

# ADVANCING EQUALITY: THE POTENTIAL OF EQUALITY DUTIES SEMINAR BOOKLET

THURSDAY 4 MAY 2017

Equinet Conference

Advancing Equality

The Potential of Equality Duties



Thursday, 4th May 2017

Brussels, Belgium

#EqualityBodies #EqualityDuties



**THON HOTEL EU**

**RUE DE LA LOI 75**

**BRUSSELS**

**BELGIUM**



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## EQUINET CONFERENCE

### Advancing Equality: The Potential of Equality Duties

Thursday 4 May 2017  
LOCATION: Thon Hotel EU  
Rue de la Loi 75,  
Brussels, Belgium

#### BACKGROUND AND CONTEXT

In 2016, Equinet commissioned research assessing the prevalence and state of play of equality duties in Europe. The study [\*"Making Europe More Equal: A Legal Duty?"\*](#) concludes that there are mainly three categories of statutory duties in place in Europe today; preventive, institutional and mainstreaming duties.

The Human Rights Commissioner of the Council of Europe has suggested that statutory equality duties form part of "a new generation of [equality] legislation [...] beginning to emerge in response to limitations experienced in the implementation of current and previous provisions." Each of the statutory duties identified in the study has its own design and significant achievements in progressing both institutional and societal change.

Nevertheless, the study highlights that "[t]here is an uneven spread and development of these statutory duties. Their geographical spread is significant but not comprehensive. Their ambition differs in different jurisdictions. A broad diversity of approaches in devising and implementing statutory duties is evident."

Equinet is committed to exploring the potential and current context for such duties, and is therefore organizing a conference to discuss the contribution of statutory equality duties to advancing equality, looking at what is in place across Europe and how the learning from this can be used to contribute to institutional and societal change.

#### OBJECTIVES

The conference sets out to **share the experiences of implementing equality duties**, as well as **good practice examples**. It aims to discuss **possibilities and challenges in introducing** such duties in other jurisdictions.

In particular, the conference aims to:

- Provide a platform to discuss the experiences obtained in implementing equality duties
- Present the conclusions of the 2016 Equinet research "Making Europe More Equal: A Legal Duty?"
- Promote equality duties as an effective tool to advance equality in all jurisdictions

#### TARGET AUDIENCE

This Equinet conference is aimed at senior experts from national equality bodies, as well as from EU and international institutions and agencies, representatives from NGOs, national ministries, NHRIs and Ombudsman institutions, policy and legal experts, social partners and other organisations active in the field of equality.

## AGENDA

**09:00 – 09:30** Welcome & Registration

### OPENING SESSION

#### OPENING ADDRESS

**09:30 – 09:50** **Evelyn Collins**, Chair of the Equinet Executive Board and Chief Executive of the Equality Commission for Northern Ireland

**09:50 – 10:10** *Keynote address:*  
*Why recommend legislation to place a duty on public authorities to promote equality?* **Stefano Valenti**, European Commission against Racism and Intolerance (ECRI), Council of Europe

### SESSION 1

#### Setting the Scene – State of Play of Equality Duties in Europe

There is currently a limited number of jurisdictions in Europe where the duty to consider equality is laid down in national legislation. Where such duties exist, it creates a unique framework not only to combat discrimination, but for actively promoting equality. This session aims to evaluate these frameworks and discuss their challenges and advantages.

