



**EQUINET**  
European Network  
of Equality Bodies

[WWW.EQUINETEUROPE.ORG](http://WWW.EQUINETEUROPE.ORG)

**HIGHLIGHTS 2024**



# TABLE OF CONTENTS

FOREWORD .....	3
WHAT IS EQUINET? .....	4
EQUINET: AT A GLANCE .....	5
2024 IN NUMBERS .....	6
2024 MEMBER LEADERSHIP .....	7
2024 TEAM .....	8
STANDARDS FOR EQUALITY BODIES .....	9
EQUINET'S HIGHLIGHTS .....	10
LEADING EXPERT ON CROSS-GROUNDS EQUALITY .....	10
STRENGTHENING CONNECTIONS: A POWERFUL NETWORK .....	12
BUILDING BRIDGES: ADVANCING PARTNERSHIPS FOR EQUALITY .....	13



# FOREWORD

We are delighted to present the highlights of Equinet's work in 2024, a year that marked a historic milestone for equality in Europe. Equinet continues to stand at the forefront of advancing equality by strengthening National Equality Bodies, ensuring they are well-equipped to combat discrimination and promote a more just and inclusive society across the continent.

The past year has been particularly significant, as the European Union adopted **two Directives on Standards for Equality Bodies**. These are the first international legally binding instruments that establish a robust and detailed framework to guarantee the independence, resources, and effectiveness of Equality Bodies across all Member States. This achievement is the result of years of dedicated advocacy and collaboration, reinforcing the crucial role of Equality Bodies in upholding fundamental rights and assisting victims of discrimination. Equinet has been actively engaged in this process, providing expertise, facilitating knowledge exchange, and supporting Members in preparing for the implementation of these directives at the national level.

Building upon this legislative success, Equinet has continued to drive forward discussions on the key challenges and opportunities facing Equality Bodies. **In 2024, we expanded our work on emerging equality concerns**, including the implications of artificial intelligence and digitalization for non-discrimination, and the intersection of climate

(change), environment and equality. As always, we strive to be intersectional in our work and continue to call attention to the importance of **intersectional approaches in tackling systemic inequalities**. Through dedicated capacity-building initiatives, research, and policy engagement, Equinet has reinforced its position as a knowledge hub, ensuring that Equality Bodies remain at the cutting edge of equality advocacy.

Equinet's commitment to strengthening the European equality architecture was further underscored by our active engagement with European institutions, policymakers, and civil society. We provided strategic recommendations on the implementation of the new Directives on Standards for Equality Bodies, ensuring that the highest possible standards are met across Member States. **Our collaboration with the European Commission and key stakeholders has been instrumental in shaping an inclusive, rights-based approach to equality policy.**

This year also saw the further consolidation of our network, with Equality Bodies from across Europe joining forces to share expertise and best practices. We fostered this with our first ever gathering of **Equinet's Leadership Hub**, as a dedicated space for Heads of Equality Bodies to share and discuss challenges and identify solutions. As we navigate an increasingly complex socio-political landscape, solidarity and cooperation remain at the heart of our mission. Our Members' unwavering commitment to combating discrimination and promoting equality is a testament to the vital role they play in fostering cohesive, democratic societies.

We extend our deepest gratitude to the Equinet Secretariat for their hard work and dedication. We are grateful to all

members of Equality Bodies who have participated in Equinet Expert Groups and events, and to the moderators of our Working Groups, whose work has been essential to advance equality. We also thank our partners and stakeholders for a fruitful cooperation, and the European Commission for its continued invaluable support through the Citizens, Equality, Rights and Values (CERV) Programme, which enables us to amplify our impact and strengthen National Equality Bodies. We are also grateful to our members who provided additional funding, allowing us to develop projects and enhance participation in our planned activities: the Federal Anti-Discrimination Agency (Germany), the National Office Against Racial Discrimination (Italy), the Equality and Anti-Discrimination Ombud (Norway), Unia - Interfederal Centre for Equal Opportunities (Belgium), and The Equality Ombudsman (Sweden).

As we reflect on the achievements of 2024, we are proud of the **impact and progress achieved in promoting equality and non-discrimination in Europe**, and we look ahead with determination. The adoption of the Directives on Standards for Equality Bodies is not the end of our journey, but the beginning of a new chapter. We remain committed to supporting our Members in the effective implementation of these standards, advocating for stronger protections, and working collectively to ensure equality for all in Europe. Together, we will continue striving for a fairer, more inclusive future.



