



# Members of the European Institute for Gender Equality's Management Board and Experts' Forum

March 2012





The Management Board	4
The Experts' Forum	8
Chair of the Management Board	10
Chair of the Experts' Forum	11
European Commission	12

Belgium	14
Bulgaria	18
Czech Republic	22
Denmark	24
Germany	28
Estonia	32
Ireland	34
Greece	36
Spain	40
France	44
Italy	46
Cyprus	48
Latvia	50
Lithuania	52
Luxembourg	54
Hungary	58
Malta	62
Netherlands	66
Austria	70
Poland	72
Portugal	76
Romania	80
Slovenia	84
Slovakia	88
Finland	92
Sweden	96
United Kingdom	100
European Parliament - Experts' Forum	104
EU Level Non Governmental Organisations - Experts' Forum	106
EU Level Employers' Organisations - Experts' Forum	108
EU Level Workers' Organisations - Experts' Forum	110



## THE MANAGEMENT BOARD

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1. The Management Board shall consist of:
  - (a) eighteen representatives appointed by the Council, on the basis of a proposal from each Member State concerned;
  - (b) one member representing the Commission, appointed by the Commission;
2. The members of the Management Board shall be appointed in such a way as to secure the highest standards of competence and a broad range of relevant and transdisciplinary expertise in the area of gender equality. The Council and the Commission shall aim to achieve a balanced representation between men and women on the Management Board. Alternates who represent the member in his or her absence shall be appointed by the same procedure. The list of the members and alternates of the Management Board shall be published by the Council in the Official Journal of the European Union, on the website of the Institute and on other relevant websites.
3. The term of office shall be three years. For each term of office, the members appointed by the Council shall represent eighteen Member States in the order of the rotating Presidencies, one member being nominated by each Member State concerned.
4. The Management Board shall elect its Chairperson and Vice-Chairperson to serve for a period of three years.
5. Each member of the Management Board referred to under paragraph 1(a) or (b), or in his or her absence, his or her alternate, shall have one vote.
6. The Management Board shall take the decisions necessary for the operation of the Institute. In particular, it shall:
  - (a) adopt, on the basis of a draft drawn up by the Director, as referred to in Article 12, after consultation with the Commission, the annual work programme and the medium term work programme, covering a three-year period, in accordance with the budget and the available resources; the programmes may be reviewed whenever necessary; the first annual work programme shall be adopted not later than nine months after the appointment of the Director;
  - (b) adopt the annual report referred to in Article 3(2), comparing, in particular, the results achieved with the objectives of the annual work programme; this report shall be forwarded by 15 June at the latest to the European Parliament, the Council, the Commission, the Court of Auditors, the European Economic and Social Committee and the Committee of the Regions and shall be published on the website of the Institute;
  - (c) exercise disciplinary authority over the Director and appoint or dismiss him or her pursuant to Article 12; and
  - (d) adopt the Institute's annual draft and final budgets.

7. The Management Board shall adopt the Institute's internal rules on the basis of a proposal drawn up by the Director after consultation with the Commission.

8. Decisions by the Management Board shall be taken by a majority of its members. The Chairperson shall have the casting vote. In the cases referred to in paragraph 6 and in Article 12 (1), decisions shall be taken by a two-thirds majority of its members.

9. The Management Board shall adopt its rules of procedure on the basis of a proposal drawn up by the Director after consultation with the Commission.

10. The Chairperson shall convene the Management Board at least once a year. The Chairperson shall convene additional meetings on his or her own initiative or at the request of one third of the members of the Management Board. 30.12.2006 EN Official Journal of the European Union L 403/13

11. The Institute shall forward annually to the European Parliament and the Council (hereinafter referred to as the 'budgetary authority') any information relevant to the outcome of the evaluation procedures.



12. The Directors of the European Foundation for the Improvement of Living and Working Conditions, the European Agency for Safety and Health at Work, the Centre for the Development of Vocational Training and of the European Union Agency for Fundamental Rights may as appropriate be invited to attend meetings of the Management Board as observers in order to coordinate the respective working programmes as regards gender mainstreaming.

