

SUSTAINABLE DEVELOPMENT GOALS



EQUINET POSITION PAPER

Equality Bodies Contributing to the 2030 Agenda for Sustainable Development

The Intersection of Achieving Equality and Eliminating
Discrimination with the Sustainable Development Goals

The Equinet Position Paper *Equality bodies Contributing to the 2030 Agenda for Sustainable Development* is published by Equinet, European Network of Equality Bodies.

Equinet brings together 49 organisations from 36 European countries which are empowered to counteract discrimination as national equality bodies across the range of grounds including age, disability, gender, race or ethnic origin, religion or belief, and sexual orientation. Equinet works to enable national equality bodies to achieve and exercise their full potential by sustaining and developing a network and a platform at European level.

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1. Introduction

The 2030 Agenda for Sustainable Development and the Sustainable Development Goals it encompasses reflect an important and ambitious global policy framework for human development. This agenda is to be pursued throughout the period up to 2030 by all national jurisdictions.

Equality and non-discrimination are deeply embedded within this policy framework and its pledge to leave no one behind. Its concern for people involves a determination to “ensure that all human beings can fulfil their potential in dignity and equality and in a healthy environment”. Its vision is rooted in “a world of universal respect for human rights and human dignity, the rule of law, justice, equality and non-discrimination”¹.

¹ Transforming Our World: the 2030 Agenda for Sustainable Development, United Nations, adopted 25th September 2015.

2. An Agenda that Intersects with Equality and Non-Discrimination

The 2030 Agenda for Sustainable Development pursues a dual approach to equality. This dual approach combines the targeting of individuals and groups experiencing inequality and the mainstreaming of an equality perspective within many of its goals.

In terms of targeting, the Sustainable Development Goals include two goals that are specifically dedicated to equality and non-discrimination. There is a particular focus on achieving gender equality with goal number 5 committed to achieve gender equality and empower all women and girls. Goal number 10 is concerned to reduce inequality not only between countries but also within countries. This takes a multi-ground approach to include a focus on the grounds of age, sex, disability, race, ethnicity, origin, religion or economic or other status. The open nature of this list could include the missing ground of sexual orientation and LGBTI people.

In terms of mainstreaming, the targets established for seven of the other goals include an equality, diversity and non-discrimination focus:

- Goal number 1 to end poverty in all its forms everywhere;
- Goal number 3 to ensure healthy lives and promote wellbeing for all ages;
- Goal number 4 to ensure inclusive and equitable quality education and promote lifelong learning opportunities for all;
- Goal number 8 to promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all;
- Goal number 11 to make cities and human settlements inclusive, safe, resilient and sustainable;
- Goal number 16 to promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels;
- Goal number 17 to strengthen the means of implementation and revitalize the global partnership for sustainable development.

Table 1: The Intersection of Equality and Non-Discrimination with the Sustainable Development Goals

Sustainable Development Goal	Intersection between Equality and Non-Discrimination and the Goal	Naming Equality, Diversity and non-Discrimination in the Targets set for the Goal
1. End poverty in all its forms everywhere	Poverty impacts on a diversity of groups, discrimination is a causal factor for poverty, and poverty is a basis for discrimination	<p><i>Targets for this goal include:</i></p> <p>1.2 By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions.</p> <p>1.4 By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance.</p> <p>1.b Create sound policy frameworks at the national, regional and international levels, based on pro-poor and gender-sensitive development strategies, to support accelerated investment in poverty eradication actions.</p>
3. Ensure healthy lives and promote well-being for all at all ages	Addressing women’s health	<p><i>Targets for this goal include:</i></p> <p>3.1 By 2030, reduce the global maternal mortality ratio to less than 70 per 100,000 live births</p> <p>3.7 By 2030, ensure universal access to sexual and reproductive health-care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programmes.</p>
4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	Advancing inclusive education in access and outcomes, and education for inclusion	<p><i>Targets for this goal include:</i></p> <p>4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations.</p> <p>4.7 By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture’s contribution to sustainable development.</p> <p>4.a Build and upgrade education facilities that are child, disability and gender sensitive and provide safe, non-violent, inclusive and effective learning environments for all.</p>

