



Annual Report 2009



Contents

- 3 Foreword
- 4 Introduction
- 5 About equality bodies
- 6 Equinet, an evolving networking of equality bodies
- 8 Peer support: activities 2009
- 11 Policy dialogue
- 13 A glance at 2010 work programme
- 14 Equinet structure
- 16 Equinet 2009 accounts
- 18 Equinet member organisations

Foreword

2009 was a significant year for the development and impact of Equinet – the European Network of Equality Bodies. Membership has grown to thirty-two national equality bodies. There has been a significant increase in the participation by the staff of member organisations in the work of, and in the events organised by Equinet. Feedback from member organisations indicates that this participation in Equinet is providing learning that is being applied in the work of the national equality bodies. The vision that informed the creation of the network is clearly being realised.

The past year has also been a busy one for Equinet. Peer support work has involved the organisation of three well-attended training events. Four working groups operated during the year on issues of dynamic interpretation of equality legislation, strategic enforcement roles for equality bodies, policy formation issues, and good practice in the promotion of equality. The Equinet website has been developed as a powerful tool for internal communication and information sharing within the network. A special networking of equality bodies on work on Roma and Traveller issues was also facilitated. Policy dialogue work has involved the preparation of opinions on gender equality and equality for people with disabilities and participation in the debates on the proposal for a new



Directive on equal treatment on the grounds of disability, age, sexual orientation and religion in areas beyond the labour market.

The scale and quality of this work owes much to the active participation of our member organisations and we are grateful for this commitment and contribution. We owe a particular debt of gratitude to the small staff team in Equinet during 2009 – to Anne Gaspard (Executive Director), Caroline Nsenda (Communications Officer), Krzysztof Śmiszek (Policy Officer), Yannick Godin (Administration & Finance Officer), Maurizio Molinari and Julija Penz (Interns). We are also grateful for Julianna Béndek's (our current trainee) work on this annual report. We now welcome Tamás Kádár to the team as policy officer to replace Krzysztof Śmiszek who is leaving to take up a post in July 2010 in Poland.

We look forward to a year of particular challenge to Equinet as we prepare a new strategic plan for 2011 to 2014. The new strategic plan will allow us to

build on our achievements to date. It should enable us to grow and further develop in meeting the needs of our diverse membership, contributing to the effectiveness of equality bodies at Member State level and communicating the learning from their work at European level. We look forward to a broad participation in the preparation of this strategic plan.

During 2009 we have enjoyed a fruitful relationship with the Anti-Discrimination Unit of the European Commission. We are grateful for their support to Equinet, both in terms of funding and advice, and for their continuing support for equality bodies and the valuable role these bodies can play at Member State level in the combat against discrimination and the promotion of equality.

Board elections at the 2009 AGM have brought forward a broad range of new Board Members. They have come to the Board with valuable energy and commitment that promises well for the coming years. We owe gratitude to those Board Members who have stepped down for their contribution to the strong growth and development of Equinet over the past years. Particular gratitude is owed to Chila van der Bas, my predecessor, who guided Equinet over this period with vision and with huge commitment and engagement.

Mandana Zarrehparvar
Chairperson, Equinet

Introduction

Equinet is pleased to present its first Annual Report. It offers an overview of the network's activities and key achievements during 2009. The report also looks ahead to the future by highlighting the priorities and work areas for the network in 2010.

The purpose of the annual report is to profile Equinet's work and contribution in strengthening the role of national equality bodies and promoting the idea of cooperation between equality bodies in Europe. This publication also highlights the valuable role played by national equality bodies in implementing equal treatment legislation in Europe and communicates some of the learning resulting from the joint work of equality bodies within Equinet.

Equinet – the European Network of Equality Bodies is a platform for cooperation and peer support among equality bodies from all over Europe.

Equality bodies are independent statutory organisations that have been established across the Member States of the European Union to promote equality and to combat discrimination in the areas covered by the EU Equal Treatment Directives. Equinet helps equality bodies to fulfill their mandates by establishing a network and resource base for the exchange of

legal expertise, enforcement strategies, training and good practices and by extracting the lessons learned out of the work and experience of the equality bodies so that it can be made available to European policy makers.

Equinet is pleased with the progress it has made in the past year. We are, however, only at the start of our journey. We hope that you will find this report useful and that it inspires your support for and interest in our work and that of the equality bodies at Member State level.