Equinet Co-Director,  
**Anne Gaspard**



Equinet Co-Director,  
**Tamás Kádár**



Chair of the Executive Board,  
**Patrick Charlier**



# WHAT IS EQUINET?

**E**quinet is the **European Network of Equality Bodies**, a membership organisation of 47 National Equality Bodies from 38 European countries. By strengthening and supporting National Equality Bodies, Equinet works towards achieving equality and ensuring non-discrimination for everyone in Europe, in all aspects of their lives.

**Equality Bodies are independent public organisations that assist victims of discrimination.** They monitor and report on discrimination issues and promote equality. They are legally required to do so in relation to one, some, or all of the grounds of discrimination covered by European Union law – gender, race and ethnicity, age, sexual orientation, religion or belief, and disability.

Based on [\*Equinet's 2023-2026 Strategic Plan\*](#) developed in 2022 after an extensive evaluation and impact assessment, our main objectives are:

## → Strengthen and support Equality Bodies to achieve equality for all

- Strengthen Equality Bodies as the cornerstones of national equality infrastructures
- Support Equality Bodies through knowledge, capacity-building and skills sharing for the enforcement of their mandate

## → Act as an expert voice of Equality Bodies in Europe on equality and non-discrimination

- Advance the equality agenda in Europe through strategic engagement and communication
- Maintain Equinet's position as a research and knowledge hub drawing on Equality Bodies' experience of equality and non-discrimination

## → Maintain and improve Equinet's capacity as a strong, resilient, and innovative Network

- Ensure an enriching membership experience in Equinet, by tailoring activities and engaging all members
- Develop and sustain Equinet's resources and accountability to better respond to Members' needs







# EQUINET: AT A GLANCE

**The Equinet Highlights 2024 zooms in on Equinet's work of ensuring stronger and better equipped National Equality Bodies and a more equal Europe. With the strategic vision of the Executive Board and the peer-to-peer exchange and information sharing among Members, the Secretariat was able to deliver a wide range of activities throughout the year.**

- [+ 2024 IN NUMBERS](#)
- [+ 2024 MEMBER LEADERSHIP](#)
- [+ 2024 TEAM](#)



EQUINET: AT A GLANCE

## 2024 IN NUMBERS

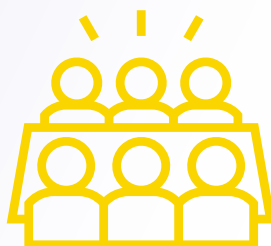
11



[PUBLICATIONS](#) [↗](#)

2.300+

[NEW FOLLOWERS  
ON LINKEDIN](#) [↗](#)

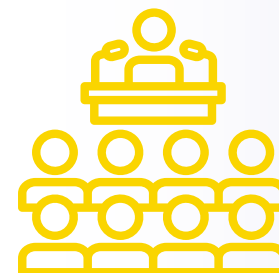


15

[EXPERT GROUP MEETINGS  
& INTERNAL EVENTS](#)

5

[EVENTS OPEN TO  
EXTERNALS](#)



52

[INVITATIONS AS SPEAKERS  
TO EXTERNAL EVENTS ON  
11 TOPICS](#)





## EQUINET: AT A GLANCE

# 2024 MEMBER LEADERSHIP

## EXECUTIVE BOARD

Board Members	Equality Bodies
<b>Lars Arrhenius</b> - <i>Ombudsman</i>	<b>The Equality Ombudsman</b> , Sweden
<b>Patrick Charlier</b> ( <i>Chair</i> ) - <i>Director</i>	<b>Unia</b> , Belgium
<b>Rhoda Garland</b> ( <i>Treasurer</i> ) - <i>Commissioner</i>	<b>Commission for the Rights of Persons with Disability</b> , Malta
<b>Rainer Hiltunen</b> - <i>Ombudsman</i>	<b>Ombudsman for Equality</b> , Finland
<b>Sandra Konstatzky</b> - <i>Director</i>	<b>Ombud for Equal Treatment</b> , Austria
<b>Miha Lobnik</b> - <i>Head of the Institution</i>	<b>Advocate of the Principle of Equality</b> , Slovenia
<b>Kalliopi Lykovardi</b> - <i>Deputy Ombudsperson for Equal Treatment</i>	<b>Greek Ombudsman</b> , Greece
<b>Carla Tavares</b> - <i>President</i>	<b>Commission for Equality in Labour and Employment (CITE)</b> , Portugal
<b>Christian Veske</b> - <i>Commissioner</i>	<b>Gender Equality and Equal Treatment Commissioner</b> , Estonia

