



Annual Report  
**2010**



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## Foreword

**T**he past year has marked a number of milestones in the further development of equality bodies. The European Commission commissioned and published a study on equality bodies. This study provides concrete evidence for the diverse and significant potential of equality bodies. It highlights the vulnerability of equality bodies to inappropriate interference in their work. Usefully it recommends that the European Commission should encourage the development of standards for the structures, powers and operations of equality bodies.

The European Commission and the Belgian Government offered a valuable platform to Equinet and the equality bodies during the Equality Summit to set out their purpose, value and potential. Finally the Commissioner for Human Rights of the Council of Europe initiated consultations for the development of an opinion on national structures for promoting equality. This opinion will be the first dedicated standard for equality bodies that address a range of grounds including those covered by the equal treatment Directives.

The vulnerability of equality bodies continues to be a concern for Equinet. The past year has been a difficult one for equality bodies. Economic downturn and the responses to this context have been accompanied by an increased demand on the services of equality bodies from those who have experienced discrimination. The independence and effectiveness of some equality bodies has been diminished by disproportionate budget cuts, by mergers with

inappropriate entities and by political interference in appointments. Equinet has responded to calls for assistance in this regard from a number of its members during the year.

The past year has seen Equinet strengthen its foundations with the active involvement of Equinet's thirty three equality body members from across Europe. In particular Equinet developed its second Strategic Plan for the period 2011-2014, which was adopted at the 2010 Annual General Meeting. This collaborative achievement will guide the journey of Equinet and inform the key priorities of the network into the future.

The Strategic Plan includes a particular focus on the need for standards for equality bodies and commits Equinet to exploring the development of such standards and to supporting action by the European Commission in this area. Equinet believes that such standards will contribute to securing the effectiveness and impact of equality bodies and to enabling these bodies to fully realise their potential at national level.

At the European level, Equinet has increased its visibility over 2010. Actions to support equality and non-discrimination at this level complement the work of equality bodies at the national level. Equinet published opinions on making equality legislation work for Roma and Travellers, making equality legislation work for Trans people, and on the interaction between poverty and discrimination. Equinet engaged and cooperated with key European Institutions, Agencies, Social Partners and Civil Society Organisations. These key stakeholders were also involved



during the consultation process for the 2011-2014 Equinet Strategic Plan.

The results and progress made in advancing the work and impact of the network owe greatly to the active participation and expert contribution of member equality bodies and their staff in Equinet activities. Similarly the scale and quality of these achievements would not have been possible without the work and support provided by the small Equinet Secretariat team throughout the year. I would also like to acknowledge and thank our Board Members and Board Advisor for their unique engagement and key contributions in 2010 and their substantial work on and dedication to the preparation and drafting of the Equinet Strategic Plan 2011-2014.

Equinet and its Board along with our member equality bodies are committed to following and advancing the map and vision that has been defined for Equinet in the future as part of the 2011-2014 Strategic Plan.

A handwritten signature in blue ink, reading 'M. Zarrehparvar'.

**Mandana Zarrehparvar**  
*Chairperson, Equinet*

# Introduction

**E**quinet – the European Network of Equality Bodies is pleased to introduce its second Annual Report, which presents an overview of the main activities and achievements of the network in 2010. This year's activities have successfully achieved positive results and impact for equality bodies thanks to the full engagement of Equinet members.

Members of Equinet are independent statutory organisations, established at Member State level to promote equality and combat discrimination in the areas covered by the European equal treatment Directives. Equinet supports its member bodies in these tasks by offering opportunities for expert training, seminars, thematic working groups and initiatives allowing for the sharing of good practices, legal expertise and enforcement strategies among equality bodies at European level.

This year's annual report communicates and highlights the work and contribution of Equinet over 2010 towards achieving the priority targets of learning and sharing knowledge and experience both with and between national equality bodies and to contribute the unique practical evidence-based experience of their work to European level legislators. It also seeks to present the way in which Equinet has engaged in constructive policy dialogue with European institutions and stakeholders in promoting equality. Throughout 2010 Equinet has continued the process of developing itself as a unique platform for cooperation, peer support and

capacity building for equality bodies across Europe.

