



## Personal information

First name(s) / Surname(s) **Rainer Hiltunen**  
Telephone(s) + 358 50 3960135  
E-mail rainer.hiltunen@oikeus.fi  
Nationality Finnish  
Date of birth 23/12/1966  
Gender Male

## Work experience

Dates	1/2015 - ongoing
Occupation or position held	<b>Head of Office</b>
Main activities and responsibilities	<b>Chief of Staff and Deputy Ombudsman of the Non-Discrimination Ombudsman</b> whose main task is to prevent and combat discrimination based on age, origin, nationality, language, religion, belief, opinion, political activity, trade union activity, family relationships, state of health, disability, or sexual orientation.
Name and address of employer	Non-Discrimination Ombudsman, PO Box 24, FI-00023 Government, www.syrjinta.fi
Type of business or sector	State administration, Non-discrimination, Legal protection
Dates	3/2020 – ongoing
Occupation or position held	<b>Executive Board, Member</b>
Main activities and responsibilities	<b>Equinet - The European Network of Equality Bodies.</b> The Executive Board is the Board is responsible for safeguarding and promoting the interests of the Network and all its members as well as supervising the implementation of the agreed Strategic Plan and Work Plans.
Dates	2012 – ongoing
Occupation or position held	<b>Finnish member in The European Network of Legal Experts in gender and the non-discrimination</b>
Main activities and responsibilities	Expert on Finland in The European Network of Legal Experts in the Non-discrimination Field, an initiative of the European Commission. The aim is to provide the Commission with independent advice on all the grounds of discrimination covered by Directive 2000/43/EC and Directive 2000/78/EC. <a href="http://www.non-discrimination.net/">http://www.non-discrimination.net/</a>
Name and address of employer	European Human Consultancy, Wilhelminapark 61, 3581 NP Utrecht, The Netherlands
Type of business or sector	Research on Non-discrimination, Policy Adviser
Dates	7/2015 – 7/2020
Occupation or position held	<b>Management Board, Alternate Member</b>
Main activities and responsibilities	<b>The European Union Agency for Fundamental Rights (FRA)</b> The Management Board is responsible for the definition of the Agency's priorities, the establishment of the budget and for monitoring the Agency's operation.
Dates	March 2008 – 12/2014
Occupation or position held	<b>Head of Office</b>
Main activities and responsibilities	<b>Chief of Staff and Deputy Ombudsman for Minorities</b> whose main task is to prevent and combat ethnic discrimination.
Name and address of employer	Ombudsman for Minorities, Ministry of Interior, PO Box 26, FI-00023 Helsinki, Finland, www.syrjinta.fi
Type of business or sector	State administration, Non-discrimination, Legal protection

Dates June 2002 to February 2008  
 Occupation or position held **Senior Advisor**  
 Main activities and responsibilities Senior Advisor and Deputy Ombudsman for Minorities whose main task is to prevent and combat ethnic discrimination.  
 Name and address of employer Ombudsman for Minorities, Ministry of Interior, PO Box 26, FI-00023 Helsinki, Finland  
 Type of business or sector State administration, Non-discrimination

Dates March 1996 to February 2002  
 Occupation or position held **Executive Director**  
 Main activities and responsibilities Working as executive director of **The National Gay, Lesbian, Bisexual and Transpersons organization** I was responsible for all legal work including developing Finnish legislation against discrimination of GLBT persons.  
 Name and address of employer Seta - LGBT Rights in Finland  
 Type of business or sector Non-governmental organization

Dates 1997-2002  
 Occupation or position held **Vice-chairman**  
 Main activities and responsibilities Vice-chairman of **The Advisory Board for International Human Rights Affairs** whose task is follow national and international human rights issues and give statements about the principle of them.  
 Name and address of employer The Advisory Board for International Human Rights Affairs, operating under the auspices of the Ministry for Foreign Affairs  
 Type of business or sector State administration, Human rights

Dates October 1993 to December 1995  
 Occupation or position held **Secretary General**  
 Main activities and responsibilities The Secretary General of **The Student Union** was in charge of the student union activities.  
 Name and address of employer Student Union of University of Lapland  
 Type of business or sector Non-governmental organization

### Education and training

Dates Autumn 2012  
 Principal subjects/occupational skills covered Management training (personal and organisation management, strategic management)  
 Name and type of organisation providing education and training Council of State, Government

Dates December 1995  
 Title of qualification awarded Master Of Laws, LL.M  
 Name and type of organisation providing education and training University of Lapland

### Personal skills and competences

Mother tongue(s) Finnish  
 Other language(s) English, Swedish  
 Self-assessment

European level (\*)

Understanding	Speaking	Writing
---------------	----------	---------

	Listening	Reading	Spoken interaction	Spoken production	
<b>English</b>	C2	C2	C2	C2	C2

Levels: A1/2: Basic user - B1/2: Independent user - C1/2 Proficient user  
Common European Framework of Reference for Languages

