

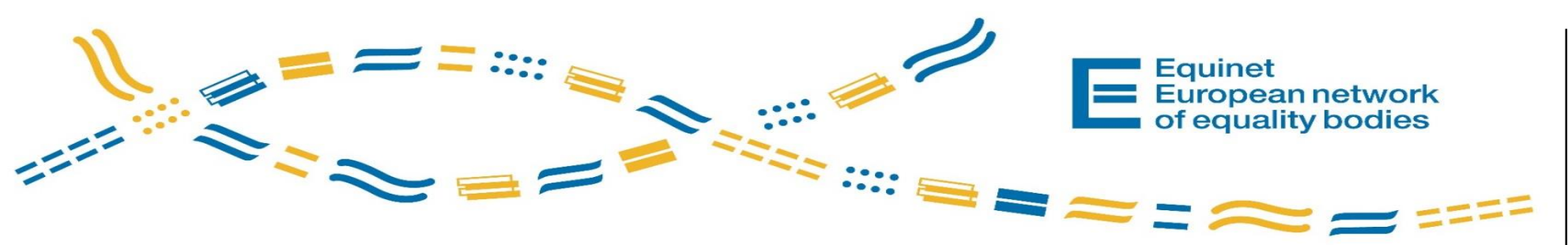
Co-funded by the Rights, Equality and
Citizenship Programme of the European Union

EQUINET 2016 REVIEW & WAY FORWARD

**Report from the Equinet Executive Board
Evelyn Collins, Chair**

Equinet Annual General Meeting 2016

Brussels, 30 September 2016

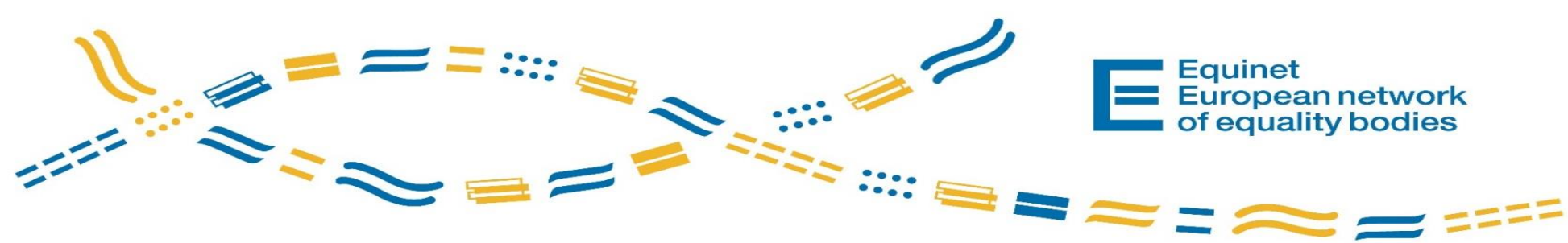


Co-funded by the Rights, Equality and
Citizenship Programme of the European Union

45 members
33 countries

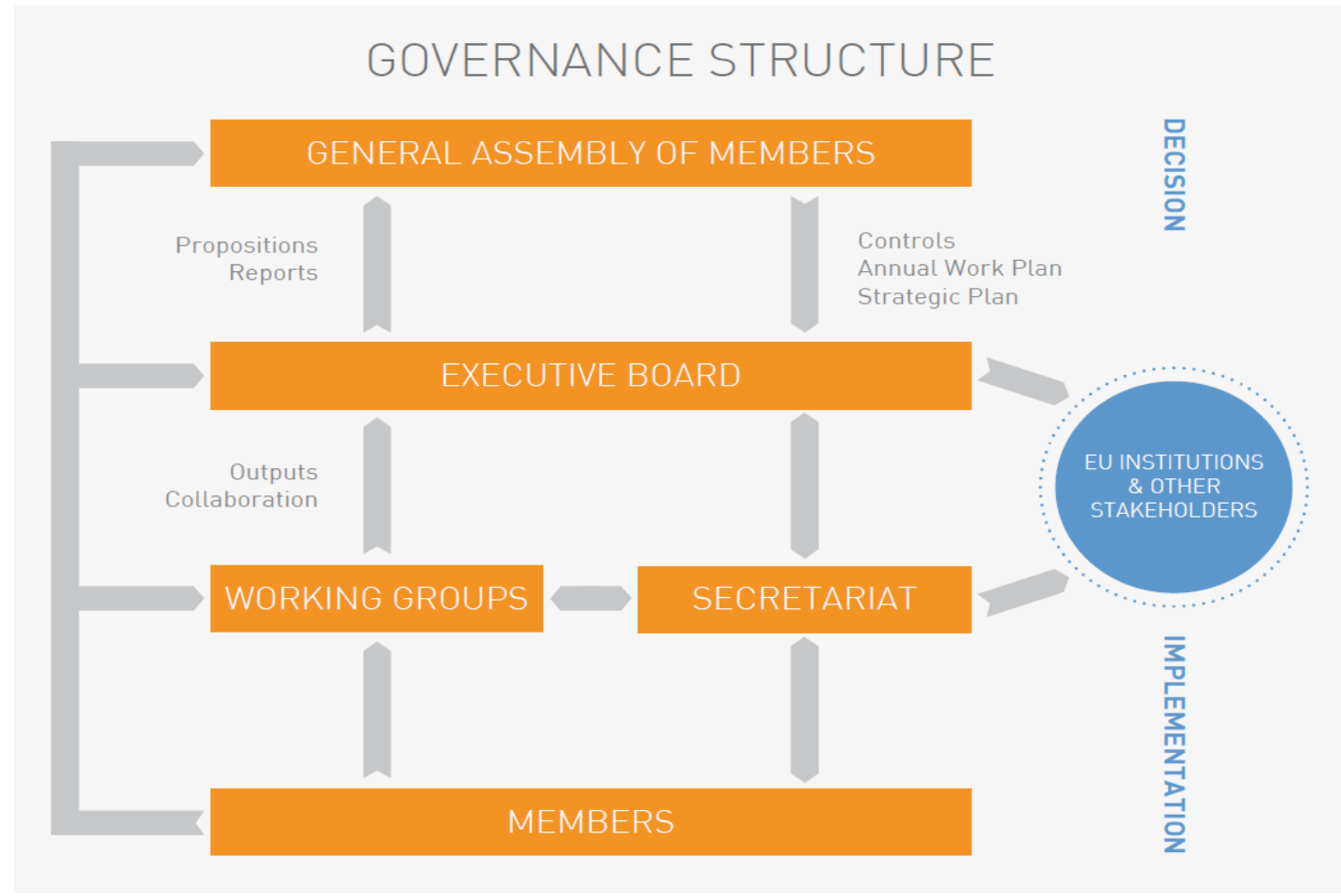
**2016: Membership
application from 1 equality
body**