Building on the foundations laid in previous years, which culminated in 2010 with the development of the Strategic Plan 2011-2014, Equinet will pursue a mission of:

**“Work[ing] to enable equality bodies to achieve and exercise their full potential at Member State level by sustaining and developing a networking between and a platform for equality bodies at European level.”**

It is with a strong sense of commitment and excitement that we look forward to advancing and consolidating the core mission of our network with our Members through the effective implementation of the Equinet Strategic Plan 2011-2014. In this process, Equinet will continue to value and work towards enhancing cooperation with European organisations and key partners from institutions, agencies, civil society, social partners and relevant practitioners in Europe to counteract discrimination and achieve equality for all.



**Anne Gaspard**  
*Executive Director, Equinet*

## Equinet in 2010: realising potential

**E**quality bodies hold significant potential and have a valuable contribution to make to society. This potential goes beyond enabling people to challenge experiences of discrimination. It includes enhancing organisational performance by assisting employers and service providers to implement good equality practice.

This potential is also evident in the support given by equality bodies to good policy making that can address considerations of equality and non-discrimination. It is evident in the capacity of equality bodies to mobilise and support a wider range of organisations to work on promoting equality and combating discrimination. Finally it is evident in the impact of equality bodies on public attitudes that are supportive of diversity and of the benefits to society of greater equality. This potential was valuably set out and confirmed in the study of equality bodies commissioned and published by the European Commission during 2010.

Equality bodies are independent statutory bodies set up in each EU Member State as required by the EU Equality Directives.<sup>1</sup> These equality bodies are required to provide independent assistance to victims of discrimination, conduct independent surveys, publish independent reports and make recommendations on any discrimination related issues.

Equality bodies in a high number of Member States have already been granted a wider mandate than prescribed in the Directives, cover more grounds and fields of discrimination than

required by the EU legislation and engage in a wider range of tasks than specified in the Directives. Equinet believes that the experience of these bodies in dealing with types of discrimination beyond current European legislative standards suggest a need for further protection at European level – in particular the need for the proposed horizontal Directive covering discrimination beyond the labour market on the grounds of sexual orientation, religion or belief, age and disability.

In its work during 2010, Equinet continued to develop peer support to enable equality bodies to realise their full potential. This work has included training equality body staff and sharing practices between equality bodies. Equinet has also sought to contribute the lessons learned from the work of equality bodies at Member State level to inform policy debate at European Union level. This work included the publication of three opinions on relevant and current policy issues. Equinet's work has only been possible due to the support of its membership (now 33 equality bodies) and the European Commission under the PROGRESS programme.

Equinet, in its work, seeks to raise and address the key challenges faced by equality bodies. Two key issues were a focus for Equinet in 2010 – the issue of standards and the issue of under-reporting. The issue of standards was raised in a number of arenas by Equinet both as a means of ensuring equality bodies can realize their potential and as a means of securing their independence and effectiveness. At present there is a lack of real standards addressing the current realities of equality bodies and

current international standards can be broad and somewhat vague in their provisions and are not legally binding. Equinet welcomed the initiative of the Commissioner for Human Rights of the Council of Europe in committing to publish an opinion on national structures promoting equality and has itself committed to working on this issue over the life of its new strategic plan.

The Annual General Meeting in November 2010 in Brussels provided an important platform for the discussion of issues relating to the under-reporting of discrimination and building awareness of specialised equality bodies in society. The scale of this under-reporting, as revealed in research work of the EU Agency for Fundamental Rights (FRA), has a capacity to undermine the realisation of the objectives of equal treatment legislation. This has to be a priority focus for initiative by all concerned with the effective implementation of this legislation. Equinet is committed to ongoing work on the issue of under-reporting to support the response of equality bodies to this challenge.

<sup>1</sup> Directive 2000/43/EC (the so-called Race Directive), Directive 2004/113/EC (the so-called Gender Goods and Services Directive) and Directive 2006/54/EC (the so-called Gender Recast Directive). Combined, these three directives prohibit racial discrimination in all areas of life as well as gender discrimination in the field of employment, the sale of goods and the provision of services. Each directive requires every Member State to set up equality bodies that are able to effectively promote equality and combat discrimination. The fourth EU Equality Directive, 2000/78/EC (the so-called Employment Framework Directive) prohibits discrimination in the field of employment and occupation on the grounds of religion or belief, sexual orientation, age and disability. However, this Directive does not explicitly require the setting up of equality bodies to promote equality and combat discrimination in this area.

## Towards a Strategic Plan 2011-2014 for Equinet

**T**he first Equinet strategic plan was devised in 2007 to guide the development of the new network through its first four years (2007-2010). It was recognised that by 2011 a new plan would be needed to lead the network through the next steps of its development.