We wish you a pleasant reading.



Anne Gaspard
Executive Director, Equinet



“Equinet’s mission is to support equality bodies in fulfilling their unique mandate at national level by creating a sustainable European network for exchange and cooperation relating to the implementation and promotion of non-discrimination and equal treatment.”

About equality bodies

Equality bodies function as independent organisations giving assistance to victims of discrimination, monitoring and reporting on discrimination issues, and promoting equality. They have a statutory remit to promote equality and combat discrimination in relation to one, some or all of the grounds covered by the EU Equal Treatment Directives – gender, race and ethnicity, age, sexual orientation, religion or belief and disability. Some equality bodies are long established at Member State level while others are recently set up. Some have a quasi-judicial function others play a promotional role and a few play both roles. The diversity of experience, mandates, scope and structures between the various national equality bodies is reflected in the membership of Equinet and contributes to the richness of its exchange and contribution.

European equal treatment legislation requires Member States to set up an equality body. Most of them have implemented the Racial Equality Directive (2000/43/EC) and the Gender Equal Treatment Directives (2006/54/EC and 2004/113/EC) either by designating some existing institution or by setting up a new institution to carry out the competences assigned by the new legislation.

There are no specific guidelines to Member States on how these bodies

should operate. Now, more than six years after the implementation date of the Racial Equality Directive and the Gender Equal Treatment Directives, a wide variety of practices concerning equality bodies are flourishing in the EU Member States. So far, European anti-discrimination law only requires that equality bodies are set up in the fields of race and ethnic origin and gender. However, many countries have bodies that deal with other grounds of discrimination as well.

Equality bodies are required to have the function to provide independent assistance to victims of discrimination. This function can involve a range of activities including providing information about the existence of anti-discrimination legislation and about the possibility to take legal action to secure redress for discrimination, referring the people who experience discrimination to an organisation/institution that could assist them, assisting people who experience discrimination to come to an amicable settlement (mediation) and providing legal advice and representation to people who have experienced discrimination. Equality bodies are further required to have the functions of conducting independent surveys concerning discrimination, publishing independent reports and making recommendations on any issue relating to discrimination. Most equality bodies also have functions to promote equal treatment, e.g. through information campaigns aimed at the general public

or through providing support to employers and service providers in relation to good equality practice.

Equality bodies are and need to be independent organisations to be effective in their mandate. Although there are many aspects to independence, the key factors are: independence from government interference with their work, independence from other organisations, financial independence and independence of board members/staff. Equality bodies are required to carry out their functions independently. Equality bodies are and need to be effective in carrying out their functions. This means that they should have sufficient financial resources and have sufficient, highly trained staff to implement their mandate to the maximum of its potential.

The experience and work of the equality bodies provides evidence of the wide range of discriminatory practices experienced by European citizens from across the six Article 19 grounds. This demonstrates the need to promote equality and combat discrimination on all these grounds through further appropriate legislation. The European Commission's proposal for a horizontal directive aimed at outlawing all forms of discrimination beyond the workplace on the grounds of age, disability, sexual orientation, religion or belief was published in July 2008. The enactment of this EU legislation will open new areas for equality bodies to perform their duties.

Equinet, an evolving networking of equality bodies

Equinet was born out of the realisation that a platform enhancing cooperation between specialised equality bodies and facilitating an effective exchange of their experience and expertise was needed. This realisation was based on an understanding of how such a platform could support the growing capacity of individual equality bodies and of how it could enable learning to be taken from the work of equality bodies in implementing equality legislation. Equinet was established in 2007.

The seeds of Equinet lie in a project established by six equality bodies with the Migration Policy Group which ran from 2002 to 2004. The project worked to the theme of 'Strengthening the cooperation between specialised equality bodies for the implementation of equal treatment legislation'. It was funded by the EU Community Action Programme. In 2004 the project partners secured EU funding for a second two-year project. This new project had the aim of supporting the uniform application of EU anti-discrimination law and contributing to a levelling up of legal protection for victims of discrimination.

The partner organisations in these projects were the Austrian Ombud for Equal Employment Opportunities (now Ombud for Equal Treatment), the Belgian Centre for Equal Opportunities and Opposition to Racism, the Irish Equality Authority, the Dutch Equal Treatment Commission, the Equality Commission for Northern Ireland, the Swedish Ombudsman against Ethnic Discrimination (now Equality Ombudsman) and the Migration Policy Group (MPG). During these years, the Dutch Equal Treatment Commission acted as a lead organisation. Marcel Zwamborn, now with the Human European Consultancy Group, took on

the function of project manager with the support of MPG, acting secretariat.