## EXPERT GROUPS

Expert Groups	Moderators
<b>Working Group: Communication Strategies and Practices</b>	<b>Ana Tretinjak</b> , Communication Officer, Office of the Ombudswoman, Croatia; <b>Päivi Ojanperä</b> , Communication Specialist, Ombudsman for Equality, Finland
<b>Working Group: Equality Law in Practice</b>	<b>Imane El-Morabet</b> , Unia, Belgium; <b>Leona Bashow</b> , Equality and Human Rights Commission, United Kingdom
<b>Working Group: Gender Equality</b>	<b>Aleksandra Szczerba</b> , Commissioner for Human Rights, Poland
<b>Working Group: Policy Formation</b>	<b>Monika Cavlovic</b> , Office of the Ombudswoman, Croatia
<b>Working Group: Research and Data Collection</b>	<b>Bogdan Banjac</b> , Commissioner for the Protection of Equality, Serbia
<b>Working Group: Artificial Intelligence</b>	<b>Valérie Fontaine</b> , Adviser for Partnership & Public Relations, Defender of Rights, France
<b>Project: Standards for Equality Bodies</b>	<b>Tena Šimonović Einwalter</b> , Croatian Ombudswoman
<b>Cluster: Disability</b>	
<b>Cluster: Age</b>	



## EQUINET: AT A GLANCE

## 2024 TEAM

### SECRETARIAT

Staff member	Position
Anne Gaspard	Co-Director Network Strategic Engagement
Tamás Kádár	Co-Director Operations, Policy & Legal
Teresa Pedreira	Communication & Membership Manager
Yannick Godin	Senior Operations & Finance Manager
Jone Elizondo-Urrestarazu	Senior Legal & Policy Officer
Moana Genevey	Senior Policy Officer (Gender Equality)
Milla Vidina	Senior Policy Officer
Daris J. Lewis Recio	Legal & Policy Officer
Marta Pompili	Policy Officer (March 2024 – December 2024)
Chiara D'Agni	Communication Officer
Fabian Lütz	Legal Officer (UK RAI Project, from April 2024)
Rebecca Steel-Jasinska	Membership Officer (FADA Project, from July 2024)
Pauline Chauveau	Policy & Project Officer (FADA Project, until March 2024)
Mariam Camilla Rechchad	Project Officer (FADA Project, from June 2024)

### TRAINEES

Trainee	Position
Gumru Aliyeva	Membership & Network Development Trainee (April 2023 - January 2024)
Martina Bianco	Communication Trainee (September 2023 – June 2024)
Ilaria De Capitani	Communication & Membership Trainee (from September 2024)
Magdalena Maier	Legal and Policy Trainee (February 2024 – December 2024)
Natalia Dobiecka	Administration and Finance Trainee (from September 2024)



# STANDARDS FOR EQUALITY BODIES

## THE ADOPTION OF THE DIRECTIVES

The adoption of the two Directives on Standards for Equality Bodies in 2024 marks a historic achievement in advancing equality and non-discrimination across Europe. For the first time, legally binding EU rules establish minimum requirements for the independence, mandate, powers, accessibility and resources of Equality Bodies. These Directives represent a crucial step in strengthening the role of Equality Bodies, ensuring they have the authority and capacity to effectively protect individuals from discrimination and promote equal treatment.

For Equinet, this milestone is the culmination of more than a decade of advocacy and dedicated work. From the early calls for EU-wide standards to active involvement in shaping the legislative process, Equinet has played a central role in securing strong, enforceable provisions for Equality Bodies. By mobilizing its Network, engaging policymakers, and providing expert input, Equinet helped ensure that the Directives reflect the needs and realities of Equality Bodies across Member States.

Following the adoption of the Directives, Equinet has shifted its focus to supporting their ambitious and effective national transposition and implementation. This has been achieved through:

- **Engagement with Key Stakeholders:** Equinet representatives attended numerous formal and informal meetings with the EU Council, the European Parliament, and other stakeholders, advocating for the highest standards and providing expertise on challenges faced by Equality Bodies.
- **Awareness-Raising and Communication:** Equinet positioned itself as a key expert on the Directives, launching communication campaigns, developing outreach materials, and collaborating with the German Federal Anti-Discrimination Agency (FADA) to enhance visibility and understanding of the new standards for Equality Bodies.
- **Capacity-Building for Equality Bodies:** Equinet continued its Standards Project, organizing three dedicated workshops to guide Members through different aspects of implementation of the Directives. Additionally, a TAIEX workshop was held to support Equality Bodies from non-EU countries, fostering discussions on strengthening equality mechanisms beyond the EU.