From the start of 2010, Equinet engaged with its Members to devise a new Strategic Plan to guide the work and shape the future of Equinet for the period 2011-2014. Through a successful, comprehensive and open consultation process, national equality bodies were able to contribute their expectations and proposals for the future evolution of their network; a process which has reinforced the members' sense of ownership of and belonging to the network. This consultation process ensured that the new Strategic Plan would meet the needs of a Membership much diversified from the genesis of the network.

Equinet's Strategic Plan 2011-2014 builds on the success of the preliminary Equinet Strategic Plan (2007-2010) that guided Equinet's work programme during the initial development phase of the network. The Strategic Plan 2011-2014 has resulted from the findings of an in-depth survey and consultation process with the members of Equinet and discussions with key stakeholders. The active involvement of external stakeholders facilitates a culture of cooperation, essential in achieving the objectives of equality bodies. It also creates links between

the respective work of equality bodies and these key partners whilst underlining their distinct roles and function in society. The objectives of the Strategic Plan also took account of the independent evaluations of Equinet's work that are conducted on an annual basis. Following an extensive consultation process, the Equinet Executive Board and Secretariat put significant work into drafting a Strategic Plan for 2011-2014. The document resulting from this consultation process, the Equinet Strategic Plan 2011-2014 was

proposed to Equinet Members on the occasion of the Annual General Meeting in November 2010 and was adopted by the General Assembly.

It is a plan that promotes the continued growth and consolidation of the network as a resourceful platform for peer support, capacity building and policy formation amongst equality bodies across Europe. It represents a vision and guide for Equinet to work towards in order to achieve its core mission to:

**“enable equality bodies to achieve and exercise their full potential at Member State level by sustaining and developing a networking between and a platform for equality bodies at European level”**





In order to fulfil its mission and objectives, the Equinet Strategic Plan evolves around four interrelated strategies that will be pursued and implemented throughout Equinet's work over the next four years:

■ **A strategy for peer support to enhance staff development within equality bodies**

That will include the creation of an *Equality Law in Practice* working group; exchange of information between member bodies; organisation of training events and legal seminars and the development of good practice initiatives

■ **A strategy for peer support to enhance institutional development of equality bodies**

That will include the creation of a *Strategy Development and Communications Strategies and Practices* working groups; establishing ad hoc member networking initiative on areas of shared concern; engaging with members and European stakeholders on how to tackle under-reporting; and investigations into the development of standards for equality bodies and the links between equality and human rights

■ **A strategy for contribution to policy formation at European Union level**

Which will comprise of a working group on *Policy Formation* being established; the promotion of data

collection by equality bodies; communication of Equinet's policy perspective to national authorities at Member State level; the commissioning, conduct and publication of studies relating to equality, non-discrimination and other relevant to equality bodies

■ **A strategy for growth and positioning as a network**

Which will comprise of an up-to-date mapping of equality bodies that will be maintained; networking between members will be encouraged; a communicative relationship with key European stakeholders will be forged and the work of equality bodies will be promoted at EU and Member State level

**These strategies will inform the work of Equinet at every level, from its events and communications to its publications and initiatives.**



## Contributing to the development of national equality bodies through capacity building

**O**ne of Equinet's main goals 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, equality policies and practices. The peer support provided by Equinet helps equality bodies to achieve their full potential at both the national and international levels.

### Training

Training is an essential part of Equinet's yearly activities. In 2010 Equinet organised two training events for its members in order to provide and share practical knowledge and expertise on the promotion of equality and combating discrimination. Training provided by Equinet is on the whole hosted by and organised with the assistance of members of the network, keen to further contribute to the aims of Equinet.

The first training event in 2010, *'Promoting Equality: Equality Impact Assessment'*, took place in Belfast (29-30 April 2010) and was hosted by the Equality Commission for Northern Ireland. It offered the opportunity to explore equality impact assessment as a relatively less well known but crucial tool for the promotion of equality. Presentations from experienced speakers from municipalities, equality bodies and academia combined with

practical workshops, helped staff members of equality bodies from all over Europe develop the necessary skills, knowledge and understanding of how to implement and promote equality impact assessments.

