****

**EQUINET MEMBERS’ BULLETIN #43 – December 2016  
Network Updates**



**Dear Equinet Members,**

This Members’ Bulletin gathers **the main Equinet internal updates, with a view to provide you with a clearer overview of Equinet activities**. We very much hope this members’ bulletin will be useful in your day-to-day work and we would be grateful if you could **disseminate it among your colleagues**.

Your feedback is also greatly appreciated. Should you have any comments or further questions, please do not hesitate to contact **Jessica Machacova, Equinet Membership and Policy Officer** ([Jessica.machacova@equineteurope.org](mailto:Jessica.machacova@equineteurope.org) / 0032 2 212 31 80).

### **PART 1: EQUINET UPDATES**

# Save the date: Equinet 10th anniversary Conference, celebrations and Annual General Meeting (AGM)



In 2017, Equinet will celebrate its 10th anniversary!

A conference as well as the celebrations will take place on **Tuesday 10th October 2017** in Brussels. It will be followed by our Annual General Meeting (AGM) and the Equinet Board Elections on **Wednesday 11th October**. More information to come soon!

Our indicative calendar of 2017 activities is also attached to this email (**ANNEX 1**).

# Reminder: Equinet Information Form 2017 Deadline: as soon as possible

**- Email sent to the Heads of equality bodies and Equinet contact persons on Wednesday 9th November -**

The information form aims to collect information from **all Equinet member organisations** for the year 2017 on the following, as nominated and approved by the head of your equality body:

1. The main **Equinet contact person** in your equality body;
2. Staff expert/s nominated as (continued or new) **Equinet Working Groups members**

This exercise is important as it ensures that our records are up to date and that Working Group members in your organisation receive all the relevant communication and materials.

The Equinet 2017 information form is available [here](http://www.equineteurope.org/-Working-Groups-). We kindly ask you to fill it in, sign it and return it **as soon as possible** to [Jessica.machacova@equineteurope.org](mailto:Jessica.machacova@equineteurope.org).

**EQUINET CONTACT PERSON:** Jessica Machacova, Membership and Policy Officer ([Jessica.machacova@equineteurope.org](mailto:Jessica.machacova@equineteurope.org) – Tel: 0032 2 212 31 80).

# Publication: Equinet Research Making Europe more equal: a legal duty?

|  |
| --- |
| http://www.equineteurope.org/local/cache-vignettes/L150xH214/arton973-39fe5.png?1481800681This study examines and analyses the design and implementation of **statutory duties in equal treatment legislation** that aim to go beyond a prohibition on discrimination to promote equality. These encompass preventive duties, institutional duties and mainstreaming duties.  The study explores and assesses the role of, and engagement by, equality bodies in their implementation. In doing so, it draws from the experience and perspective of equality bodies involved in implementing such statutory duties.  This report was commissioned by Equinet and written by Niall Crowley, independent expert. |

More information and the **full research** are available [here](http://www.equineteurope.org/Making-Europe-more-Equal-A-Legal-Duty).   
Equinet will also organise **a conference** on the same topic in May 2017.

**EQUINET CONTACT PERSON**: Katrine Steinfeld, Policy Officer ([Katrine.steinfeld@equineteurope.org](mailto:Katrine.steinfeld@equineteurope.org) – Tel: 0032 2 212 31 85)

# Equinet recent publications

**Perspective - "Innovating at the intersections. Equality Bodies tackling intersectional discrimination"**

|  |
| --- |
| http://www.equineteurope.org/local/cache-vignettes/L150xH211/arton964-09591.png?1480340410The issue of intersecting grounds is a recent focus for anti-discrimination and equality work. It is underdeveloped in theory, policy and practice, despite being a key challenge to the future of equality and non-discrimination.  This Equinet Perspective aims to set out the contribution of equality bodies to intersectionality issues, as well as suggesting ways forward for further developing this work in the future.  This Equinet Perspective is based on the contribution of **23 equality bodies** from 21 European countries, as well as a roundtable discussion of **Equinet’s Working Group on Policy Formation** and the input of **Equinet’s Working Group on Gender Equality**. |

The **Perspective** is available [here](http://www.equineteurope.org/Equinet-Perspective-Innovating-at-the-Intersections-Equality-Bodies-tackling).