Co-funded by the Rights, Equality and Citizenship Programme of the European Union

THE NETWORK — A DEMOCRATIC GOVERNANCE



Equinet Executive Board (2015-2017)

Kosana BEKER	Assistant to the Commissioner for Protection of Equality	Commissioner for Protection of Equality, Serbia
Evelyn COLLINS <i>Chair</i>	Chief Executive	Equality Commission for Northern Ireland, UK (Northern Ireland)
Sarah BENICHOU	Head of 'Access to Rights and Discriminations' Unit	Defender of Rights, France
Anna BŁASZCZAK-BANASIAK	Deputy Director of the Constitutional and International Law Department	Commissioner for Human Rights, Poland
Patrick CHARLIER	Co-Director	Unia (Interfederal Centre for Equal Opportunities), Belgium
Sandra KONSTATZKY	Deputy Director	Ombud for Equal Treatment, Austria
Elisabeth LIER HAUGSETH	Head of Law Enforcement Department	Equality and Anti-Discrimination Ombud, Norway
Kalliopi LYKOVARDI	Coordinator of Anti-Discrimination Unit	Greek Ombudsman, Greece
Petr POLAK	Head of the Division of Equal Treatment	Public Defender of Rights, Czech Republic

Equinet Secretariat

Anne Gaspard, Executive Director
Anne.Gaspard@equineteurope.org

Sarah Cooke O'Dowd, Communication Officer
Sarah.Cookeodowd@equineteurope.org

Yannick Godin, Administration & Finance Officer
Yannick.Godin@equineteurope.org

Tamas Kadar, Head of Legal and Policy
Tamas.Kadar@equineteurope.org

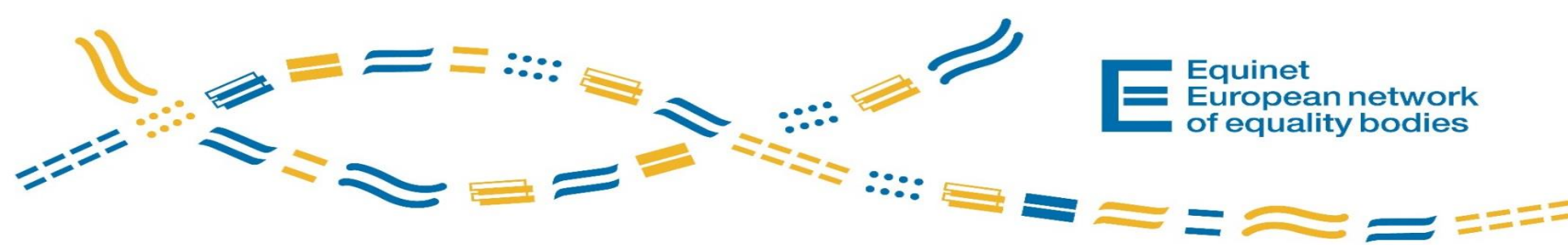
Katrine Steinfeld, Policy Officer (Gender Equality)
Katrine.steinfeld@equineteurope.org

Jessica Machacova, Membership and Policy Officer
Jessica.Machacova@equineteurope.org

Nicolas Oliveri Ibali, Events and Administration Assistant
(Trainee)
Nicolas.Oliverilbaldi@equineteurope.org

Silvana Röbbstorf, Policy and Communication Assistant (Trainee)
Silvana.Roebstorf@equineteurope.org





Co-funded by the Rights, Equality and
Citizenship Programme of the European Union