Moderator: **Evelyn Collins**, Chair of the Equinet Executive Board & Chief Executive of the Equality Commission for Northern Ireland

<b>10:10 – 11:25</b>	<b>Presentation of the Equinet Paper <i>Making Europe More Equal: A Legal Duty?</i></b>	<b>Niall Crowley</b> , Independent Expert and author of the Equinet Paper
	<b>The effectiveness and impact of equality duties: the case of Lithuania</b>	<b>Rita Žemaitytė-Tack</b> , Head of Unit, Ministry of Social Security and Labour, Lithuania (TBC)
	<b>The effectiveness and impact of equality duties: the case of Northern Ireland</b>	<b>Louise Warde Hunter</b> , Deputy Secretary, Department for Communities, Northern Ireland Civil Service
	<b>Implementing equality duties: the case of Great Britain</b>	<b>Claire Lesko</b> , Equality and Human Rights Commission, Great Britain
	<b>Equal pay surveys: the case of Sweden</b>	<b>Johanna Kumlin</b> , Equality Ombudsman, Sweden

**11:25 – 11:45** Coffee break

### SESSION 2 – Panel Discussion

#### Looking Forward – Possibilities for Introducing Equality Duties

How do participants see the potential for advancing equality using statutory duties? How could implementation of such duties be improved where they already exist? What is the scope for introducing equality duties at European and national level? What types of statutory duties should be pursued? What are the advantages and the disadvantages?

Moderator: Catherine Naughton, European Disability Forum

**11:45 – 13:00** **Participants:**

- **Alvaro Oliveira** (Gender Unit, DG Justice, European Commission)
- **Stefano Valenti** (ECRI)
- **Louise Warde Hunter** (Northern Ireland Civil Service)
- **Rita Žemaitytė-Tack** (Ministry of Social Security and Labour, Lithuania)
- **Eileen Lavery** (Equality Commission for Northern Ireland)
- **Eva Hodges** (Permanent Representation of the Slovak Republic to the EU)

## CONCLUDING SESSION

<b>13:00 – 13:15</b>	<b>Summary of discussion by Niall Crowley</b>
<b>13:15 – 13:30</b>	<b>Concluding remarks: Anne Gaspard</b> , Equinet Executive Director
<b>13:30 – 14:30</b>	<b>Closing lunch</b>

## EQUALITY BODIES' CAPACITY BUILDING SESSION

This session aims to provide a platform for equality bodies to exchange experiences in implementing, monitoring, and/or providing guidance and support to duty bearers in implementing equality duties, discussing the main challenges and advantages.

	Equality impact assessment based approaches	Support and guidance to duty bearers	Equality duties that focus on employment & education	Mainstreaming duties
<b>14:30 – 15:30</b>	<b>Eileen Lavery</b> , Equality Commission for Northern Ireland	<b>Tena Šimonović Einwalter</b> , Office of the Ombudswoman, Croatia	<b>Kirsi Pimiä</b> , Non-Discrimination Ombudsman, Finland	<b>Carine Joly and Jeroen Decuyper</b> , Belgian Institute for the Equality of Women and Men
<b>15:30 – 16:00</b>	Sharing results from workshops by facilitators in plenary			
<b>16:00 – 16:30</b>	Reflections on discussion by <b>Claire Lesko</b> and <b>Johanna Kumlin</b> Q&A			
<b>16:30</b>	<b>End of day</b>			

## SPEAKERS' BIOGRAPHIES

### **Evelyn Collins** **Chair of Equinet** **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. Ms. Collins is a law graduate of Sheffield University, and has Masters' degrees from the University of Toronto (Criminology) and Queen's University Belfast (Human Rights and Discrimination Law).

Ms. Collins 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. Currently, she is Chair of the Board of Equinet, European Network of Equality Bodies, and a member of the European Commission's Advisory Committee on Equal Opportunities between Women and Men. She also serves on the Board of the Chief Executives' Forum in Northern Ireland and is a Fellow of the Royal Society of Arts.

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



### **Stefano Valenti** **External Relations Officer** **European Commission against Racism and Intolerance (ECRI)**

Stefano Valenti joined the Council of Europe in 1996. He is currently External Relations Officer at the Secretariat of the European Commission against Racism and Intolerance. He worked previously for the UN High Commissioner for Refugees (UNHCR) in Africa, Asia and Europe. He also worked at the Human Rights Centre of the University of Padua (Italy) as professor and researcher. He holds a master's degree in Law.