The power point presentations delivered during the **Equinet conference “Diverse, inclusive and equal: innovating at the intersections of gender equality”** (7th December 2017, Brussels) are available [here](http://www.equineteurope.org/Equinet-Conference-Diverse-Inclusive-and-Equal-Innovating-at-the-intersections). A summary of the conference will be made available at the beginning of next year.

**EQUINET CONTACT PERSONS**: Jessica Machacova, Membership and Policy Officer ([Jessica.machacova@equineteurope.org](mailto:Jessica.machacova@equineteurope.org) - Tel. 0032 2 212 3180) & Katrine Steinfeld, Policy Officer ([Katrine.steinfeld@equineteurope.org](mailto:Katrine.steinfeld@equineteurope.org) – Tel: 0032 2 212 31 85)

**Handbook – How to Build a Case on Equal Pay**

|  |
| --- |
| http://www.equineteurope.org/local/cache-vignettes/L150xH213/arton958-31533.png?1479486656This Handbook, prepared by members of **Equinet’s Working Group on Gender Equality**, aims to be a practical and useful tool for anyone who works on equal pay cases, guiding you to existing resources, data, partners and arguments that have been successful in the past.  The handbook is structured to help case-workers in equality bodies, lawyers or other legal professionals to build their case, but the resources contained therein should support and inform anyone looking to gain insight into the challenges and opportunities in litigating for equal pay.  In addition, the handbook contains useful and hands-on information for anyone interested in and working on equal pay. |

The **Handbook** is available on[**our website**](http://www.equineteurope.org/Equinet-Handbook-How-to-build-a-case-on-equal-pay)**.   
A training event** will be organised on the same topic in June 2017.

**EQUINET CONTACT PERSON**: Katrine Steinfeld, Policy Officer ([katrine.steinfeld@equineteurope.org](mailto:katrine.steinfeld@equineteurope.org) – Tel: 0032 2 212 31 85).

**Factsheet and Compendium of Good Practices - Integration of Migrants, Asylum Seekers and Refugees**

|  |
| --- |
| http://www.equineteurope.org/local/cache-vignettes/L150xH220/arton953-e14cc.jpg?1479374333 The factsheet and compendium of good practices aim to summarise the contribution of equality bodies to the integration of migrants, refugees and asylum seekers in Europe.  Their integration is key to ensuring inclusion and equality for all in Europe. It is also an important area of equality bodies’ work as part of their mission of promoting equality and combating discrimination.  It is based on a survey which was sent to the Equinet membership in April 2016. The **factsheet** analyses the main findings of the survey and provides recommendations and ways forward. The **compendium of good practices** selects relevant examples given by the contributors in areas such as casework and complaints, awareness raising and promotion. It will be updated on a regular basis. |

**The factsheet and compendium of good practices are available on the** [**Equinet website**](http://www.equineteurope.org/Equinet-publishes-factsheet-and-compendium-of-good-practices-on-integration-of)**.**

**EQUINET CONTACT PERSON:** Jessica Machacova, Membership and Policy Officer ([Jessica.machacova@equineteurope.org](mailto:Jessica.machacova@equineteurope.org) – Tel: 0032 2 212 31 80).

**Project – Evaluation Lab – Final documents**

In 2015, Equinet launched the **Evaluation Lab**. This two-year project aims to build on the findings of the 2013 paper “Processes and indicators for measuring the impact of equality bodies” and provide a platform for expert staff members of equality bodies interested and experienced in the topic. 10 Equinet members participated in the project. It was supported by Niall Crowley, independent expert and Equinet Expert Advisor to the Board.

|  |
| --- |
| C:\Users\jema\Downloads\EVALUATION LAB BOOKLET.png**Evaluation Lab Booklet**  The booklet aims to gather and summarise the findings and resources produced during the project and to share the knowledge generated among all Equinet members.  **Common indicators for equality bodies**  The 2013 Equinet publication on offers a menu of thirty-seven possible indicators that equality bodies could use. This menu was used as a basis by the Evaluation Lab members, who agreed on 7 indicators every equality bodies could use, no matter what their size, mandate, powers and resources are. |

We encourage you to use both the booklet and the common indicators in your daily evaluation work. If you wish to do so, please do not hesitate to let us know and to contact the Equinet secretariat ([Jessica.machacova@equineteurope.org](mailto:Jessica.machacova@equineteurope.org)) to give your feedback!