Equinet Working Groups

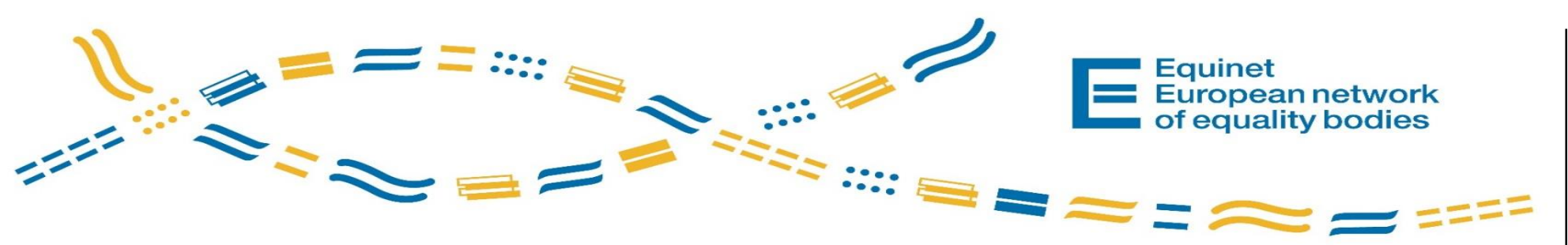


Policy Formation, moderated by **Tena Šimonović Einwalter** (Croatian Office of the Ombudswoman)

Communication Strategies and Practices, moderated by **Katrine Gaustad Pettersen** (Norwegian Equality and Anti-Discrimination Ombud)

Equality Law, moderated by **Jayne Hardwick** (GB Equality and Human Rights Commission)

Gender Equality, moderated by **Theresa Hammer** (Austrian Ombud for Equal Treatment)



Co-funded by the Rights, Equality and
Citizenship Programme of the European Union

Strategic Plan 2015-2018

Mission

Equinet is the European network of equality bodies.

The network promotes equality in Europe through supporting and enabling the work of national equality bodies. It supports equality bodies to be independent and effective as valuable catalysts for more equal societies.

OBJECTIVE 1

BUILDING CAPACITY AND PEER SUPPORT
OF EQUALITY BODIES

OBJECTIVE 2

CONTRIBUTING TO THE EUROPEAN
EQUALITY AGENDA

OBJECTIVE 3

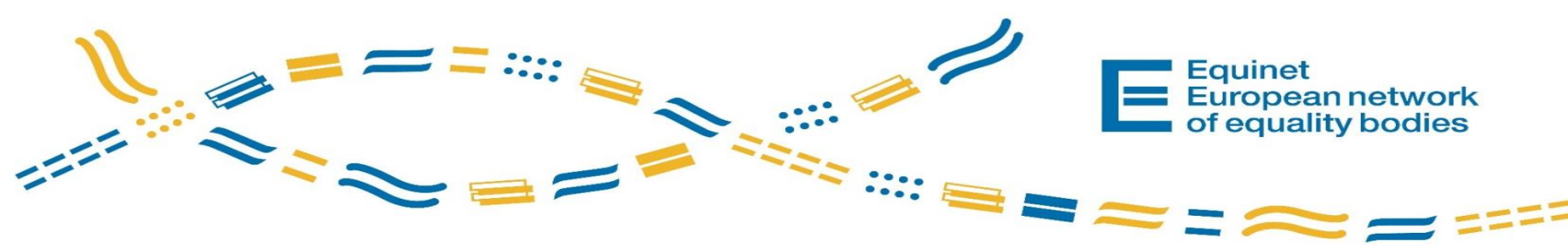
SERVING AS A KNOWLEDGE AND
COMMUNICATION HUB ON EQUAL TREATMENT

OBJECTIVE 4

CONSOLIDATING THE NETWORK AND
THE POSITION OF ITS MEMBERS

**Our 4 Strategic
Objectives**

Strategic Plan 2015-2018



Co-funded by the Rights, Equality and
Citizenship Programme of the European Union

Objective 1: Building capacity and peer support of equality bodies

SEMINARS

- Accessibility and Reasonable Accommodation (Vienna, Austria, April 2016)
- Gender Equality in Education (Prague, Czech Republic, May 2016)
- Race and Ethnic Origin (Budapest, Hungary, November 2016)

TRAINING

- Social Media for Advanced Users (Dublin, Ireland, October 2016)

CLUSTERS

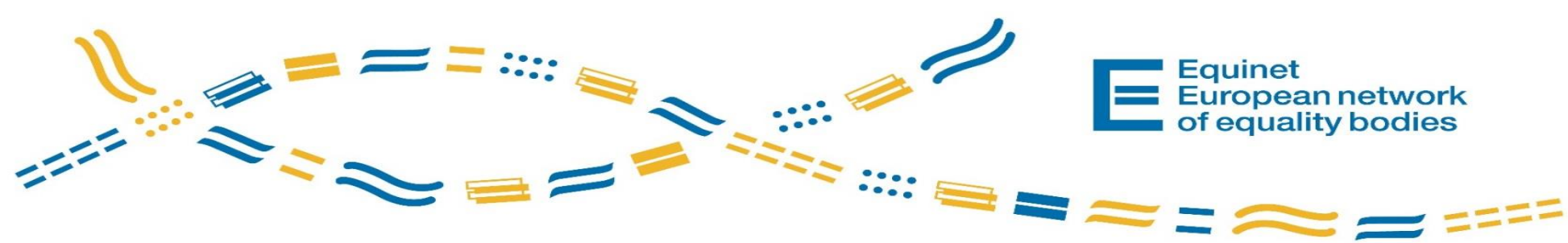
- Strategic Litigation
- Quasi-Judicial Functions

