



# WORK-LIFE BALANCE AND PREGNANCY RELATED DISCRIMINATION

## SEMINAR BOOKLET

1 - 2 JULY 2015  
NORDIC HOTEL FORUM, VIRU VÄLJAK 3, TALLINN

 **Equinet**  
European network  
of equality bodies



SOOLISE VÕRDÕIGUSLIKKUSE JA VÕRDSE KOHTLEMISE VOLOUSIK



*Co-funded by the Rights, Equality and Citizenship Programme of the European Union (2014-2020)*



SOOLISE VÕRDÕIGUSLIKUSE JA VÕRDISE KOHTLEMISE VOOLIK



## Work-Life Balance and Pregnancy Related Discrimination Equinet Seminar Agenda

<b>VENUE</b>	<b>Nordic Hotel Forum, Viru Väljak 3, Tallinn</b>
<b>DATE</b>	<b>1-2 July 2015</b>

### BACKGROUND

Equinet's Seminar '**Work-Life Balance and Pregnancy Related Discrimination**' is the follow up to Equinet's Perspective '*Equality Bodies Promoting a Better Work-Life Balance For All*' issued in 2013. The seminar draws its focus from the work of Equality Bodies and Equinet related to work-life balance and pregnancy/parenthood-related discrimination.

### OBJECTIVES

- To **facilitate exchange of knowledge** and working experiences between equality bodies in relation to the field of work-life balance and pregnancy/parenthood-related discrimination.
- **To share examples of good practices** and successful methods for addressing pregnancy-related discrimination and absence of work-life balance measures, **but also of policy and legal challenges**
- **To advance strategical thinking** among the representatives of national equality bodies on how to improve their work on the issue and how to collaborate with national stakeholders in order to achieve legal and policy developments.
- To inform participants about current changes in the legislative and policy frameworks dealing with pregnancy related discrimination, gender discrimination in the workplace and work-life balance at European level

### PARTICIPANTS

This Seminar is dedicated to an audience of approximately 50 staff members of equality bodies who deal with discrimination based on gender, work-life balance and/or pregnancy and parenthood-related discrimination, and to all members of equality bodies with an interest in the topic.

### FOLLOW-UP

Equinet will publish a summary report of the seminar and will upload the speakers' presentations on its website at: [www.equineteurope.org/activities/events](http://www.equineteurope.org/activities/events)

A photographer will take pictures during the event which will be used on Equinet website and publications. In case you do not agree to the use of your image please contact the Secretariat.

In addition to visiting our website, you can also follow the work of Equinet and its 42 European member equality bodies by subscribing to our monthly newsletter from our homepage or by following us on Facebook ([facebook.com/EquinetEurope](https://facebook.com/EquinetEurope)) or Twitter ([@equineteurope](https://twitter.com/equineteurope))



SOOLISE VÖRDÖRUGSLIKKUSE JA VÖRDISE KOHTELEMISE VOOLINIK



## DAY 1 – WEDNESDAY, 1 JULY 2015

12.30 – 13.30	<b>Registration and Welcome Lunch</b>	
13.30 – 14.40	<b>OPENING SESSION</b>	
	<b>Opening Address</b>	
13.30 – 13.50	<b>Evelyn Collins</b> – Chair of Equinet and Chief Executive of the Equality Commission for Northern Ireland	
	<b>Mari-Liis Sepper</b> – Gender Equality and Equal Treatment Commissioner of Estonia and Equinet Board Member	
13.50- 14.20	<b>The work of Equality Bodies – findings from Equinet Perspective</b> Niall Crowley	
14.20 – 14.40	<b>Questions &amp; Answers</b>	
14.40 – 16.30	<b>SESSION 1 – DISCRIMINATION</b> This session focuses on the existing EU legal framework and the work of equality bodies to combat discrimination on the basis of pregnancy and parenthood, and on promoting a legal framework supporting equality and work-life balance. <i>Chair: Evelyn Collins – Chair of Equinet and Chief Executive of the Equality Commission for Northern Ireland</i>	
14.40 – 15.10	<b>EU legislation and foreseeable changes</b>	<b>Andreas Stein</b> , European Commission, Head of Unit, Equal Treatment Legislation, DG Justice
15.10 – 15.35	<b>Pregnancy related discrimination – combining litigation with research and communication</b>	<b>Quinn Roache</b> , Equality and Human Rights Commission, Great Britain
15.35- 16.00	<b>Pregnancy related discrimination – combining litigation with awareness raising</b>	<b>Liesbet Stevens</b> , Institute for Equality of Women and Men, Belgium
16.00 – 16.30	<b>Questions &amp; Answers – Discussion</b>	
16.30 – 16.50	<b>Coffee break</b>	