<p>5. Achieve gender equality and empower all women and girls</p>	<p>Action for substantive equality between women and men.</p>	<p><i>Targets for this goal include:</i></p> <p>5.1 End all forms of discrimination against all women and girls everywhere.</p> <p>5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.</p> <p>5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate.</p> <p>5.5 Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.</p> <p>5.c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.</p>
<p>8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>	<p>Action for a more equal labour market and workplaces with particular reference to men and women, people with disabilities, young people and migrant workers.</p>	<p><i>Targets for this goal include:</i></p> <p>8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.</p> <p>8.6 By 2020, substantially reduce the proportion of youth not in employment, education or training.</p> <p>8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.</p>
<p>10. Reduce inequality within and among countries</p>	<p>Action for substantive equality for the social, economic and political participation by women, older people, young people, people with disabilities, Black and minority ethnic people, people of diverse religions and beliefs, and LGBT people.</p>	<p><i>Targets for this goal include:</i></p> <p>10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status</p> <p>10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard</p> <p>10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality</p> <p>10.7 Facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies.</p>
<p>11. Make cities and human settlements inclusive, safe, resilient and sustainable</p>	<p>The imperative that public spaces are accessible.</p> <p>Action for accessible public transport.</p>	<p><i>Targets for this goal include:</i></p> <p>11.2 By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons</p>

		with disabilities and older persons. 11.7 By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities.
16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	The need for access to justice in case of discrimination.	<i>Targets for this goal include:</i> 16.6 Develop effective, accountable and transparent institutions at all levels. 16.3 Promote the rule of law at the national and international levels and ensure equal access to justice for all 16.b Promote and enforce non-discriminatory laws and policies for sustainable development.
17. Strengthen the means of implementation and revitalize the global partnership for sustainable development	The importance of equality data for evidence-based policy-making.	<i>Targets for this goal include:</i> 17.18 By 2020, enhance capacity-building support to developing countries, including for least developed countries and small island developing States, to increase significantly the availability of high-quality, timely and reliable data disaggregated by income, gender, age, race, ethnicity, migratory status, disability, geographic location and other characteristics relevant in national contexts.

This focus on equality and non-discrimination in the goals involves the identification of a variety of tools to enable progress on these issues. From a multi-ground perspective, they include tools of:

- Ensuring access in different policy fields with specific reference in different instances to people with disabilities, indigenous peoples, young people, older people and migrants;
- Ending discrimination on gender and all grounds;
- Education for human rights, gender equality and appreciation of cultural diversity;
- Empowerment and access to decision-making for women and others experiencing inequality;
- Achieving equality outcomes on gender and all grounds of inequality;
- Equal pay for equal work with specific reference to gender and disability;
- Equal access to justice for all; and
- Gathering disaggregated data in relation to income, gender, age, race, ethnicity, migratory status, disability, geographic location and other relevant characteristics.

From a specifically gender equality perspective they also include the following tools:

- Gender sensitive policy-making;
- Targeting specific issues for women; and
- Eliminating gender disparities.

The 2030 Agenda for Sustainable Development can only be viewed as a central and important driver for more equal societies across the globe. The achievement of equality for all, the accommodation of diversity, and the ending of discrimination are an essential requirement for the achievement of the vision for the 2030 Agenda for Sustainable Development. In turn, these goals should be an outcome from the successful achievement of the targets established for the Sustainable Development Goals.

3. Equality Bodies as Drivers for the Sustainable Development Goals

Equality bodies have been established across the European Union and beyond under equal treatment legislation. They have a broad mandate to promote equality and combat discrimination. They deploy a range of competences that include:

- Enforcing the equal treatment legislation;
- Providing policy advice to government;
- Supporting good practice by policy makers, employers and service providers;
- Building a knowledge base on issues of discrimination, diversity and equality;
- Supporting a knowledge of rights in communities subject to discrimination and a valuing of equality and diversity across society.

They address a range of grounds that encompass gender, racial or ethnic origin, sexual orientation, religion or belief, disability and age among others.

This mandate of equality bodies places them in a key position to contribute to the successful implementation of the Sustainable Development Goals. The ambition and nature of the 2030 Agenda for Sustainable Development and the policy framework it establishes for all countries makes the Sustainable Development Goals central to the ability of equality bodies to achieve their goals and realise their potential for equality and diversity in society.

The appropriate engagement of equality bodies in the institutional mechanisms for the 2030 Agenda for Sustainable Development, in particular the multi-stakeholder partnerships envisaged for implementing and monitoring the goals at national level, would enable these bodies to:

- Better mainstream equality and diversity in planning for, implementing and monitoring the Sustainable Development Goals; and
- More effectively advance equality outcomes accommodate diversity and eliminate discrimination in the policies, programmes and practices involved in the implementation of the 2030 Agenda for Sustainable Development.

This engagement by equality bodies would place them at the heart of the key international development paradigm in their jurisdiction, a development paradigm that will be in the ascendance over the period up to 2030. This development paradigm provides a platform for the more effective implementation of their mandate to promote equality and combat discrimination and for the achievement of their goals.

