



10 Equinet
2007-2017 **E** European Network
of Equality Bodies

Calendar 2017



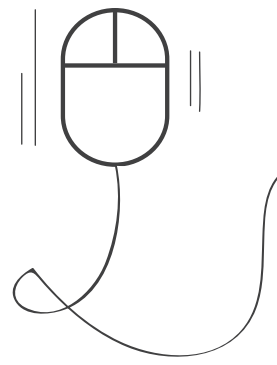
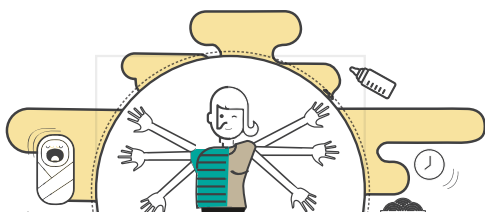
10 E Equinet 2007-2017 European Network of Equality Bodies

Equinet, European Network of Equality Bodies was set up in 2007 as a membership organisation for equality bodies. It now brings together 46 equality bodies from 34 European countries, including all EU Member States.

Equality bodies are public organisations assisting victims of discrimination, monitoring and reporting on discrimination issues, and promoting equality. They are legally required to do so in relation to one, some, or all of the grounds of discrimination covered by European Union (EU) law – gender, race and ethnicity, age, religion or belief, disability, sexual orientation and gender identity.

Equinet promotes equality in Europe by 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.

Equinet aims to enhance the strategic capacity of its members and to develop the skills and competences of their staff. Equinet contributes to the European equality agenda by conveying an expert voice of equality bodies, and enhance their recognition and strategic positioning in relation to all stakeholders at European level. Finally Equinet serves as a knowledge and communication hub on equal treatment.





OMBUDSMAN FOR EQUALITY

Finland

Aino, a teacher in a vocational school, was on family leave. The school did not renew her fixed-term contract at that time and her substitute continued to work in her position. Aino suspected that she was being discriminated against and contacted the Ombudsman for Equality. The Ombudsman stated that the employer did not have an acceptable reason not to renew the contract, and that there was a presumption of discrimination in the case.

The teacher took the case to the District Court with the help of the trade union, and the court ordered her 5000 euro compensation. The teacher took the case further to the Court of Appeal, which ordered 18, 432 euro compensation for the losses in pay.

January

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EQUALITY AND HUMAN RIGHTS COMMISSION (EHRC)

UK - Great Britain

A group of Irish Travellers who wanted to have a drink at a local pub were refused service because of their origins. EHRC funded a race discrimination claim in the County Court. The case settled with a payment of £4,000 to each individual involved in this discrimination.

February

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- **20/2**
International Day for Social Justice
- **22 /2**
International Day for Victims



OFFICE OF THE EQUAL OPPORTUNITIES OMBUDSPERSON OF THE REPUBLIC OF LITHUANIA

Lithuania

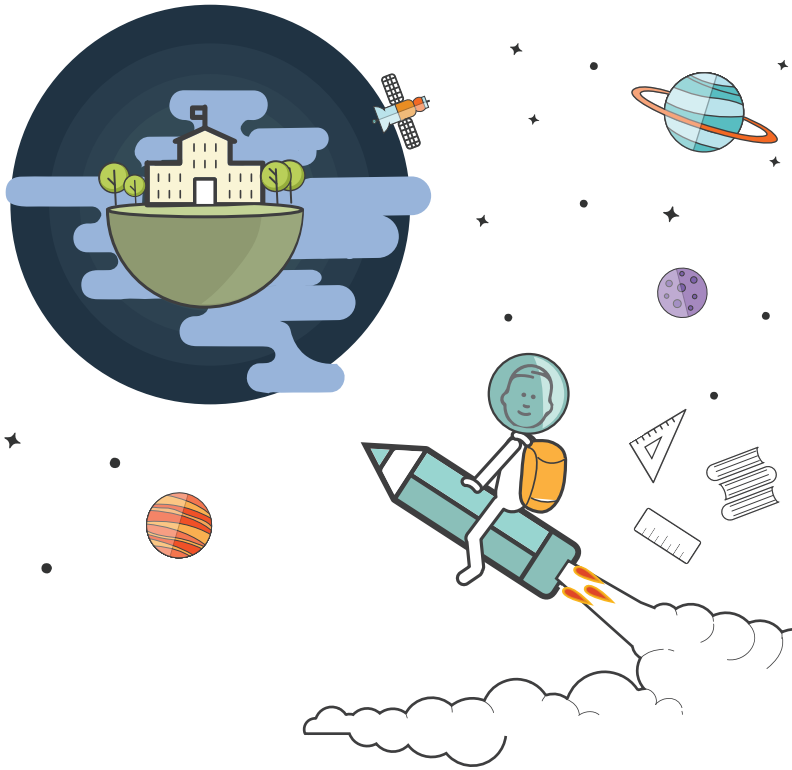
Diana wanted to become a military officer, but was not allowed to study at the Military Academy in Lithuania as they only allowed men to enrol. She turned to the Ombudsperson, who issued a decision that the policy was directly discriminatory and recommended a change in the rules of admission. The practice was changed. Now everybody, both men and women, can study in the Military Academy in Lithuania.

