

Equinet Strategic Planning 2019 - 2022

Stakeholder Engagement

As part of our Strategic Planning Process, throughout June, Equinet has been consulting stakeholders, including relevant Civil Society and Social Partners, the European Institutions, Council of Europe, and other International Organizations. A questionnaire was disseminated, complementing targeted meetings with key partners to identify their priorities for the coming years, as well as inviting valuable feedback and expectations relating to their cooperation with our European Network, which will inform the Equinet Strategic Plan for 2019-2022.

In total of **11** responses were received on the Survey questionnaire from the following stakeholders:

Council of Europe - Liri Kopaci Di Michele; Michael Guet (Roma and Travellers Team) **(2)**

Council of Europe, ECRI - Wolfram Bechtel **(1)**

EU Agency for Fundamental Rights (FRA) - Thomas SCHWARZ; Ioannis Dimitrakopoulos; Henri Nickels **(3)**

European Institute for Gender Equality (EIGE) - V. Langbakk **(1)**

European Network on Independent Living (ENIL) - Frank Sioen **(1)**

European Trade Union Confederation (ETUC) - Marina Monaco **(1)**

European Youth Forum - George-Konstantinos Charonis **(1)**

UN Human Rights Office (OHCHR) - Claude Cahn **(1)**

Past relations with Equinet

	Please put a cross in the column that corresponds the most to your assessment		
Promoting Equality	No contribution at all or a small contribution	A fair contribution, on the same level as similar organisations	A major contribution
In the last four years, how big a contribution do you assess Equinet made to keeping Equality as a high priority on the agenda of European Institutions?		3	8

<p><i>Please elaborate on your evaluation in a few sentences:</i></p> <p><i>do you have examples of useful contributions or, on the contrary, of topics where Equinet failed to get the necessary momentum?</i></p>	<ul style="list-style-type: none"> ● Standards (4) ● Horizontal Directive (2) ● Strength in membership ● Good regular cooperation ● Important role in focusing on the role of equality bodies and important equality issues ● Observer status in CAHROM ● Information sharing 		
<p>Communicating Equality</p>	<p>Never or rarely (Less than 5 times in the last 4 years)</p>	<p>On a few occasions each year (between 5 to 10 times in the last 4 years)</p>	<p>On a regular basis (at least 3-4 times a year)</p>
<p>In the last four years, how often in its work has your organisation been using Equinet resources (publications, events, communication, meetings...)?</p>	<p>1</p>	<p>6</p>	<p>4</p>
<p><i>Please elaborate on your evaluation in a few sentences:</i></p> <p><i>Do you think that Equinet constantly provides useful and reliable information on different topics regarding Equality in Europe? If so, which types of resources are you referring to?</i></p>	<ul style="list-style-type: none"> ● Useful events (2) ● Useful Reports (2) ● Good & regular mutual cooperation ● Source of data & Information ● Contact between desk officers ● Updates on national case law ● Useful website - requires some updates (e.g. NEB budget and number of staff) ● Very high quality communication/publications 		

<p>What do you think is the specific added-value that Equinet brings compared to similarly focused and sized organizations?</p>
<ul style="list-style-type: none"> ● Network of NEBs (5) - niche ● Links with Govt (2), IOs & CSOs ● Good practices (2) ● Peer support & exchange (2) between NEBs ● Membership ● Link between EU and national-level ● Data collection ● Hub - effective information transfer ● Wide & deep knowledge on diverse angles of equality

- commitment
- professionalism
- “Essential Partner for advocating an ambitious equality agenda” - FRA
- “EBs natural partner at national-level” - FRA

Please give us **3 words** that best sum up Equinet for you

Advocacy (3)¹

Equality (3)

Network (2)



What **key needs or benefits** have you met or sought to meet or obtain in your relations with Equinet in the last four years?

- Close **cooperation (4)²** for greater impact/mutually reinforcement/advancing equality agenda
- Date & Information (2) gathering & exchange
- Better understanding of equality policies & activities at national level
- Empowering NEBs
- Communicating with NEBs
- Connecting national level NGOs and authorities
- Intersectionality
- Horizontal overview of issues

¹ The word *advocacy* was mentioned 2 times, while *lobbying* 1 time. Given that these are used interchangeably with the same meaning, *advocacy* was counted 3 times.

² The word *allies* was used at one instance

- Preventing sexual harassment at work
- OPRE & CAHROM platforms

Future relations with Equinet

Please give us the (maximum) **three main strategic priorities** your organisation is planning to pursue at the European level in the coming four years?