The second training event was organised in Bratislava (11-12 October 2010) with the dedicated help of the Slovak National Centre for Human Rights, and explored a range of challenging legal questions. The event *'Tools of evidence in discrimination cases'* was tailored exclusively towards the staff members of equality bodies responsible for dealing with discrimination complaints. Legal practitioners and lawyers of equality bodies presented several differing non-

conventional approaches and methods for finding and securing evidence in challenging legal cases. Participants also had the chance to share their views and experiences by discussing case studies in small workshops.

### High-level Legal Seminar

The high-level Legal Seminar *'Legal developments and concepts in the field of equality and non-discrimination in Europe'* was organised by Equinet on 1-2 July 2010, with the support for the Belgian Institute for the Equality of Women and Men. This seminar was initiated in part as an acknowledgement that one of the key tasks of equality bodies is to provide independent legal assistance and





support to victims of discrimination alongside encouragement from the positive feedback from an event with a similar theme the previous year. It provided experienced lawyers with updates on recent legal developments in Europe.

The annual Equinet Legal Seminar has been open to all stakeholders active in the field of equality; as a result more than 70 legal experts from a wide range of equality bodies as well as from European institutions, other international organisations, NGOs, social partners and research organisations participated in the event. High-level legal discussions were held around topical issues of legal policy and recent developments in the jurisprudence of the Court of Justice of the European Union (CJEU) and the European Court of Human Rights (ECtHR) with regard to equal treatment were debated. Participants also had the opportunity to discuss the role and importance of strategic litigation in three workshops further, which saw important practical legal questions raised and triggered a fruitful exchange of ideas.

### Ad hoc initiatives focusing on equality for Roma and Traveller people and equality for Trans people

One the one hand Roma and Traveller people and on the other Trans people are groups subject to widespread social exclusion and discrimination in



the European Union. Building on the learning and experiences from the previous year Equinet decided to continue focusing on the phenomenon of Roma and Traveller discrimination and discrimination against Trans people in ad hoc initiatives to support equality bodies in their work on these issues.

Equality bodies actively working on equality for Roma people held a round table meeting, hosted by the Greek Ombudsman in September 2010. This event allowed participants to follow up on the recommendations formulated in Equinet's opinion "*Making equality*

*legislation work for Roma and Travellers*" published earlier in 2010 and to share good practice examples with their peers.

Building on the experiences of equality bodies contributing to the ad hoc initiative on Trans people Equinet published an opinion of its *Policy Formation* working group on '*Making equality legislation work for Trans people*' in November 2010 followed by a successful round table meeting in the European Parliament in December discussing the findings and recommendations with Equinet members active in the field, European Institutions, NGOs and other relevant stakeholders.

### Working Groups

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

#### Dynamic Interpretation – supporting equality bodies in their legal work

This Working Group, which is made up of legal experts, discussed three case studies of discrimination – relating to discrimination against volunteers, Roma and Trans people respectively – using the EU legal framework and their different national perspectives and experiences. The detailed information provided by members of the working group about their national laws and

practices concerning discrimination against volunteers was also used by the British member of the network in legal proceedings in front of the national courts. The conclusions of the work were published in a report to enable access for a wider audience to this exploration of legal concepts and their application. Members of the working group also helped finalising a report on the powers of equality bodies to engage in litigation and to provide legal assistance and representation.

#### **Strategic Enforcement – supporting the strategic use of equality bodies’ powers**

This Working Group examined the ways to develop an effective strategy to empower civil society based on the experiences of equality bodies.

Members of the Working Group discussed how to effectively use the different powers equality bodies hold in order to engage with and empower individuals and ‘rights groups’ such as NGOs and social partners to tackle discrimination and inequality. The results of this work were published to enable access for a wider audience to the findings and solutions developed by working group members.

#### **Promotion of Equality – supporting equality bodies in promoting good practice**

This Working Group continued its effort on collecting and disseminating Equinet members’ data on individual complaints lodged. The discussions usefully identified the challenges of collecting data from all Equinet

members and therefore, with the assistance of external experts, the Working Group focused on developing a data collection template for specialised equality bodies that have quasi-judicial or tribunal functions. The template was shared with and discussed by all Equinet members and external stakeholders and will be used and developed further in order to enable collecting complaints data of Equinet members in the future.

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

This Working Group prepared two facts-based opinions reacting to and informing policy developments at the European level based on the experience and work of equality bodies implementing equal treatment legislation at Member State level. The first opinion focused on effective ways and good practices to make equality legislation work for Trans people. The second opinion marked Equinet’s main contribution to the European Year 2010 for Combating Poverty and Social Exclusion and focused on Equinet members’ experiences relating to the links between poverty and discrimination. These opinions were published and disseminated to equality bodies, the European Commission and other key stakeholders in order to further support their work on these grounds.