March

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8 /3
International Women's Day

21 /3
International Day for the Elimination of Racial Discrimination



NATIONAL CENTRE FOR HUMAN RIGHTS

Slovakia

Juraj, a Roma boy raised in an orphanage, completed studies at a special elementary school. The secondary school he enrolled in wanted to expel Juraj for insufficient former education. The Centre helped him get further training at an elementary school and have the expulsion modified to temporary suspension. The Centre is negotiating with the Ministry of Education to establish a network of elementary schools to provide such training regularly.

April

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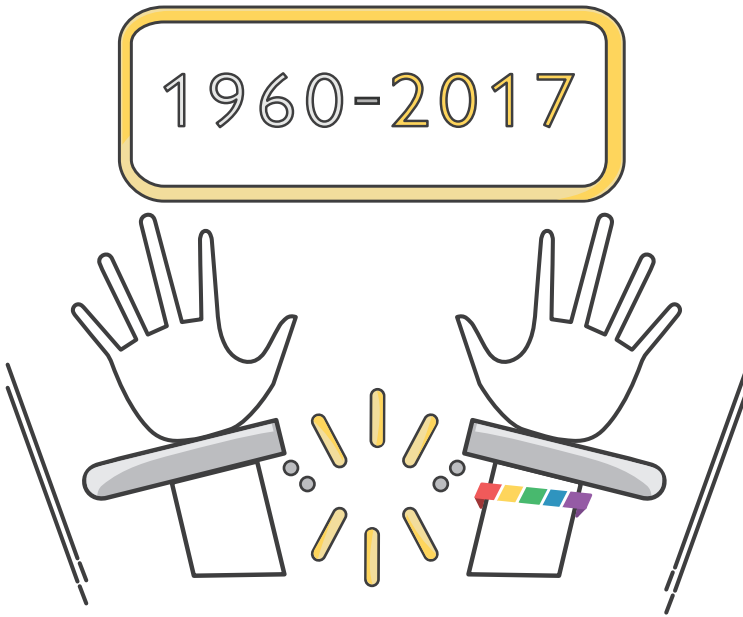
8 /4
International Day for Roma

29 /4
International Day for Solidarity
& Cooperation between
generations

FEDERAL ANTI-DISCRIMINATION AGENCY (FADA)

Germany

Heinz, who lives in Germany, was convicted of being homosexual during the 1960s, when this was illegal. FADA has fought to change legislation so that he is no longer considered a criminal. Heinz is looking forward to celebrating this upcoming change in the law!



May

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9 / 5

Europe Day



17 / 5

International Day against
Homophobia and Transphobia



OFFICE OF THE OMBUDSWOMAN

Croatia

Amina, a Muslim woman who lives in Croatia, couldn't use a photo wearing a hijab for her driver's licence. The Ombudswoman recommended the Ministry of Interior to change the discriminatory regulations. Soon after, Amina was able to get her driver's licence with a photo of her wearing a hijab in accordance with her religious beliefs

June

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20 /6
Refugee Day

Letters to parents

Liisa Pakosta



GENDER EQUALITY AND EQUAL TREATMENT COMMISSIONER

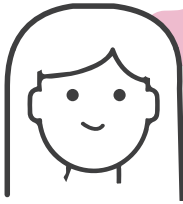
Estonia

Estonia is a country of mostly full-time working mothers, who enjoy long maternal leave, but still suffer from a gender pay gap. "Letters to parents", coauthored by Commissioner Liisa Pakosta, has been developed to give advice and support to working parents. Kadri recently received two copies, one for her to read and one to leave on the table of her employer. A week later, she wrote to the Commissioner: "Thanks to your support, the atmosphere in work is so different now and I got my problems solved!"