It became apparent over the course of these two projects that a longer term networking between equality bodies was needed if they were to be fully effective in their work and if the maximum benefit was to be secured from what was in many Member States a very new development in the implementation of equal treatment legislation. Thus the idea for Equinet was formed and the search for a longer term and more ambitious approach to networking developed.



In 2007, the European Commission awarded the newly formed Equinet a grant under the PROGRESS Programme. The aim of PROGRESS, a programme managed by the Directorate-General for Employment, social affairs and equal opportunities is to financially support the implementation of the objectives of the European Union in the employment and social affairs areas as set out in the Social Agenda and thereby contribute to the achievement of the Lisbon Strategy goals in these fields. The formation of Equinet, and the provision of the PROGRESS funding that made this possible, were identified as one of the long-term legacies from the European Year of Equal Opportunities for All. The grant should allow Equinet to proceed with its activities until 2013.

The first Annual General Meeting (AGM) of Equinet in 2007 approved a strategic plan (2007-2010) to specify and align the purpose, vision and values of Equinet. It further approved a work plan for 2007. This established some of the key ways of working for Equinet which include the provision of a series of training events and the operation of a number of thematic based working groups which involve member organisations working together on issues of shared concern. Equinet defined its mission as being to facilitate:

- Exchange and sharing of practical experience, expertise and good practices between equality bodies in the implementation of EU anti-discrimination law
- Peer support among national equality bodies
- Capacity-building of and training for equality body staff
- A platform for equality bodies to dialogue with European Union institutions about the learning from their work at Member State level

Equinet has been continuously growing and today brings together 32 equality bodies from 28 countries. The diversity of member organisations constitutes a challenge for Equinet, but this diversity and the dedication of member organisations also brings about opportunities for learning and secures the success of networking for cooperation and exchange. The success of Equinet depends on the active participation of its member organisations in learning together, in sharing the learning each organisation holds and in communicating the learning from their work. All member organisations are invited and encouraged to participate according to their needs, experience and resources.

Equinet is committed to providing a vibrant space for expertise and experience sharing and exchange



between equality bodies. It will continue to support equality bodies in fulfilling their unique mandate at national level by sustaining a European network for exchange and cooperation relating to the implementation and promotion of equal treatment legislation. It will also continue to develop an understanding of the potential of this unique mandate and how best to realise this potential and to communicate the learning from the work of the equality bodies in implementing this unique mandate.

Peer support: activities 2009

One of the goals of Equinet is to strengthen the capacity of its members. This involves providing opportunities to level up the skills of equality bodies' staff and supporting equality bodies to benefit from each other's experiences and expertise in their work to implement equal treatment laws, policies and practices.

Training Events

Training events are an essential part of Equinet's yearly activities. In 2009 Equinet organised two training events for its members in order to provide knowledge and expertise on the promotion of equality and combating discrimination, and on recent development in anti-discrimination legislation and policy in Europe and beyond.

The first training event in 2009 took place in Dublin (28-29 April 2009) and was hosted by the Irish member of the network, the Equality Authority. The theme of the event was "Access to Rights". The low level of knowledge of rights and the absence of a culture of rights present a significant barrier to the effective implementation of equal treatment legislation. This phenomenon results in a low number of claims and court cases concerning discrimination and a high level of underreporting of experiences of discrimination. Representatives from equality bodies from across Europe had a two-day

exchange whereby they could compare ideas, views and measures in the field of raising awareness about rights under equal treatment legislation. Perspectives of NGOs, social partners, trade unions and dedicated information centres were also presented during the training event. The aim of the event was to support and enhance the work of equality bodies in this awareness raising work.

The second training event was organised in Lisbon (1-2 October 2009) and was hosted by the Portuguese member of the network, the Commission for Citizenship and Gender Equality (CIG). This training event was tailored exclusively for lawyers working for equality bodies and was titled "Practical use of EU anti-discrimination laws: Trial simulation".