PROJECT

- Evaluation Lab

WORKING GROUPS

- Communication Strategies and Practices
- Equality Law
- Gender Equality



Co-funded by the Rights, Equality and
Citizenship Programme of the European Union



**Gender Equality in Education, Prague,
May 2016**



**Accessibility and Reasonable Accommodation,
Vienna, April 2016**



Objective 2: Contributing to the European Equality Agenda

GENDER EQUALITY

- Round-table in the European Parliament on Work-Life Balance and Pregnancy related Discrimination (Brussels, Belgium, April 2016)
- Input to the European Commission's Implementation Report on the Pay Transparency Recommendation

POLICY FORMATION WORKING GROUP

- Upcoming Perspectives on Intersectionality and Age Discrimination

ENGAGEMENT

- - European Equal Treatment Legislation
- - Meetings with European and international stakeholders

FOLLOW UP

- Working Paper on Standards for Equality Bodies

CONFERENCES

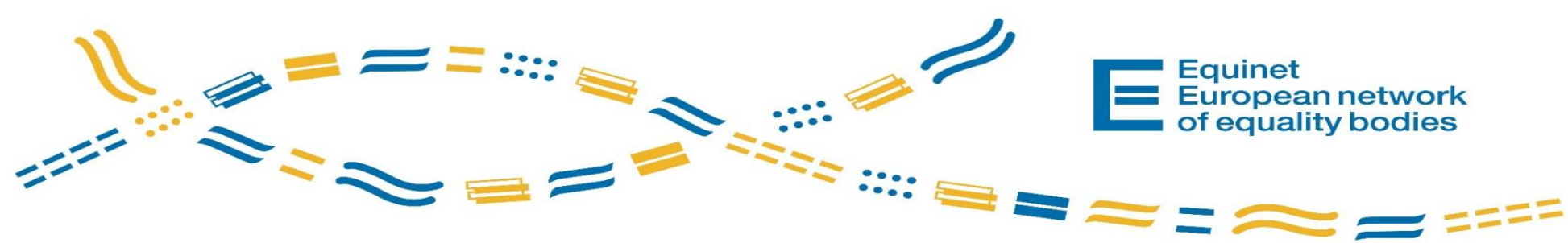
- Strengthening European Equal Treatment Legislation (Brussels, Belgium, June 2016)
- Intersectional Discrimination with a focus on Gender (Brussels, Belgium, December 2016)



**Strengthening Equal Treatment Legislation, EESC,
June 2016**



**Round-table Pregnancy related Discrimination,
European Parliament, April 2016**



Co-funded by the Rights, Equality and
Citizenship Programme of the European Union



Evelyn Collins with **Ulrike Lunacek (European Parliament)**



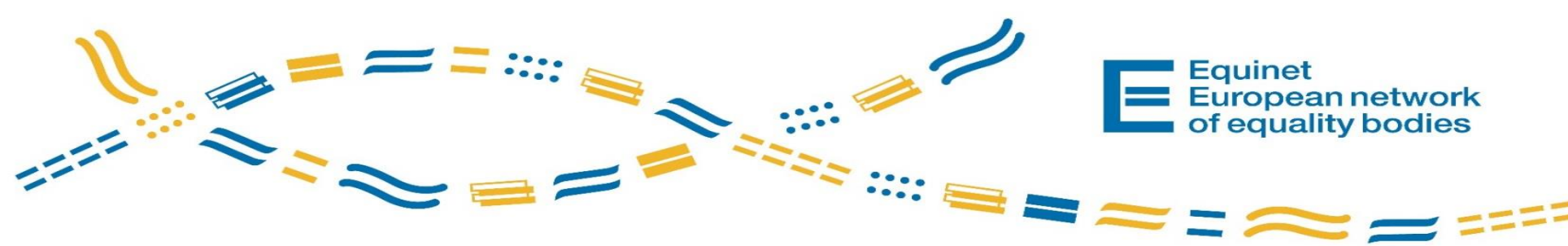
Evelyn Collins with **Nils Muiznieks (Commissioner for Human Rights, Council of Europe)**



Evelyn Collins and Anne Gaspard with **Tiina Astola (European Commission)**



Christine Lüders (FADA) and Anne Gaspard with **Věra Jourová (European Commission)**



Co-funded by the Rights, Equality and Citizenship Programme of the European Union

Objective 3: Serving as a knowledge and communication hub on equal treatment

RESEARCH

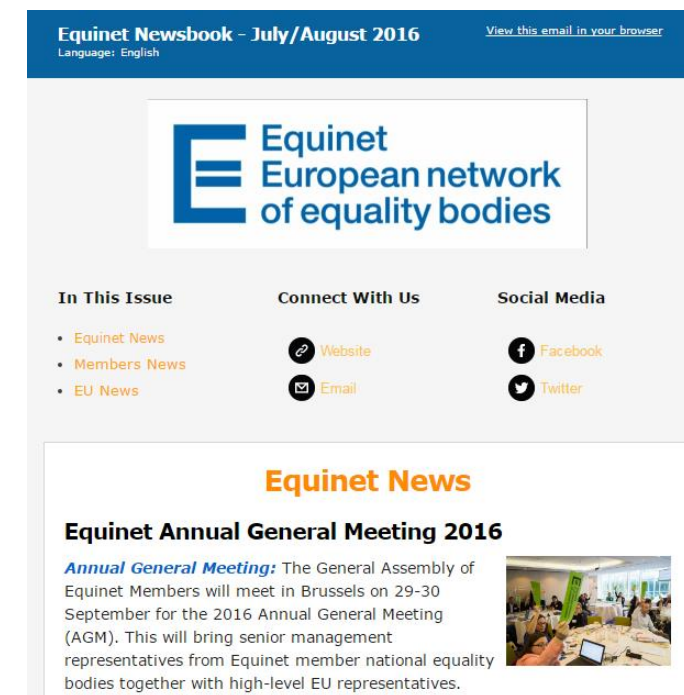
- Making Europe More Equal: A Legal Duty?