General objectives

- Identifying trends: collecting and analysing comparable data and **evidence (2)**
- Supporting **rights-compliant (2)** policy responses: providing expertise
- **Promoting (2)** rights, values and freedoms
- Contributing to better law making and implementation: providing independent advice
- Strengthening **cooperation** with national and local fundamental rights actors
- Increased **partnership** for added value -> increase impact on ground
- Broadening civil space & challenging democratic roll-back
- Advancing economic, social and cultural rights
- Advancing equality (incl. for **Roma**, older persons, **PwD**, **migrants**)
- Empowering NEBs
- Reinforcing role of local and regional authorities

Ground/area - focused

- **Gender** equality/budgeting/ -based violence
- Coordination across regions, countries and institutions -> combat **VaW (2)** and **domestic violence**
- Rights of **migrant**, refugee and asylum seeking **women**
- Integration policies for **migrants**
- **Work-Life Balance (2)**
- **LGBTQI* workers'** rights
- Combating **racism** and **xenophobia** at the **workplace**
- Combating **anti-gypsyism**
- **Empowering Roma women** and **youth**
- **Empowerment of youth** organisations
- **Youth** participation, autonomy and inclusion
- Non-discrimination in the Freedom of Movement and access to support
- Education for **vulnerable groups**
- **Hate crime** and **disability** hate crime
- **Deinstitutionalisation** and transition to support in the community

Regarding these main strategic priorities, what main areas of direct cooperation with Equinet do you envision for your work at the European level over the period 2019 to 2022?

- **Promoting (2)** rights, values and freedoms
- Strengthening **cooperation** with national and local fundamental rights actors
- Horizontal Directive

- Standards
- Work-Life Balance
- **Gender-based violence/VaW (2)**, stereotypes, sexism
- Rights of **migrant, refugee and asylum seeking women**
- Empowering NEBs
- Integration policies for **migrants**
- Education for **vulnerable groups**
- Discrimination, racism & hate speech against **Roma and Travellers**
- HR issues (segregation, child marriage, etc...)
- **Information gathering & sharing** on thematic priorities
- Tackling **workplace racism and xenophobia**
- **Youth participation, autonomy and inclusion**
- **Links with NEBs re Freedom of Movement**
- Focus on **disability** in the **hate crime** and discrimination debate
- **Awareness-raising** (trainings) for Equinet and members on **Independent Living**

If you have participated in Equinet's capacity building and/or knowledge exchange activities (seminars, conferences, meetings, trainings...) in the last four years, do you have any suggestion as how these activities could be improved to better meet the needs of Equinet's partners?

- Further coordination and synchronisation of capacity building and exchange activities
- Better use of standards, expertise, work and activities of CoE in areas covered by its Gender Equality Strategy
- More interest of Equinet members on Roma issues/anti-Gypsyism
- More information-sharing between OPRE NEBs and other NEBs
- More often outside of Brussels please! :)
- Annual CSO meetings seen as great opportunity to engage with other organisations and explore synergies/cooperation
- Stronger voice to victims of discrimination

Do you have any remark on issues which you consider are important for us to take into account?

- Hope for further cooperation (EEA/Norway Grants noted)
- Define role of Equinet in relation to interplay between HR of women-discrimination on the ground of sex/gender and gender equality
- Synergies and cooperation based on the added value of partners
- Roma should be kept in the pluri-annual Programme/Strategy of Equinet
- Clear mentioning of OPRE as a tool in place to raise Roma issues
- **Keep up the great work! :) (2)**

Meetings with CSOs & Social Partners

Common priorities identified by multiple stakeholders

- Deeper and more sustained cooperation at national-level (between NEBs and relevant national members of EU-based NGOs, Social Partners)
- Better communication and coordination of activities at European-level -> avoiding overlaps and maximising impact by coordinated action
- Better awareness about each other's work/ground focus/issues (intersectional mindset)
- Anticipating European/national-level political changes, considering diverse and developing national contexts
- Balancing of horizontal structures between EU-level umbrella organisations and national members (preference for bottom-up approach) with providing strong support from EU-level when needed
- Stronger cooperation with the Council (rotating Presidencies)
- Effective Communication of rights & values/Framing equality
- Capacity building activities

Common topics/activities (some possibly for consideration for Work Plan 2019)

- Political Participation
- EP Elections
- SDGs (G 10)
- Strategic Litigation
- Work-life Balance
- Freedom of Movement
- Hate Speech/Crime