## Strengthening the policy dialogue with EU partners and stakeholders

**E**quality bodies occupy a unique position in the statutory sector. They are not part of civil society and they are not advocates of any particular set of interests in society. 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 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 and experience of equality bodies in implementing equality legislation provide a source of learning that has much to offer policy making that is concerned with equality and non-discrimination. While some policy making directly concerns equality and non-discrimination, the reality is that in the context of mainstreaming, all policy making should relate in some way to equality and non-discrimination. Equinet plays a valuable role in extracting the key lessons from the work of the equality bodies and making them available to policy makers in the form of published opinions.

On this basis Equinet has established good working relationships and conducted constructive dialogues with relevant European Institutions and

Agencies, as well as international organisations, social partners, the civil sector and other important stakeholders. The consultation process in the preparation of Equinet's Strategic Plan 2011-2014 provided an excellent opportunity to continue and deepen this policy dialogue.

During 2010 Equinet published three opinions. The first was published under the aegis of an Equinet thematic initiative and was entitled '*Making equality legislation work for Roma and Travellers*'. The opinion, discussed and widely disseminated at the Roma Summit organised by the European Commission in April 2010, built on round table discussions and a survey of equality bodies about their experiences in relation to their work with Roma and Traveller people. The



opinion usefully identified key principles and good practices that need to inform the work of equality bodies and all other stakeholders when addressing the problems of inequality experienced by Roma and Traveller people and the under-reporting of discrimination. In particular, the opinion emphasises the importance of including a specific Roma and Traveller dimension into equality mainstreaming; the promotion of positive action as a means of combating discrimination; and the promotion of advocacy initiatives by and for Roma people.

The second opinion, '*Making equality legislation work for Trans people*', sought to contribute and respond to the policy discussions and the growing institutional concern in Europe relating to the rights of Trans people. The opinion takes into account the work and experiences of equality bodies active in this field and suggests key steps for equality bodies and European Institutions to tackle the problems experienced by Trans people more effectively. The opinion suggests that Trans people could usefully be explicitly named in the EU equality directives and emphasises the importance of promoting advocacy initiatives by and for Trans people. This publication served as the key document at a high-level round table on the subject organised by Equinet in the European Parliament and was attended by a variety of stakeholders.

Equinet's third opinion, '*Addressing poverty and discrimination: two sides*

*of the one coin'*, represented the networks main contribution to the dialogue of the European Year for Combating Poverty and Social Exclusion. Building on numerous EU documents highlighting the links between poverty and discrimination and a survey of Equinet members, which confirmed these strong links, the opinion listed a number of possible steps equality bodies and other stakeholders could usefully take in order to tackle this specific challenge. Furthermore, the opinion emphasises the importance of observing the links between poverty and discrimination and tackling these interlinked challenges systematically through all stages of planning, implementing and monitoring the EU 2020 Strategy and the European Platform against Poverty. Equinet was also an active contributor of the European Year 2010 Stakeholders Expert Group throughout the duration

of the year and encouraged its members at the national level to engage in work combating poverty and social exclusion.

During 2010 Equinet was challenged to address another significant and highly problematic policy issue – that of the independence and effectiveness of equality bodies. Economic recession is of course 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, re-structuring and political interference. Equinet intervened to support these equality bodies when requested by reminding Member State authorities of their obligations under the equal treatment directives and other sources of international law in relation to national equality bodies.



Equinet also emphasised the importance of introducing standards for equality bodies that would serve both as a minimum standard and a benchmark for good practice and that would provide protection to the potential, independence and effectiveness of equality bodies.

Equinet continued to support 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. This was based on the experience of its members who already implement national legislation in this area that clearly shows the need for such legislation.

In recent years Equinet has become an important reference point in the field of Equality as this is proven by the high and constantly growing demand for Equinet opinions and publications and by the number of invitations to present at events organised by members, external stakeholders and European Institutions.





## A platform for networking and information exchange

**C**ommunications, networking and information sharing are the cornerstones on which Equinet was established. Acknowledging the heightened need for enhanced communications work both internally and externally that emerged from the consultation process for the Strategic Plan 2010-2014, Equinet has developed an integrated communication strategy and specific communication activities into its annual programme over the course of 2010.