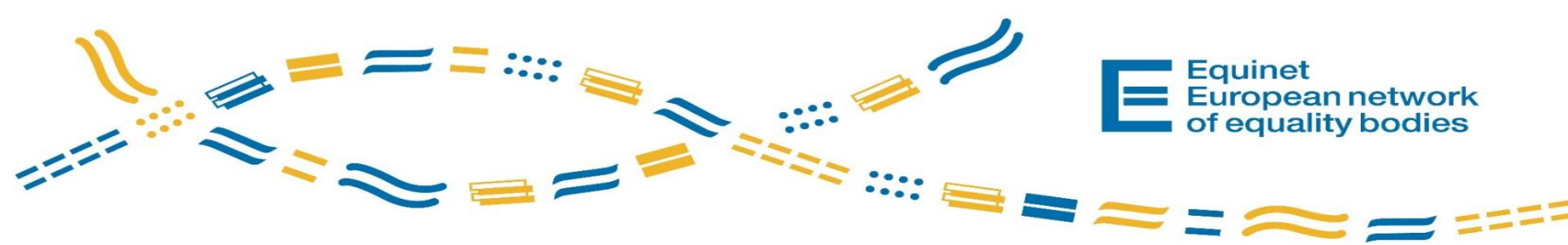
ENGAGEMENT

- European institutions and stakeholders

COMMUNICATION

- New Communication Strategy
- European Directory of Equality Bodies
- Website
- Social media channels
- Newsletters: Newsbook, Members Bulletin
- Publications and promotion for Equinet and its members





Co-funded by the Rights, Equality and Citizenship Programme of the European Union

Objective 4: Consolidating the network and the position of its members

CONSULTATION MEETINGS

- European Commission
- Council of Europe
- Social Partners
- Civil Society Organizations

ENGAGEMENT ON HUMAN RIGHTS

- ENNHRI
- Council of Europe
- Fundamental Rights Agency
- Cooperation Platforms on four thematic areas

STANDARDS FOR EQUALITY BODIES

- Engagement with decision makers



Consultation meeting with Social Partners, August 2016



29.06.2016

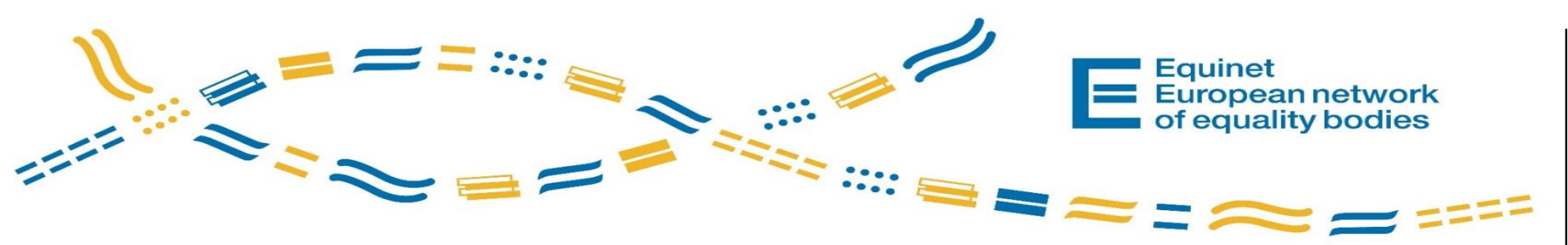
OPRE JOINT STATEMENT ON EVICTIONS OF ROMA AND TRAVELLERS¹ IN EUROPE

Throughout Europe, Roma and Travellers, particularly those living in informal settlements, slums or halting sites face a disproportionately high threat of eviction. With this joint statement, the partners of the Operational Platform for Roma Equality (OPRE)² would like to bring to the attention of national, regional and, in particular, local authorities the need to find sustainable solutions to the housing or accommodation problems many Roma and Travellers face, in order to avoid further evictions.

Joint statement within the Operational Platform on Roma Equality



Equinet Accounts 2015



Co-funded by the Rights, Equality and
Citizenship Programme of the European Union

2016 EQUINET FINANCES

Second Operating Grant under the new *Rights, Equality and Citizenship Programme (2014-2020)* of the EC

2015 BUDGET = € 936 686 EC Grant (93.7 %) + € 67 000 Membership Fees (6.3%) = € 1,003,686
2016 BUDGET = € 987 539 EC Grant (93.3 %) + € 70 000 Membership Fees (6.7%) = € 1,057,539 (up 5.37% y/y)
2017 BUDGET = € 1,048,702 EC Grant (94.7 %) + € 56 000 Membership Fees (5.3%) = € 1,104,702 (up 4.46% y/y)