The training seminar provided the opportunity not only to develop but also to practice the knowledge of anti-discrimination provisions in equal treatment legislation. It also enabled participants to compare the legal solutions in the area of equal treatment from different national perspectives. Recognised legal practitioners and academics facilitated the training and provided a challenging environment for the lawyers to practice and develop their knowledge and skills in a simulated trial setting.

Expert Legal Seminar

As one of the key competences of equality bodies is to provide legal assistance and support to victims of discrimination, Equinet organised an expert legal seminar in order to provide experienced lawyers from



equality bodies with an update on the most recent developments in the European concepts of equality. On 30 June 2009 more than 70 legal experts from a wide range of equality bodies as well as from European institutions, NGOs, trade unions and research organisations took part in high-level legal discussions around possible and potential interpretations of the existing equality laws and debated recent developments in the jurisprudence of the ECJ with regard to equal treatment. This event provided the opportunity to discuss how equality bodies can make best use of their litigation powers in order to effectively combat discrimination.

Initiative focusing on Roma and Traveller discrimination

Roma and Traveller communities are subject to widespread social exclusion and discrimination in the European Union. There are many manifestations of this problem across the fields of employment, labour market services, education, accommodation, health services, social protection and others. This is why Equinet decided to focus on the phenomenon of Roma and Traveller discrimination and designed a specific initiative to support equality bodies in their work on this issue. The initiative involved networking between equality bodies working on Roma and Traveller issues to support them to maximise the impact of their work on the situation of Roma and Traveller people. Two roundtable networking



meetings were organised for staff of equality bodies working on Roma and Traveller issues to exchange analysis and experiences and to identify good practices. One was hosted by the Greek member and one by the French member.

Equinet also organised a survey that addressed equality bodies' vision and objectives, legal work, promotional work, research work, communication work, and strategic planning in relation to discrimination against Roma and Travellers. On the basis of the survey and the two roundtable meetings Equinet is working on publishing an opinion focusing on the theme of "Making equality legislation work for Roma and Travellers". This will provide a summary of the roundtable discussions and the findings from the survey. It will set out good practice by equality bodies in

responding to Roma and Traveller issues and will also make recommendations to equality bodies, Member States and EU institutions on steps to be taken to ensure equal treatment legislation works for Roma and Traveller people.

High-Level Meeting of Equinet Members

On 18 2009 March in Brussels, Equinet organised a meeting of the heads of national equality bodies, MEPs and representatives of the European Commission, including the Commissioner for Employment, social affairs and equal opportunities, Vladimir Špidla. This was hosted in the European Parliament. The aim of the meeting was to discuss the work of Equinet with the heads of the equality bodies and to enable a debate with representatives of the

institutions of the European Union on maximising the impact of existing legislation and policies on combating discrimination in the EU and on the further steps required in a context of growing economic recession. This meeting also sought to follow up and debate the recommendations of the Equinet study on the practice of independence of equality bodies.

Equinet Working Groups

Equinet working groups are core structures for ongoing exchange and cooperation between members within the network. There are four working groups which bring together equality bodies' experts from different fields.

Dynamic Interpretation – supporting equality bodies in their interpretation of legal concepts

This working group focused on discrimination in the provision of goods, facilities and services in light of the European Commission's proposals regarding a new Directive prohibiting discrimination on grounds of age, sexual orientation, religion and disability outside the field of employment. This involved the group in working together to solve a series of agreed cases of discrimination from their different national perspectives and experiences. This work was subsequently published to enable access for a wider audience to this exploration of legal concepts and their application. The group also started its work on a survey and subsequent report on the powers of equality bodies to engage in litigation

and to provide legal assistance and representation. This will be published in 2010. One aspect of the work of the group in 2009 was to identify issues appropriate for preliminary rulings by the European Court of Justice (ECJ) and to explore strategic litigation in the ECJ by equality bodies.

Strategic Enforcement – supporting the strategic use of equality bodies' powers

This working group examined the role equality bodies can play in society by presenting and exploring a series of examples. In particular, the group focused on the need for a strategic approach and how this can enhance the ability of equality bodies to implement their mandate in a way that contributes to a wider social change. The results of this work were published to enable access for a wider audience to the practice of developing and implementing such a strategic approach by equality bodies.

Promotion of Equality – supporting equality bodies in promoting good practice

This working group sought to identify the methods and techniques used by the equality bodies to collect process and disseminate internal data on individual complaints lodged. They also looked at how equality bodies make use of other statistics or studies in order to support evidence of discrimination in the treatment of individual cases, and enrich their quantitative and qualitative knowledge



of discrimination. The outcomes of this exploration have been published with a view to promoting a more coherent approach to gathering and analysing data by equality bodies.