Goal 16 has immediate relevance to equality bodies themselves with its concern for access to justice. The targets set, to develop effective, accountable and transparent institutions at all levels and to promote and enforce non-discriminatory laws and policies for sustainable development, are particularly important.

The standards for independent, effective and accessible equality bodies, published by the European Commission of the EU² and the European Commission against Racism and Intolerance of the Council of Europe³, need to be fully implemented to ensure equality bodies can reach their full potential, including their contribution to the achievement of the Sustainable Development Goals. This is a potential to:

- Empower individuals to assert their rights and deal with experiences of discrimination;
- Enable organisations to be planned and systematic in their response to diversity and equality;
- Stimulate a valuing of equality and diversity in society and a positive acknowledgement of people who assert their rights.

² European Commission (2018) COMMISSION RECOMMENDATION (EU) 2018/951 of 22 June 2018 on standards for equality bodies.

³ Council of Europe, European Commission against Racism and Intolerance (ECRI) (2017), General Policy Recommendation No. 2 on Equality Bodies to Combat Racism and Intolerance at the National Level (Revised), Strasbourg, Council of Europe, 7 December 2017.

4. Equality Bodies Advancing Implementation of the Sustainable Development Goals

Equinet has explored the current positioning and situation of equality bodies in relation to the 2030 Agenda for Sustainable Development in a range of exchanges with its members. Equality bodies recognise an immediate alignment between their daily work and the targets set for the Sustainable Development Goals. Their work, and the full and effective implementation of their mandates, is already contributing to the realisation of the Sustainable Development Goals and this could go further and deeper with adequate powers and resources.

Equality bodies have a particular contribution to make in relation to goal 5 with its concern for gender equality, goal 10 with its concern to reduce inequalities, and goal 16 with its concern for access to justice and to the enforcement of 'non-discriminatory laws'. This alignment of the Sustainable Development Goals with the equality body mandate is further evident for many equality bodies in relation to goal 4 with its focus on inclusive and equitable quality education and goal 8 with its focus on decent work for all. This alignment occurs when equality bodies have identified these policy and practice fields as priorities for their interventions.

The combating of discrimination is advanced through the decisions of equality bodies, the casework pursued by equality bodies, and the support provided by equality bodies to complainants under the equal treatment legislation. This work of equality bodies is central to the achievement of goal 5 and goal 10. There is also a similar enforcement contribution made in relation to goal 1 with its focus on ending poverty, where the mandate of the equality body and the provisions of the equal treatment legislation include a socio-economic status related ground. The effective enforcement of equal treatment legislation is central to eliminating discrimination in the workplace and in the provision of a wide range of services, education and accommodation.

Many equality bodies pursue a particular engagement with education systems and educational establishments in their ongoing work under equal treatment legislation. This goes beyond the enforcement of equal treatment legislation to include work on the promotion of and support to inclusive education. Equality bodies implement programmes to support good practice by educational establishments in accommodating the specific needs of the diversity of students and in advancing full equality in practice for this diversity of students. They have developed materials on equality, diversity and discrimination and supported their use in the operations of educational establishments and in their education curricula. They have enabled educational establishments to create safe learning environments free from harassment and sexual harassment by supporting the development and implementation of policies on these issues.

Most equality bodies work with employer organisations, trade unions, and individual companies to enable and ensure workplaces put in place the procedures and practices necessary to prevent discrimination, accommodate the diversity of employees, and implement positive action for the achievement of full equality in practice.

These activities go beyond enforcement work to include the development of guidelines and tools, provision of advice and expertise, and support and incentives for such approaches to be pursued.

Where equality bodies have promoted and supported the implementation of gender mainstreaming and a wider equality mainstreaming across all policy fields, the full spectrum of the Sustainable Development Goals come within their ambit. The engagement of equality bodies with policy makers in relation to implementing mainstreaming has included: capacity building for policy makers; developing and promoting tools to implement mainstreaming; and monitoring of policy-makers in implementing mainstreaming. This work is strengthened in jurisdictions where there is a legal requirement in equal treatment legislation on policy-makers to be proactive in promoting equality and preventing discrimination.

Equality bodies have contributed to developing the equality data available for the different policy areas covered by the Sustainable Development Goals through the programmes of research they have carried out.

Reference to the Sustainable Development Goals by equality bodies in their argumentation for policy change is not widespread. However, some equality bodies do reference the Sustainable Development Goals in framing their policy advice to government on various issues. This reference is seen as supporting a positive response to the policy advice provided. It also stimulates and supports official engagement with the practical implementation of the Sustainable Development Goals.