EQUINET FINAL ACCOUNTS 2015

	Budget	Actuals	Balance
Salaries	494.818	454.506	40.312
Travel & Accommodation	261.990	215.819	46.171
Services for activities	166.292	167.331	-1.039
Fixed costs	80.586	82.207	-1.621
Total	1.003.686	919.862	83.824

* Committed Co-funding (6,68%) = 61.447 eur

	Budget	Declared to EC	Actuals	Balance
Membership fees	67.000	61.500	63.500	2.000
Other	0	0	1.028	1.028
EC Grant	936.686	858.362	858.362	0
Total	1.003.686	919.862	922.890	3.028

Total expenses 2015	919.862
Total income 2015	922.890
Final Balance 2015	3.028

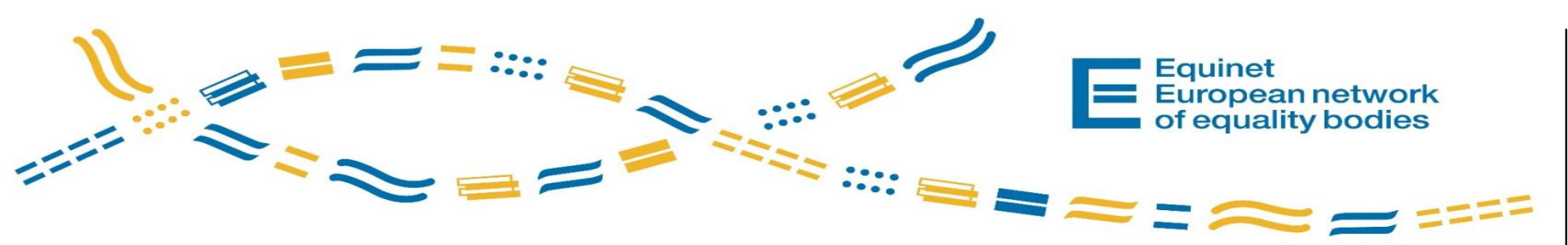
CURRENT SITUATION EQUINET ACCOUNTS 2016

(Consolidated figures / end June 2016)

	Budget	Spending	Balance	% spent
Salaries	504,057	226,495	277,562	45%
Travel and Accommodation	273,520	111,919	161,601	41%
Service	138,295	28,539	109,756	21%
Meeting venue costs	51,200	21,821	29,379	43%
Running costs of the office	90,467	38,399	52,068	42%
Total	1,057,539	427,173	630,365	40%

PROPOSED SPENDING FOR 2017

Activities	Projected cost (€)	% budget
Seminar on "Discrimination of people with mental disabilities" (flights + accommodation + venue)	37,851	3,43%
Seminar on "Breaking the Glass Ceiling" (flights + accommodation + venue)	37,851	3,43%
Conference on "Making Europe Equal: a positive duty?" (flights + accommodation + venue)	28,752	2,60%
Conference on "Integration of migrants and refugees in Europe" (flights + accommodation + venue)	28,752	2,60%
8 working group meetings (flights + accommodation+venue)	84,800	7,68%
Cluster on research (flights + accommodation+venue+expert)	18,578	1,68%
Cluster on strategic Litigation (flights + accommodation+venue+expert)	17,852	1,62%
Research on Investing in equality: the changing mandates and resources of NEB	15,000	1,36%
Equinet AGM in Brussels (flights + accommodation + venue)	16,875	1,53%
Equinet 10th Anniversary Conference and gala dinner (accommodation + venue)	11,275	1,02%
Regular Board meetings (at least 4 with 9 members) (flights + accommodation)	15,360	1,39%
Training on Social Media for NEBs (flights + accommodation+venue+expert)	13,452	1,22%
Training on Building the case for Equal Pay (flights + accommodation+venue+expert)	15,630	1,41%
Training on Strategic Litigation (flights + accommodation+venue+expert)	16,130	1,46%
Project on Combatting Violence against Women (flights + accommodation+venue)	14,052	1,27%
Expert Support	7,260	0,66%
Publications (design and printing)	21,050	1,91%
Website enhancements + maintenance + online media library + online directory	12,880	1,17%
Secretariat/Board Travel and subsistence	21,000	1,90%
External evaluation	8,800	0,80%
Equinet promotional material	5,000	0,45%
Dissemination/mailings of Equinet productions	23,250	2,10%
Translation	5,000	0,45%
Accounting + financial audit	14,100	1,28%
Depreciation	1,676	0,15%
Fixed costs (rent, phones, photocopies...)	79,190	7,17%
Total salary costs Secretariat 2017	533,286	48,27%



E Equinet
European network
of equality bodies



Co-funded by the Rights, Equality and
Citizenship Programme of the European Union

Equinet Work Plan 2017



A. BUILDING CAPACITY AND PEER SUPPORT OF EQUALITY BODIES

SEMINARS	Equality bodies tackling discrimination against people with intellectual disabilities	1 seminar + summary online
	Breaking the glass ceiling: career progress and promotion patterns experienced by women	1 seminar + summary online
TRAINING	Strategic litigation	3 training sessions
	How to build an equal pay case Communicating Equality: Social media for equality bodies	
CLUSTER	Quasi-judicial bodies	2 members-led clusters
	Research and data collection	
PROJECT	Combating Violence against women	2 meetings Summary report published online
WORKING GROUPS	Gender Equality	2 meetings 1 report (gender & education) <i>Preparation of Gender Seminar</i>
	Communication	2 meetings 5 Online library entries Communication Toolkit on Valuing Equality
	Equality Law	2 meetings ECtHR monitoring system Update of 2011 Equality Law in Practice report on Religion & Belief

