

**E** Equinet  
European network  
of equality bodies

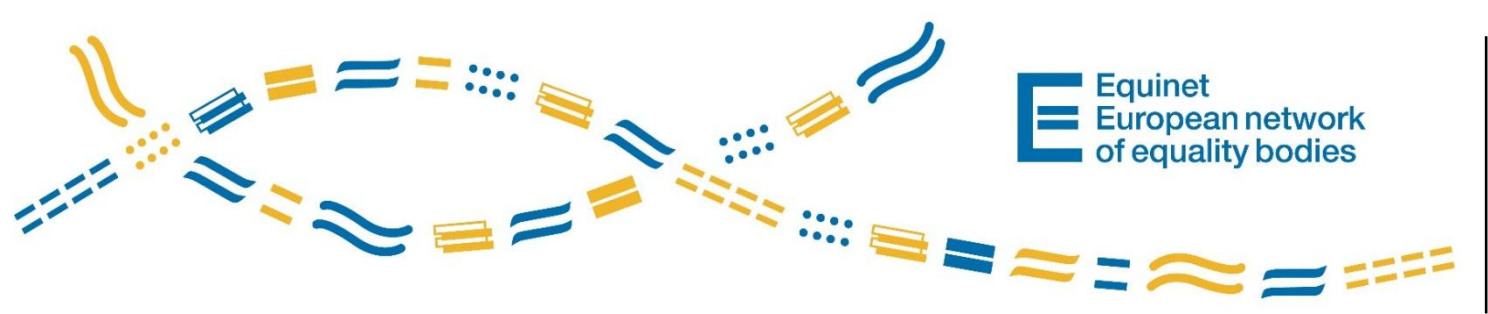


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# **EQUINET EUROPEAN NETWORK OF EQUALITY BODIES**

Anne Gaspard, Equinet Executive Director

Gender Equality Commission, 19-21 November 2014



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## Outline of the presentation

1. Equinet
2. National Equality Bodies and their functions
3. Activities in 2014 and common areas of work
4. Highlights from 2015 workplan
5. Current challenges: the need for independence and resources for equality bodies to ensure equality on the ground and real access to justice.

# Equinet - the European Network of Equality Bodies



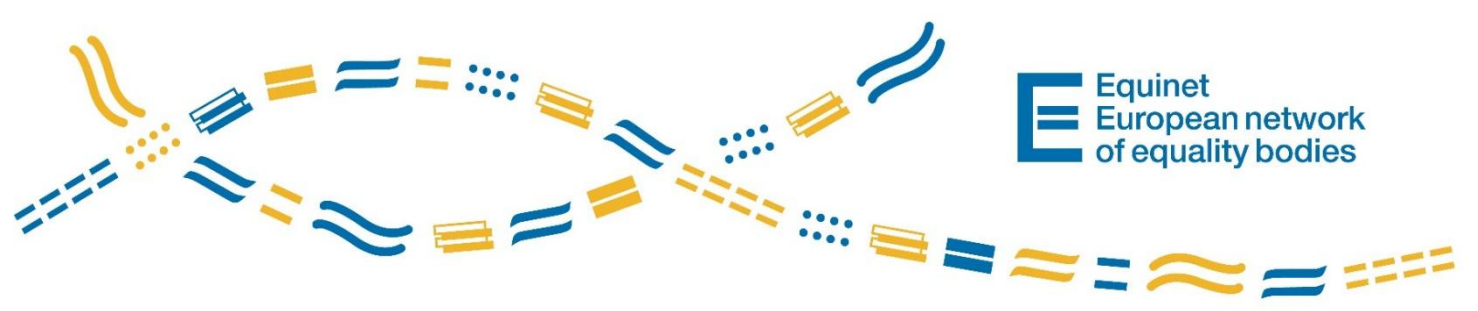
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Equinet members are 41 public institutions established by law to promote equality and combat discrimination (= equality bodies).

Equinet promotes equality in Europe through supporting the work of national equality bodies.

Equinet supports equality bodies to be independent and effective as catalysts for more equal societies.