This new legal framework contributes significantly to a stronger and more effective equality infrastructure in Europe, and Equinet remains committed to ensuring its successful implementation.



**Together  
for equality  
Stronger  
for all**



# EQUINET'S HIGHLIGHTS

## LEADING EXPERT ON CROSS-GROUNDS EQUALITY

**E**quinet has positioned itself as a leading expert on equality in Europe, thanks to its comprehensive approach to equality that spans all grounds of discrimination and responds to emerging challenges such as artificial intelligence and climate change. In the past year, this expertise was acknowledged with invitations to speak at 52 events, providing expertise on 11 different topics/grounds. In 2024, Equinet produced valuable knowledge and provided expert guidance on critical topics, including the use of AI in equality-forward communication and the equality implications of climate change. Moreover, Equinet explored new avenues for Equality Bodies to advance equality across Europe, namely the use of situation testing and expert opinions in Courts.

### Practical & Ethical Issues Surrounding the Use of AI in Communication

In May, Equinet held a training aimed at communication experts in Equality Bodies. The event explored how AI tools can enhance equality-focused

communication while addressing ethical concerns. With expert guidance, participants gained insights into using AI for content creation, trend identification, and social media management. Equinet also produced a comprehensive framework for responsibly integrating AI into communication work, reinforcing its leadership on cross-grounds equality and emerging equality challenges.

### Climate Change and its Equality Implications in Focus: Tools for Equality Bodies

The Equinet seminar brought together Equality Bodies, climate experts, researchers and policymakers to examine the unequal impact of climate change and climate policies and the role of Equality Bodies in addressing it. The event provided a platform to explore the disproportionate impact of climate change and environmental harm on various vulnerable groups, while equipping participants with concrete tools to support inclusive climate policies. With this, Equinet



strengthened its own and its members' capacity to integrate equality considerations into climate action at national and European level.

**+** CONTINUED ON NEXT PAGE



## EQUINET'S HIGHLIGHTS

# LEADING EXPERT ON CROSS-GROUNDS EQUALITY

 (CONTINUED FROM PREVIOUS PAGE)

## Exploring Different Avenues to Advance Equality in Europe

### Equality Bodies Using Situation Testing

In June 2024, Equinet and the Lithuanian Equal Opportunities Ombudsperson hosted a seminar in Vilnius on situation testing for Equality Bodies. Led by Prof. Pieter-Paul Verhaeghe (VUB, Belgium), the event gathered staff from across Europe to explore practical applications and legal considerations of this method, both in scientific research and in discrimination cases. Through interactive sessions and best practice sharing, participants learned to integrate situation testing into their strategies, enhancing their ability to uncover and challenge discrimination effectively.

### Equality Bodies Providing their Expert Opinion in Courts

In April, Equinet, together with the Irish Human Rights and Equality Commission, hosted a pivotal training that brought together legal experts from across Europe to enhance strategic litigation skills, focusing on amicus curiae and similar interventions at national and European levels. Through interactive discussions and practical sessions, participants gained key insights into case selection, procedural strategies, and impactful advocacy. The training strengthened the capacity of Equality Bodies to contribute to legal developments, ensuring their expertise influences judicial decisions for stronger equality protections.

## THE FUTURE IS INCLUSIVE



## EQUINET'S HIGHLIGHTS

## STRENGTHENING CONNECTIONS: A POWERFUL NETWORK

**E**quinet has worked to strengthen and empower its Network in preparation for the challenges ahead, particularly the transposition of the Directives at the national level. This consolidation of the network has been supported by the European Commission, recognizing the key role Equinet plays in making Equality Bodies stronger and more effective across Europe.

### Leadership for Equality hub: Empowering Leaders, Strengthening Equality Bodies

This initiative brought together the heads of Equality Bodies from Equinet's membership for the first time, to discuss their shared needs, and find the best ways to create a confidential, safe space to exchange ideas, learn, and network. During this gathering, leaders identified common challenges and discussed solutions to synchronize efforts for mutual support through study visits and other initiatives aimed at facilitating connections and collaboration at leadership level. Leaders also shared best practices and made plans for strengthening their collaboration in 2025 and beyond.