The **Evaluation Lab Booklet** and the **Common Indicators** are available on the [Equinet website](http://www.equineteurope.org/Equinet-Evaluation-Lab-Final-booklet-available).   
The summary of the three meetings of the Evaluation Lab, as well as presentations and other resources, are available on the [Equinet Members’ Area](http://www.equineteurope.org/-Equinet-Evaluation-Lab-).

**EQUINET CONTACT PERSON:** Jessica Machacova, Membership and Policy Officer ([Jessica.machacova@equineteurope.org](mailto:Jessica.machacova@equineteurope.org) – Tel: 0032 2 212 31 80).

# Equinet Working Paper on Standards English, French, Czech, Dutch, German and Serbian versions available Dissemination and call for translation

|  |  |
| --- | --- |
| |  | | --- | | Overview - PDFIn June 2016, Equinet officially launched its **working paper on developing standards for equality bodies**.  This Working Paper is the result of discussions that took place in the framework of the **Equinet Cluster on Standards** in 2015, as well as contributions and comments provided by Equinet members.  It seeks to establish positions that equality bodies could promote, negotiate and advance vis-à-vis European and national administrations in the establishment of standards for equality bodies at European level and their implementation at national level. | |

**Dissemination**

The Working Paper, as well as a visual briefing summarising its key messages, are available [on the Equinet website](http://www.equineteurope.org/Equinet-Working-Paper-on-Developing-Standards-for-Equality-Bodies). We would be grateful if you could disseminate it to your relevant contacts in order to ensure maximum impact of our messages.

**Translation**

The Working Paper is now available in **English, French, Czech, Dutch, German and Serbian**.

If your organisation would consider its translation it in your national language, please get in touch with **Tamás Kádár, Head of Legal and Policy** ([tamas.kadar@equineteurope.org](mailto:tamas.kadar@equineteurope.org)).

Read and download **the Working Paper** [here](http://www.equineteurope.org/Equinet-Working-Paper-on-Developing-Standards-for-Equality-Bodies).   
Materials of the 16th June **Conference on strengthening the effectiveness of European equal treatment legislation** are available [here](http://www.equineteurope.org/Strengthening-the-effectiveness-of-European-Equal-Treatment-Legislation) (a summary of the event will be published soon).

**EQUINET CONTACT PERSON:** Tamás Kádár, Head of Legal and Policy ([tamas.kadar@equineteurope.org](mailto:tamas.kadar@equineteurope.org) – Tel: 0032 2 212 31 83).

# Equinet Working Groups Updates

**WG COMMUNICATION STRATEGIES AND PRACTICES**

* The Working Group met in Bratislava on **21 November**, hosted by the **Slovak National Centre for Human Rights**.
* A summary of the meeting is available on the [internal section of Equinet’s website](http://www.equineteurope.org/-Communication-Strategies-and-93-). Our next meeting will take place in the newyear and will continue to look at **how to include values in our communication work**.
* The members of the Working Group, together with the participants of the social media training, have been working on finalising the **Manual on Social Media Use for Equality Bodies**. This will be ready for dissemination at the beginning of January

**EQUINET CONTACT PERSON:** Sarah Cooke O’Dowd, Communication Officer ([sarah.cookeodowd@equineteurope.org](mailto:sarah.cookeodowd@equineteurope.org)– Tel: 0032 2 212 31 84).

**WG EQUALITY LAW**

* The working group met on **22 September in Riga, at the Office of the Ombudsman of the Republic of Latvia.** The summary of the meeting can be found [here](http://www.equineteurope.org/-Equality-Law-in-Practice,91-).
* The working group is finalising the draft of the [**Equinet paper on Fighting Discrimination on Grounds of Race and Ethnic Origin**](http://www.equineteurope.org/Equinet-Seminar-Fighting-discrimination-on-grounds-of-race-and-ethnic-origin). The paper will be published in January.

**EQUINET CONTACT PERSON:** Tamás Kádár, Head of Legal and Policy ([tamas.kadar@equineteurope.org](mailto:tamas.kadar@equineteurope.org) – Tel: 0032 2 212 31 83).