July

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23 / 7
International Parents Day



PUBLIC DEFENDER OF RIGHTS

Czech Republic

Transgender people currently face many obstacles. Veronika from the Czech Republic wanted to have her secondary school-leaving certificate reissued under her new name. The school refused to do so. The Public Defender of Rights helped Veronika to draw up a new request, on which the school did issue a new school-leaving certificate.

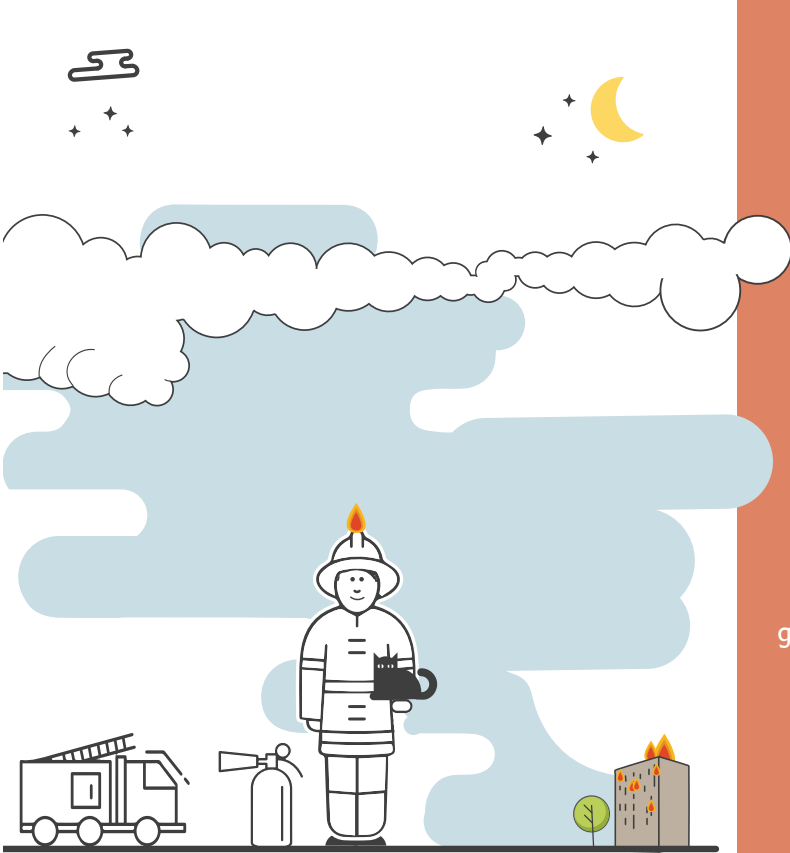
August

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12 / 8

International Youth Day



OFFICE OF THE COMMISSIONER FOR ADMINISTRATION AND HUMAN RIGHTS

Cyprus

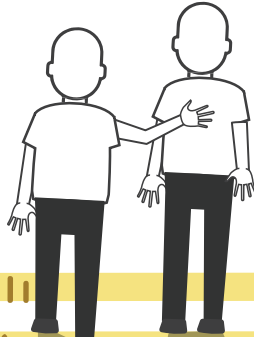
Christos did not want to serve in the armed forces for reasons of conscience. When he was excluded from the recruitment procedure for a position as a fireman because of that, he submitted a complaint. The Commissioner for Administration and Human Rights submitted a Report which concluded that his exclusion constituted indirect discrimination on the ground of his beliefs (Jehova's witness). The National Guard Law in Cyprus was amended and new provisions were added regarding the recognition of an applicant as a conscientious objector.