All in all, these initial steps towards effective communication both between and with members and stakeholders were successful and promising.

**Communication efforts initiated in 2010 will be further developed in the coming years as Equinet will explore innovative and efficient ways to optimize its communication practices and approach.**

Over the last few years, the Equinet website has become an important tool for collecting, disseminating, sharing information and publicising events and activities. It provides up-to-date information about European policy and legal developments in the field of equality and the non-discrimination, as well as Equinet's activities. Furthermore the Equinet website endorses the work of member organisations as it promotes events, initiatives and publications involving equality bodies.

In 2010 the website underwent major revamp which significantly improved the users' experience of the site, optimised the members' section of the website and simplified the usage of the forum. Thanks to these changes, increased visibility has been offered to member organisations as their profile became publicly available through the website. The forum,

dedicated to staff members of equality bodies acts as a useful platform for the exchange of expertise and experience on legal, policy and communication issues. Whilst remaining a timely and relevant communication tool, the improved website successfully reflects the interests and concerns of diverse players involved in the combat against discrimination. Thus figures speak for themselves; the homepage of the Equinet website was visited 24,682 times during 2010, an increase of 16% compared to the year 2009.

In the course of 2010, Equinet published 6 issues of its electronic newsletter. These e-bulletins are aimed across the spectrum of Equinet's stakeholders, including staff members within equality bodies, policymakers, academics, think tanks, EU Institutions and Agencies, Civil Society Organisations, students and the general public. The e-newsletter has proven to be an effective informative tool for reporting relevant developments and activities related to Equality taking place at European and national level to our community. By the end of 2010, over 400 subscribers from diverse range of backgrounds with a common interest in the issue of non-discrimination and Equality were receiving the Equinet e-newsletter.

In addition to the e-newsletter, Equinet also circulates punctual email alerts to focal points within member organisations to notify them of key milestone events, surveys initiated by partner organisations or fellow member organisation that requires input from equality bodies.