**Equinet members:** Ombud for Equal Treatment, **Austria** | Interfederal Centre for Equal Opportunities, **Belgium** | Institute for Equality between Women and Men, **Belgium** | Commission for Protection against Discrimination, **Bulgaria** | Office of the Ombudsman, **Croatia** | Gender Equality Ombudsperson, **Croatia** | Public Defender of Rights – Ombudsman, **Czech Republic** | Office of the Ombudsman, **Cyprus** | Board of Equal Treatment, **Denmark** | Danish Institute for Human Rights, **Denmark** | Gender Equality and Equal Treatment Commissioner, **Estonia** | Ombudsman for Equality, **Finland** | Ombudsman for Minorities, **Finland** | Commission for Protection against Discrimination, **Former Yugoslav Republic of Macedonia (FYROM)** | Defender of Rights, **France** | Federal Anti-Discrimination Agency, **Germany** | Office of the Ombudsman, **Greece** | Equal Treatment Authority, **Hungary** | Office of the Commissioner for Fundamental Rights, **Hungary** | Equality Authority, **Ireland** | National Office Against Racial Discrimination, **Italy** | National Equality Councillor, **Italy** | Office of the Ombudsman, **Latvia** | Office of the Equal Opportunities Ombudsperson, **Lithuania** | Centre for Equal Treatment, **Luxembourg** | National Commission for the Promotion of Equality, **Malta** | National Commission for Persons with Disability, **Malta** | Netherlands Institute for Human Rights, **Netherlands** | Equality and Anti-Discrimination Ombud, **Norway** | Human Rights Defender, **Poland** | Commission for Equality in Labour and Employment, **Portugal** | High Commission for Immigration and Intercultural Dialogue, **Portugal** | Commission for Citizenship and Gender Equality, **Portugal** | National Council for Combating Discrimination, **Romania** | Commissioner for the Protection of Equality, **Serbia** | National Centre for Human Rights, **Slovakia** | Advocate for the Principle of Equality, **Slovenia** | Council for the Promotion of Equal Treatment and Non-Discrimination on the Grounds of Racial or Ethnic Origin, **Spain** | Discrimination Ombudsman, **Sweden** | Equality and Human Rights Commission, **UK – Great Britain** | Equality Commission for Northern Ireland, **UK – Northern Ireland**



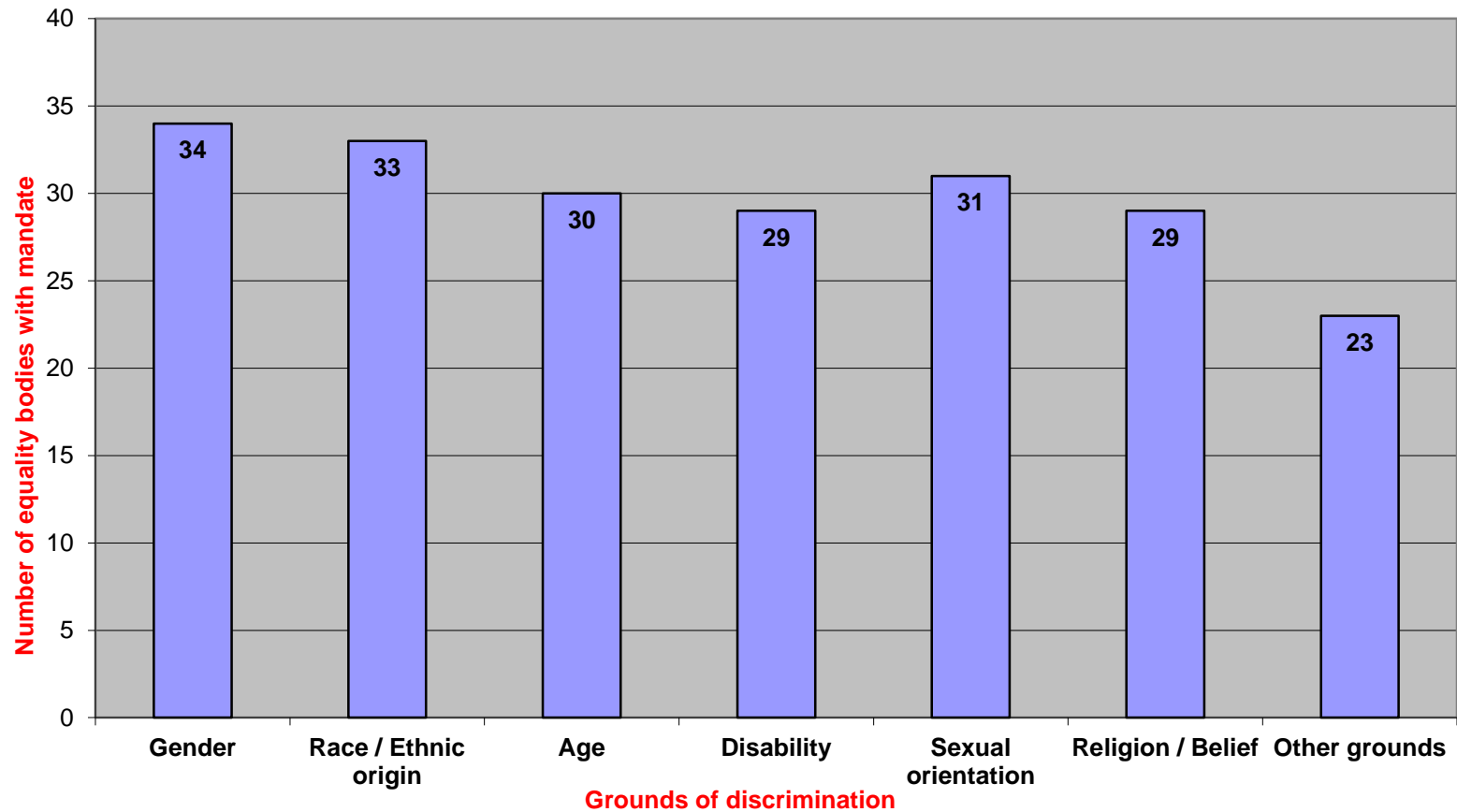
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## Equinet Members