SOOLISE VÕRDÕIGUSLIKUSE JA VÕRDISE KOHTLEMISE VOELINIK



### SESSION 2 – WORKSHOPS: DISCRIMINATION

16.50-18.30

This session aims at discussing equality bodies' strategies to successfully implement and improve the existing legislation, including on leave arrangements, on pregnancy and parenthood related discrimination and on flexible working arrangements

*No rotation is foreseen between groups, but you may change room during the workshop.*

Hosts of the workshops:

- Combating pregnancy related discrimination in Norway – campaign and survey, **Cathrine Sørli** and **Knut Oftung**, *Equality and Anti-Discrimination Ombud, Norway*
- Pregnancy and Maternity discrimination - Challenges and Opportunities, **Quinn Roache**, *Equality and Human Rights Commission, Great Britain*

19.10-22.00

### SOCIAL EVENT:

### BOAT TOUR & DINNER

Meeting point: **Hotel Lobby at 19.10**

## DAY 2 – THURSDAY, 2 JULY 2015

09.30-10.50

### SESSION 3 – PROMOTING CHANGE

This session looks at cultural change towards supporting work-life balance.

09.30 – 09.50

**Shaping public policy on childcare to promote work-life balance**

**Darren McKinstry** Equality Commission for Northern Ireland

9.50 – 10.10

**Communicating change**

**Ana Curado and Anita Sares**  
Commission for Equality in Labour and Employment – Portugal

10.10 – 10.30

**Women and men as equal partners and equal carers**

**Mary Collins** European Women's Lobby

10.30 – 10.50

**Questions & Answers – Discussion**

10.50 – 11.10

**Coffee break**

11.10 – 12.30

### SESSION 4 – WORKSHOPS: PROMOTING CHANGE

This session outlines equality bodies' strategies to promote a cultural change towards supporting work-life balance.



SOOLISE VÕRDÕIGUSLASKUSE JA VÕRDISE KOHTELEMISE VOOLSIK



*No rotation is foreseen between groups, but you may change room during the workshop.*

Hosts of the workshops:

- Promoting change in Estonia: from stable kindergarten place allocations to an increase in female bargaining power - **Mr Karmo Kroos, Ms Kaire Pöder and Ms Triin Laur**, *Tallinn University*
- Work-life balance in Serbia – An urgent need for change - **Kosana Beker**, *Commission for Protection of Equality in Serbia*,
- Zero working hours per week. Finnish experiences on tackling discrimination based on pregnancy and family leave - **Päivi Ojanperä and Jussi Aaltonen**, *Ombudsman for Equality between Women and Men, Finland*

12.30 – 13.30	<b>Lunch Break</b>	
13.30 – 14.50	<b>SESSION 5 – WORKPLACE PRACTICE</b> <b>This session aims at discussing how the work of equality bodies can support workplace practices which enable work life balance</b> <i>Chair: <b>Theresa Hammer</b>, Moderator of Equinet Gender Equality Working Group, Austrian Ombud for Equal Treatment</i>	
13.30 – 13.55	<b>Providing equality marks and supporting teleworking</b>	<b>Renee Laiviera</b> , National Commission for the Promotion of Equality, Malta
13.55 – 14.20	<b>Discrimination: the hidden traps for working parents</b>	<b>Agnes Uhereczky</b> , COFACE Confederation of Family Organisations in the EU
14.20 – 14.50	<b>Questions &amp; Answers – Discussion</b>	
14.50 -15.10	<b>Coffee break</b>	