### **Niall Crowley** **Independent Expert**

Niall Crowley has worked as an independent expert on a broad range of equality issues with the full range of European institutions and with a range of national authorities and local authorities in different Member States. He was Chief Executive Officer of the Irish equality body, the Equality Authority, for ten years from its establishment in 1999. He is the author of *An Ambition for Equality* published in 2006 by Irish Academic Press, and *Empty Promises: Bringing the Equality Authority to Heel* published in 2010 by A&A Farmar. More recently, he authored the 2016 Equinet Paper entitled "Making Europe More Equal: A Legal Duty?".



**Rita Žemaitytė-Tak**  
**Ministry of Social Security and Labour, Lithuania**

Ms. Rita Žemaitytė-Tak is the Head of Division responsible for the Equality between Women and Men in the Ministry of Social Security and Labour in Lithuania. The Ministry coordinates the Inter-ministerial Commission of Equal Opportunities of Women and Men, and supervises and coordinates the National Programme on Equal Opportunities for Women and Men 2015-2021 that provides for concrete measures for public administration and municipalities to advance gender equality. Lithuania also has an inter-institutional action plan for the promotion of non-discrimination.



**Louise Warde Hunter**  
**Deputy Secretary in the Department for Communities, Northern Ireland Civil Service**

Louise Warde Hunter has recently taken up the role as Deputy Secretary, Housing and Urban Regeneration at the Department for Communities, Northern Ireland. Prior to this Louise led the Central Services and Rural Affairs Group within the Department of Agriculture, Environment and Rural Affairs. She previously worked as Deputy Secretary Central Policy Group in the Department of Agriculture and Rural Development. Before that Louise was Head of Policing Policy and Strategy Division at the Department of Justice.

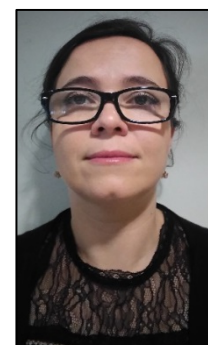


Louise joined the Northern Ireland Civil Service (NICS) in 2004 as Director of Research, Policy and Youth at the Department of Education. In 2009 she left to work as Strategic Director of Children's Services covering Scotland and Northern Ireland for a major UK children's charity before returning to NICS in autumn 2012. Louise is the Gender Champion for NICS and is the current Chair of the NICS Women's Network.

Following her early career in the private sector in Manchester and London, Louise returned to Northern Ireland to head up Common Purpose, an independent civic leadership trust which, over a decade, she developed into an all island organisation. Louise has also worked as an independent consultant and in a variety of non-executives roles in Northern Ireland. Louise is a graduate of Manchester and Queen's universities. She is married with three children and lives in Belfast.

**Claire Lesko,**  
**Equality and Human Rights Commission, Great Britain**

Claire Lesko is a Senior Associate at the Equality and Human Rights Commission. She has worked on the Public Sector Equality Duty (PSED) for many years. She has led the delivery of various PSED projects such as producing guidance (e.g. Guidance to help universities comply with the PSED when developing policies to prevent extremism), or conducting research/monitoring work (e.g. evaluation of public authorities' compliance with PSED specific duties in England).



**Johanna Kumlin,  
Equality Ombudsman, Sweden**

Johanna Kumlin is a Senior Expert with the Equality Ombudsman in Sweden, where she has been doing different kinds of analyses. Before her employment at the Equality Ombudsman she worked as a researcher. She took her Ph.D. in Sociology in 2007 and her research focuses on inequalities in the labour market.



**Catherine Naughton,  
European Disability Forum**

Ms Catherine Naughton is the Director of the European Disability Forum since 2015, connecting European civil society working in the field of disability and rights of persons with disabilities. Prior to this she served as the Director of the International Alliances and Advocacy. Ms Naughton holds a Master's Degree in Public Health and Public Policy Analysis.