**WG GENDER EQUALITY**

* Equinet’s working group on gender equality met **in Malta on Friday 4 November, hosted by the National Commission for Promotion of Equality (NCPE).**
* The [**Equinet Handbook on how to build a case on equal pay**](http://www.equineteurope.org/Equinet-Handbook-How-to-build-a-case-on-equal-pay) is available online, and the working group is developing a **training for equality bodies’ staff** on how to use the handbook to build your case.
* The working group discussed the outcomes of the [**Equinet Perspective on Intersectionality**](http://www.equineteurope.org/Equinet-Perspective-Innovating-at-the-Intersections-Equality-Bodies-tackling), including potential areas of capacity building for equality bodies that could be followed up in 2018.
* The **Equinet 2017 Work Plan** was discussed, and the working group is preparing its own inputs, including the preparation of an outline for the Equinet report on Gender Equality in Education by our **German colleague Nathalie Schlenzka from FADA**. The working group is also evaluating its efforts at gender mainstreaming in the work of Equinet.
* The working group was informed of the priorities of the upcoming **Maltese Presidency of the Council of the European Union**, and mapped the extent of interest in the Equinet project on combatting violence against women and gender based violence which will be launched in 2017.

**EQUINET CONTACT PERSON:** Katrine Steinfeld, Policy Officer ([katrine.steinfeld@equineteurope.org](mailto:katrine.steinfeld@equineteurope.org) – Tel: 0032 2 212 31 85).

**WG POLICY FORMATION**

* The **Perspective on Youth Discrimination** is currently being drafted. Thank you very much to the members who contributed to the questionnaire!
* The next meeting will take place at the beginning of 2017. It will focus on the preparation of the **Equinet conference on the integration and inclusion of migrants** and the **Equinet factsheet on the European Commission LGBTI List of Actions**.

**EQUINET CONTACT PERSON:** Jessica Machacova, Membership and Policy Officer ([Jessica.machacova@equineteurope.org](mailto:Jessica.machacova@equineteurope.org) – Tel: 0032 2 212 31 80).

# Updates: Cooperation Platforms involving Equinet - Council of Europe – ENNHRI – European Union Agency for Fundamental Rights (FRA)

In October 2013, Equinet, the Council of Europe (CoE), the European Network of National Human Rights Institutions (ENNHRI) and the European Union Agency for Fundamental Rights (FRA) took the decision to establish [common platforms for cooperation](http://www.equineteurope.org/-Thematic-Platforms-for-Cooperation-) on four pressing topics.

1. **COOPERATION PLATFORM ON ADVANCING SOCIAL AND ECONOMIC RIGHTS**

The last meeting of the Platform was held on **10th October in Belgrade, Serbia**, hosted by the Serbian Commission for the Protection of Equality. The platform partners discussed the European Commission’s initiative to introduce a European Pillar of Social Rights and its relationship to the Council of Europe’ Social Charter, as well as building capacity on the use of indicators in the monitoring of human rights and equality.

Equinet will submit a contribution to the public **consultation on the European Pillar of Social Rights**, following our member the **Irish Human Rights and Equality Commission**.

**EQUINET CONTACT PERSON:** Katrine Steinfeld, Policy Officer ([katrine.steinfeld@equineteurope.org](mailto:katrine.steinfeld@equineteurope.org) – Tel: 0032 2 212 31 85).

1. **COOPERATION PLATFORM ON RIGHTS OF MIGRANTS AND ASYLUM SEEKERS**

The second meeting of the Asylum and Migration Cooperation Platform was held in Vienna on 15th and 16th February 2016. The summary is available [on the Equinet website](http://www.equineteurope.org/-Thematic-Platforms-for-Cooperation-). Equinet just published [a factsheet and a compendium of good practices](http://www.equineteurope.org/Equinet-publishes-factsheet-and-compendium-of-good-practices-on-integration-of) on the integration of migrants, asylum seekers and refugees.

**EQUINET CONTACT PERSON:** Jessica Machacova, Membership and Policy Officer ([Jessica.machacova@equineteurope.org](mailto:Jessica.machacova@equineteurope.org) – Tel: 0032 2 212 31 80).

1. **COOPERATION PLATFORM ON ROMA EQUALITY**

The last meeting of the Operational Platform for Roma Equality (OPRE) was held on 7th and 8th June in Athens, Greece. A [joint statement on evictions of Roma people](http://www.equineteurope.org/Press-Release-Stop-Evictions-of-Roma-and-Travellers) was published in June 2016.

Equinet’s upcoming paper on “**Fighting discrimination on grounds of race and ethnic origin”** contains examples of work to further equality for Roma and will be shared with OPRE partners.

