



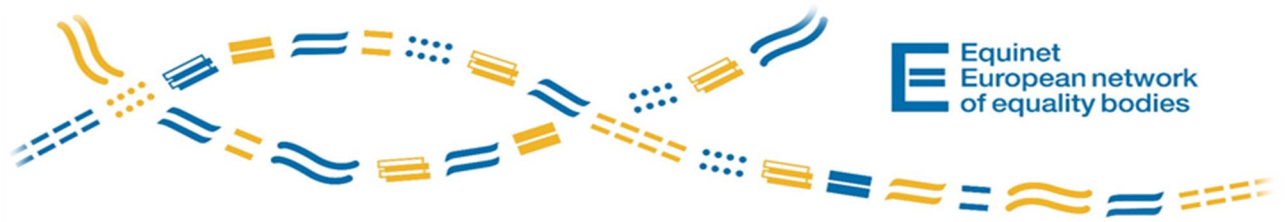
TAKING ACTION FOR GENDER EQUALITY

MONDAY, 23 MARCH 2015
RESIDENCE PALACE, RUE DE LA LOI 155, BRUSSELS

 Equinet
European network
of equality bodies

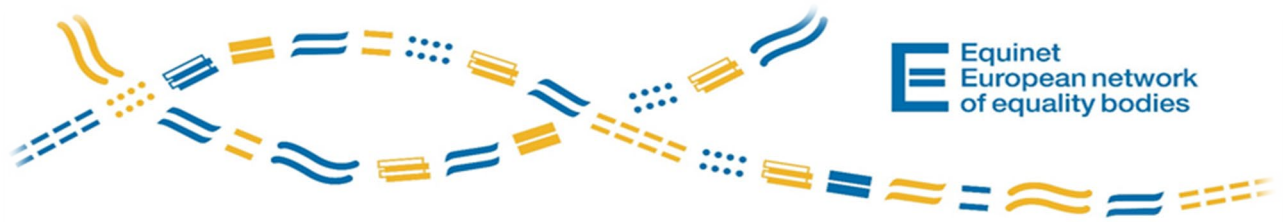


Co-funded by the Rights, Equality and Citizenship Programme of the European Union (2014-2020)



AGENDA

08.30 - 09.00	Registration and Welcome	
09.00- 09.20	Opening speech: <i>Evelyn Collins</i> - Chair of Equinet, Chief Executive of the Equality Commission for Northern Ireland	
09.20- 09.45	Keynote Address <i>Věra Jourová</i> - Commissioner for Justice, Consumers and Gender Equality, European Commission	
09.45 – 11.00	SESSION 1 – Mainstreaming gender equality This session will address the role equality bodies play in contributing to change in the functioning of public and private institutions, and areas for further development. Chair: <i>Petr Polák</i> , Head of Department of Equal Treatment, Public Defender of Rights, Czech Republic	
	Mainstreaming gender equality in Northern Ireland: implementing the statutory equality duty	<i>Darren McKinstry</i> , Equality Commission for Northern Ireland
	Learnings from equality bodies' promotion and policy work, from Equinet <i>Perspective</i>	<i>Mari-Liis Sepper</i> , Gender Equality and Equal Treatment Commissioner, Estonia
	What policy context is needed to enable mainstreaming gender equality?	<i>Agnès Hubert</i> , College of Europe, former Adviser in the Bureau of European Policy Advisers (BEPA)
Questions & Answers – Discussion		
11.00- 11.20	Coffee break	
11.20 – 12.35	SESSION 2 – Litigating for change This session will address the role equality bodies play in implementing and developing gender equality legislation, and areas for improvement. Chair: <i>Goran Selanec</i> , Deputy Ombudsman, Office of the Ombudswoman for Gender Equality, Croatia	
	Litigating for change in Sweden	<i>Martin Mörk</i> , Equality Ombudsman, Sweden
	Learnings from equality bodies' legal work, from Equinet <i>Perspective</i>	<i>Kosana Beker</i> , Commissioner for the Protection of Equality, Serbia
	What legal and policy context is needed to complete gender equality legislation and implement it?	<i>Snježana Vasiljević</i> , Assistant Professor and Chair of European Public Law, University of Zagreb



Questions & Answers – Discussion

12.35-
13.40 **Lunch**

SESSION 3 – Communication and awareness raising

13.40 –
14.55

This session will address the role equality bodies play in raising awareness on structural gender inequality and its roots, improving rights awareness, as well as areas for improvement.