Awareness within equality bodies of the Sustainable Development Goals is more focused on the goals that directly target gender equality, the reduction of inequalities including economic inequalities, and access to justice. Equality bodies are preparing for a wider engagement. Steps are being taken internally by equality bodies to build staff awareness of, and train their staff in relation to, the policy framework established by the 2030 Agenda for Sustainable Development and the priorities established by the Sustainable Development Goals.

Equality bodies are still at an early stage in their direct engagement with the Sustainable Development Goals and progressing their realisation. This presents challenges to broaden the scope of their work and to innovate in their activities to drive forward the Sustainable Development Goals and contribute to the new development paradigm they represent. They recognise the potential of such an engagement.

5. Equality Bodies Engaging with Institutions for the 2030 Agenda for Sustainable Development

Equality bodies report limited engagement to-date with the institutional mechanisms and processes involved in the implementation of the 2030 Agenda for Sustainable Development. This engagement should encompass interaction by equality bodies with governmental coordination structures, the participation of equality bodies in the stakeholder engagement plans of government, and the involvement of equality bodies in the preparation of Voluntary National Reviews in a manner appropriate to their mandate and independence.

In some instances, this limited engagement by equality bodies reflects the early stage of the journey being followed by the equality body in engaging with this policy framework. In other instances, it reflects a failure by Government to consider the central relevance and potential contribution of the equality body to the successful implementation of its priorities under the 2030 Agenda for Sustainable Development. Overall, it reflects a failure to identify equality bodies as key partners within the guidance published for implementing the 2030 Agenda for Sustainable Development.

There are, however, several good practice examples of equality body engagement. One such exemplar of engagement with the 2030 Agenda for Sustainable Development is offered by the Slovak National Centre for Human Rights in the Slovak Republic.

The Slovak National Centre for Human Rights is a member of the working group of the Stakeholder's Chamber of the Council of Government of the Slovak Republic for 2030 Agenda for Sustainable Development, though it is not a member of the Stakeholder's Chamber itself. The Slovak National Centre for Human Rights is a multi-mandate body with both an equality mandate and a human rights mandate. It was not initially invited to participate and had to push its case for inclusion. It is noteworthy that the deciding factor in its inclusion was the relevance of the equality mandate held by the body, recognised as central for the implementation of the Sustainable Development Goals.

The Slovak National Centre for Human Rights has contributed to the process of preparing the Voluntary National Review of implementation of the Sustainable Development Goals. It has contributed to the identification of priorities for the Slovak Republic under the 2030 Agenda for Sustainable Development and is contributing to the ongoing development of targets and indicators for these priorities. The Slovak National Centre for Human Rights has informed an equality mainstreaming focus in the pursuit of these priorities. It is currently planning to conduct a review of the state of equality in the implementation of the Sustainable Development Goals in the Slovak Republic to-date, once the indicators are set.

The Slovak National Centre for Human Rights has supported the capacity of public bodies, such as the Office of the Government of the Slovak Republic, in this. It organised a Summer Academy to deepen staff knowledge and skills in relation to the 2030 Agenda for Sustainable Development and the Sustainable Development Goals. It is working to develop tools that can be used by staff in their engagement with this policy framework.

6. Conclusion

The achievement of more equal societies is at the heart of the 2030 Agenda for Sustainable Development. Equality and non-discrimination are central to unlocking the potential in the Sustainable Development Goals to ensure no one is left behind. The European Union can offer the establishment and operations of equality bodies across the Member States as a form of good practice that could usefully be taken up globally.

The equality and non-discrimination dimension of the Sustainable Development Goals could be diminished in the absence of an understanding of this intersection among the relevant national and international institutions responsible. This dimension is further threatened by a current development model that is devised and pursued without taking account of the values for and goals of equality and non-discrimination.

Equality bodies play a role that establishes them as key actors for the successful implementation of the 2030 Agenda for Sustainable Development. They are challenged to deepen and further evolve their work in this area, given the potential of this policy framework to advance a more equal and diverse society free from discrimination.

It will be important for national governments, the EU and the UN institutions to:

- Mobilise, enable, support and resource the engagement and capacity of equality bodies in contributing to the achievement of the Sustainable Development Goals.
- Build understanding of relevant national and international institutions of the intersection between equality and non-discrimination and the Sustainable Development Goals and their targets, and a commitment to addressing these intersections.
- Promote and secure the inclusion of equality bodies as key stakeholders in the institutional mechanisms and processes established at national level for the implementation and monitoring of the Sustainable Development Goals.