SOOLISE VÕRDÕIGUSLIKUSE JA VÕRDISE KOHTLEMISE VOOLIK



## SESSION 6 – WORKSHOPS: WORKPLACE PRACTICE

15.10 – 16.30

**This session aims to discuss equality bodies' strategies to successfully support workplace practices which enable work life balance**

*No rotation is foreseen between groups, but you may change room during the workshop.*

Hosts of the workshops:

- Family Friendly Measures at the Workplace – Benefits and Challenges - **Renee Laiviera**, *National Commission for the Promotion of Equality, Malta*,
- **Agnes Uhreczky**, *COFACE Confederation of Family Organisations in the EU*
- Equality Body's Social Research As a Part of the Work-Life Balance Support Strategy, **Paula Nowek**, *Human Rights Defender of Poland*

16.30 – 17.00

## CLOSING SESSION

**Anne Gaspard** – Executive Director, Equinet Secretariat

**Mari-Liis Sepper** – Gender Equality and Equal Treatment Commissioner of Estonia and Equinet Board Member



SOOLISE VÖRDÖRUSLIKUSE JA VÖRDISE KOHTELEMISE VOOLINIK



## **SPEAKERS' BIOGRAPHIES**

### ***Evelyn Collins, Chair of Equinet and Chief Executive of the Equality Commission for Northern Ireland***



Dr. Evelyn Collins has been Chief Executive of the Equality Commission for Northern Ireland since March 2000, an organisation with a wide remit under Northern Ireland's equality laws. Evelyn is a law graduate of Sheffield University, and has Masters' degrees from University of Toronto (Criminology) and Queen's University Belfast (Human Rights and Discrimination Law).

Evelyn has worked on equality issues since the 1980s, mostly in Northern Ireland but also as a national expert working on gender equality in the European Commission in Brussels. Evelyn is currently Chair of the Board of Equinet, the European Network of Equality Bodies, and a member of the European Commission's Advisory Committee on Equal Opportunities between Women and Men. Evelyn also serves on the Board of the Chief Executives' Forum in Northern Ireland and is a Fellow of the Royal Society of Arts.

Evelyn was awarded the CBE in 2008, for services to the public in Northern Ireland. In July 2014, the University of Ulster awarded Evelyn the honorary degree of Doctor of Law (LLD) for her contribution to the promotion of equality and good relations.

### ***Mari-Liis Sepper, Gender Equality and Equal Treatment Commissioner, Estonia and Equinet Board Member***



Mari-Liis Sepper is the Estonian Gender Equality and Equal Treatment Commissioner since October 2010. She holds a MA in law from the University of Montpellier (France). She has previously worked as legal adviser at the Gender Equality Department in the Ministry of Social Affairs, as lawyer-linguist at the European Court of Justice and as advisor at the Commissioner's office.

Mari-Liis Sepper has taught human rights courses at the University of Tartu and Tallinn and is author and editor of a number of publications on gender equality and human rights, among them the commented edition of the Estonian Gender Equality Act. Ms. Sepper is a member of Equinet's executive board.

### ***Niall Crowley, independent equality and diversity expert, Ireland and Equinet Board Advisor***



Niall Crowley is an independent equality and diversity expert. He has worked on research, policy, evaluation, and strategy development projects at a European level with the European Commission, EIGE, and the Council of Europe and in a wide range of European countries. Prior to this he was Chief Executive of the Equality Authority in Ireland, an equality body that worked on nine different grounds including gender in the fields of employment and of goods and services. Previously he worked on rights issues in the NGO sector. He is author of 'Empty Promises: Bringing the Equality Authority to Heel' published by A&A Farnar in 2010 and 'An Ambition for Equality' published by Irish Academic Press in 2006.



SOOLISE VÕRDÕIGUSLIKUSE JA VÕRDISE KOHTLEMISE VOELIIGIK



***Andreas Stein, European Commission, Head of Unit, Equal Treatment Legislation, DG Justice***



Andreas Stein is Head of Unit responsible for equal treatment legislation at DG Justice. He is a German lawyer and was judge at a labour tribunal until he joined the Commission in 2001. Before taking his current position he worked at several DGs on a range of legal issues including private international law, contract law, competition law and gender equality law.