Policy Formation – supporting a dialogue on the learning from the work of equality bodies.

This working group developed two opinions to support a dialogue with EU institutions. The first opinion was focused on the new Roadmap for Equality between Women and Men being prepared by the European Commission. The second opinion was focused on the new Disability Action Plan being prepared by the European Commission. Both opinions were based on a survey of the equality bodies on their work on the gender ground and their work on the disability ground. These opinions were published and widely disseminated among equality bodies to further support their work on these grounds. They were also submitted to the European Commission to support their policy work in these two areas.

Policy dialogue

Equality bodies occupy a unique position. They are statutory bodies. They are not part of civil society and they do not represent any particular set of interests in society. They are independent statutory bodies. They are not part of Government. Equality bodies play a unique role as independent statutory bodies. They are the cornerstone institutions for the implementation of equal treatment legislation at Member State level with their mandate to combat discrimination and to promote equality. This unique position and this unique role mean that equality bodies have a very particular contribution to make to the dialogue about policy formation at national and European level.



The work of the equality bodies in implementing equality legislation provides a source of learning that has much to offer policy making that is concerned with equality and non-discrimination. While some policy making has a direct concern with equality and non-discrimination, the reality is that, in a context of mainstreaming, all policy making should have some concern with equality and non-discrimination. Equinet plays a valuable role in extracting the learning from the work of the equality bodies and making this learning available to policy makers in the form of published opinions.

During 2009 Equinet published two opinions. The first was entitled 'New Directions for Equality between Women and Men' and sought to contribute to the new Roadmap for Equality between Women and Men being prepared by the European Commission. Caring equality emerged as the major theme in the aforementioned Equinet opinion. The inequalities experienced by women in the caring domain encompassed pregnancy related discrimination and discrimination in relation to social protection entitlements for those taking on caring roles, the low status accorded to caring roles and the labour market disadvantages that accrue to those that take on caring roles, the unequal sharing of caring between men and women, and the



inadequate nature of the care infrastructure available to those in need of care. The other themes that emerged from the work of the equality bodies were stereotyping, workplace equality, social protection and taxation, protection against discrimination, gender based violence and human trafficking, the experience and situation of Trans people, and multiple discrimination.

The second was entitled 'Towards a new European Union Disability Action Plan' and sought to contribute to the new Disability Action Plan being prepared by the European Commission. Reasonable accommodation emerged as the major theme in the opinion on equality for people with disabilities. The failure to make reasonable accommodation

was found to lie at the heart of most of the discrimination cases being taken under equality legislation by people with disabilities. Reasonable accommodation usefully focuses attention on meeting the needs of individual people with disabilities as employees and as customers or clients. It requires action by employers and service providers to make the necessary adjustments or to provide the necessary treatment or facilities to make their workplace or service provision accessible. The other themes that emerged were advocacy, tools for equality, stereotyping and multiple discrimination. Both publications have been widely disseminated through the network and at European level.

During 2009 Equinet was called on to address another significant and unexpected policy issue – that of the independence and effectiveness of equality bodies. Economic recession is obviously a time of scarce public sector finances. It is also a time where there is a danger of backlash against equality and the institutions that promote equality. This combination resulted in equality bodies in a number of the Member States experiencing new barriers to their work due to financial cutbacks, restructuring and political interference. Equinet intervened to support these equality bodies where requested by reminding Member State authorities of

their obligations under the equal treatment directives in relation to national equality bodies. Equinet also emphasised the importance of standards being established for equality bodies that would serve as a benchmark for good practice and that would provide some protection to the potential of equality bodies and the realisation of that potential.

There was much debate during 2009 on the proposal of the European Commission for a new equal treatment directive to prohibit discrimination on the grounds of

disability, sexual orientation, age and religion in areas beyond the labour market. Equinet participated in this debate and was able to bring forward and communicate the experience of some of the equality bodies in implementing such legislation in Member States where it is already on the statutes. This experience demonstrates the need for such legislation given the nature and scale of discrimination in these areas and also the importance of this legislation matching the standard of protection already afforded in this area on the ground of race and ethnic origin.