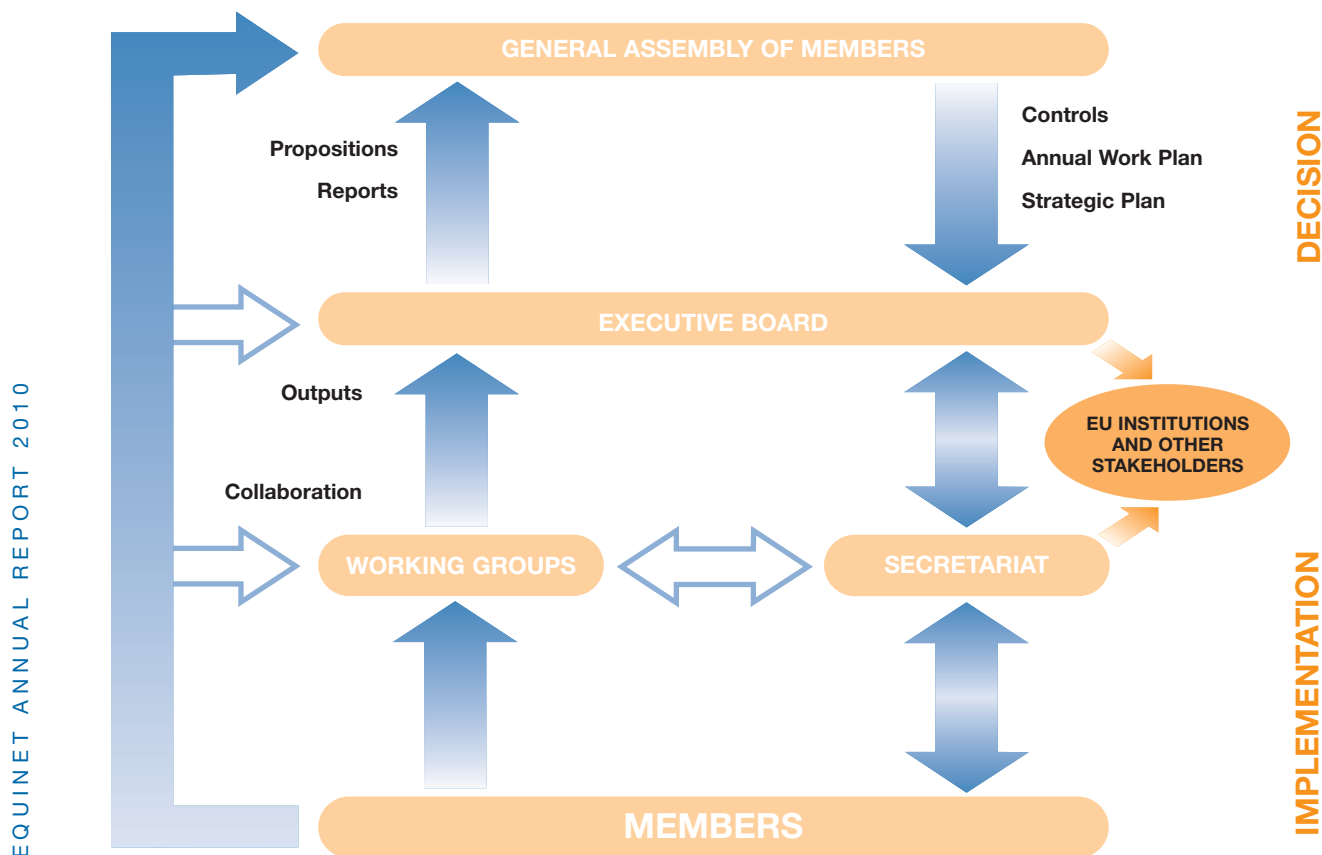




## Equinet governance

**E**stablished in 2007, Equinet is a network of national Equality Bodies, in which the highest level of decision making that takes place, does so in the **General Assembly of Members**. This assembly is made up of all the members of the network and is convened at least once a year for an **Annual General Meeting (AGM)**. The General Assembly has the power, amongst others, to approve new members and, following a nomination process by members, to vote for representatives on the Executive Board. It takes decisions on the strategic direction of the network and is entitled to amend the statutes of the organisation and approves the annual work programmes, budgets and accounts. During the course of the year management and administration of the network is delegated 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.





Board members from left to right: Katri Linna, Jozef De Witte, Néphèli Yatropoulos, Mandana Zarrehparvar, Ingrid Nikolay-Leitner, Kalliopi Lykovardi and Domenica Ghidei.

The Equinet Executive Board is composed of seven members including a Chairperson; the current board was elected at the Annual General Meeting of 4-5 November 2009 and is mandated to serve as Board Members until the 2011 AGM.

#### The Equinet Board 2009-2011\*

- **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
- **Néphèli Yatropoulos**, High Commission Against Discrimination and for Equality (HALDE), France
- **Kalliopi Lykovardi**, Greek Ombudsman, Greece (joined in June 2010)

**Board Advisor:** Niall Crowley, Independent Expert

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

\*During this period **David Ruebain**, Equality and Human Rights Commission, United Kingdom (Great-Britain) stepped down from his position due to extenuating circumstances in June 2010 (replaced by Kalliopi Lykovardi).

## Working Groups

**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. The Equinet Working Groups of 2010:

### Dynamic Interpretation – supporting equality bodies in their legal work

Moderator: Peter Reading, Equality and Human Rights Commission, UK (Great-Britain)

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

Moderator: John Stauffer, Equality Ombudsman, Sweden

### Promotion of Equality – supporting equality bodies in promoting good practice

Moderator: Néphéli Yatropoulos, High Commission against Discrimination and for Equality (HALDE), France

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

Moderator: Mandana Zarrehparvar, Danish Institute for Human Rights, Denmark

## Members

Equinet brings together 33 statutory based **equality bodies** from 28 countries. These bodies have been

established on the basis of the EU equal treatment Directives.

The EU PROGRESS programme has enabled Equinet to accept equality bodies from outside the European Union and we are proud to count equality bodies from Croatia, Norway and most recently Serbia (whose Commission for Protection of Equality was ratified as a member at the 2010 Annual General Meeting) among its members.

## The Secretariat

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 assists individual members with their requests. It facilitates and coordinates the work of the Working Groups. Over 2010 the secretariat consisted of:

**Anne Gaspard**, Executive Director\*

**Tamás Kádár**, Policy Officer (joined in February 2010)

**Krzysztof Śmiszek**, Policy Officer (until June 2010)

**Caroline Nsenda**, Communications Officer

**Yannick Godin**, Administration & Finance Officer

\***Niall Crowley**, Acting Executive Director – Maternity Cover for Anne Gaspard (January – June 2010)

## 2010 Interns

**Julianna Béndek**, Policy and Communications Assistant Trainee (January 2010 – May 2010)

**Alastair Cullen**, Communications Assistant Trainee (September 2010 – November 2010)



Secretariat from left to right: Yannick Godin, Caroline Nsenda, Tamás Kádár, Krzysztof Śmiszek and Anne Gaspard.