### Strengthening Focus on AI: From Cluster to Working Group

After leading the work on Artificial Intelligence and its impact on equality for two years within a less formal cluster structure, the group was upgraded to a working group to continue its valuable work as a permanent structure in the Network addressing this growing focus. In its first year, the AI Working Group contributed to the understanding of the equality implications of the EU AI Act and to outlining the role of Equality Bodies in ensuring equality-compliant use of AI systems. It also collaborated with the Gender Equality Working Group to explore the multiple ways in which AI systems may impact gender equality.

### Expanding the Network's Capacity in Key Equality Areas

The European Commission, a central partner and main funder of Equinet, increased the budget supporting Equinet's work, to match the increased demand on its services. From 2025 onwards this means increased resources for work on Standards for Equality Bodies, Gender Equality, and Artificial Intelligence. This increased funding will also be reflected in strengthened finance and membership capacity to support the networking and collaboration of Equinet members across Europe.





## EQUINET'S HIGHLIGHTS

## BUILDING BRIDGES: ADVANCING PARTNERSHIPS FOR EQUALITY

In 2024, Equinet has built partnerships with key actors to amplify its impact and work towards achieving the shared goal of a more equal Europe. In addition to the valuable support from the European Commission to consolidate the Network, Equinet has collaborated with various stakeholders to expand its actions in several critical areas. These include advocating for the effective and ambitious transposition of the Standards Directives at the national level, ensuring equality-compliant AI, enhancing the role of sport in combating discrimination, and advancing access to quality healthcare for Roma and racialized communities.

### Equinet Members at the Forefront: Leading the Charge for Equality Across Europe

#### Game Changer: Sport's role in fighting discrimination

##### *Partnership with UNAR, Italy*

In November 2024, Equinet and UNAR hosted a High-Level Conference in Rome, exploring sport's role in combating discrimination. The event brought together Equality Bodies, EU institutions, national authorities, and CSOs to share best practices and develop cooperation strategies. The participants discussed and

learned more about challenges in equality in sports, from the direct experience of athlete conversations, as well as examples from the Olympics and initiatives by the Council of Europe and UEFA. In a follow-up workshop, Equinet members shared expertise and good practices in promoting equality through sports.

#### **Together for Equality, Stronger for All: Celebrating Standards for Equality Bodies**

##### *Partnership with FADA, Germany and Unia, Belgium*

In October 2024 Equinet organised a high-level roundtable and networking event to celebrate this achievement and garner support for the Directive's robust transposition at the national level. The event was part of the project funded by the German Federal Anti-Discrimination Agency (FADA) to support Equality Bodies in ensuring a successful transposition of the Standards Directives, and counted with the generous support of Unia – the Belgian Interfederal Centre for Equal Opportunities. The roundtable raised awareness on the importance of the Standards Directives and inspired participants (high-level representatives from relevant national ministries, European institutions, CSOs, international organisations, and National Equality Bodies) to contribute to common efforts towards their ambitious transposition.



**+** CONTINUED ON NEXT PAGE



## EQUINET'S HIGHLIGHTS

# BUILDING BRIDGES: ADVANCING PARTNERSHIPS FOR EQUALITY

(CONTINUED FROM PREVIOUS PAGE)

## Together for Equality, Stronger for All: Ensuring a Successful Transposition of the Standards Directives

### *Partnership with FADA, Germany*

As part of the same project funded by the German Federal Anti-Discrimination Agency (FADA) Equinet commissioned the Equal Rights Trust to develop three resources for understanding the new Standards Directives on Equality Bodies: a comprehensive [Legal Digest](#) aimed at legal practitioners and Equality Body staff with a detailed analysis of the Directives and guidelines for transposition; a [Key Principles document](#) derived from the Legal Digest with essential policy recommendations for transposition; and a [Civil Society Toolkit](#) to support CSOs leverage the Standards Directives and advocate for a robust transposition at the national level. Through FADA's support, Equinet was able to quickly and effectively respond to its members' and partners' needs to meaningfully engage with the Standards Directives and support the transposition process at the national level.