September

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EQUALITY AND ANTIDISCRIMINATION OMBUD

Norway

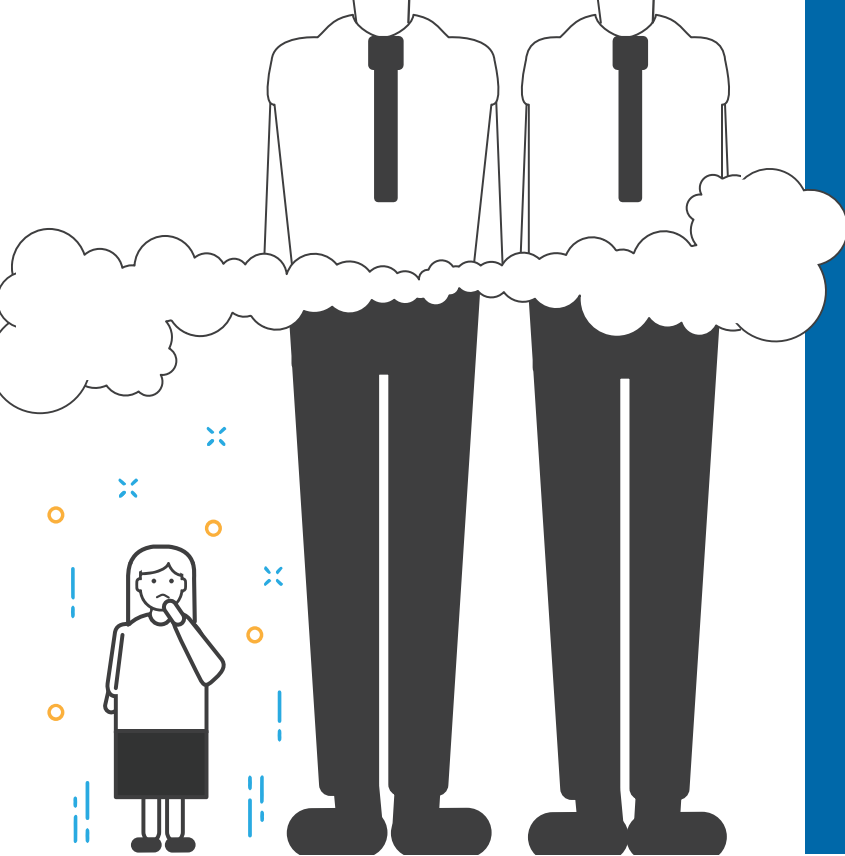


Ola and Bjorn, two boys aged 16 and 18, both suffer from severe dyslexia. They claimed that the school regulations, obliging them to take on two foreign languages, were discriminatory. After the Ombud agreed with the boys, the Department of Justice has agreed to change the regulations, so that student's suffering from severe dyslexia will no longer need to study two foreign languages to get their diploma.

October

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- 2-8/10
Dyslexia Awareness Week
- 10/10
Equinet 10 th Anniversary
Conference & Celebrations!
- 17 /10
International Day for the
Eradication of Poverty



NATIONAL COMMISSION FOR THE PROMOTION OF EQUALITY (NCPE)

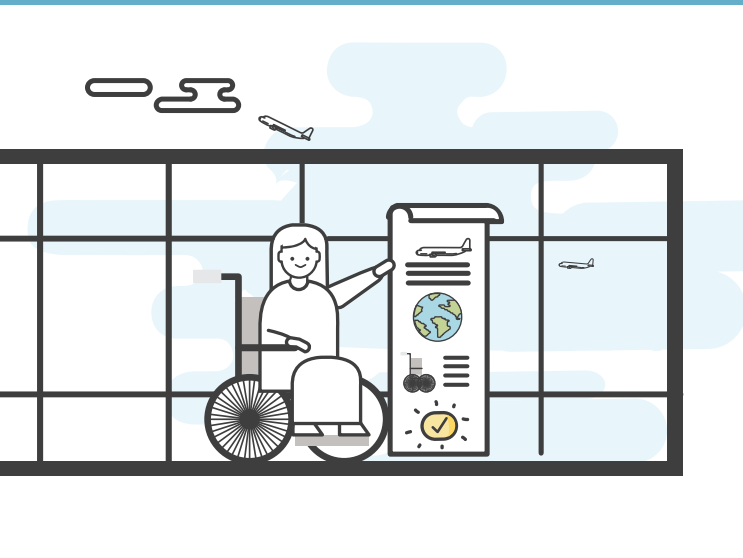
Malta

Anna, a manager in a Maltese company, was concerned that her male colleagues with similar responsibilities had higher salaries than her, even though she was more senior and had more experience. She lodged a complaint with the NCPE, which conducted an investigation and established gender discrimination had in fact occurred. Following negotiations with her employer, Anna obtained a substantial salary increase.