# Equinet financial statement 2010

## Expenses 2010

	Actuals	Budget for year	Balance	% Budget spent
Staff Costs	256,558	266,980	10,421	96%
Travel and Subsistence	142,302	146,613	4,311	97%
Services	107,310	102,240	-5,070	105%
Administration	80,338	84,512	4,174	95%
Members' time contributions (equivalent in €)	136,052	118,752		
<b>Total</b>	<b>722,561</b>	<b>719,096</b>		

## Income 2010

EC Grant 2010	531,714
Members' time contributions (equivalent in €)	136,052
Membership fees 2010	54,795
<b>Total Income 2010</b>	<b>722,561</b>

## Balance 2010

<b>Total Expenditures 2010</b>	<b>722,561</b>
<b>Total Income 2010</b>	<b>722,561</b>
<b>Balance 2010</b>	<b>0</b>

*Equinet ended 2010 with a balanced budget.*

### 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 missions.

**Administration:** covers the running of the Secretariat.

### Equinet has three key sources of income:

- The core income comes from the grant of the European Commission under PROGRESS. This amounted to **€531,714** in 2010.
- Membership fees provide a valuable part of the matching funding required and came to **€54,795** in 2010.
- 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 **€136,052** in 2010 (reported as income and expenditure at the same time, since they have been contributed to Equinet and "spent" by Equinet).

Following on its commitment made at the end of 2009 to prevent the overspending that occurred in that year from repeating itself again, the Board put new financial procedures in place at the beginning of 2010.

This careful management of finances allowed Equinet to close 2010 below budget while ensuring the full implementation of the planned activities for the year.

Equinet will keep reinforcing its financial oversight to ensure that Members continue to receive the best value for money; therefore guaranteeing that the European Commission continues to see that the financial commitment it is making in Equinet is worthwhile.

# Equinet member organisations

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

Country	Member
<b>Ireland</b>	Equality Authority <a href="http://www.equality.ie">www.equality.ie</a>
<b>Italy</b>	National Office against Racial Discrimination <a href="http://www.unar.it">www.unar.it</a>
<b>Latvia</b>	Office of the Ombudsman <a href="http://www.tiesibsargs.lv">www.tiesibsargs.lv</a>
<b>Lithuania</b>	Office of the Equal Opportunities Ombudsman <a href="http://www.lygybe.lt">www.lygybe.lt</a>
<b>Luxemburg</b>	Centre for Equal Treatment <a href="http://www.cet.lu">www.cet.lu</a>
<b>Malta</b>	National Commission for the Promotion of Equality <a href="http://www.equality.gov.mt">www.equality.gov.mt</a>
<b>Netherlands</b>	Dutch Equal Treatment Commission <a href="http://www.cgb.nl">www.cgb.nl</a>
<b>Norway</b>	Equality and Anti-Discrimination Ombud <a href="http://www.ldo.no">www.ldo.no</a>
<b>Portugal</b>	Commission for Citizenship and Gender Equality <a href="http://www.cig.gov.pt">www.cig.gov.pt</a>
<b>Romania</b>	National Council for Combating Discrimination <a href="http://www.cncd.org.ro">www.cncd.org.ro</a>
<b>Serbia</b>	Commission for Protection of Equality <a href="http://www.ravnopravnost.gov.rs">www.ravnopravnost.gov.rs</a>
<b>Slovakia</b>	National Centre for Human Rights <a href="http://www.snslp.sk">www.snslp.sk</a>
<b>Spain</b>	Spanish Race and Ethnic Equality Council <a href="http://www.igualdadynodiscriminacion.org">www.igualdadynodiscriminacion.org</a>
<b>Sweden</b>	Equality Ombudsman <a href="http://www.do.se">www.do.se</a>
<b>UK – Great Britain</b>	Equality and Human Rights Commission <a href="http://www.equalityhumanrights.com">www.equalityhumanrights.com</a>
<b>UK – Northern Ireland</b>	Equality Commission for Northern Ireland <a href="http://www.equalityni.org">www.equalityni.org</a>



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

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