***Quinn Roache, Equality and Human Rights Commission, Great Britain***



Quinn Roache is the project manager for the Equality and Human Rights Commission's work on pregnancy and maternity and religion or belief. He is currently leading the production of a suite of materials on pregnancy and maternity to support both employees and employers. He has worked for the Commission since 2007 and during that time project managed the Home Care Inquiry and led the Commission's parliamentary influencing strategy and engagement on the Care Bill.

***Liesbet Stevens, Institute for Equality of Women and Men, Belgium***



Liesbet Stevens has committed herself during her professional career to the creation of an equal society and the protection of vulnerable people. In 1993 she graduated at the Catholic University of Leuven as a baccalaureate (of bachelor) in philosophy and in 2002 she received a PhD in law. In her publications she concentrated mainly on the criminal law framework pertaining to the integrity of people. Since 2002 she teaches the course "sexual penal law" at the University of Leuven. From 2004 to 2009 she worked as an advisor in equal rights for the Flemish minister of Equal opportunities. In 2008 she became a member of the Board of Directors at the Interfederal Centre for Equal Opportunities. In 2014 she became the Vice director of the Institute for the equality of women and men.

***Cathrine Sørli, Equality and Anti-Discrimination Ombud, Norway***



Cathrine Sørli holds a Master of law from the University of Oslo (2007). During her studies she worked as a research assistant at the University while she wrote her thesis on the gender perspective in law school. She started working for The Equality and Anti-Discrimination Ombud in October 2008, where she works mainly with handling complaints of discrimination. She is specializing in pregnancy related discrimination. In





SOOLISE VÖRDÖRUGSLIKKUSE JA VÖRDISE KOHTELEMISE VOELINIK



2008 she worked at The Equality and Anti-Discrimination Tribunal's Secretariat. The tribunal hears appeals against the statements and decisions made by the Ombud.

***Knut Oftung, Equality and Anti-Discrimination Ombud, Norway***



Knut Oftung works at Anti-Discrimination Ombud as a senior advisor. He holds a PhD in sociology (University of Oslo) with specialization on men, gender equality and masculinities.

***Darren McKinstry, Equality Commission for Northern Ireland***



Darren McKinstry is the Director of Policy and Research with the Equality Commission for Northern Ireland. He has responsibility for teams working to develop key policy positions across the breadth of equality grounds and to bring priority issues to the attention of Government and stakeholders. Alongside this, he oversees a research team working to distill data on key inequalities in support of evidence-based policy making. Darren was until recently a member of the Northern Ireland Statistics Advisory Group and is currently a member of the Northern Ireland Census Advisory Group.

***Ana Curado, Commission for Equality in Labour and Employment, Portugal***



Ana Curado is senior officer at the Commission for Equality in Labour and Employment in Portugal since September 2010. She has been the responsible for training awareness-enhancing activities in CITE; has been participating in national and international projects; has organized conferences, seminars and workshops and designed and launch campaigns on gender pay gap, work-life balance and women in decision making. She has also been CITE's Presidential advisor concerning equality and non-discrimination in labour, employment and vocational training as well as good practices for reconciling professional, personal and family life, and gender mainstream. Graduated in Modern Languages and Literatures by the Faculty of Arts, University of Lisbon, in 1985, among other formations, she also concluded the Specialization Diploma in Gender Mainstreaming in Public Policy.

***Anita Sares, Commission for Equality in Labour and Employment, Portugal***

Anita Sares is working in gender equality issues at the Commission for Equality in Labour and Employment (Portuguese National Equality Body) for twelve years where she's been coordinating



SOOLISE VÕRDÕIGUSLIKUSE JA VÕRDISE KOHTLEMISE VOOLIK



and participating in several national and international projects in the field of gender equality, as well as preparing and submitting projects to financing programmes. She's been member of working groups that produced different types of materials and methodological tools for the integration of gender equality, mainly in labour market, as well as member of committees such as, inter alia, the European Commission Advisory Committee on Equal Opportunities for Women and Men, European Commission National Gender Equality Bodies, WES – European Network to Promote Women's Entrepreneurship. She's been producing reports on gender equality achievements in labour market in Portugal to national and international policy instruments. She has ten years of experience in training coordination and since 1999 she has been involved in electoral and democratic support in several countries, mainly in Africa and Asia. She holds a Degree in Anthropology and a Master's degree in Social and Economic Development in Africa.

