EQUINET
EUROPEAN NETWORK OF EQUALITY BODIES

Anne Gaspard, Equinet Executive Director

Gender Equality Commission, 19-21 November 2014
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

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

• **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

Number of equality bodies with mandate

Grounds of discrimination

Gender: 34
Race / Ethnic origin: 33
Age: 30
Disability: 29
Sexual orientation: 31
Religion / Belief: 29
Other grounds: 23
Beyond employment

<table>
<thead>
<tr>
<th>Grounds of discrimination</th>
<th>Number of equality bodies with mandate</th>
</tr>
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<tbody>
<tr>
<td>Gender</td>
<td>31</td>
</tr>
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<td>Race/Ethnic origin</td>
<td>33</td>
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<tr>
<td>Age</td>
<td>22</td>
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<tr>
<td>Disability</td>
<td>24</td>
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<td>Sexual orientation</td>
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<td>Religion/Belief</td>
<td>23</td>
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<tr>
<td>Other grounds</td>
<td>24</td>
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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

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

Ad hoc initiative on violence against women
**Equinet Work Plan 2015**

### TOOLS FOR ACTION

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

<table>
<thead>
<tr>
<th>SEMINARS</th>
<th>Work-life balance and pregnancy and parenthood related discrimination</th>
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<tbody>
<tr>
<td></td>
<td>A question of faith, Religion and belief in the work of equality bodies</td>
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<tr>
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<td>Charting the Charter: Equality bodies and fundamental rights in the European Union</td>
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<tr>
<td>TRAINING</td>
<td>Applying for and using EU funds</td>
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<tr>
<td>CLUSTER</td>
<td>Strategic litigation</td>
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<tr>
<td>PROJECT</td>
<td>Evaluation Lab</td>
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<tr>
<td>WORKING GROUPS</td>
<td><strong>Gender Equality - Report on new strategic priorities on gender equality</strong></td>
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<td>Communications</td>
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<td></td>
<td><strong>Equality Law - tentative potential third party intervention to ECHR</strong></td>
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#### B. CONTRIBUTING TO THE EUROPEAN EQUALITY AGENDA

| CONFERENCES                        | A new strategy for gender equality: lessons from the work of equality bodies |
|                                    | Equality bodies and the new Freedom of Movement Directive, Challenge or Opportunity? |
| WORKING GROUP                      | Policy Formation                                                         |
### Tools for Action

**C. Serving as a Knowledge and Communication Hub on Equal Treatment**

<table>
<thead>
<tr>
<th>Engagement</th>
<th>European institutions and stakeholders</th>
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</thead>
<tbody>
<tr>
<td>Research</td>
<td>Sanctions regime in discrimination cases and its effects</td>
</tr>
<tr>
<td>Communications</td>
<td>1 website (with Directory of Equality Bodies + members’ forum)</td>
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<tr>
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<td>2 social media channels (Facebook &amp; Twitter)</td>
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<td><em>Newsbook</em> and <em>Members’ Bulletin</em> (monthly)</td>
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<td><em>Spotlight on Equality Bodies</em> (quarterly)</td>
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**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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Twitter: follow @equineteurope

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