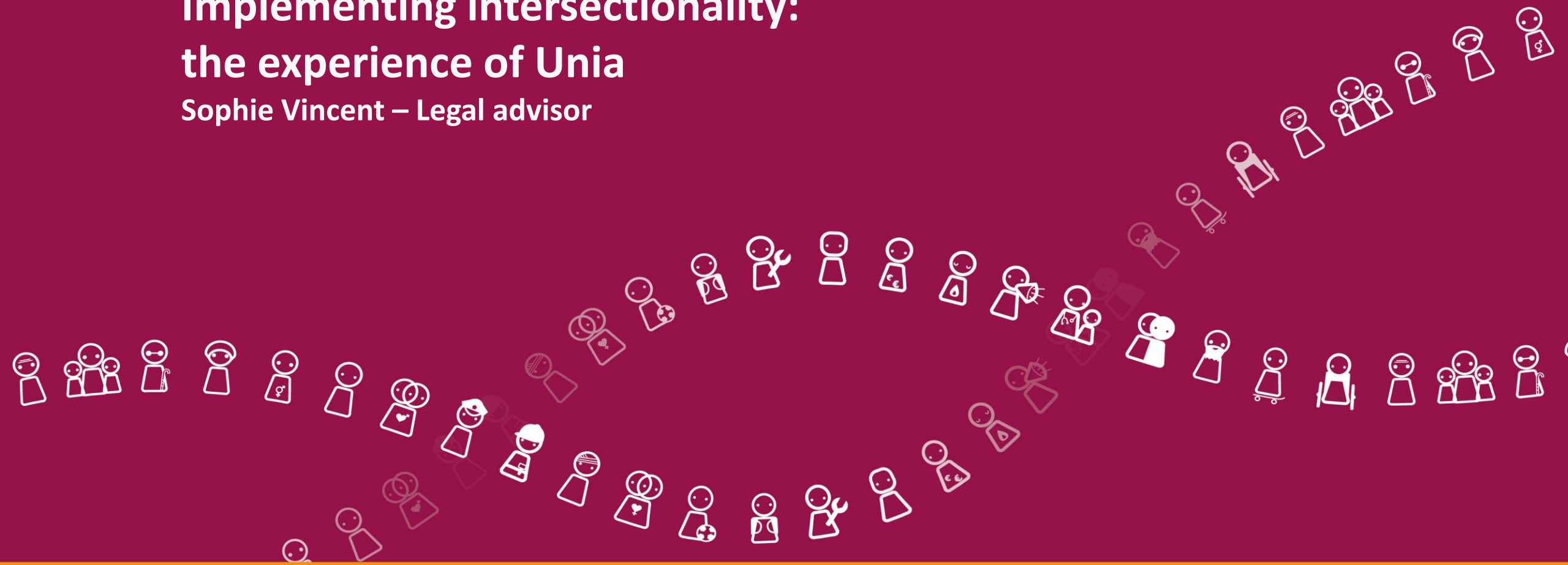




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Implementing intersectionality: the experience of Unia

Sophie Vincent – Legal advisor



ECRI 2022 annual seminar with Equality Bodies - 26 September 2022

What is Unia ?

Interfederal Centre for equal opportunities and the fight against racism

Institution:



Public



Interfederal



Independent



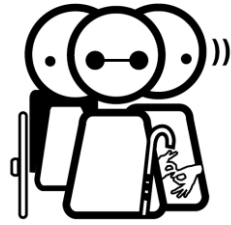
Expertise

Competent



Racism:

- presumed 'race'
- Skin colour
- Nationality
- Ancestry
- National or ethnic origin