**Alvaro Oliveira  
European Commission**

Álvaro Oliveira works for the European Commission (DG Justice, Gender unit). He has been responsible, inter alia, of checking compliance of national legislation with EU discrimination Directives, drafting and negotiating new equality legislation and preparing the Commission's observations in cases before the European Court of Justice. Previously, he was a référendaire in the European Court of Justice. He defended his Ph.D. dissertation in 1996 in the European University Institute, on Third Country Nationals and European Union Law. He has written on migration, free movement of persons and discrimination law.



**Eileen Lavery  
Equality Commission for Northern Ireland**

Ms Eileen Lavery has longstanding experience with the Equality Commission of Northern Ireland, where she is currently serving as Head of Research and Investigations, Policy and Engagement, and Advice and Compliance. She was formerly Head of Legal and Advice and Compliance.





**Eva Hodges**

**Permanent Representation of the Slovak Republic to the EU**

Eva Hodges is a Social Policy Attaché at the Permanent Representation of the Slovak Republic to the European Union. Since June 2013 she has been responsible for negotiations of legislative and non-legislative acts focused on employment, social affairs and equality with particular focus to issues related to gender equality and non-discrimination. In 2016 she, as a member of the Slovak presidency team, managed negotiations in the Social Questions Working Party in the mentioned area. Previously she worked in the state administration of the Slovak Republic. Since 2003 she has dealt with EU funds, particularly for the Cohesion Fund and structural funds including the European Social Funds. The assessment of efficiency and effectiveness of management and control systems as well as execution of tasks related to audits and controls performed by various audit and control authorities belonged to the primarily tasks she was responsible for within the management of EU Funds.



**Tena Simonovic Einwalter**  
**Office of the Ombudswoman, Croatia**

One of the drafters of the Croatian Anti-Discrimination Act, coordinating non-discrimination work of the Office of the Ombudsman since the Act's entry into force, later elected by the Croatian Parliament as Deputy Ombudswoman. Member of the Council of Europe's European Commission against Racism and Intolerance (ECRI) on behalf of Croatia and Chair of ECRI's Working Group on the Revision of GPR No. 2. Alternate Management Board Member of the European Union Agency for Fundamental Rights (FRA). External lecturer at University of Zagreb, Faculty of Law and Lecturer at the Croatian State School for Civil Servants. Coordinator of Equinet's Policy Formation Working Group and Executive Board member in 2011-2013 and 2013-2015, and since the beginning of 2017.



**Kirsi Pimiä**  
**Non-Discrimination Ombudsman, Finland**

Kirsi Pimiä has held the position of Non-Discrimination Ombudsman since 15 May 2015. She is on leave of absence from her position as Committee Counsel, which she has held since 2003. During her previous leaves of absence, she has worked as Director in the Ministry of Justice (2013–2014), as Head of Unit of the EU Affairs Department at the Prime Minister's Office (2012–2013), and as Special Adviser to the Minister of Justice (2007–2008).

Her previous positions also include Legal Counsel at the Permanent Representation of Finland in the EU (2001–2003). She holds the degree of Master of Laws, trained on the bench.

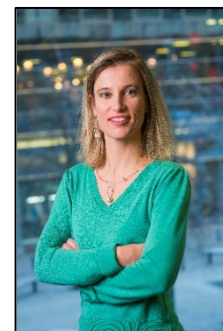


**Carine Joly**

**Belgian Institute for the Equality of Women and Men**

Carine Joly holds a Master's degree in Economy and one in Political science. She works at the Belgian Federal Institute for the Equality of Women and Men, where she is responsible for the follow-up of international gender equality policy (EU, UN, Council of Europe) and the head of the unit on gender mainstreaming. She began her career in 1996 at university, working on the subject of gender statistics and since 1997 has worked as a civil servant on gender issues (affirmative action, gender mainstreaming, gender local policy). She also worked during 4 years for the Equal opportunities unit of DG ADMIN of the European Commission in charge of the implementation of their Fourth Action Programme to promote gender equality towards staff of the EU.