#### ***Mary Collins, European Women's Lobby***



Mary Collins is Senior Policy and Advocacy Coordinator at the European Women's Lobby, where she has been working for a number of years. Her main portfolio covers issues relating to women's economic independence, including the gender pay gap, the gender pension gap, reconciliation of professional and private life, directives relating to maternity leave, parental leave and self-employed workers and follow-up of the EU2020 Strategy and European Semester from a gender perspective.

#### ***Karmo Kroos, Tallinn University, Estonia***

Karmo Kroos is a PhD candidate in sociology in Tallinn University and a lecturer of various social science methodology courses. His research interests are related to interdisciplinary research arenas, including also soviet legacies in class-reproduction in post-transition countries, in Estonia in particular. He has been active as a partner or adviser in projects related to gender equality aspects from various angles, i.e. kindergarten place allocations, gender biased career trajectories in academia.

#### ***Kaire Põder, Tallinn University, Estonia***

Kaire Põder is an economist with an interdisciplinary background, which has led her to historical-institutional studies and to the research of class-reproduction in education. Her last Project about kindergarten practices and place allocation has co-produced research in family policy and gender relative bargaining power in explaining one of the biggest challenges in Estonia – gender wage gap.



SOOLISE VÕRDÕIGUSLIKUSE JA VÕRDISE KOHTLEMISE VOOLIK



***Triin Laur, Tallinn University, Estonia***

Triin Laur is a political scientist whose research focus has been on education and family policy, school choice and kindergarten choice in particular. She is lecturing a course in Welfare State Modernisation in Tallinn University and has been engaged in various projects as a family policy expert, whose major contribution to the research has been a comparative EU wide perspective with a focus on gender equality.

***Kosana Beker, Commissioner for the Protection of Equality, Serbia and Equinet Board Member***



Kosana Beker, Assistant to Commissioner for Protection of Equality of the Republic of Serbia, is responsible for the Department of handling complaints regarding discrimination of persons from marginalized groups. She previously worked for the Protector of Citizens of the Republic of Serbia as Head of Department for Projects and Cooperation, as well as Resident Twinning Advisor's Counterpart in the EU Twinning Project. Before that she was very active in the civil sector, advocating for human rights, especially in the field of children's rights, women's rights and the rights of persons with disabilities. PhD candidate at University of Novi Sad, Association of Centers for Interdisciplinary and Multidisciplinary Studies and Research, Center for Gender Studies; MA in Gender Studies from UN mandated University for Peace, Costa Rica; Law Faculty, University of Belgrade.

***Päivi Ojanperä, Ombudsman for Equality between Women and Men, Finland***



Päivi Ojanperä is a Communications Officer for Ombudsman for Equality, Finland, and a member of the Equinet Working Group on Communications.

***Jussi Aaltonen, Ombudsman for Equality between Women and Men, Finland***



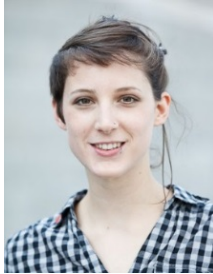
Jussi Aaltonen is Senior Officer in Office of Ombudsman for Equality, Finland



SOOLISE VÕRDÕIGUSLIKUSE JA VÕRDISE KOHTELEMISE VOOLIK



***Theresa Hammer, Ombudsman for Equal Treatment, Austria and Moderator of Equinet Gender Equality Working Group***



Theresa Hammer studied law with a special degree on legal gender studies at the University of Vienna. Since 2012 she works as a legal officer at the Ombud for Equal Treatment Austria in the field of gender-based discrimination in employment as well as discrimination on grounds of gender and ethnicity in access to and supply of goods and services. She has been a member of the Equinet Working Group on Gender Equality since its start in 2013 and recently took over the role as a moderator of the Working Group.