It will be important for equality bodies to:

- Deepen their expertise on the intersection between equality and non-discrimination and the Sustainable Development Goals and the implications and potential of these intersections for the successful pursuit of their mandate.
- Invest resources in developing their operation to engage effectively with the 2030 Agenda for Sustainable Development.

EQUINET MEMBER EQUALITY BODIES

ALBANIA

Commissioner for the Protection from Discrimination
www.kmd.al

AUSTRIA

Austrian Disability Ombudsman
www.behindertenanwalt.gv.at

AUSTRIA

Ombud for Equal Treatment
www.gleichbehandlungsanwaltschaft.gv.at

BELGIUM

Institute for the Equality of Women and Men
www.igvm-iefh.belgium.be

BELGIUM

Unia (Interfederal Centre for Equal Opportunities)
www.unia.be

BOSNIA AND HERZEGOVINA

Institution of Human Rights Ombudsman of Bosnia and Herzegovina
www.ombudsmen.gov.ba

BULGARIA

Commission for Protection against Discrimination
www.kzd-nondiscrimination.com

CROATIA

Office of the Ombudsman
www.ombudsman.hr

CROATIA

Ombudsperson for Gender Equality
www.prs.hr

CROATIA

Ombudswoman for Persons with Disabilities
www.posi.hr

CYPRUS

Commissioner for Administration and Human Rights (Ombudsman)
www.ombudsman.gov.cy

CZECH REPUBLIC

Public Defender of Rights
www.ochrance.cz

DENMARK

Board of Equal Treatment
www.ast.dk

DENMARK

Danish Institute for Human Rights
www.humanrights.dk

ESTONIA

Gender Equality and Equal Treatment Commissioner
www.volinik.ee

FINLAND

Non-Discrimination Ombudsman
www.syrjinta.fi

FINLAND

Ombudsman for Equality
www.tasa-arvo.fi

FRANCE

Defender of Rights
www.defenseurdesdroits.fr

GEORGIA

Public Defender of Georgia (Ombudsman)
www.ombudsman.ge

GERMANY

Federal Anti-Discrimination Agency
www.antidiskriminierungsstelle.de

GREECE

Greek Ombudsman
www.synigoros.gr

HUNGARY

Equal Treatment Authority
www.egyenlobanasmod.hu

HUNGARY

Office of the Commissioner for Fundamental Rights
www.ajbh.hu

IRELAND

Irish Human Rights and Equality Commission
www.ihrec.ie

ITALY

National Equality Councilor
www.lavoro.gov.it/ministro-e-ministero/Organigaranzia-e-osservatori/ConsiglieraNazionale/Consigliera-nazionale-di-parita

ITALY

National Office against Racial Discrimination - UNAR
www.unar.it

LATVIA

Office of the Ombudsman
www.tiesibsargs.lv

LITHUANIA

Office of the Equal Opportunities Ombudsperson
www.lygybe.lt

LUXEMBURG

Centre for Equal Treatment
www.cet.lu

MALTA

Commission for the Rights of Persons with Disability
www.crpdp.org.mt

MALTA

National Commission for the Promotion of Equality
www.equality.gov.mt

MOLDOVA

Council on Preventing and Eliminating Discrimination and Ensuring Equality
www.egalitate.md

MONTENEGRO

Protector of Human Rights and Freedoms (Ombudsman)
www.ombudsman.co.me

NETHERLANDS

Netherlands Institute for Human Rights
www.mensenrechten.nl

NORTH MACEDONIA

Commission for the Protection against Discrimination
www.kzd.mk

NORWAY

Equality and Anti-Discrimination Ombud
www.ldo.no

POLAND

Commissioner for Human Rights
www.rpo.gov.pl

PORTUGAL

Commission for Citizenship and Gender Equality
www.cig.gov.pt

PORTUGAL

Commission for Equality in Labour and Employment
www.cite.gov.pt

PORTUGAL

High Commission for Migration
www.acm.gov.pt

ROMANIA

National Council for Combating Discrimination
www.cncd.org.ro

SERBIA

Commissioner for Protection of Equality
www.ravnopravnost.gov.rs

SLOVAKIA

National Centre for Human Rights
www.snslp.sk

SLOVENIA

Advocate of the Principle of Equality
www.zagovornik.si

SPAIN

Council for the Elimination of Ethnic or Racial Discrimination
www.igualdadynodiscriminacion.msssi.es

SPAIN

Institute of Women and for Equal Opportunities
www.inmujer.es

SWEDEN

Equality Ombudsman
www.do.se

UNITED KINGDOM - GREAT BRITAIN

Equality and Human Rights Commission
www.equalityhumanrights.com

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