



***Equinet works to enable equality bodies to achieve and exercise their full potential at Member State level by sustaining and developing a network between, and a platform for, equality bodies at European level.***

## Structure

Equinet - the European Network of Equality Bodies is comprised of 37 equality bodies from 30 countries. It is established as an international not-for-profit association (AISBL) under Belgian law.

All of the member equality bodies meet at least once a year at the General Meeting of Members—the highest decision making body within Equinet.

The work of Equinet is led by the Executive Board - elected member representatives who meet regularly. The Brussels based Secretariat is responsible for the implementation of the decisions made by the Board and the General Assembly of Members.

## Trainings and Events

Equinet organises regular training events, seminars and roundtable meetings to provide a platform for equality bodies to discuss, learn about and share knowledge of equality issues in Europe. These events enable equality bodies to build capacity, share expertise and support their peers.

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# Working Groups

Much of Equinet's work takes place in working groups, which bring together expert staff from equality bodies across Europe to share experience and good practice. There are currently 4 working groups focusing on:

- ◇ Communication strategies and practices
- ◇ Equality law in practice
- ◇ Policy formation
- ◇ Strategy development

Members of these working groups meet and communicate with each other regularly in order to share their experiences and good practices and discuss important legal and policy-related questions. This procedure provides an opportunity for peer learning and at the same time helps Equinet to collect facts-based information from all its members relating to their work.

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# Publications

Equinet prepares, through working groups, reports and publications on a wide range of issues — from interpretation of EU law to opinions on specific equality issues and perspectives on current policy developments. These publications are unique in the sense that they draw upon the practical work and experience of national equality bodies (NEBs), as well as include research from experts. These publications enable both our members, as well as other stakeholders, to develop their skills, exchange good practice and build capacity generally .

*“Equinet has proved to be a valuable and indispensable source of knowledge, EU-level expertise and networking opportunities. It has provided numerous opportunities to our Commission to learn from other equality bodies’ experience, present its own activities and achievements, grow and learn, meet and know. The international workshops and seminars organised by Equinet give our staff a chance to measure up to other legal experts, plan new initiatives and develop their skills”*

Kemal Eyup, Chairman of the Bulgarian Commission for Protection against Discrimination



- **Raise your profile** as a specialised equality body through European cooperation
- **Learn** from the experience of other equality bodies and receive essential peer support
- Exchange experiences, legal **expertise**, enforcement strategies and good practices with other equality bodies
- **Emphasise** the key role of equality bodies in the implementation of anti-discrimination legislation
- Participate in **staff training and meetings** with legal experts
- Participate in **working groups** on legal and non-legal equality issues
- Access a system of electronic **information exchange** between equality bodies
- Speak with a **stronger**, more **united**, voice from equality bodies across Europe
- Further **develop** equality body skills, capacities and independence
- **Engage** with stakeholders, civil society organisations and other networks at European level



Equinet welcomes all national equality bodies in Europe who meet the following criteria:

- ◇ based in an EU Member State, accession state or EEA state
- ◇ hold a statutory remit to promote equality and fight discrimination in regard to some or all of the grounds covered in the EU Equal Treatment Directives - sex, racial or ethnic origin, religion or belief, disability, age and sexual orientation and performing the functions of an equality body as foreseen in the Racial Equality Directive 43/2000/EC and Gender Equality Directive 2002/73/EC.

If your organisation does not yet fully meet these conditions, an observer status may be granted in some cases. Observers receive fewer benefits than members and are not able to nominate or vote in the AGM.