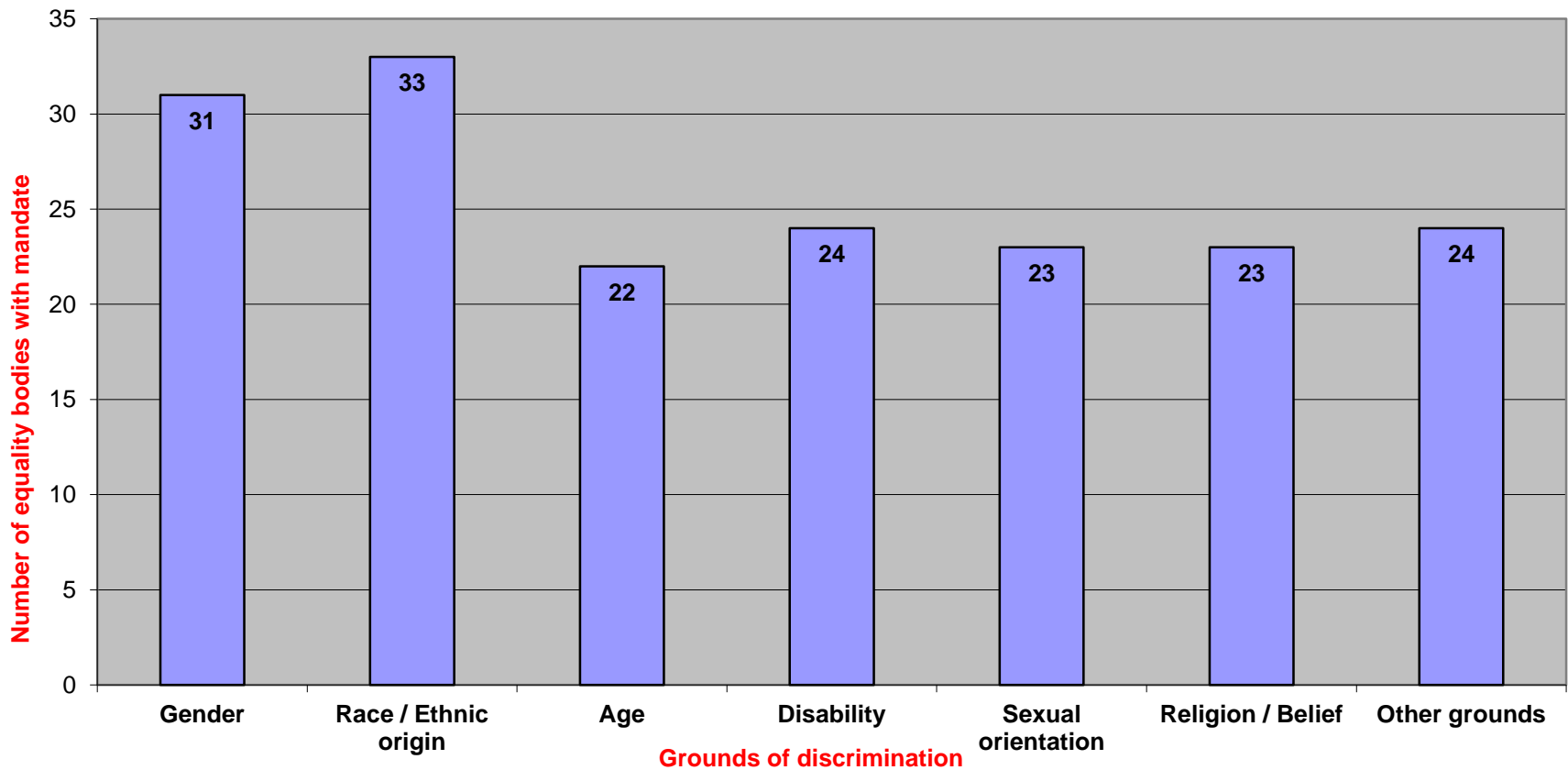
- **Network of specialised equality bodies** (41 members from 31 European countries)
- Specialised equality bodies on the basis of **EU Equal Treatment Directives (2000/43/EC; 2004/113/EC; 2006/54/EC, 2010/41/EU)**, in line with **UN Paris Principles and ECRI Policy Recommendation on Specialised Bodies**
- **Diversity among national equality bodies** in terms of size, mandate, grounds, structure and experience