A glance at 2010 work programme

In 2010 Equinet will continue to provide an efficient forum for exchange of information and experience as well as capacity-building for and peer support between equality bodies. Equinet will continue to identify and communicate the learning from the work of equality bodies to assist policy making at EU level.

The current period of economic downturn presents challenges to equality bodies in seeking to fulfill their potential. The economic crisis has had a particularly difficult impact on groups experiencing inequality. Economic crisis is also a time when there are increasing levels of discrimination. It can also be a time when some equality bodies find their independence and effectiveness under threat. These are issues that Equinet will have to have regard to in carrying out its work programme for 2010.

The steadily growing number of member organisations in Equinet presents a positive challenge for Equinet. It will be necessary to meet the needs of an increased number of members and to adjust operations to take account of the increasing diversity of members. This offers new opportunities for Equinet to progress its work to greater impact and effect.

Working groups are the core structures for ongoing exchange and cooperation between Equinet members. Their regular meetings will continue. The working group on dynamic interpretation will produce a report on the strategic litigation powers of equality bodies. The working group on policy formation will produce a report on making equality legislation work for Trans people. The working group on promotion of equality will seek to develop a common methodology for equality bodies to collect and analyse their internal equality data. The working group on strategic enforcement will deepen its work on strategic planning within equality bodies.

Equinet will organise two training events, one on equality impact assessment techniques and one of casework under equal treatment legislation. A high-level legal seminar will be organised providing opportunities to lawyers to explore the recent jurisprudence of the ECJ and to discuss strategic litigation processes.

Equinet will continue to develop the special initiative supporting mutual learning between equality bodies working on Roma and Traveller issues. It will issue an opinion on making the equal treatment legislation work for Roma/Traveller persons, building on the contributions of members at the Equinet Roma roundtables in 2009.

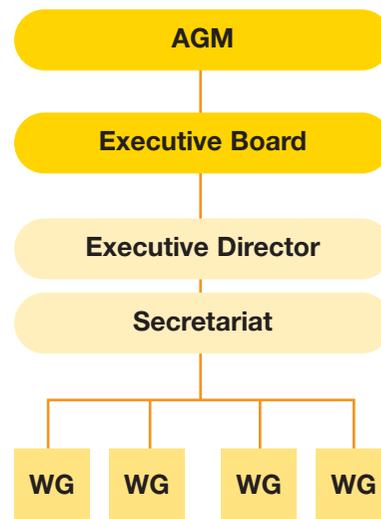
Equinet will support equality bodies to get involved in the actions and programs of the European Year 2010 for Combating Poverty and Social Exclusion. Equinet wishes to emphasise the strong links between discrimination, social exclusion and poverty and the impact of poverty on the work of the equality bodies. Equinet will produce an opinion on the poverty/discrimination interface and will support debate within its membership on the relevance of this issue to the work of equality bodies.



Equinet structure

The **Annual General Meeting (AGM)**, the highest decision-making body of the network, consists of all effective members. It is convened at least once a year. It has the power to approve new members to nominate and vote for members of the Executive Board. It takes decisions as to the strategic direction of the network and is entitled to amend the statutes of the organisation. It approves annual work programmes, budgets and accounts. It delegates the management and administration of the network throughout the year to the Executive Board.

The **Executive Board** is responsible for the implementation of the AGM's decisions as well as the management and administration of the network throughout the year. The Board devises the strategy for implementing the work plan of the network and ensures the means are in place to ensure the effectiveness and sustainability of the network.



Left to right: Mandana Zarreparvar, Jozef De Witte, Ingrid Nikolay-Leitner, David Ruebain, Domenica Ghidei, Katri Linna and Néphèli Yatropoulos.

Equinet Executive Board is composed of seven members including a Chairperson. The Board was elected at the Annual General Meeting held on 4-5 November 2009. They will serve a two-year mandate (end of 2009 - end of 2011):

- **Mandana Zarrehparvar (Chairperson)**
Danish Institute for Human Rights, Denmark
- **Jozef de Witte**
Centre for Equal Opportunities and Opposition to Racism, Belgium
- **Domenica Ghidei**
Equal Treatment Commission, The Netherlands
- **Katri Linna**
Equality Ombudsman, Sweden
- **Ingrid Nikolay-Leitner**
Ombud for Equal Treatment, Austria
- **David Ruebain**
Equality and Human Rights Commission, UK (Great Britain)
- **Néphèli Yatropoulos**
High Authority Against Discrimination and for Equality (HALDE), France

Strategic Advisor: Niall Crowley, Independent Expert, Ireland.