Chair: *Sandra Konstatzky*, Deputy Director, Ombud for Equal Treatment, Austria

Raising awareness in the Netherlands ***Carina van Eck***, Commissioner, Netherlands Institute for Human Rights

Learnings from equality bodies' work on raising awareness, from Equinet ***Thekla Demetriadou***, Office of the Commissioner for Administration (Ombudsman), Cyprus *Perspective*

What policy context is needed to enable awareness raising for gender equality? ***Jane Morrice***, Vice-President, European Economic and Social Committee

Questions & Answers – Discussion

14.55-
15.10 **Coffee break**

SESSION 4 – Europe in 2020 – our vision for gender equality

15.10 –
16.30

This session will close the seminar with visions of Europe in 2020, following five years of strategic work on gender equality.

Chair: *Daniela Bankier*, Head of Gender Equality Unit, European Commission

- ***Evelyn Collins***, Chair of Equinet, Chief Executive of the Equality Commission for Northern Ireland
- ***Joanna Maycock***, Secretary General, European Women's Lobby
- ***Virginija Langbakk***, Director, European Institute for Gender Equality

Questions & Answers – Discussion

16.30 – **Closing of the seminar**
17.00 ***Anne Gaspard*** – Executive Director, Equinet



SPEAKERS' BIOGRAPHIES

Věra Jourová, Commissioner for Justice, Consumers and Gender Equality, European Commission



Věra Jourová, of Czech nationality, is the European Commissioner for Justice, Consumers and Gender Equality since 2014.

She was previously in office as Minister for Regional Development and Deputy Minister for Regional Development, following her experience as Head of the Department of Regional Development of the Vysočina Region and Secretary and Spokesperson of the Třebíč Municipal Office.

In the private sector she worked as trainee solicitor for the law firm Bezděk & Partners and as Managing Director for Primavera Consulting Ltd. specialising in EU funds. She also ensured consultancy activities in the Western Balkans relating to EU accession.

Commissioner Jourová holds a Degree in Law (Mgr.) and a Master's degree (Mgr.) in theory of culture from the Charles University, Prague.

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

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

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

Petr Polák, Head of Department of Equal Treatment, Public Defender of Rights, Czech Republic



Graduate of the Faculty of Law (2007) and Faculty of Arts of Masaryk University (2009). He started working with the Office of the Public Defender of Rights immediately after college. He has been the Head of the Department of Equal Treatment of the Office of the Public Defender of Rights since 1 May 2012. Since July 2012, he has worked as an assistant of the Defender and a member of the Equality Law in Practice working group within Equinet. Since 2015 he is a member of the Policy Formation working group. He participates in teaching courses in the Legal Clinic on Discrimination and Equal Treatment and the Ombudsman Legal Clinic taught at the Faculty of Law of Masaryk University. He also teaches Spanish legal terminology at the Faculty of Arts of Masaryk University. He specializes in the issues of application of EU law in national practice, the effects of international court case-law in the area of



protection against discrimination and age discrimination, inclusive education and the protection of rights of ethnic and sexual minorities.

Darren McKinstry, Equality Commission for Northern Ireland



Darren McKinstry is the Director of Policy and Research with the Equality Commission for Northern Ireland. He has responsibility for teams working to develop key policy positions across the breadth of equality grounds and to bring priority issues to the attention of Government and stakeholders. Alongside this, he oversees a research team working to distill data on key inequalities in support of evidence-based policy making. Darren was until recently a member of the Northern Ireland Statistics Advisory Group and is currently a member of the Northern Ireland Census Advisory Group.

Mari-Liis Sepper, Gender Equality and Equal Treatment Commissioner, Estonia



Mari-Liis Sepper is the Estonian Gender Equality and Equal Treatment Commissioner since October 2010. She holds a MA in law from the University of Montpellier (France). She has previously worked as legal adviser at the Gender Equality Department in the Ministry of Social Affairs, as lawyer-linguist at the European Court of Justice and as advisor at the Commissioner's office.