Carine Joly is also member of the Jury of ethical advertising of Belgium.

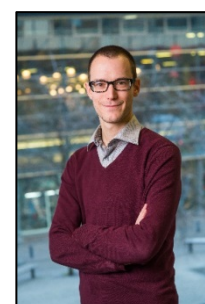


**Jeroen Decuyper**

**Belgian Institute for the Equality of Women and Men**

Jeroen Decuyper holds a Master's degree in Romance Literature and Languages and one in International Relations and Conflict Management. He works at the Belgian Federal Institute for the Equality of Women and Men, where he is part of the unit on gender mainstreaming and coordinates the application of gender budgeting at the Belgian federal level.

Mr. Decuyper is also the coordinator of the Belgian national action plan on UNSCR 1325 and is a member of the Federal Advisory Council on Gender and Development Cooperation.



**Anne Gaspard**

**Executive Director, Equinet Secretariat**

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

Ms. Gaspard has 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 subsequent work experience within the European Commission against Racism and Intolerance (ECRI) at the Council of Europe, she 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.



## LIST OF PARTICIPANTS

FIRST NAME	FAMILY NAME	ORGANISATION
Sabri	Ahmedov	Commission for Protection against Discrimination, Bulgaria
Björn	Andersson	The Equality Ombudsman, Sweden
Aaron	Banovics	Austrian Disability Ombudsman
Veronika	Bazalova	Public Defender of Rights, Czech Republic
Sinisa	Bjekovic	Protector of Human Rights and Freedoms of Montenegro
Maryana	Borisova	Commission for Protection against Discrimination, Bulgaria
Vilfrida	Bushati	Commissioner for the Protection from Discrimination, Albania
Andre	Callus	National Commission for the Promotion of Equality, Malta
Edith	Chambrier--Le Corre	Alliance Athéna, Fondation maison des sciences de l'Homme, France
Sarah	Chander	ENAR
Patrick	Charlier	Unia, Belgium
Eduard	Csudai	Slovak National Centre for Human Rights
Evelyn	Collins	Chair of Equinet and Chief Executive of the Equality Commission for Northern Ireland
Nena	Georgantzi	AGE Platform Europe
Istvan	Haller	National Council to Combat Discrimination, Romania
Johannes	Hintzen	European Commission, DG NEAR
Maarten	Huvenne	Unia, Belgium
Dina	Jacob	Federal Antidiscrimination Agency (FADA), Germany
Kerstin	Jansson	The Equality Ombudsman, Sweden
Nino	Japaridze	Ministry of Labour, Health and Social Affairs, Georgia
Irida	Kabashi	Commissioner for Protection from Discrimination,

		Albania
Paulette	Kennedy	Equality and Human Rights Commission, Great Britain
Sandra	Konstatzky	Ombud for Equal Treatment, Austria
Maiwenn	Le Polles	European Commission - DG JUST / D1 Non-Discrimination
Miko	Lempinen	Ombudsman for Equality, Finland
Pablo	López-Pietsch	Council for the Elimination of Racial or Ethnic Discrimination, Spain
Kalliopi	Lykovardi	The Greek Ombudsman
Jacques	MALACHE	International PRESS Agency
Anna	Mazurczak	Commissioner for Human Rights ,Poland
Nikolina	Patalen	Office of the Ombudsman, Croatia
Kirsi	Pimiä	Non-Discrimination Ombudsman, Finland
Zaneta	Poposka	Organization for Security and Co-operation in Europe, OSCE Mission to Skopje, Macedonia
Dónal	Rice	Irish Human Rights and Equality Commission
Rosamund	Shreeves	European Parliament
Tena	Šimonović Einwalter	Office of the Ombudsman, Croatia
Agneta	Skardžiuvienė	Office of the Equal Opportunities Ombudsperson, Lithuania
Mojca	Šmid	The Advocate of the Principle of Equality, Slovenia
Liesbet	Stevens	Belgian Institute for the Equality of Women and Men
Katalin	Szajbély	Office of the Commissioner for Fundamental Rights, Hungary
Jacqui	Thomson	Equality and Human Rights Commission, Great Britain
Deirdre	Toomey	Irish Human Rights and Equality Commission
Tamás	Török	Office of the Commissioner for Fundamental Rights, Hungary
Konstantin	Velkoski	Commission for Protection against Discrimination, Republic of Macedonia

