



## **EQUINET E-NEWSLETTER NO. 24**

### **Welcome to the final Equinet e-newsletter in 2012**

Dear Subscriber,

The holiday season is fast approaching and Equinet has prepared a special edition of its e-newsletter. Below you will find information on important developments for the network in 2013 and our special greetings to all our subscribers, followers and supporters.

The Equinet Team



(Please click [here](#) if you cannot see the image above. You can also access the PDF and Word versions of our newsletters [here](#).)

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## News from Equinet

### ► Equinet growing in number and ambition after the 2012 AGM

At the 2012 AGM on 5 December Equinet members unanimously adopted the proposed Equinet Work Plan for 2013 involving a **landmark development which is the incorporation of the work of the former gender equality bodies' network into Equinet**. This new development will reinforce and enhance the current networking of gender equality bodies as well as further expanding the gender focus in Equinet's work.

The members also welcomed the network's **38th member**, the [Commission for the Protection against Discrimination](#) of the Former Yugoslav Republic of Macedonia, and discussed a number of strategic issues facing equality bodies. These included the need for standards to protect and enhance the potential of equality bodies, the roles to be played by equality bodies under the UN Convention on the Rights of all People with Disabilities, the challenges in merging equality and human rights mandates and how to make best use of EU funding sources. [Continue reading](#)

### ► Equinet is looking for a Policy Officer with a focus on the gender ground (DL for applications is 7 January)

Due to the increased workload and responsibility that the incorporation of the work of the former gender equality bodies' network entails, the Secretariat will expand with one new Policy Officer. More information on the vacancy can be found [here](#) (deadline 7 January 2013).

## European Developments

### ► ECHR rules on discrimination by educational segregation of Roma in Greece

The European Court of Human Rights (ECHR) ruled that the failure of Greek authorities to integrate Roma children into the ordinary education system amounts to discrimination. The [Greek Ombudsman](#) had been involved in the national legal process, stating that the failure to comply with the law that all pupils living in a particular school's catchment area had to be transferred to that school had had the effect of transforming the 12th school into a "ghetto school", since no non-Roma pupils from the region were enrolled there. [Continue reading](#)

### ► UK Supreme Court passes judgement in disability case discussed by Equinet Legal WG

The UK Supreme Court dismissed the appeal case of X v Mid Sussex CAB, thus agreeing with the decisions of the lower courts that the appellant as a volunteer falls outside the scope of the protection against discrimination on the ground of disability afforded by European anti-discrimination legislation.

Equinet's [Legal Working Group](#) has analysed this case in its [2010 report](#) and members of the working group provided information to the EHRC on their relevant domestic legislation. [Continue reading](#)

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## News from Equality Bodies

### Denmark – [Danish Institute for Human Rights \(DIHR\)](#)



THE DANISH  
INSTITUTE FOR  
HUMAN RIGHTS

► In October 2012 DIHR published a new report on the **ethnic diversity in the Danish Police force**. The report identifies a number of areas where the police force could improve equality internally. The report focuses on a number of challenges employees with minority background face in their everyday lives, including the jargon and humour, which is used internally by the police. The report contains recommendations on how to improve the work culture in the police force. The overall recommendation is to establish a strong and centrally anchored focus within the management on strengthening the efforts to ensure equal working conditions and opportunities for the employees within the police regardless of ethnic origin.

A short English summary of the report is available on [www.menneskeret.dk](http://www.menneskeret.dk) (page 13).

► In October 2012 DIHR arranged a conference on **equal treatment in the provision of municipal services**. In this context DIHR has produced a catalogue which public authorities and institutions can take inspiration from when working with equal treatment. The catalogue contains some everyday examples of how equal treatment has been translated into practical municipal initiatives which have then been improved upon and made available to everyone. There are many good examples of active initiatives to promote equal treatment in Danish municipalities. Often all that is required are small changes to ensure that people can enjoy fair and equal access to particular services. The catalogue is available on [www.humanrights.dk](http://www.humanrights.dk).

► The Danish Institute for Human Rights (DIHR) in close corporation with 10 European LGBT NGOs is ready to launch the results of a two year project **“It takes all kinds – fighting homophobia in schools”**. Supported by the European Commission, the project is highlighting the severe consequences of discrimination on grounds of sexual orientation and gender identities in European schools and enables its target groups to combat homo-, trans and biphobia. The international campaign targets three equally important target groups in this fight to ensure a discrimination-free environment in schools in Europe: teachers, students and NGO’s. Each target group will as a result of the project get access to its own website with tailor made tools and materials to enable them to stop discrimination. For more information visit the project’s [website](#). (Contact: [Christine Bendixen](#))



### Estonia – [Gender Equality and Equal Treatment Commissioner](#)



#### ► Norway will support Estonia in its fight against discrimination

The State of Norway will make a contribution of 4 million Euros in order to help Estonia progress in gender equality, counter stereotypes, prevent domestic violence and enhance the capacity of the Gender Equality and Equal Treatment Commissioner.