Mari-Liis Sepper has taught human rights courses at the University of Tartu and Tallinn and is author and editor of a number of publications on gender equality and human rights, among them the commented edition of the Estonian Gender Equality Act. Ms. Sepper is a member of Equinet's executive board.

Agnès Hubert, College of Europe, former Adviser in the Bureau of European Policy Advisers (BEPA)



Agnès Hubert is associate researcher with PRESAGE (Programme de Recherches et d'Enseignements des Savoirs sur le Genre) Science Po/OFCE Paris and visiting professor at the College of Europe in Bruges for the academic year 2014-15. She was until recently adviser in the Bureau of European Policy advisers (BEPA), the think tank of the European Commission.

She holds degrees in Economics and Political Science from the University of Paris Panthéon-Sorbonne. She started her career as a journalist before joining the European Commission where she held responsibilities in Development & Cooperation, Information & Communication and Social & Employment Policy. After heading the unit for Equal Opportunities for Women and Men, she moved to senior advising functions in the Forward Studies Unit, in the task force for the White paper on European Governance, the European Parliament (Women's Rights Committee) and in the Bureau of European Policy Advisers.

She is the author of two books (*L'Europe et les femmes, identités en mouvement* - 1998; *Democracy and information society* - 1997; two major BEPA policy documents on Social innovation: *"Empowering people, driving change: Social innovation in the European Union"* - 2010 and *"Social innovation a decade of changes"* - 2014, and of numerous academic articles and contributions in the



fields of gender equality and European integration, social innovation, social and employment policies, beyond GDP and well-being.

Goran Selanec, Deputy Ombudsman, Office of the Ombudswoman for Gender Equality, Croatia



Born in Zagreb, Goran graduated from the Faculty of Law where he taught European public law before assuming his current position. He is a specialist in the field of anti-discrimination and equality policies, with LL.M. and S.J.D degrees obtained from the University of Michigan Law School. His primary areas of interest are fundamental rights, particularly EU Antidiscrimination law with special focus on sex and LGBT equality.

Martin Mörk, Equality Ombudsman, Sweden



Martin Mörk is Deputy Ombudsman and Head of Litigation for the Swedish Equality Ombudsman. A former member of the Swedish Bar and Legal Advisor to the Chancellor of Justice in matters concerning EU law, he has argued several cases involving inter alia discrimination before domestic courts.

Kosana Beker, Commissioner for the Protection of Equality, Serbia



Kosana Beker, Assistant to Commissioner for Protection of Equality of the Republic of Serbia, is responsible for the Department of handling complaints regarding discrimination of persons from marginalized groups. She previously worked for the Protector of Citizens of the Republic of Serbia as Head of Department for Projects and Cooperation, as well as Resident Twinning Advisor's Counterpart in the EU Twinning Project.

Before that she was very active in the civil sector, advocating for human rights, especially in the field of children's rights, women's rights and the rights of persons with disabilities. PhD candidate at University of Novi Sad, Association of Centers for Interdisciplinary and Multidisciplinary Studies and Research, Center for Gender Studies; MA in Gender Studies from UN mandated University for Peace, Costa Rica; Law Faculty, University of Belgrade.

Snježana Vasiljević, Assistant Professor and Chair of European Public Law, University of Zagreb



Snježana Vasiljević, MPhil (Cantab.), PhD, is professor of EU Law, European Antidiscrimination Law and Fundamental Rights in the EU at the University of Zagreb, Faculty of Law. She earned her Master's degree from the University of Cambridge (Darwin College), and holds a Doctoral degree from the University of Zagreb. As a visiting researcher, she specialised at London School of Economics, the University of Liverpool, Johannes Kepler Universität Linz, Columbia University, and the University of California Los Angeles. She has written and edited books in



the field of EU law and fundamental rights, and has published a number of articles in international journals. She has worked in the role of national focal point for the European Commission, for the Fundamental Rights Agency, UNDP Croatia, the Ombudsperson for Gender Equality, etc. She serves as an expert member of the Croatian Parliament's Legislative Committee.

Sandra Konstatzky, Deputy Director, Ombud for Equal Treatment, Austria



Sandra Konstatzky is legal advisor at the Ombud for Equal Treatment at the Federal Chancellery (Austrian National Equality Body) since 2003 and since 2006, has worked as Deputy Director. Currently writing a thesis for her PhD, she already holds a Master's degree in law from University of Vienna, where she also attended a special course on Legal Gender Studies and wrote a Master thesis in the field of Access to justice, equal pay for equal work or work of equal value. She is a Board member and Vice-President of the Austrian Women Lawyers' Association.