***Renee Laiviera, National Commission for the Promotion of Equality, Malta***



Renee Laiviera is currently the Commissioner of the National Commission for the Promotion of Equality. Renee Laiviera has held a number of management positions in the Malta Public Service since 1998 when she was appointed Director (Women's Rights). She holds positions on a number of government commissions and committees. Ms Laiviera participates in numerous international conferences including those organised by the United Nations, European Commission, Council of Europe and Commonwealth. She has been active in NGOs for many years and up till May 2013 held the position of Executive Member of the European Women's Lobby and that of the Chair of the Malta Confederation of Women's Organisations. In March 2007, on the occasion of International Women's Day, Ambassador Molly H. Bordonaro, on behalf of The Embassy of the United States of America in Malta, honoured her for exceptional 'courage and leadership in advocating for women's rights and advancement in Malta.'

***Agnes Uherezky, COFACE - Confederation of Family Organisations in the EU***



Agnes Uherezky is the Director of the Secretariat of COFACE, Confederation of Family Organisations in the European Union



SOOLISE VÕRDÕIGUSLIKUSE JA VÕRDISE KOHTLEMISE VOOLIK



***Paula Nowek, Human Rights Defender of Poland***



Researcher in the Office of the Human Rights Defender in Poland, works in the Department of Equal Treatment and Protection of Rights of People with Disabilities; studied applied social sciences at the Warsaw University; interested in analyzing discrimination on the ground of gender and sexual orientation; co-author and editor of reports concerning discrimination towards LGB people and people with disabilities; coordinator of the research on work-life balance conducted by the Human Rights Defender

***Anne Gaspard, Executive Director of Equinet Secretariat***



Anne Gaspard is the Executive Director of Equinet – European Network of Equality Bodies since the establishment of the Equinet Secretariat in 2008.

Anne had been active and involved in the field of equality and non-discrimination at a European level since the start of her professional career, following her graduation in European studies and political science from University College London and Berlin Humboldt University.

Starting with the campaign of the European Year against Racism in 1997 for the European Parliament and a subsequent stage experience within the European Commission against Racism and Intolerance (ECRI) at the Council of Europe,

Anne then joined and managed the UK-based secretariat of the European Monitoring Centre on Racism and Xenophobia (EUMC) to support its Chair from 1998 to 2000. Anne was then responsible for the implementation of various European anti-discrimination and equality projects for a European diversity management consultancy leading the European office of Focus Consultancy in Brussels for seven years, until taking up the position of Executive Director of Equinet Secretariat in February 2008.



**WORK-LIFE BALANCE and PREGNANCY RELATED DISCRIMINATION  
EQUINET'S SEMINAR 1 - 2 JULY 2015, Tallinn**

**LIST OF PARTICIPANTS**

	<b>Surname</b>	<b>First Name</b>	<b>Job Title/Position in organisation</b>	<b>Organisation</b>	<b>Country</b>
1	Aaltonen	Jussi	Senior Officer	Ombudsman for Equality	Finland
2	Bagrin	Carolina	Head of Legal Department	Council on the Prevention and Elimination of Discrimination and Ensuring Equality	Republic of Moldova
3	Beker	Kosana	Assistant to the Commissioner	Commissioner for Protection of Equality	Republic of Serbia
4	Bogárdi	Dóra	Legal Advisor	Office of The Commissioner for Fundamental Rights	Hungary
5	Calugher	Alina	Senior consultant at the Antidiscrimination Policy Department	Council on the Prevention and Elimination of Discrimination and Ensuring Equality	Republic of Moldova
6	Clode	Teresa	Legal Adviser	Commission for Citizenship and Gender Equality	Portugal
7	Collins	Mary	Senior Policy and Advocacy Coordinator	European Women's Lobby	Belgium
8	Collins	Evelyn	Chief Executive	Equality Commission for Northern Ireland	United Kingdom
9	Crowley	Niall	Board Advisor	Independent Expert	Ireland
10	Curado	Ana Isabel	Senior Officer	Commission for Equality in Labour and Employment	Portugal