Tools for Action for Objective A of Workplan 2017

B. CONTRIBUTING TO THE EUROPEAN EQUALITY AGENDA

CONFERENCES	Integration of migrants and refugees in Europe: the contribution of equality bodies	1 conference + summary online
	Making Europe More Equal: a positive duty?	1 conference + summary online
	10 th anniversary conference	1 conference + summary online
WORKING GROUP	Policy Formation	2 meetings 1 Factsheet on LGBTI List of Actions
		1 Perspective on topic of relevance to be identified <i>Preparation of Asylum/Migration Conference</i>
ENGAGEMENT	European Institutions and stakeholders	Regular meetings and engagement Reaction to relevant developments in policy and legislation

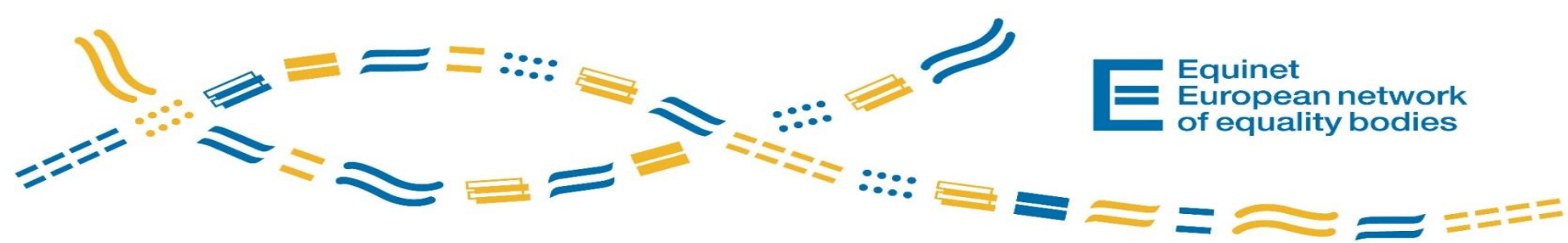
C. SERVING AS A KNOWLEDGE AND COMMUNICATION HUB ON EQUAL TREATMENT

RESEARCH	Investing in Equality: the changing mandates and resources of Equality Bodies in the past decade	1 Research Paper commissioned
COMMUNICATION	1 Website (with updated Online Directory of Equality Bodies, members' area, 10 Year Anniversary page) Equinet Highlights 2017 – Annual Report Newsbook (monthly); Members' Bulletin (bi-monthly, internal) 'In Focus' Briefs (4 per year) 3 Social media channels (Facebook, Twitter, Linked In)	

D. CONSOLIDATING THE NETWORK AND THE POSITION OF ITS MEMBERS

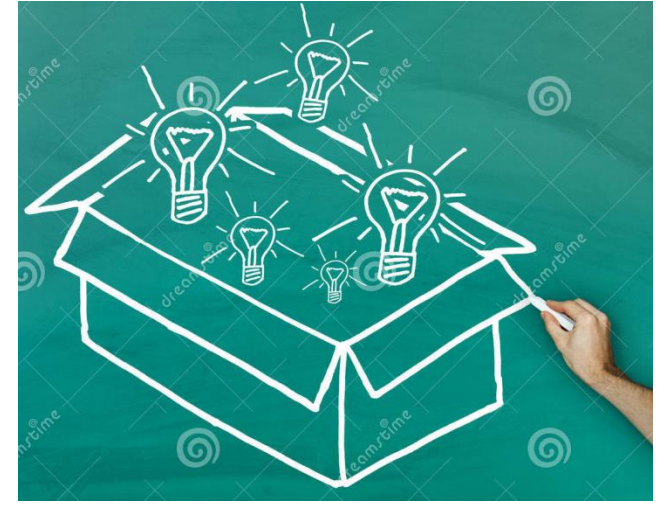
HORIZONTAL ENGAGEMENT	Standards for Equality Bodies	Continued engagement with Equinet members and all relevant stakeholders, such as EU and international institutions, including link to ECRI Seminar, national authorities, civil society, etc.
ENGAGEMENT	Stakeholders from civil society & social partners	1 annual meeting with each of the two groups of stakeholders
ENGAGEMENT	Equality and Human Rights	Regular meetings and engagement
MEMBERSHIP	Membership engagement	Regular meetings and exchanges

**Tools for Action for
Objectives B, C and D
Workplan 2017**

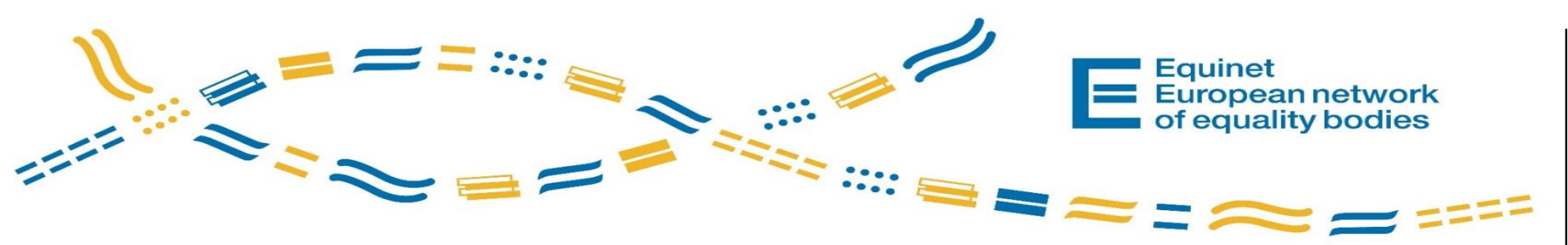


Co-funded by the Rights, Equality and
Citizenship Programme of the European Union