*Article 10 of the Regulation (EC) no 1922/2006 of the European Parliament and of the Council of 20 December 2006 on establishing a European Institute for Gender Equality.*

*The following member states are not currently represented on the Institute's Management Board: Cyprus, Denmark, Greece, Ireland, Italy, Latvia, Lithuania, Luxembourg, and Poland.*



## EXPERTS' FORUM

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1. The Experts' Forum shall be composed of members from competent bodies specialised in gender equality issues, on the basis of one representative designated by each Member State, two members representing other relevant organisations specialized in gender equality issues designated by the European Parliament, as well as three members designated by the Commission and representing interested parties at European level, with one representative each from:

(a) an appropriate non-governmental organisation at Community level which has a legitimate interest in contributing to the fight against discrimination on grounds of sex and the promotion of gender equality;

(b) employers' organisations at Community level; and

(c) workers' organisations at Community level.

The Member States and the Commission shall aim to achieve a balanced representation between men and women in the Experts' Forum. Members may be replaced by alternates, appointed at the same time.

2. Members of the Experts' Forum shall not be members of the Management Board.

3. The Experts' Forum shall support the Director in ensuring the excellence and independence of activities of the Institute.

4. The Experts' Forum shall constitute a mechanism for an exchange of information in relation to gender equality issues and the pooling of knowledge. It shall ensure close cooperation between the Institute and competent bodies in the Member States.

5. The Experts' Forum shall be chaired by the Director or, in his/her absence, by a deputy from within the Institute. It shall meet regularly at the invitation of the Director, or at the request of at least a third of its members, and at least once per year. Its operational procedures shall be specified in the Institute's internal rules and shall be made public.

6. Representatives of the Commission's departments shall participate in the work of the Experts' Forum.

7. The Institute shall provide the technical and logistic support necessary for the Experts' Forum and provide a secretariat for its meetings.

8. The Director may invite experts or representatives of relevant economic sectors, employers, trade unions, professional or research bodies, or non-governmental organisations with recognized experience in disciplines related to the work of the Institute to cooperate in specific tasks and to take part in the relevant activities of the Experts' Forum.

*Article 11 of the Regulation (EC) no 1922/2006 of the European Parliament and of the Council of 20 December 2006 on establishing a European Institute for Gender Equality.*



**MS. EVA MARIA  
WELSKOP-DEFFAA | CHAIR**  
MANAGEMENT BOARD | MEMBER

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### GERMANY

**Head of Equality, Equal Opportunities**

**Federal Ministry of Family, Senior Citizens, Women and Youth**

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Eva M. Welskop-Deffaa (born in Duisburg 1959, married, 3 children) has been head of the department for gender equality in the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth since 2006. The graduate economist is chair of the Management Board of the European Institute for Gender Equality and vice-chair of the Hildegardis-society, the oldest association to fund women's studies in Germany. Furthermore she is a member of the Management Board of the Federal Employment Agency and spokeswoman of the Central Committee of German Catholics for General Questions of Society and Economy.



**MS. VIRGINIJA LANGBAKK**  
EXPERTS' FORUM | CHAIR

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### Director

**European Institute for Gender Equality (EIGE)**

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Virginija Langbakk is currently the Director of the European Institute for Gender Equality (EIGE) in Vilnius, Lithuania. EIGE is an EU regulatory agency, which supports the EU and its Member States in promoting gender equality, fighting discrimination based on sex and raising awareness about gender issues. Previously, Ms Langbakk worked as Deputy Director at Sweden's Ministry for Foreign Affairs. Over the past 17 years, in her capacity as a gender expert, she was involved in bringing the gender perspective into the public sector at local, regional and national levels in 38 countries worldwide. At EIGE, she is responsible for management of both the administrative and operational structures of the Institute. Her role also includes developing and implementing the Institute's mid-term and annual work programmes. Her vision is to position the Institute as the strongest and most competent knowledge centre for Gender Equality in the EU.



**MR. AUREL CIOBANU-DORDEA**  
MANAGEMENT BOARD | MEMBER

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**EUROPEAN COMMISSION**

**Director**

**Directorate-General Justice | Directorate D - Equality**

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Aurel Ciobanu-Dordea is the director for Equality in the European Commission's Directorate-General Justice since 1 April 2011. He was previously the director for Fundamental rights and Union Citizenship, also in DG Justice.