Laima	Vengalė-Dits	Office of the Equal Opportunities Ombudsperson, Lithuania
Draga	Vukčević-Anđelković	Commissioner for the Protection of Equality, Republic of Serbia
Damien	Walshe	Equality and Rights Alliance, Ireland
<b>SPEAKERS</b>		
Stefano	Valenti	ECRI
Niall	Crowley	Independent Expert for Equinet
Eva	Hodges	Permanent Representation of the Slovak Republic to the EU
Louise	Warde Hunter	Department for Communities, Northern Ireland Civil Service
Claire	Lesko	Equality and Human Rights Commission, Great Britain
Johanna	Kumlin	Equality Ombudsman, Sweden
Alvaro	Oliveira	European Commission
Eileen	Lavery	Equality Commission for Northern Ireland
Rita	Zemaityte-Tack	Ministry of Social Security and Labour, Lithuania
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Tena Šimonović	Einwalter	Office of the Ombudswoman, Croatia
Kirsi	Pimiä	Non-Discrimination Ombudsman, Finland
Carine	Joly	Belgian Institute for the Equality of Women and Men
Jeroen	Decuyper	Belgian Institute for the Equality of Women and Men
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## WORKSHOPS

### Equality Impact Assessments

**Chair: Eileen Lavery, Equality Commission for Northern Ireland**

**Support: Ingrid Egeland Thorsnes, Equinet**

**ROOM: Belgium III (Plenary)**

FIRST NAME	FAMILY NAME	ORGANISATION
Sinisa	Bjekovic	Protector of Human Rights and Freedoms of Montenegro
Andre	Callus	National Commission for the Promotion of Equality, Malta
Edith	Chambrier le Corre	Alliance Athéna, Fondation Maison des Sciences de l'Homme, France
Sarah	Chander	ENAR
Nino	Japaridze	Ministry of Labour, Health and Social Affairs of Georgia
Anna	Mazurczak	Commissioner for Human Rights, Poland
Nikolina	Patalen	Office of the Ombudsman, Croatia
Rosamund	Shreeves	European Parliament
Agneta	Skardziuviene	Office of the Equal Opportunities Ombudsperson, Poland
Mojca	Smid	The Advocate of the Principle of Equality, Slovenia
Damien	Walshe	Equality and Rights Alliance, Ireland

## **Workshop II (14:30-15:30):**

### **Support and guidance to duty bearers**

**Chair: Tena Šimonović Einwalter, Office of the Ombudswoman, Croatia**

**Support: Jessica Machacova, Equinet**

**ROOM: Netherlands I**

<b>FIRST NAME</b>	<b>FAMILY NAME</b>	<b>ORGANISATION</b>
Maarten	Huvenne	Unia, Belgium
Paulette	Kennedy	Equality and Human Rights Commission, UK
Sandra	Konstatzky	Ombud for Equal Treatment, Austria
Johanna	Kumlin	Equality Ombudsman, Sweden
Maiwenn	Le Polles	European Commission - DG JUST / D1 Non-Discrimination
Miko	Lempinen	Ombudsman for Equality, Finland
Donal	Rice	Irish Human Rights and Equality Commission
Liesbet	Stevens	Instituut voor de gelijkheid van vrouwen en mannen, Belgium
Tamas	Torok	Office of the Commissioner for Fundamental Rights, Hungary