Equinet Treasurer: François van Regemortel, Centre for Equal Opportunities and Opposition to Racism, Belgium.

Equinet would like to thank the following former board members who served the network from 2007 to 2009 for their active commitment and valuable contribution:

Chila van der Bas (former chairperson), Dirk de Meirleir, Niall Crowley, Esen Fikri, Patrick de Rond and Antoinette McKeown.

Working groups are composed of staff persons from member organisations. Each working group is headed by a moderator who is responsible for the organisation of the work within the working group, with the active assistance of the secretariat. Working groups are the backbone of Equinet's operational structure to facilitate the ongoing cooperation and sharing of expertise between equality bodies.

There are currently four working groups:

- **Working Group on Dynamic Interpretation**
Moderator: Peter Reading, Equality and Human Rights Commission, UK (Great Britain)
- **Working Group on Promotion of Equality**
Moderator: Néphèli Yatropoulos, High Authority Against Discrimination and for Equality (HALDE), France
- **Working Group on Policy Formation**
Moderator: Mandana Zarrehparvar, Danish Institute for Human Rights, Denmark

■ **Working Group on Strategic Enforcement**

Moderator: John Stauffer, Equality Ombudsman, Sweden

The **Secretariat** reports to the Executive Board and implements the annual work plan of the organisation. It is responsible for the daily activities of the network and assisting individual members with their requests. It assists and coordinates the work of the working groups. It is currently composed of four full-time staff members and one intern:

- **Anne Gaspard**
Executive Director
- **Krzysztof Śmiszek**
Policy Officer
(to leave in June 2010)
- **Tamás Kádár**
Policy Officer
(as from February 2010)
- **Caroline Nsenda**
Communications Officer
- **Yannick Godin**
Administration & Finance Officer
- **Julianna Béndek**
Policy and Communication Assistant – Traineeship

Equinet would also like to thank staff members (Letizia Bartocci, Nadine Brauns, Maurizio Molinari and Julija Penz) who left in 2009 to explore new professional challenges.

Equinet 2009 Accounts

Equinet Expenditures 2009

Budget Heading	Budget 2009	Actuals 2009	Budget balance	% of budget spent
Staff Costs	277,507.16	273,231.05	4,276.11	98.46
Travel and Subsistence	93,820.00	104,637.37	-10,817.37	111.53
Services	75,883.00	77,560.12	-1,677.12	102.21
Administration	81,789.05	87,009.76	-5,220.71	106.38
Members' contributions in-kind (equivalent in €)	116,863.26	116,982.86		
TOTAL	645,862.47	659,421.16	-13,558.69	102.10

Equinet Income 2009

Grant from the European Commission	499,999.21
Membership fees	31,820.00
Members' contributions in-kind (equivalent in €)	116,982.86
Other income	175.18
Reserves from previous years	7,092.92
TOTAL	656,070.17

Equinet Balance 2009

Equinet Expenditures 2009	659,421.16
Equinet Income 2009	656,070.17
Balance	-3,350.99

Equinet completed 2009 with its budget fully spent and a deficit of €3,350.99 which will be carried into 2010.

About the budget headings:

Staff costs: covers the salary costs of the four staff in the secretariat and two trainees per year.

Travel and Subsistence: covers travels on behalf of Equinet (staff, board members and participants in Equinet events).

Services: covers service providers (translators, printers...) that Equinet contracts in order to accomplish its mission.

Administration: covers the running of the secretariat including some staff travel.



Equinet has three key sources of income:

- The core income comes from the grant of the European Commission under PROGRESS. This amounted to **€499,999.21** in 2009.
- Membership fees provide a valuable part of the matching funding required and came to **€31,820** in 2009.
- The remainder of the matching funding is made up of the time given to the work of Equinet by staff of the equality bodies translated into a cash equivalent.

This came to a value of **€116,982.86** in 2009 (reported as income and expenditure at the same time, since they have been contributed to Equinet and “spent” by Equinet).

Expenditure during 2009 was higher than expected due to increased demand for participation by the members. This was a very positive development and was welcomed and responded to by resourcing this increased participation.