Carina van Eck, Commissioner, Netherlands Institute for Human Rights



Carina is currently Commissioner at the Netherlands Equal Treatment Committee.

She has worked in various areas and fields prior to her current position including as researcher and lecturer on European Union law at the University of Hamburg, Germany; senior advisor at the Ministry of Justice and delegation leader for EU negotiations on various legislative proposals and senior advisor at the Office of the United Nations High Commissioner for Refugees, Geneva (UNHCR) and to the national Coordinator for Counter Terrorism. She has also been Programme Manager at the Ministry of Justice on addressing public violence and threats.

Thekla Demetriadou, Office of the Commissioner for Administration (Ombudsman), Cyprus



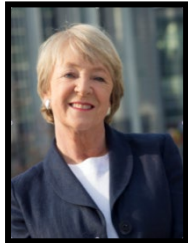
Thekla Demetriadou works as an Officer at the Office of the Commissioner for Administration and Human Rights (Ombudsman), which also serves as the National Equality Body in Cyprus. More specifically, Thekla works at the Human Rights Sector of the Office, as well as the Anti-Discrimination Body. Her areas of responsibility are: investigation of complaints against public authorities and preparation of reports as regards issues of migration, trafficking of persons, social rights of asylum seekers (financial, labour, educational, medical), etc. Other areas include investigation of complaints and preparation of reports

against the public or private sector concerning discrimination on the basis of racial/ ethnic origin, age, gender, sexual orientation, disability.

She has represented the Cyprus Equality Body at the Equinet Working Group on Communication Strategies and Practices since 2012 and held the role of Moderator of the Group for two years.



Jane Morrice, Vice-President, European Economic and Social Committee



Jane Morrice is a former Deputy Speaker of the first Northern Ireland Assembly set up after the Peace Agreement, former Head of the European Commission Office in Northern Ireland and former BBC reporter. She was elected Vice President of the European Economic and Social Committee in April 2013. In this capacity, she is also President of the EESC Communications Group. She is currently serving as Deputy Chief Commissioner of the Northern Ireland Equality Commission.

Throughout her career she has been actively involved in peace building and conflict resolution. As EC representative, she was a member of Delors task force, which established the first EU PEACE Programme, and, during her time in politics, she worked on the implementation of the Good Friday Agreement. In her role as EESC Member she has written two reports on EU peace building and she continues to work to promote exchange of experience between Northern Ireland and people in conflict zones in other parts of the world.

Daniela Bankier, Head of Gender Equality Unit, European Commission



Dr. Daniela Bankier has been working for the European Commission since 1999. After heading the legal unit for equal treatment and non-discrimination, she is now Head of Unit for equality between women and men in Directorate-General Justice. From 1999-2004 she was a Member of the Cabinet of the German budget Commissioner Michaele Schreyer and in 2005 became deputy head of cabinet of Vladimir Spidla, Commissioner responsible for Employment, Social Affairs and Equal Opportunities.

Dr. Daniela Bankier started her professional career in the Austrian Central Bank in 1991. She was the Head of the Austrian Central Bank's Representation office at the Austrian Permanent Representation from 1995 to 1999. Dr. Bankier studied law in Vienna, Paris and at the University of Michigan, Law School (LL. M. 91) and obtained a PhD on the legal questions of the European Economic and Monetary Union in 2003.

Joanna Maycock, Secretary General, European Women's Lobby (EWL)



Joanna Maycock is the EWL's Secretary General since May 2014 and has 20 years' professional experience in senior leadership and governance positions in the European and International Development NGO sector. For the past 12 years, she has worked in Brussels for ActionAid, a global Federation working for a world free from poverty and injustice. Her most recent role at ActionAid was as Director for Country Coordination, and Head of Europe, and she is also a long-time board member and former President of CONCORD, the European Confederation of Development NGOs. Joanna also has extensive experience working for migrant women's rights at the

International Organization for Migration.