**EQUINET CONTACT PERSON:** Tamás Kádár, Head of Legal and Policy ([tamas.kadar@equineteurope.org](mailto:tamas.kadar@equineteurope.org) – Tel: 0032 2 212 31 83).

1. **COOPERATION PLATFORM ON HATE CRIME**

For now, in order to maintain this platform, it is up to us to at least exchange information on our work on hate crime and hate speech. Therefore, please send FRA ([elena.balzarini@fra.europa.eu](mailto:elena.balzarini@fra.europa.eu) ) information on your activities, meetings, studies and publications in the field of combating hate crime and hate speech, which you think could be interesting for the other Platform members.

**EQUINET CONTACT PERSON:** Sarah Cooke O’Dowd, Communication Officer ([sarah.cookeodowd@equineteurope.org](mailto:sarah.cookeodowd@equineteurope.org) – Tel: 0032 2 212 31 84).

# Save the date! Next Equinet Meetings

|  |  |  |
| --- | --- | --- |
| **Capacity-Building events** | **9th & 10th March** | **Seminar** – Equality bodies tackling discrimination against persons with intellectual disabilities *(Zagreb, Croatia)* **More information to come in January !** |
| **Conferences and other Equinet events** | **Tuesday 10th October** | Conference – Equinet 10th anniversary *(Brussels, Belgium)* |
| **Governance**  **Meetings** | **Wednesday 11th October** | Annual General Meeting & Board Elections *(Brussels, Belgium)* |

### **PART 2: EQUINET MEMBERS**

**If you need the feedback of Equinet members on specific questions, or if you would like to share updates with them regarding your work, please contact Jessica Machacova, Equinet Membership and Policy Officer (**[**Jessica.machacova@equineteurope.org**](mailto:Jessica.machacova@equineteurope.org)**).**

# Updates from Equinet members

**Belgium, Unia (Interfederal Centre for Equal Opportunities) – Campaign: I have a disability and I have rights**

|  |
| --- |
| http://www.unia.be/files/Beelden/Campagnes/Campagne_Handicap/NL/BUnPosters_1.png On the occasion of the 10th anniversary of the UN Convention on the Rights of Persons with Disabilities, [Unia](http://www.equineteurope.org/Unia-Interfederal-Centre-for-Equal) launched the campaign “I have a disability and I have rights”. The campaign was designed and implemented by a team of persons with disabilities.  On 3rd December 2016, pairs of shoes were laid out and photographed in several cities. They symbolize the invisibility of persons with disabilities. A video was also produced to raise awareness about the rights of persons with disabilities and the role of Unia.  Find more information about the campaign [here](http://www.unia.be/en/awareness-prevention/campaigns/i-have-rights). |

**Germany, Federal Anti-Discrimination Agency (FADA) - Research Project “Using the gender bias check (gb-check) to support the economic independence of women and men”**

|  |
| --- |
| K:\Communications\Logos\MEMBERS LOGO\Germany\logo_germany.jpg From January 2016 to August 2017, [FADA](http://www.equineteurope.org/Federal-Anti-Discrimination-Agency) launched the research project **“Using the gender bias check (gb-check) to support the economic independence of women and men”**.  The project aims to develop a toolbox for testing the influence on gender specific patterns in employment (the gender bias check – “Gb check”).  More information is available [here](http://www.antidiskriminierungsstelle.de/DE/ThemenUndForschung/Projekte/Gleichbehandlung_der_Geschlechter_im_Arbeitsleben/Gleichbehandlung_Geschlechter_Arbeitsleben_node.html) (in German). |

**Lithuania – New Amendments of Law on Equal Treatment provide for the highest standards of independence of the Equal Opportunities Ombudsperson**

|  |
| --- |
| http://www.equineteurope.org/local/cache-vignettes/L150xH93/arton971-08787.png?1480520925 On 8 November, the Parliament of the Republic of Lithuania enacted the amendment of the Law on Equal Treatment that introduces the highest standards of independence for the equality body in Lithuania. Amendments were initiated by the [Office of Equal Opportunities Ombudsperson](http://www.equineteurope.org/Office-of-the-Equal-Opportunities) and will come into force from 1 January 2017. |

From 2017, the full name of the position will be the Equal Opportunities Ombudsperson of the Republic of Lithuania. The main changes include competence requirement for the Equal Opportunities Ombudsperson and clearly regulated hitherto unregulated Ombudsperson’s impartiality and independence.