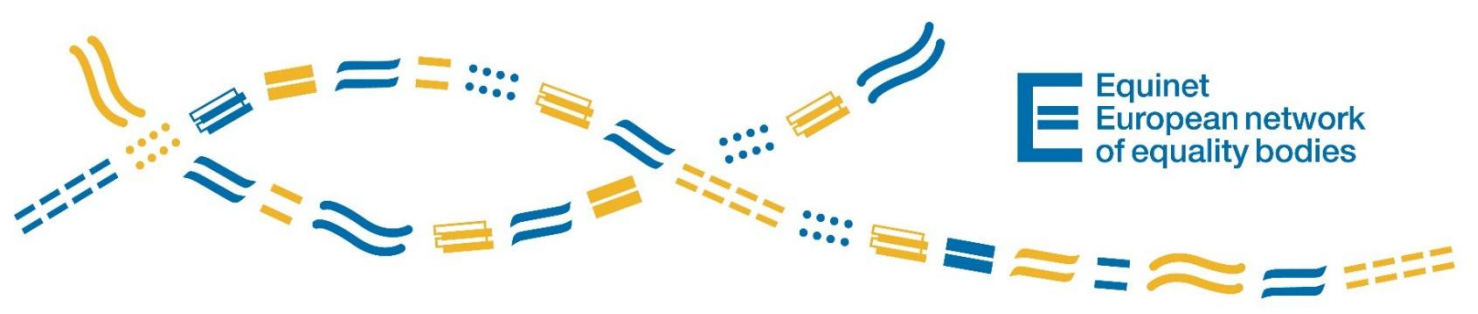
# Equinet Members

## Employment



### Beyond employment





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## Functions of Equality Bodies

- **Functions laid down in EU directives:**
  - Independent assistance to victims of discrimination
  - Independent surveys and reports concerning discrimination
  - Recommendations on discrimination issues
  - Exchange of information with European bodies
- **Wider functions taken on by Equality Bodies:**  
awareness raising, promotion of good practices

## Some Equinet Activities 2014

### Working groups:

- Gender equality
- Equality law in practice
- Communication strategies and practices
- Strategy development
- Policy formation

### Training

- on harassment and sexual harassment
- on positive actions
- on equality for LGBTI persons

### Seminars

- High-level seminar on gender equality in the area of goods and services

### Ad hoc initiative on violence against women

### Reports on:

- Harassment and sexual harassment
- Gender equality in goods and services
- Work life balance
- Equal pay for equal work and work of equal value



## TOOLS FOR ACTION

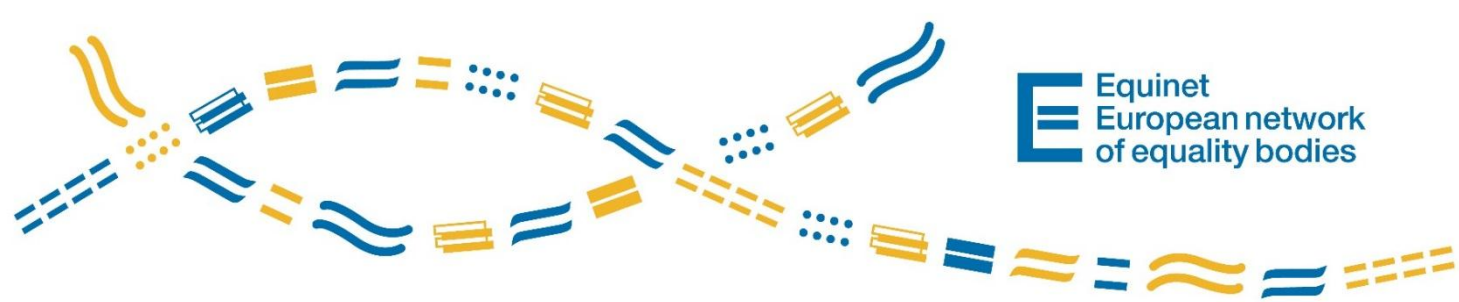
### A. BUILDING CAPACITY AND PEER SUPPORT OF EQUALITY BODIES