Virginija Langbakk, Director, European Institute for Gender Equality (EIGE)



Virginija Langbakk is currently the Director of the European Institute for Gender Equality (EIGE) in Vilnius, Lithuania. EIGE, an EU regulatory agency, supports the EU and its Member States in promoting gender equality, fighting discrimination based on sex and raising awareness about gender issues. Ms. Langbakk is responsible for the management of both the administrative and operational structures. Her role includes developing and implementing the Institute's mid-term and annual work programmes. She aims at positioning the Institute as the most important knowledge centre for gender equality in the EU. Over the past 19 years, in her capacity as a gender expert, she was involved in bringing the gender perspective into the public sector at local, regional and national levels in 38 countries worldwide.

Previously, Ms. Langbakk worked as Deputy Director at the Ministry for Foreign Affairs of Sweden, specialising in Results-Based Management, policies and methods, and capacity building. She also worked as a Senior Consultant and Programme Director at the Swedish Institute for Public Administration (Sipu International) in these areas of expertise: gender equality, strategic planning, public sector reform, HIV/AIDS, decentralization and capacity building. Before that she has worked as a Senior Consultant and Programme Director for AF International; Senior Consultant and Programme Manager for the Swedish Association of Local and Regional Authorities, and the municipality of Kalix in Sweden. While working in Lithuania, she served as an Advisor to the Minister of Foreign Affairs, Officer at the European Integration Department, Officer at the Diplomatic Protocol Department of the Ministry of Foreign Affairs and Head of the International Affairs Office in the municipality of Kaunas.

Anne Gaspard, Executive Director of Equinet Secretariat



Anne Gaspard is the Executive Director of Equinet – European Network of Equality Bodies since the establishment of the Equinet Secretariat in 2008.

Anne had 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 a subsequent stage experience within the European Commission against Racism and Intolerance (ECRI) at the Council of Europe, Anne 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.



THE PERSISTENCE OF DISCRIMINATION, HARASSMENT AND INEQUALITY FOR WOMEN

THE WORK OF EQUALITY BODIES INFORMING A NEW EUROPEAN COMMISSION STRATEGY FOR GENDER EQUALITY

AN EQUINET PERSPECTIVE (DRAFT VERSION - MARCH 2015)

Executive Summary *(Full working paper in the Conference pack)*

Equinet has prepared this *Perspective* to gather the learning from the work of equality bodies across Europe so as to inform the preparation and content of a new European Commission Strategy for Gender Equality. It is based on a workshop of the Equinet Gender Equality Working Group and a survey of its member equality bodies that was responded to by twenty six equality bodies.

The work of the equality bodies is gathered and analysed under five different headings:

- **Mainstreaming led initiatives:** focus on issues of equal pay, work-life balance and policy-making.
- **Litigation led initiatives:** focus on issues of pregnancy related discrimination, harassment on the ground of gender and sexual harassment, and goods and services. Litigation led work included a focus on under-reporting of discrimination.
- **Communication led initiatives:** focus on addressing gender stereotypes.
- **Activities in relation to men:** focus on litigation, the role of men in gender equality, breaking stereotypes, and equality in the sphere of caring work.
- **Activities in relation to trans people:** focus on litigation, research and legal recognition of trans people.

Proposals for the new Strategy are set out based on this analysis of the work of equality bodies and on earlier Equinet initiatives in relation to violence against women, the Gender Goods and Services Directive, work life balance, equal pay, discrimination against trans people, and harassment on the ground of gender and sexual harassment.

These proposals include the need for the new Strategy to address the challenge of stimulating a new priority for gender equality, finding new activities capable of engaging with the impact of austerity policies, and establishing further ways to measure progress on gender equality.

They include the need to continue work on the areas prioritised under the current strategy, in particular addressing:

1. Gender budgeting and gender mainstreaming in policy-making, policy implementation and policy evaluation, in particular the Europe 2020 Strategy.
2. Further legislation at European level in relation to the need for reconciliation between work and family life, including a comprehensive leave framework encompassing different forms of statutory leave (including paternity leave), rights in relation to flexible working arrangements and continued work on and adoption of the Maternity Directive.
3. Action on violence against women including, in particular, harassment on the ground of gender and sexual harassment in the workplace, in education, and in the provision of goods and services.



4. Segregation in the labour market and unequal pay, with particular attention to transparency and the implementation of the European Commission recommendation on the gender pay gap.