More information is available [here](http://www.equineteurope.org/New-amendments-of-Law-on-Equal-Treatment-provide-for-the-highest-standards-of).

**Sweden – Equality Ombudsman – Report: "Justified pay difference or related to gender? An analysis of employers' work against unjustified differences in pay between women and men"**

http://www.equineteurope.org/local/cache-vignettes/L150xH56/membersdataon20-b7525-0b168.png?1468578271The [Swedish Equality Ombudsman (DO)](http://www.equineteurope.org/Equality-Ombudsman) has published a report that presents a qualitative analysis of documents produced by a selection of employers on how they approach the requirements in the Discrimination Act to discover, rectify and prevent unjustified pay differences between women and men who perform work that is equal or of equal value. The selection comprises all 21 Swedish County Councils and Regions and 94 private and medium-sized establishments from different industries.

An English summary of the report **"Justified pay difference or related to gender? An analysis of employers' work against unjustified differences in pay between women and men"** is now available on [DO’s website](http://www.do.se/om-diskriminering/publikationer/justified-pay-difference-or-related-to-gender/).

The main conclusion is that actions by employers vary considerably and that in certain contexts, broad variation creates different prerequisites for employers to discover, remedy and prevent unjustified gender-related pay differences. The report also highlights employers' analyses of pay differences between women and men in equal work and work of equal value and show that there are both similarities and differences in what employers believe to be objective explanations for these pay differences.

The full report, titled *"Sakligt motiverad eller koppling till kön? En analys av arbetsgivares arbete med att motverka osakliga löneskillnader mellan kvinnor och män"*, is however only available in Swedish.

For more information please contact Johanna Kumlin, [johanna.kumlin@do.se](mailto:johanna.kumlin@do.se)

**AUTHOR OF THE ARTICLE**: Kerstin Jansson, International secretary, Swedish Equality Ombudsman

**UK - Great-Britain – Equality and Human Rights Commission (EHRC) – An employer’s guide to religion or belief in the workplace**

|  |
| --- |
| K:\Communications\Logos\MEMBERS LOGO\UK - EHRC\EHRC_Logo.pngThe [Equality and Human Rights Commission (EHRC)](http://www.equineteurope.org/Great-Britain-Equality-and-Human) has published the final products from its three-year programme of work on religion or belief. These consist of three documents: |

* Religion or belief – is the law working?, an evaluation of the effectiveness of the religion or belief legal framework;
* Online guidance for employers on key religion or belief topics;
* Online training modules on religion or belief for line managers (developed with ACAS) and union managers (developed with the TUC).

The documents are available on the [EHRC website](https://www.equalityhumanrights.com/en/religion-or-belief).

**UK – Northern Ireland – Equality Commission for Northern Ireland (ECNI) – Investigation into pregnancy and maternity at work**

|  |
| --- |
| http://www.equineteurope.org/local/cache-vignettes/L150xH82/arton966-c45d5.jpg?1480415384Half of the women who responded to an [Equality Commission for Northern Ireland](http://www.equineteurope.org/Northern-Ireland-Equality-Commission-for-Northern-Ireland) investigation into the employment experiences of pregnant workers and mothers in Northern Ireland believe that their career opportunities have been negatively affected by their pregnancy or maternity leave.  That is one of the findings of ‘Expecting Equality: a Formal Investigation under the Sex Discrimination (Northern Ireland) Order 1976’.  More information is available [here](http://www.equineteurope.org/Northern-Ireland-Investigation-into-pregnancy-and-maternity-at-work). |

### **PART 3 – EXTERNAL STAKEHOLDERS’** **REQUESTS**

# European Commission – Call for Proposals - Action grants to support national or transnational projects on non-discrimination Deadline: 21st March 2017

On 17th January 2017, the European Commission will open a call for proposals for action grants to support national or transnational projects on non-discrimination.

In this call, the Commission wishes to support activities which tackle at least one of the following groups at risk of discrimination: racial or ethnic minorities, persons with disabilities, older/younger people, religious minorities and LGBTI people. With over 2 Million euros dedicated to the latter, particular priority will be given to awareness raising and dissemination projects in the Member States with particular needs and lower levels of social acceptance of LGBTI people.

**Cooperation of national authorities, equality bodies and non-governmental organisations is strongly encouraged!** More information is available [here](http://ec.europa.eu/research/participants/portal/desktop/en/opportunities/rec/topics/rec-rdis-disc-ag-2016.html).