11	Darren	McKinstry	Director of Policy & Research	Equality Commission for Northern Ireland	Northern Ireland
12	Filletti	Maria	Manager	NCPE (National Commission for the Promotion of Equality)	Malta
13	Georgiade	Niovi Paraskevi	Officer	Office of the Commissioner for Administration & Human Rights (Ombudsman)	Cyprus
14	Gregor	Katalin	Head of Legal Department	Equal Treatment Authority	Hungary
15	Hammer	Theresa	Legal Officer	Ombud for Equal Treatment	Austria
16	Harkness	Rosalynd	Investigations Officer	Equality Commission for Northern Ireland	Northern Ireland
17	Hyuseinov	Baki	Vice-Chairman	Commission for Protection against Discrimination	Bulgaria
18	Ilves	Anete	Legal Adviser	The Ombudsman's Office of the Republic of Latvia	Latvia
19	Kozicz	Ágnes	Legal Advisor	Office of The Commissioner for Fundamental Rights	Hungary
20	Kroos	Karmo	Junior Researcher / Lecturer	Tallinn University of Technology / Estonian Business School	Estonia
21	Laaksonen	Anu	Senior Officer	Ombudsman for Equality	Finland
22	Laiviera	Renee	Commissioner	NCPE (National Commission for the Promotion of Equality)	Malta
23	Lauri	Triin	Lecture on Public Policy	Talinn University	Estonia



24	Lindeberg	Charlotta	Research Officer	The Equality Ombudsman	Sweden
25	Meikar	Nele	Media Adviser	Office of the Gender Equality and Equal Treatment Commissioner	Estonia
26	Milosevic	Tijana	Independent Adviser	Commissioner for Protection of Equality	Serbia
27	Mizakova	Viktoria	Lawyer	Slovak national centre for human rights	Slovakia
28	Naaber	Hille	Advisor	Office of the Gender Equality and Equal Treatment Commissioner	Estonia
29	Nordström	Marie	Litigation Officer	The Equality Ombudsman	Sweden
30	Nowek	Paula	Senior Clerk	Human Rights Defender	Poland
31	Nummijärvi	Anja	Deputy Director	Ombudsman for Equality	Finland
32	Oftung	Knut	Senior Advisor	The Equality and Anti-discrimination Ombud	Norway
33	Ojanperä	Päivi	Communications Officer	Ombudsman for Equality	Finland
34	Petrauskaitė-Kriauzienė	Vitalija	Specialist/Project Manager	Office of Equal Opportunities Ombudsmen	Lithuania
35	Pöder	Kaire	Researcher	Tallinn University of Technology	Estonia





36	Pospíšil	Vojtěch	Lawyer	Office of the Public Defender of Rights	Czech Republic
37	Prisching	Susanne Maria Christine	Legal Expert	ombud for equal treatment	Austria
38	Retterås	Rønnaug	Senior Advisor	The Equality and Anti-discrimination Ombud	Norway
39	Roache	Quinn	Project Manager: Economy and Employment	Equality and Human Rights Commission	United Kingdom
40	Rosu	Madalina Raluca	Director-Legal Directorate	National Council for Combating Discrimination	Romania
41	Sares	Anita	Senior Officer	Commission for Equality in Labour and Employment	Portugal
42	Sepper	Mari-Liis	Commissioner	Gender Equality and Equal Treatment Commissioner	Estonia
43	Soosalu	Merili	Gender Equality Specialist	Estonian Gender Equality and Equal treatment commissioner's office	Estonia
44	Sørli	Cathrine	Senior Advisor	The Equality and Anti-discrimination Ombud	Norway
45	Stein	Andreas	Head of Unit, Equal Treatment Legislation, DG Justice	European Commission	Belgium
46	Stevens	Liesbet	Deputy Director	Institute for the Equality of women and men	Belgium
47	Tchalachkanov	Stoyan	Expert	Commission for Protection against Discrimination	Bulgaria
48	Uhreczky	Agnes	Director	Confederation of Family Organisations in the EU	Belgium