It caused however an overspending on the “Travel and Subsistence” and

“Administration” budgets. This deficit could not be entirely counterbalanced by income and reserves built up over the first two years of Equinet’s existence as an AISBL* had to be used up. The Equinet Board and the Secretariat have implemented new procedures in 2010 to keep travel and subsistence costs strictly within budget in the absence of reserves.

** A.I.S.B.L.: Association Internationale Sans But Lucratif or International Not-for-Profit Association established under Belgian law.*

Equinet member organisations

Country	Member
Austria	Ombud for Equal Treatment www.gleichbehandlungsanwaltschaft.at
Belgium	Centre for Equal Opportunities & Opposition to Racism www.diversite.be
Belgium	Institute of Equality between Men and Women www.iefh.fgov.be
Bulgaria	Commission for Protection against Discrimination www.kzd-nondiscrimination.com
Czech Republic	Office of the Public Defender of Rights www.ochrance.cz
Croatia	Office of the Ombudsman www.ombudsman.hr
Cyprus	Office of the Commissioner for Administration (Ombudsman) www.ombudsman.gov.cy
Denmark	Board of Equal Treatment www.ast.dk
Denmark	Danish Institute for Human Rights (DIHR) www.humanrights.dk
Estonia	Gender Equality Commissioner www.svv.ee
Finland	Office of the Ombudsman for Minorities www.ofm.fi
Finland	Ombudsman for Equality between Women and Men www.tasa-arvo.fi
France	High Authority against Discrimination and for Equality (HALDE) www.halde.fr
Germany	Federal Anti-Discrimination Agency www.antidiskriminierungsstelle.de
Greece	Office of the Ombudsman www.synigoros.gr
Hungary	Equal Treatment Authority www.egyenlobanasmod.hu
Hungary	Ombudsman for National and Ethnic Minorities www.kisebbségiombudsman.hu

Country	Member
Ireland	Equality Authority www.equality.ie
Italy	National Office against Racial Discrimination www.unar.it
Latvia	National Human Rights Office www.tiesibsargs.lv
Lithuania	Equal Opportunities Ombudsman www.lygybe.lt
Luxemburg	Centre for Equal Treatment www.cet.lu
Malta	National Commission for the Promotion of Equality www.equality.gov.mt
Netherlands	Equal Treatment Commission www.cgb.nl
Norway	Equality and Anti-Discrimination Ombud www.ido.no
Portugal	Commission for Citizenship and Gender Equality www.cig.gov.pt
Romania	National Council for Combating Discrimination www.cncd.org.ro
Slovakia	National Centre for Human Rights www.snslp.sk
Spain	Council for the Promotion of Equal Treatment and Non-Discrimination on the grounds of Racial or Ethnic Origin www.oberaxe.es
Spain – Basque country	Defentsoria - Ombudperson's Office for the Equality of Women and Men of the Autonomous Community of the Basque Country www.euskadi.net/defentsoria
Sweden	Equality Ombudsman www.do.se
UK – Great Britain	Equality and Human Rights Commission www.equalityhumanrights.com
UK – Northern Ireland	Equality Commission for Northern Ireland www.equalityni.org

Equinet – European Network of Equality Bodies
Rue Royale 138
1000 Brussels
Belgium

Telephone: +32 2 212 3182
Fax: +32 2 212 3030

info@equineteurope.org
www.equineteurope.org

Equinet is an International Not-for-Profit Association (AISBL)

ISBN 978-92-95067-46-2

© Equinet 2010

Artwork & Design:
www.spiked-media.com

Photos: Copyright of Thierry Maroit thierry.maroit@galilee.be

Reproduction is permitted provided the source is
acknowledged.

This publication is supported under the European
Community Programme for Employment and Social
Solidarity - PROGRESS (2007-2013).

This programme is managed by the Directorate-General for
Employment, social affairs and equal opportunities of the
European Commission. It was established to financially
support the implementation of the objectives of the European
Union in the employment and social affairs area, as set out in
the Social Agenda, and thereby contribute to the achievement
of the Lisbon Strategy goals in these fields.

For more information see: <http://ec.europa.eu/progress>

The information contained in this publication does not
necessarily reflect the position or opinion of the European
Commission.



**FOR DIVERSITY
AGAINST DISCRIMINATION**



Rue Royale 138
1000 Brussels
Belgium

Telephone +32 2 212 3182
Fax +32 2 212 3030

info@equineteurope.org
www.equineteurope.org