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# La France à la loupe

## High Authority to Fight Discrimination and to Promote Equality (HALDE)

HALDE is an **independent administrative authority**, founded by the law promulgated on 30 December, **2004** ([loi n°2004-1486 du 30 décembre 2004](#)) and the decree of 4 March, 2005 ([décret n° 2005-215 du 4 mars 2005](#)). It was established as part of the French Social Cohesion Plan and ensures France's compliance with European directives.

The High Authority is a **collegial body**, with 11 members appointed by Presidential decree for a five year term of office, which is neither revocable nor renewable. An 18 member advisory committee has also been established, offering an interface with civil society.

Any individual who considers that they have been a victim of discrimination may notify HALDE with a written account. Advice and information are also given over the telephone.

### MISSION AND AUTHORITY

- **Provide information and guidance to the general public:** HALDE answers queries and offers guidance to anyone having difficulties in this area.
- **Offer support to victims of discrimination:** it has the power to conduct investigations on a case (in the case of non-cooperation, it can notify the judge in chambers and get any necessary documents sent from the person concerned), and can offer arbitration or mediation. In unlawful or criminal cases, it can inform the Public Prosecutor.
- **Foster and promote good practice:** though its expertise, HALDE supports training courses, coordinates studies and encourages new initiatives by propagating good practices.

HALDE was granted new powers under the Equal Opportunity Act dated 31 March, 2006, articles 41 to 47 ([loi n°2006-396 du 31 mars 2006 pour l'égalité des chances](#)): it can now offer the individual responsible for the discrimination, subject to approval by the Public Prosecutor, the chance to resolve the issue by payment of a fine and, if necessary, victim compensation, thereby negating the need for court proceedings.

## ACTIVITIES

- HALDE issues **opinions** to promote good practices and **recommendations** for legislative and regulatory amendments.
- It launches **awareness-raising initiatives** in cooperation with the authorities and civil society so as to instigate nation-wide action.
- It conducts **research and studies** so as to better understand discriminatory practices and also monitors and inventories existing studies.

## A GLANCE AT THE FIGURES (APRIL 2006)

Since 2005, 900 complaints have been registered. Nearly half (45%) are work-related. The acts of discrimination are predominantly to do with people's origins (40%).

## To find out more

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## WEBSITES

- **HALDE sites**  
<http://www.halde.fr/>
- Introductory page on HALDE *in English* on the website of the Ministry of Employment, Social Cohesion and Housing  
[http://www.social.gouv.fr/hm/pointsur/discrimination/halde\\_anglais.htm](http://www.social.gouv.fr/hm/pointsur/discrimination/halde_anglais.htm)

## REPORTS AND ARTICLES

- **2006 HALDE Annual Report** (introduction on the *Documentation française* website, see: [présentation](#))
- **Towards the High Authority to Fight Discrimination and to Promote Equality / Bernard Stasi. – La Documentation française, 2004**  
<http://lesrapports.ladocumentationfrancaise.fr/BRP/044000074/0000.pdf>
- **Report N° 1952** submitted to the National Assembly **on the bill, modified by the Senate, regarding the creation of the High Authority to Fight Discrimination and to Promote Equality** by Pascal Clément, Member of Parliament, December, 2004  
<http://www.assemblee-nationale.fr/12/rapports/r1965.asp>