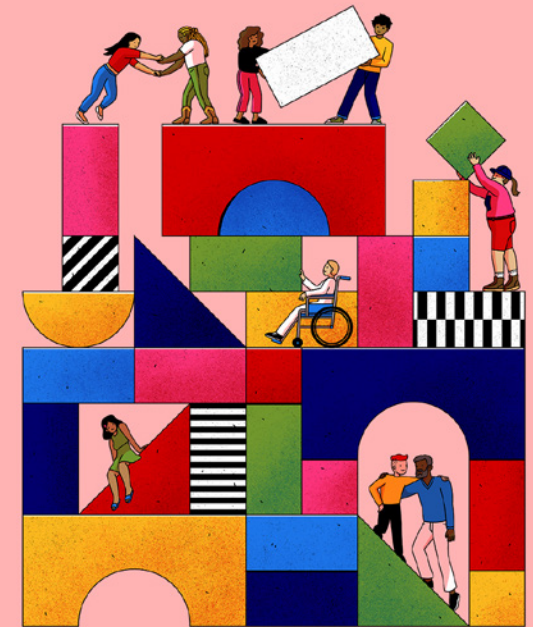
## Expanding Horizons: Strategic Partnerships Advancing Equality Across New Frontiers

### **UK RAI Project**

#### *Partnership with the University of Birmingham*

Since December 2023, Equinet has contributed to "equality-proofing" technical standards for AI systems regulated under the European Union AI Act thanks to Equinet's independent seat at the Joint Technical Committee 21 (JTC 21). The European Committee for Standardization (CEN) and the European Committee for Electrotechnical Standardization (CENELEC) set up the JTC 21 at the request of the European Commission. Here, the technical standards, based on which developers of AI systems will certify (in most cases through self-assessment) their compliance with the legal requirements of the AI Act, will be developed. Equinet actively participates in the shaping of several equality-critical technical standards such as "risk management," "bias," "trustworthiness," "conformity assessment," and "quality management."

## WE BUILD IT TOGETHER



**+** CONTINUED ON NEXT PAGE





## EQUINET'S HIGHLIGHTS

# BUILDING BRIDGES: ADVANCING PARTNERSHIPS FOR EQUALITY

(CONTINUED FROM PREVIOUS PAGE)

## Monitoring Effective access to Quality Healthcare for Roma and Racialised Communities

*Partnership with the European Public Health Alliance (EPHA) and the Office of the High Commissioner on Human Rights (OHCHR)*

In September 2024, Equinet, EPHA, and OHCHR hosted a Roundtable in Brussels and online, focusing on health inequalities and discrimination faced by Roma and racialized communities. The event brought together Equality Bodies, UN and EU institutions, National Authorities, NRCPs, and CSOs to explore monitoring and reporting mechanisms for access to quality healthcare. Participants discussed challenges, shared best practices, and examined the role of Equality Bodies in collaborating with stakeholders to ensure equal access to healthcare, building on previous workshops and the DisQo network's findings.

## Coding Equality in the EU AI Act: Equality Bodies rising to the Challenge

*Partnership with Luminate Foundation, Unia (Belgium), the Equality and Anti-Discrimination Ombud (Norway), and the Equality Ombudsman (Sweden)*

In December 2024, Equinet, thanks to the contribution and support of three Members and the Luminate Foundation, brought together Equality Bodies, European law and policymakers, civil society organisations, experts, and activists at a flagship conference to examine the interface between the European Union AI Act and equality protection. Speakers and participants jointly explored how the Act's implementation could contribute to safeguarding equality, highlighted the Act's blind spots and identified potential strategies for addressing them through the

involvement of civil society, Equality Bodies, and other relevant public authorities and stakeholders. The conference also presented Equinet's active involvement in the development of the future harmonized technical standards, which will give technical expression to the Act's legal requirements, thereby enabling its practical implementation by AI developers and deployers.

## EQUINET MEMBERS

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

*\*This designation is without prejudice to positions on status and is in line with UNSCR 1244/1999 and the ICJ Opinion on the Kosovo declaration of independence.*



# EQUINET

## European Network of Equality Bodies

**EQUINET**  
EUROPEAN NETWORK OF EQUALITY BODIES

Place Victor Horta, 40  
1060 Brussels, Belgium

**T** : +32 (0) 2 212 3182  
**E** : [info@equineteurope.org](mailto:info@equineteurope.org)  
**W** : [www.equineteurope.org](http://www.equineteurope.org)

Equinet is an International Not-for-Profit Association (AISBL)

**Photos/Artwork:** © Alina Marinescu,  
Kim Nguyen & Nada Ree for [Fine Acts](#)

ISBN 978-92-95112-94-0  
© EQUINET 2025



The publication has been produced with the financial support of the European Union. The contents of this publication are the sole responsibility of Equinet, European network of equality bodies and can in no way be taken to reflect the views of the European Commission.



Equinet Europe Aisbl



Equinet, European Network of Equality Bodies

[WWW.EQUINETEUROPE.ORG](http://WWW.EQUINETEUROPE.ORG)