49	Vengale-Dits	Laima	Senior Adviser	Office of the Equal Opportunities Ombudsman	Lithuania
50	Vlad	Cristina Maria	Head of President Office	National Council for Combating Discrimination	Romania
51	Wagner	Sabine	Legal Expert	Ombud for Equal Treatment Austria	Austria
52	Wallbank	Rosie	Project Manager: Economy and Employment	Equality and Human Rights Commission	United Kingdom
53	Cooke O'Dowd	Sarah	Communication Officer	Equinet	
54	Gaspard	Anne	Executive Director	Equinet	
55	Godin	Yannick	Finance and Administration Officer	Equinet	
56	Kádár	Tamás	Senior Policy Officer	Equinet	
57	Machacova	Jessica	Project Officer	Equinet	
58	Topolovec	Mihael	Policy and Communications Trainee	Equinet	
59	Volpe	Ilaria	Gender Equality Policy Officer	Equinet	



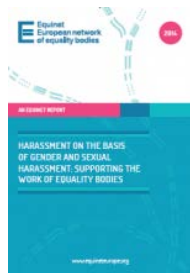
## EQUINET RELEVANT PUBLICATIONS



### **An Equinet Perspective: The Persistence of Discrimination, Harassment and Inequality for Women (June 2015)**

strategies.

*The European Commission's Strategy for Equality between Women and Men 2010-2015 is under review with a view to developing the future of gender equality. Equinet has prepared this Perspective "The Persistence of Discrimination, Harassment and Inequality for Women" to gather the learning from the work of equality bodies across Europe so as to inform the preparation and content of future*



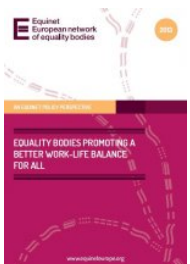
### **Harassment on the basis of Gender and Sexual Harassment: Supporting the Work of Equality Bodies (February 2015)**

*This Report analyses harassment on the basis of gender and sexual harassment as forms of discrimination and inequality, but also in the framework of gender-based violence and as violation of human rights.*



### **Equality Bodies and the Gender Goods and Services Directive (October 2014)**

*This Equinet Report on the Application of Directive 2004/113/EC touches upon an area which is less known and often newer for equality bodies working on gender equality: access to and supply of goods and services.*

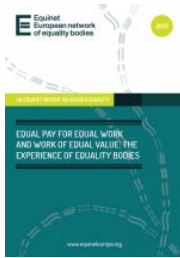


### **Equality Bodies Promoting a Better Work-Life Balance for All (July 2014)**

*The reconciliation of work and family life includes statutory leave arrangements, flexible work organisation and working time arrangements that enable employees with caring responsibilities to have both a career and a satisfying private and family life. It further includes opportunities to return to paid employment for those who have left the labour market to raise children and/or care for family members. It also includes provisions to protect against discrimination. It is a focus for equality bodies in their work on the ground of gender and, in some instances, on the ground of family status.*



SOOLISE VÕRDÕIGUSLEKKUSE JA VÕRDISE KOHTELEMISE VOOLSIK



### **Equal Pay - the experience of equality bodies (March 2014)**

*Equality bodies are mandated by EU gender equality legislation to ensure the promotion, analysis, monitoring and support of equal treatment of all persons without discrimination on the ground of sex in matters of employment and occupation. As part of their work, the practical implementation of the principle of equal pay for equal work and work of equal value is central. Their experience on the ground at national level confirms that, notwithstanding a long presence of the principle in EU and national legislation, equal pay in practice is still to be achieved.*



### **Making Equality Legislation Work for Trans People (September 2010)**

*This perspective provides insight into the work of equality bodies in promoting equality for, and combating discrimination against trans people at Member State level.*



### **New Directions for Equality between Women and Men (November 2009)**

*This publication is Equinet's opinion to the European Commission on the new Roadmap for Equality between Women and Men. The opinion draws directly from the work of the specialised equality bodies in implementing equal treatment legislation at Member State level and is, therefore, only focused on the policy areas and issues that fall within the remit of equality bodies.*

These and other Equinet publications are available on [www.equineteurope.org](http://www.equineteurope.org) and can be ordered online ([www.equineteurope.org/Order-publications](http://www.equineteurope.org/Order-publications)) or via the publication request form available at the display stand close to the registration stand.