SEMINARS	<b>Work-life balance and pregnancy and parenthood related discrimination</b>
	A question of faith, Religion and belief in the work of equality bodies
	Charting the Charter: Equality bodies and fundamental rights in the European Union
TRAINING	Applying for and using EU funds
CLUSTER	Strategic litigation
PROJECT	Evaluation Lab
WORKING GROUPS	<b>Gender Equality -Report on new strategic priorities on gender equality</b>
	Communications
	<b>Equality Law - tentative potential third party intervention to ECHR</b>

### B. CONTRIBUTING TO THE EUROPEAN EQUALITY AGENDA

CONFERENCES	<b>A new strategy for gender equality: lessons from the work of equality bodies</b>
	Equality bodies and the new Freedom of Movement Directive, Challenge or Opportunity?
WORKING GROUP	Policy Formation

**Equinet  
Work Plan  
2015**



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# Equinet Work Plan 2015

## TOOLS FOR ACTION

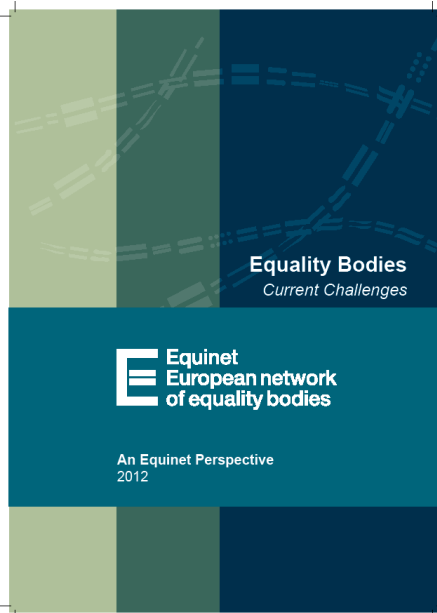
### C. SERVING AS A KNOWLEDGE AND COMMUNICATION HUB ON EQUAL TREATMENT

ENGAGEMENT	European institutions and stakeholders
RESEARCH	Sanctions regime in discrimination cases and its effects
COMMUNICATIONS	1 website (with Directory of Equality Bodies + members' forum) 2 social media channels (Facebook & Twitter) <i>Newsbook and Members' Bulletin</i> (monthly) <i>Spotlight on Equality Bodies</i> (quarterly)

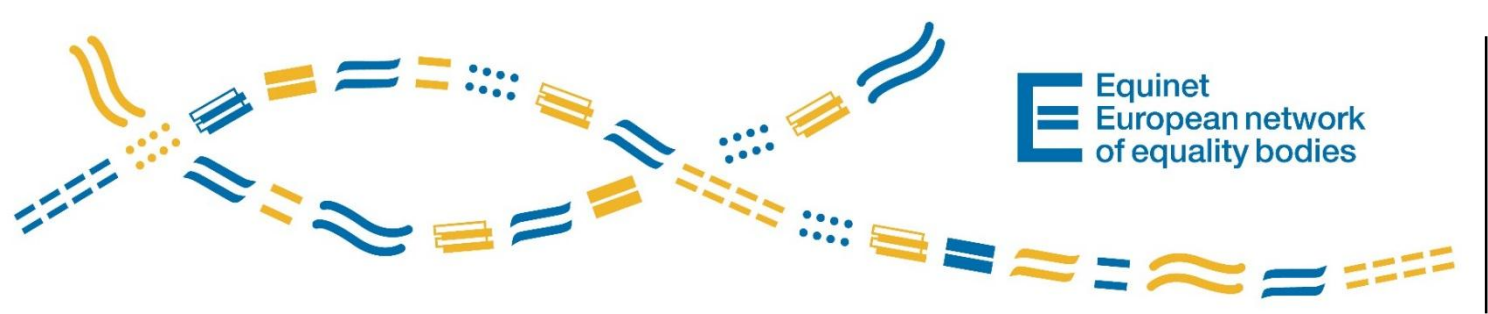
### D. CONSOLIDATING THE NETWORK AND THE POSITION OF ITS MEMBERS

CLUSTER	Standards for Equality Bodies
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## Current challenges



- *Need to ensure independence of equality bodies*
  - Legal structure
  - Accountability
  - Appointments
- *Need to ensure effectiveness of equality bodies*
  - Human and financial resources
  - Functions and powers
  - Strategic approach
  - Accessibility
  - Stakeholder engagement



# Thank you for your attention! Questions?

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