November

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- **3 /11**
European Equal Pay Day
- **9 /11**
International Day against
Facism and Antisemitism
- **20 /11**
Transgender Day of
Remembrance
- **25 /11**
International Day to End
Violence against Women



UNIA (INTERFEDERAL CENTRE FOR EQUAL OPPORTUNITIES)

Belgium

Alice was denied boarding just as she was about to fly to an international congress, where she was a keynote speaker. She uses an approved wheelchair. Like many other people with a disability, Alice regularly encounters problems when travelling. Disabled persons have the same right as all other citizens to free movement.

This applies to air travel as to other areas of life. Unia took action and the airline eventually acknowledged the discrimination. Not only did they compensate the passenger for the damages incurred, they also made a commitment to have all their services audited and to implement a plan of action. Unia will monitor this process.

December

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- 3 /12**
 International Day of Persons with Disabilities
- 10 /12**
 Human Rights Day
- 18 /12**
 International Migrants Day



www.equineteurope.org

#EquinetEurope

Equinet members:

Commissioner for the Protection from Discrimination, **Albania** | Austrian Disability Ombudsman, **Austria** | Ombud for Equal Treatment, **Austria** | Unia (Interfederal Centre for Equal Opportunities), **Belgium** | Institute for Equality between Women and Men, **Belgium** | Institution of Human Rights Ombudsman, **Bosnia and Herzegovina** | Commission for Protection against Discrimination, **Bulgaria** | Office of the Ombudswoman, **Croatia** | Ombudsperson for Gender Equality, **Croatia** | Ombudswoman for Persons with Disabilities, **Croatia** | Office of the Commissioner for Administration and Human Rights (Ombudsman), **Cyprus** | Public Defender of Rights – Ombudsman, **Czech Republic** | Board of Equal Treatment, **Denmark** | Danish Institute for Human Rights, **Denmark** | Gender Equality and Equal Treatment Commissioner, **Estonia** | Ombudsman for Equality, **Finland** | Non-Discrimination Ombudsman, **Finland** | Commission for Protection against Discrimination, **Former Yugoslav Republic of Macedonia (FYROM)** | Defender of Rights, **France** | Federal Anti-Discrimination Agency, **Germany** | Greek Ombudsman, **Greece** | Equal Treatment Authority, **Hungary** | Office of the Commissioner for Fundamental Rights, **Hungary** | Irish Human Rights and Equality Commission, **Ireland** | National Office Against Racial Discrimination, **Italy** | National Equality Councillor, **Italy** | Office of the Ombudsman, **Latvia** | Office of the Equal Opportunities Ombudsperson of the Republic of **Lithuania** | Centre for Equal Treatment, **Luxembourg** | National Commission for the Promotion of Equality, **Malta** | Commission for the Rights of Persons with Disabilities, **Malta** | Protector of Human Rights and Freedoms (Ombudsman), **Montenegro** | Netherlands Institute for Human Rights, **Netherlands** | Equality and Anti-Discrimination Ombud, **Norway** | Commissioner for Human Rights, **Poland** | Commission for Citizenship and Gender Equality, **Portugal** | Commission for Equality in Labour and Employment, **Portugal** | High Commission for Migration, **Portugal** | National Council for Combating Discrimination, **Romania** | Commissioner for Protection of Equality, **Serbia** | National Centre for Human Rights, **Slovakia** | Advocate of the Principle of Equality, **Slovenia** | Council for the Elimination of Ethnic or Racial Discrimination, **Spain** | Equality Ombudsman, **Sweden** | Equality and Human Rights Commission, **UK – Great Britain** | Equality Commission for Northern Ireland, **UK – Northern Ireland**

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