Communication skills	Excellent communication and training skills gained through the long working history in the field of equality and anti-discrimination
Organisational / managerial skills	Experience of management from both private and public sectors
Job related skills	Practical knowledge of EU, international and national non-discrimination legislation Experience from networking, capacity building for equality management and the implementation of anti discrimination advisory services
Additional information	<p>Relevant publications:</p> <p>Finland – Yearly Country reports from 2012 on measures to combat discrimination, Directives 2000/43/EC and 2000/78/EC. The reports has been prepared for the European Network of Legal Experts in the Non-discrimination Field (on the grounds of Race or Ethnic Origin, Age, Disability, Religion or Belief and Sexual Orientation). See <a href="http://www.equalitylaw.eu/">http://www.equalitylaw.eu/</a></p> <p>Chapter Finland in Combating sexual orientation and discrimination in employment: legislation in fifteen EU member states, Report of the European Group of Experts on Combating Sexual Orientation Discrimination to the Commission about the implementation up to April 2004 of Directive 2000/78/EC establishing a general framework for equal treatment in employment and occupation. Contracts with European Community: VC/2002/0288-SI2.341816 and VC/2003/0373-SI2.363440</p> <p>Rainer Hiltunen: Prohibition of Employment Discrimination in Finnish and European Union Legislation in Jukka Lehtonen (ed.) SEXUAL AND GENDER MINORITIES AT WORK The book was published in Finnish By Stakes, The National Research and Development Centre for Welfare and Health in August 2002 as Lehtonen, Jukka (toim.) Seksuaali- ja sukupuolivähemmistöt työelämässä. Raportteja 269. Helsinki: Stakes.</p> <p>Relevant training and lectures:</p> <p>Hundreds of lectures and presentations of anti-discrimination legislation and combating discrimination in Finland and abroad (from 1996). The lectures and trainings have covered all grounds for discrimination</p>

**RENEWAL OF THE EXECUTIVE BOARD OF EQUINET – EUROPEAN NETWORK OF EQUALITY BODIES**

**MANDATE 2021 – 2023**

**CANDIDATE NOMINATION FORM**

Please return this form to:

**Anne Gaspard**

Executive Director

Equinet Secretariat

By email: [Anne.Gaspard@equineteurope.org](mailto:Anne.Gaspard@equineteurope.org)

**Deadline for nominations: 22 October 2021**

<b>Name of the Equality Body and country</b>	Non-Discrimination Ombudsman, Finland
<b>Name of Candidate:</b> <i>(First name Family Name)</i>	Rainer Hiltunen
<b>Position in the Member organisation:</b>	Head of Office
<b>Contact Email:</b>	<a href="mailto:rainer.hiltunen@oikeus.fi">rainer.hiltunen@oikeus.fi</a>
<b>Telephone:</b>	+358503960135

Please note that a nomination form will only be considered valid if it includes pages 1 and 2 fully completed and accompanied by a Resume/profile of the candidate in English.

The form also needs to be hand-sign and dated by the nominated candidate and the Head of the Member Organisation (if different).

The Secretariat will also need to receive a picture of the candidate (see page 4 of Elections guide).

**1. My motivation for becoming a member of the Equinet Executive Board:**

*(please explain why you would like to sit on the Equinet Executive Board)*

By continuing my work in the Equinet Board I want to support and develop Equinet with my long expertise of the needs of Equality Bodies and Equinet. I was a member of the project which led to creation of Equinet 15 years ago. Since then, I have been an active participant of Equinet work especially in developing standards for Equality Bodies and European lobbying. I

know why Equinet was created, how Equinet has been developed to meet the needs of our members and how we should tackle the future challenges.

For the past two years I have been an Equinet Executive Board member. As the statutes limit the term of Board members, I feel it is important to ensure the continuity of the leadership of Equinet and make sure not too many Board members change at the same time.

Equinet was built to support Equality Bodies working around Europe. For me, this should be the most important goal in the Equinet strategy also in the future. I also want to make sure that Equinet recognises and values the diversity of its' members and how we work. This topic is most important also for the dialogue we are currently having with the Commission in developing standards for Equality Bodies in the coming European legislation.

The work for equality and non-discrimination in the Union is at a critical and important juncture, where, on one hand, principles of fundamental rights and the work of Equality Bodies promoting these principles are being challenged, and on the other hand, there are moves to strengthen the European legal basis for the work to promote equality and combat discrimination.

## 2. Additional note or other relevant information relating to your application (if any):

*(any information about yourself and your achievement that you think is important for people who will have to consider the quality of your candidacy)*

My work career has focused on the promotion of equality and fighting discrimination, first in the non-governmental field, then in building up the Finnish equality bodies. I have also had the possibility to follow up and participate in the development of the fundamental rights structures of the European Union.

I started my work career as the executive director of the Finnish National LGBTI-organisation, so I know the work of the NGOs and the experiences of facing discrimination. For the past 20 years I have been working as the Head of Office and Deputy Ombudsman of the Finnish Non-Discrimination Ombudsman, so I have thorough experience of what the Equality Bodies need and expect from Equinet.

In recent years I have been working also in the Management Board of The European Union Agency for Fundamental Rights (FRA) and the European Network of Legal Experts in the Non-discrimination Field. I am well aware of the development of human rights instruments in Europe - whether pending or in active process. I also have good personal contacts with key people in European organisations and universities when it comes to legislation and protection against discrimination.

**Date:** Helsinki 20.10.2021

**Signature of the candidate:**



Rainer Hiltunen

**Signature of the Head of the Organisation**

**(if different)** 

Kristina Stenman