The donated sum will be given in support of two major projects. The first project focuses on **combating gender-based violence and human trafficking** by launching awareness raising campaigns and carrying out research on the trends of human trafficking. Furthermore, there is an initiative to build a support system for victims of sexual violence – a measure that has been completely lacking in Estonia.

The second project targets **gender equality by focusing on gender mainstreaming and encouraging reconciliation of work and family**. An important part of the project will be developing a new methodology for collecting data on the gender wage gap. Lastly, the project intends to improve the efficiency of anti-discrimination measures. For that aim, the institution of Commissioner will receive a greatly needed contribution of 700 000 Euros and its current 2-people office will be reinforced with additional staff. (Contact: [Mari-Liis Sepper](#))

## Hungary – [Equal Treatment Authority](#)



► The staff members of the Authority took part this month in the first three-day **Training on Basic Mediation**, the second training following in January. The inspiration for these trainings came from the [Equinet Legal Training on Alternative Dispute Resolution held in Vilnius \(Lithuania\)](#) on 23-24 May 2012.

The Authority's training was based on mediation understood as a form of alternative dispute resolution (ADR) where a mediator helps the parties to reach an agreement. It means that the disputes are resolved through mediation rather than going to court. [Continue reading](#) (Contact: [Lennert Zsófia](#))

## Ireland - [Equality Authority](#)



► In 2010, 12% of adults in Ireland said that they were discriminated against in the preceding two years, according to a new report published on 14 December by the Authority and the Irish Economic and Social Research Institute. The results are based on new analysis of the CSO's Quarterly National Household Survey: Equality Module 2010, which asked adults in Ireland about their experience of discrimination in a range of different situations. These data were collected after the labour market entered deep recession and in the report they are compared with data from an earlier Equality Module conducted in 2004 during the economic boom. [Continue reading](#) (Contact: [Brian Merriman](#))

## United Kingdom – [Equality and Human Rights Commission \(EHRC\)](#)



► The EHRC welcomed a [report](#) from the Government Equalities Office (GEO), which dispels the myth that businesses believe the Equality Act adds to unnecessary red tape. In the report, feedback from the business community shows that **90 percent of businesses surveyed support equality in the workplace as a benefit rather than a bureaucratic burden.**

► **The EHRC has published a report on how public authorities in England have met their transparency obligations on equality.** Just as councils publish information on their spending to prove value for money, the EHRC monitors public authorities to ensure they are meeting their legal requirement to publish equality information to prove they are providing equal opportunities and making fair decisions. [Continue reading](#) (Contact: [international@equalityhumanrights.com](mailto:international@equalityhumanrights.com))

## United Kingdom – [Equality Commission for Northern Ireland \(ECNI\)](#)



► **Compensation agreed in Lennon v DRD case:** Dr Alan Lennon has agreed to accept a sum of **£150,000 in compensation** following a Tribunal ruling earlier this year that he was subjected to religious discrimination by the Department of Regional Development. Dr Lennon, assisted by the Equality Commission, brought the case against the Department when he challenged the public appointment process for the post of Chair of NI Water in March 2011. [Continue reading](#)

► **Women in Business NI Awards:** Catherine Flynn of Formula Karting and Jill Minne of Belfast City Council have received the Women in Business Awards for 'Advancing Diversity in the Workplace.' The awards, recognised the efforts and achievements of individuals in the public and private sector who contributed positively in advancing equality of opportunity in the workplace. [Continue reading](#) (Contact: [Mark Soult](#))

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## News from European Institutions and Partners

### Fundamental Rights Agency (FRA)

► The FRA recently launched a report looking at some of the practical barriers that people who have been discriminated against face when accessing justice. The new publication "**Access to justice in cases of discrimination in the EU – Steps to further equality**" supplements a 2011 FRA legal report, which analyzed national court cases. [Continue reading](#)



## European Institute for Gender Equality (EIGE)

► On 6 December 2012 the Council adopted Conclusions on “Combating violence against women, and the provision of support services for victims of domestic violence”, prepared by the Cyprus Presidency on the basis of EIGE’s new report [“Review of the Implementation of the Beijing Platform for Action in the EU Member States: Violence against Women Victim Support”](#). The report is the first one to deliver a full set of comparable and reliable data on support services for women victims of violence in the 27 EU Member States and Croatia. [Continue reading](#)



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