He is a lawyer by training and holds an LL.M. from the University of Illinois (US) and a Ph.D. from the University of Bucharest (Romania).



**MS. DANIELA BANKIER**  
MANAGEMENT BOARD |  
ALTERNATE MEMBER

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**EUROPEAN COMMISSION**

**Head of Unit for Equality between Women and Men**

**Directorate-General Justice**

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Dr. Daniela Bankier has been working for the European Commission since 1999. After heading the legal Unit for Equal Treatment and Non-discrimination, she is now head of the Unit for Equality between Women and Men in the Directorate-General Justice.

From 1999-2004 she was a member of the cabinet of the German budget Commissioner Michaela Schreyer and in 2005 became deputy head of cabinet of Vladimir Spidla, Commissioner responsible for Employment, Social Affairs and Equal Opportunities.

Dr. Daniela Bankier started her professional career in the international department of the Austrian Central Bank, whose representation office in Brussels she headed between 1995 and 1999. Dr Daniela Bankier studied law in Vienna, Paris and the USA and obtained a PhD on the legal questions of the European Economic and Monetary Union in 2003.



**MR. MICHEL PASTEEL | VICE CHAIR**  
MANAGEMENT BOARD | MEMBER

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**BELGIUM**

**Director**

**Institute for the Equality of Women and Men**

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With a degree in Law and Criminology, Michel Pasteel has always been sensitive to issues such as equal opportunities and the fight against discrimination. He has been the director of the Institute for the Equality of Women and Men since 2006 and vice-chair of the Management Board of the European Institute for Gender Equality, where he represents Belgium, since 2009. As a member of the Brussels Bar until 2000, he has diversified his activities: speaker at conferences, member of the National Evaluation Commission of the law of 3 April 1990 concerning abortion and adviser to the Deputy Prime Minister and Minister for Employment and Equal Opportunities from 1999 to 2003. Mr. Pasteel was, until 2006, an adviser to the Deputy Prime Minister and Minister of Justice, with responsibility for gender matters concerning Justice.



**MS. ANNEMIE PERNOT**  
MANAGEMENT BOARD | ALTERNATE

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**BELGIUM**

**Social Attaché**

**Permanent Representation of Belgique to the EU**

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Annemie Pernet is Dr. in Law of the K.U.L. (Katholieke Universiteit Leuven). Her research interests include labour law, equal opportunities and non-discrimination. She was appointed as president of the “Commission du Travail des Femmes” from 1990 to 1993, an advisory committee of the Minister of Equality. Since 1995 she has been appointed to the Belgian Permanent Representation to the European Union as social attaché where she treats the files of employment, work, social policy and non-discrimination.



EXPERTS' FORUM | MEMBER  
PENDING APPOINTMENT

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**BELGIUM**

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**MR. JEROEN DECUYPER**  
EXPERTS' FORUM | ALTERNATE

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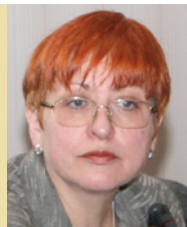
**BELGIUM**

**Attaché**

**Institute for the Equality of Women and Men**

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Jeroen Decuyper holds a Master's degree in Romance Literature and Languages and one in International Relations and Conflict Management. He works at the Belgian federal Institute for the Equality of Women and Men, where he is part of the unit on gender mainstreaming. At the institute, he is also the person in charge of monitoring the implementation of the national action plan on the execution of UNSCR 1325. Mr. Decuyper is also the secretary of the Advisory Council on Equal Opportunities of the Municipality of Zwijndrecht.



**MS. TATYANA SPASSOVA KMETOVA**  
MANAGEMENT BOARD | MEMBER

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**BULGARIA**

**Executive Director**

**Center of Women's Studies and Policies Foundation**

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Ms. Tatyana Kmetova's main activities as a gender expert and trainer include monitoring of and contribution to the improvement of the national legislation and policy documents from a gender perspective; dissemination of information on gender equality issues; training of governmental and non-governmental organisations, local authorities and other stakeholders in gender issues and gender mainstreaming approach and methods. She is a founding member and member of the Executive Board of the International Gender Policy Network (2005-2010) - association of 19 NGOs from Central, Eastern and South Eastern Europe, Caucasus and Central Asia, and a founding member and member of the Board of the Bulgarian Chapter of Business and Professional Women International since 2011. Ms. Kmetova is active as an expert and trainer to different Bulgarian and foreign NGOs, as well as to the Bulgarian Government, and international institutions.