Equinet Highlights 2017



10
2007-2017
E Equinet
European Network
of Equality Bodies



Proposal for Amended Board Election Procedures – Amended Geographical Groupings

Group 1	Group 2	Group 3
Belgium Denmark Finland France Germany Great Britain Ireland Italy Luxemburg The Netherlands Norway Northern Ireland Portugal Spain Sweden	Austria Czech Republic Estonia Hungary Latvia Lithuania Malta Poland Romania Slovakia Slovenia	Albania Bulgaria Croatia Cyprus Greece FYRO Macedonia Montenegro Serbia

Proposal for Amended Board Election Procedures – New Article 5

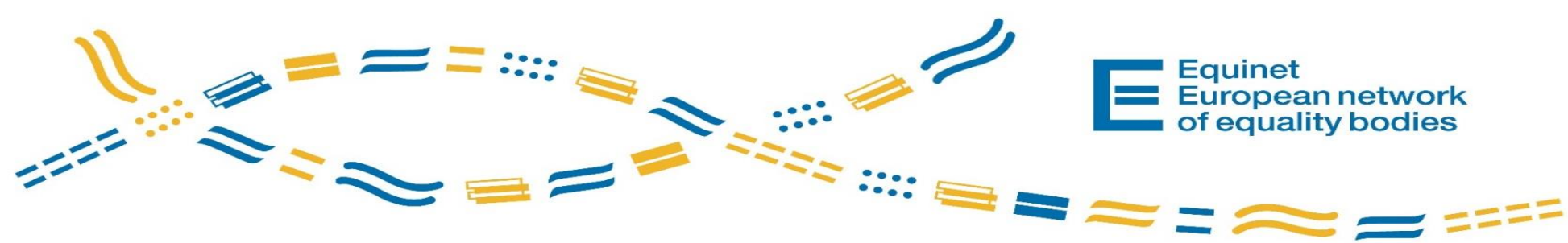
5. During the Board's mandate

5.1. Board members shall be employees of the equality body (effective Equinet member) with a senior level of responsibilities in their respective organisation during the full length of their mandate. If this requirement is no longer fulfilled, their mandate will be automatically terminated.

5.2. Main Responsibilities of Board Members include:

- a) Continued pro-active involvement in the development and implementation of Equinet strategies and activities, oversee Equinet's budget and the work of the Secretariat
- b) Attend the Board meetings. Board meetings take place in Brussels and other European cities
- c) Attend and actively participate in the Equinet Annual General Meetings (AGM)
- d) Participate actively in selected Equinet conferences, seminars, trainings and/or working group(s)
- e) Provide feedback on regular requests and consultations circulated by the Chair or Equinet Secretariat throughout the year between meetings
- f) Encourage the gender balance, the geographical representation and the diversity in the broadest sense in all activities of the network

5.3. If the mandate of a Board member terminates before the end of the term of the Board, the remaining Board members can temporarily appoint a substitute who will perform the mandate of the person she/he replaces. The substitute shall fulfil the criteria of article 3.1.b.

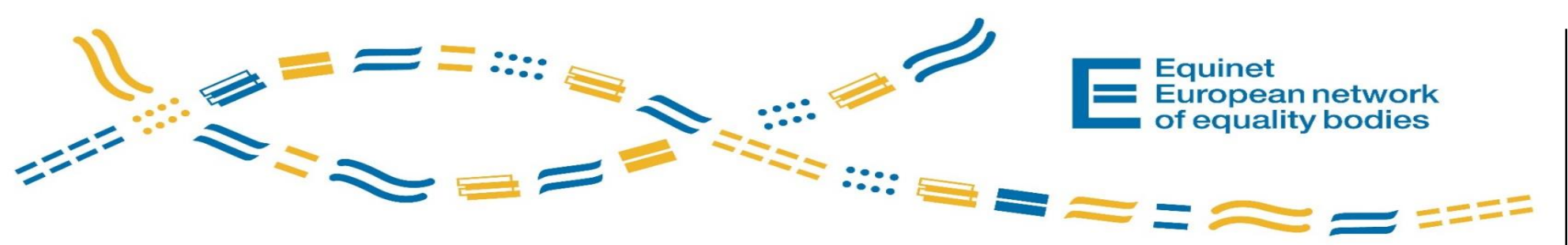


E Equinet
European network
of equality bodies



Co-funded by the Rights, Equality and
Citizenship Programme of the European Union





Co-funded by the Rights, Equality and
Citizenship Programme of the European Union

Thank you for your attention! Questions?

www.equineteurope.org

Facebook: search and like “*Equinet Europe*”

Twitter: follow *@equineteurope*

EQUINET SECRETARIAT

138 Rue Royale / Koningsstraat

B-1000 Brussels, Belgium

Tel: +32 (0)2 212 3182

info@equineteurope.org