Disability



Wealth



Age



State of health



Philosophical and religious beliefs



Sexual orientation



Civil status



Physical characteristics



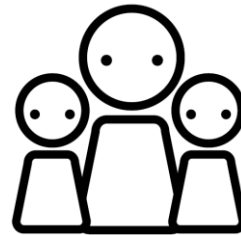
Political beliefs



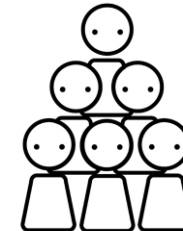
Trade union beliefs



Birth



Household composition



Social background

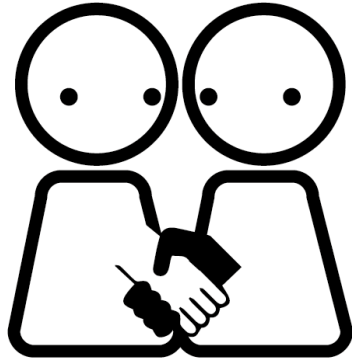
Not Competent



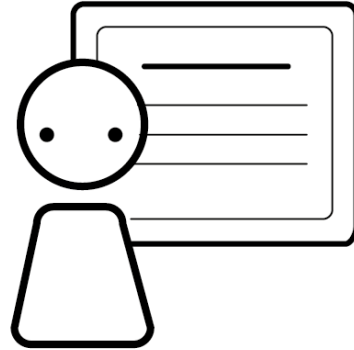
Sex/gender

What does Unia do ?

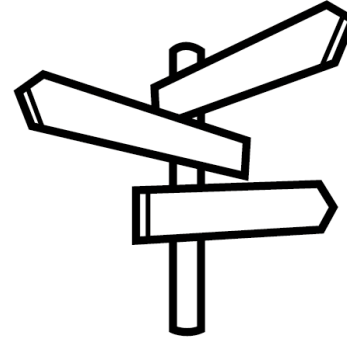
Standing up for equality by



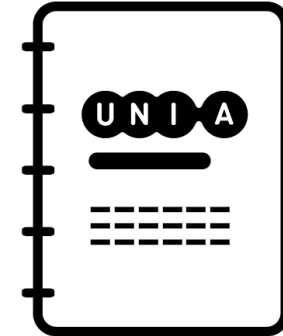
**Treating
individual
reports/cases**



**Giving
information,
training and
raising
awareness**



**Issuing
opinions and
recommandations**



**Doing
research and
executing
studies**

Implementing intersectionality

- **2019 – working group over intersectionality – missions :**
 - Define the concept of intersectionality
 - Map the important actors in this field
 - Translate the intersectional approach into our missions
- **Basic theoretical knowledge but daily experience**
- **Definition of intersectionality**
 - (1) the specificity of the discriminatory treatment suffered :
 - (2) the context in which it takes place;
 - (3) and the impact it has on the individual concerned.

Implementing intersectionality (II)

1) Resistance of employees and outside of the organisation

- Training of Unia employees by experts
- Raising public awareness on intersectionality

2) How to reach the most vulnerable ?

- Partnerships with organizations and associations
- “Nothing About Us Without Us”

3) Treating individual cases and legal aspects

- Single axe analysis → Multiple dimensions
- No legal recognition

Brussels Labor Tribunal R.G. n°19/2070/A – 17.07.20

"In the present decision, no echo will be given to the long theoretical developments that the plaintiff devotes to the intersectional dimension of the alleged discrimination, even though they are not without scientific interest.

*Not only does the plaintiff **not specify the legal regime that would apply** to the intersectional discrimination that she denounces, but she also does not draw any conclusions from her analysis on the basis of her claim.*

*Moreover, it must be noted that the **concept of intersectional discrimination is largely absent from European Union law and that the anti-discrimination laws of 10.5.2007 do not define or regulate the fate of intersectional discrimination, any more than they do for multiple discrimination"** (§43).*

- **Obstacles : comparator, justification and reparation**
- **Legal recognition of intersectionality and first judicial decision**

4) Psychosocial Impact

- **legal-focused analysis**
- **Training in active and empathetic listening**

Conclusion

- **Mindset change and impact on the day-to-day work**
- **Make visible the invisible and tackle different forms of marginalization**

Thank you for your attention !

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