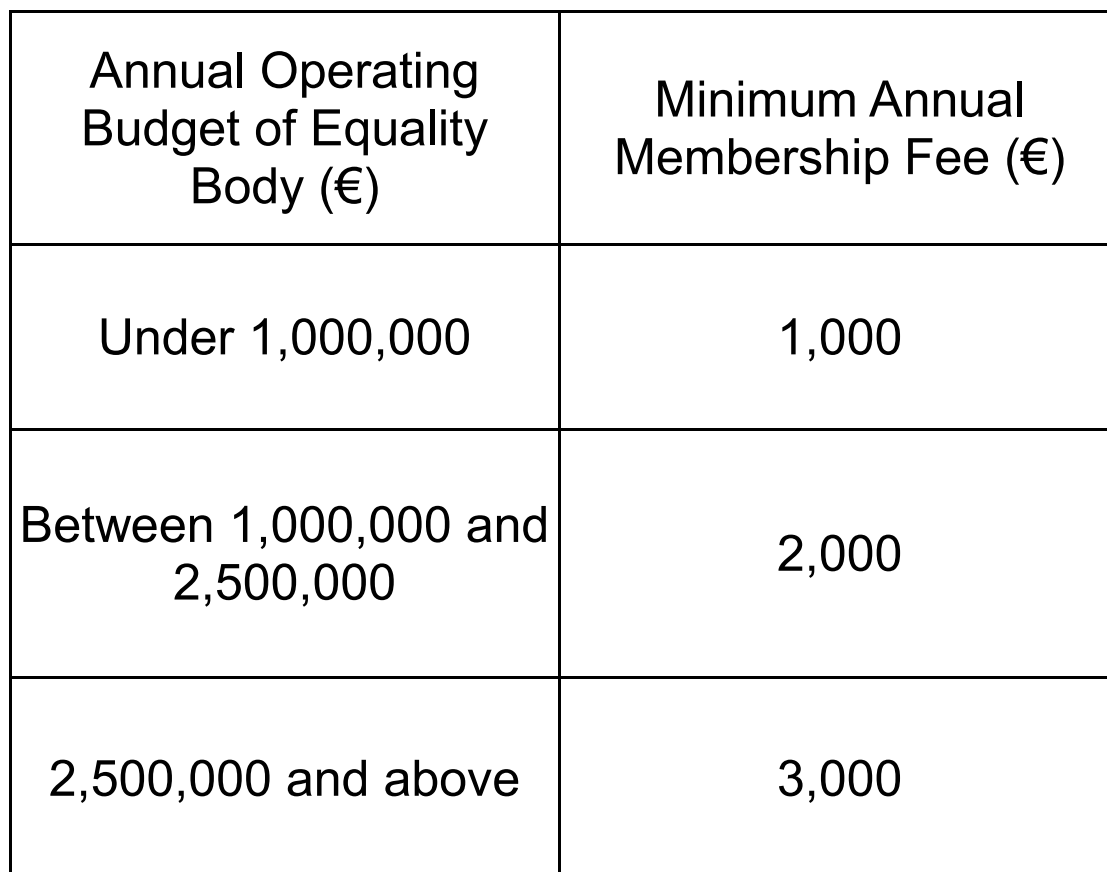
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# Membership Contributions

Equinet finances the majority of its operating costs through an European Commission grant as part of the PROGRESS programme. This grant decreases by 1% every year.

The remaining co-financing requirement is sourced through alternative means - currently membership fees (see below) and staff time commitments.

Equinet operates a three-tiered membership fee system, to reflect and take account of the operating budgets of its members. The annual membership fee system is shown



Annual Operating Budget of Equality Body (€)	Minimum Annual Membership Fee (€)
Under 1,000,000	1,000
Between 1,000,000 and 2,500,000	2,000
2,500,000 and above	3,000

# List of Members

<b>Austria</b>	Ombud for Equal Treatment
<b>Belgium</b>	Centre Equal Opportunities and Opposition to Racism
	Institute for the Equality of Women and Men
<b>Bulgaria</b>	Commission for Protection against Discrimination
<b>Croatia</b>	Office of the Ombudsman
<b>Cyprus</b>	Office of the Commissioner for Administration (Ombudsman)
<b>Czech Republic</b>	Office of the Public Defender of Rights
<b>Denmark</b>	Board of Equal Treatment
	Danish Institute for Human Rights
<b>Estonia</b>	Gender Equality and Equal Treatment Commissioner
<b>Finland</b>	Ombudsman for Equality
	Ombudsman for Minorities
<b>France</b>	Defender of Rights
<b>Germany</b>	Federal Anti-Discrimination Agency
<b>Greece</b>	Greek Ombudsman
<b>Hungary</b>	Equal Treatment Authority
	Office of the Commissioner for Fundamental Rights
<b>Ireland</b>	Equality Authority
<b>Italy</b>	National Office against Racial Discrimination
<b>Latvia</b>	Office of the Ombudsman
<b>Lithuania</b>	Office of the Equal Opportunities Ombudsperson
<b>Luxemburg</b>	Centre for Equal Treatment
<b>Malta</b>	National Commission for the Promotion of Equality
<b>Netherlands</b>	Dutch Equal Treatment Commission
<b>Norway</b>	Equality and Anti-Discrimination Ombud
<b>Poland</b>	Human Rights Defender
<b>Portugal</b>	Commission for Citizenship and Gender Equality
	High Commission for Immigration and Intercultural Dialogue
	Commission for Equality in Labour and Employment
<b>Romania</b>	National Council for Combating Discrimination
<b>Serbia</b>	Commission for the Protection of Equality
<b>Slovakia</b>	National Centre for Human Rights
<b>Slovenia</b>	Office for Equal Opportunities
<b>Spain</b>	Race and Ethnic Equality Council
<b>Sweden</b>	Equality Ombudsman
<b>UK – Great Britain</b>	Equality and Human Rights Commission
<b>UK – Northern Ireland</b>	Equality Commission for Northern Ireland

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Equinet AISBL is an international not for profit  
organisation



*With the support of the European Commission*