They include the need to continue work on the horizontal issues prioritised under the current strategy, in particular addressing:

1. The role and contribution of men in relation to gender equality.
2. The elimination of discrimination, gaps in equal treatment legislation, realising the potential of equality bodies, and under-reporting of discrimination.
3. The elimination of pregnancy-related discrimination in employment, including further legislation to secure the rights of pregnant women and their protection from discrimination.

New priority themes are proposed as part of these proposals, in particular addressing:

1. Equality in the field of caring work including promoting workplace practice that is supportive of work-life balance, reversing the increased caring responsibilities on women as a result of austerity policies, the rights of domestic workers, and the role of men in caring work.
2. Stereotyping on the ground of gender in the media, advertising, and education.
3. Trans people, Intersex people, and gender identity/gender expression issues.
4. Multiple discrimination where the ground of gender intersects with the grounds of age, racial or ethnic origin, religion or belief, disability, and sexual orientation and with issues of poverty and of lone parenting.

The proposals include a focus on the need to further develop the infrastructure for equality, in particular addressing:

1. The inclusion of equality bodies in deliberation, decision-making and monitoring in relation to the Strategy at Member State and European levels.
2. Developing standards at European level to ensure that the conditions are sufficiently created for equality bodies to achieve their full potential in their work on gender equality.
3. Measures in equal treatment legislation that require equality action plans on the ground of gender by employers and service providers; that strengthen and support positive action on the ground of gender by employers and service providers; and that require public bodies to have due regard to gender equality in carrying out their functions.
4. In the absence of such measures, the new Strategy could promote and support the preparation and implementation of equality action plans on the ground of gender on a voluntary basis by employers and service providers; ensure clarification and a broader interpretation as to when positive action can be used and to what extent; and promote and support gender mainstreaming at a national level.



EQUINET PUBLICATIONS ON DIFFERENT ASPECTS OF GENDER EQUALITY



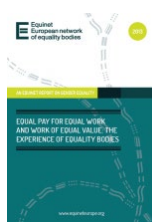
Harassment on the basis of Gender and Sexual Harassment: Supporting the Work of Equality Bodies (February 2015)

This Report analyses harassment on the basis of gender and sexual harassment as forms of discrimination and inequality, but also in the framework of gender-based violence and as violation of human rights.



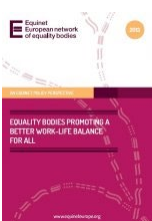
Equality Bodies and the Gender Goods and Services Directive (October 2014)

This Equinet Report on the Application of Directive 2004/113/EC touches upon an area which is less known and often newer for equality bodies working on gender equality: access to and supply of goods and services.



Equal Pay - the experience of equality bodies (March 2014)

Equality bodies are mandated by EU gender equality legislation to ensure the promotion, analysis, monitoring and support of equal treatment of all persons without discrimination on the ground of sex in matters of employment and occupation. As part of their work, the practical implementation of the principle of equal pay for equal work and work of equal value is central. Their experience on the ground at national level confirms that, notwithstanding a long presence of the principle in EU and national legislation, equal pay in practice is still to be achieved.



Equality Bodies Promoting a Better Work-Life Balance for All (July 2014)

The reconciliation of work and family life includes statutory leave arrangements, flexible work organisation and working time arrangements that enable employees with caring responsibilities to have both a career and a satisfying private and family life. It further includes opportunities to return to paid employment for those who have left the labour market to raise children and/or care for family members. It also includes provisions to protect against discrimination. It is a focus for equality bodies in their work on the ground of gender and, in some instances, on the ground of family status.



Making Equality Legislation Work for Trans People (January 2012)

This perspective provides insight into the work of equality bodies in promoting equality for, and combating discrimination against trans people at Member State level.



New Directions for Equality between Women and Men (January 2012)

This publication is Equinet’s opinion to the European Commission on the new Roadmap for Equality between Women and Men. The opinion draws directly from the work of the specialised equality bodies in implementing equal treatment legislation at Member State level and is, therefore, only focused on the policy areas and issues that fall within the remit of equality bodies.

These and other Equinet publications are available on www.equineteurope.org and can be ordered online (www.equineteurope.org/Order-publications) or via the publication request form available at the display stand close to the registration stand.