**Workshop III (14:30-15:30):**

**Equality duties that focus on employment & education**

**Chair: Kirsi Pimiä, Non-Discrimination Ombudsman, Finland**

**Support : Sarah Cooke O'Dowd, Equinet**

**ROOM: Italy**

<b>FIRST NAME</b>	<b>FAMILY NAME</b>	<b>ORGANISATION</b>
Sabri	Ahmedov	Commission for Protection against Discrimination, Bulgaria
Bjorn	Andersson	The Equality Ombudsman, Sweden
Aaron	Banovics	Austrian Disability Ombudsman
Veronika	Bazalova	Public Defender of Rights, Czech Republic
Maryana	Borisova	Commission for Protection against Discrimination, Bulgaria
Vilfrida	Bushati	Tirane, Albania
Eduard	Csudai	Slovak National Centre for Human Rights
Katalin	Szajbely	Office of the Commissioner for Fundamental Rights, Hungary
Draga	Vukcevic-Andelkovic	Commissioner for the Protection of Equality, Serbia

## **Workshop III (14:30-15:30):**

### **Mainstreaming duties**

**Chair: Carine Joly and Joeren Decuyper, Belgian Institute for the Equality of Women and Men**

**Support: Katrine Steinfeld**

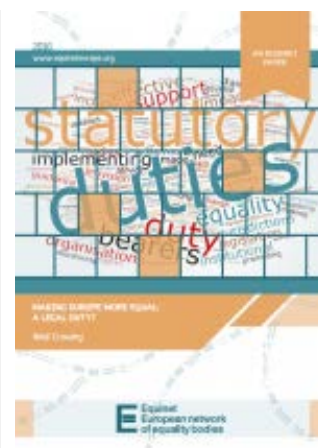
**ROOM: Netherlands II**

<b>FIRST NAME</b>	<b>FAMILY NAME</b>	<b>ORGANISATION</b>
Niall	Crowley	Independent Expert, Ireland
Nena	Georgantzi	AGE Platform Europe
Istvan	Haller	National Council to Combat Discrimination, Romania
Kerstin	Jansson	Diskrimineringsombudsmannen, Sweden
Irida	Kabashi	Commissioner for Protection from Discrimination, Albania
Claire	Lesko	Equality and Human Rights Commission, Great Britain
Pablo	Lopez-Pietsch	Council for the Elimination of Racial or Ethnic Discrimination, Spain
Jacques	Malache	International PRESS Agency
Zaneta	Poposka	Organization for Security and Co-operation in Europe, OSCE Mission to Skopje

## RELEVANT EQUINET PUBLICATIONS

### Equinet Paper: Making Europe more Equal: A Legal Duty? (2016)

*This 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. (Available in English and French)*



### Equinet Handbook: How to Build a Case on Equal Pay (2016)

*This 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.*



### Equinet Perspective: The Sanctions Regime in Discrimination Cases and its Effects (2016)

*This study, carried out by Katrin Wladasch of the Ludwig Boltzmann Institut of Human Rights, aims to identify different types of sanctions as a tool for fostering the implementation of the principles of equal treatment and non-discrimination. A specific focus is given to the (potential) role of equality bodies in strengthening effectiveness, proportionality and dissuasiveness of sanctions' regimes.*



### Equinet Report: Positive Action Measures (2015)

*This report discusses the complex legal issues relating to the application of positive action. It takes into account concrete cases, good practice examples and examples of problematic provisions. It is hoped that the report will contribute to a better understanding of the legal nature of positive action as well as of its boundaries as specified by European and national legislation and case law.*



### Equinet Perspective: The Work of Equality Bodies Informing a new European Commission Strategy for Gender Equality (2015)

*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 the new strategy.*



### Equinet Perspective : Innovation at the Intersections. Equality Bodies Tackling Intersectional Discrimination (2016)

*The 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.*



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