**MS. PETIA MIHAYLOVA MOEVA**  
MANAGEMENT BOARD | ALTERNATE

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**BULGARIA**

**Chief Expert**

**Ministry of Labour and Social Policy | Demographic Policy,  
Equal Opportunities and Anti-discrimination Department**

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Petia Moeva joined the Gender Equality and Anti-discrimination Department of the Bulgarian Ministry of Labour and Social Policy in 2008. She has been working for several national and transnational projects in the field of gender mainstreaming, fighting trafficking in human beings, promoting minority rights and anti-discrimination. Since 2000, she has been a member of the NGO „Nouveaux Droits de l'Homme“, an NGO with a Special Consultative Status for the Economic and Social Council of the United Nations, and has written several publications (Arc en Ciel 2004, 2012). She has been involved in the consultative process and transposition of Directive 2010/41/EU in national legislation, of the Pregnant Workers' Directive, of the indicators for the follow up of the Beijing Platform for Action and of tackling the gender pay gap.



EXPERTS' FORUM | MEMBER  
PENDING APPOINTMENT



**MS. IRINA MOULECHKOVA**  
EXPERTS' FORUM | ALTERNATE

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**BULGARIA**

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**BULGARIA**

**Commissioner**

**Commission for Protection against Discrimination**

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Ms. Irina Moulechkoval's main activities at the Commission for Protection against Discrimination include the prevention of and protection against discrimination, ensuring equal opportunities and controlling observance of antidiscrimination legislation. She is also a professor of International Public Law at the University of National and World Economy (UNWE) in Bulgaria. Ms. Moulechkoval is an expert in Social Watch, where she contributes to publications and participates in a Balkan project on the status of women. PhD in International Public Law and International Relations.

From 1997 professor of International Public Law at the University of National and World Economy, Sofia, Bulgaria and senior lecturer in International Public Law – General Course, International Protection of Human Rights and Law of International Governmental Organisations.



MANAGEMENT BOARD | MEMBER  
PENDING APPOINTMENT



**MR. CZESLAW WALEK**  
MANAGEMENT BOARD | MEMBER

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**CZECH REPUBLIC**

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**CZECH REPUBLIC**

**Chairman**

**Board of Prague Pride**

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Czeslaw is currently the Chairman of the Board of Prague Pride and director of this biggest LGBT+ festival in Central Europe. He previously served as the Deputy Minister for Human Rights. He was responsible for supervising development of governmental policies and legislation in areas of gender equality, human rights, minority rights, rights of disabled people and policies concerning development of NGO sector. Czeslaw received his Law degree from Faculty of Law of Jagiellonian University, Krakow, Poland and MA in Human Rights from Legal Department of Central European University, Budapest, Hungary. He is a recipient of the Alice G. Masaryk Human Rights Award of 2011.



**MS. PAVLA ŠPONDROVÁ**  
EXPERTS' FORUM | MEMBER

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**CZECH REPUBLIC**

**Office of the Government**

**Section for Human Rights**

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Pavla Špondrová is graduated in Law and Jurisprudence and in Sociology, both from Masaryk University, Brno. Ms. Špondrová is focused on legal aspects of promoting equal opportunities and antidiscrimination, constitutional law and human rights and women and men in decision-making. She also coordinates the preparation, fulfillment and evaluation of the Czech national Action Plan of Equal Opportunities for Women and Men.



**MR. RADAN ŠAFAŘÍK**  
EXPERTS' FORUM | ALTERNATE

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**CZECH REPUBLIC**

**Lawyer**

**Ministry of Labour and Social Affairs | Gender Equality Unit**

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Radan Šafařík is responsible for monitoring and supervising the implementation of gender equality in the field of constitutional law, administrative law, environmental law and law regulation concerning education, research, public health and media. He is also the secretary of the Governmental Committee for Balanced Representation of Women and Men in Politics and of the Governmental Committee for the Prevention of Domestic Violence. He is responsible for drafting a national policy and for the European cooperation in the field of gender equality (PROGRESS, programmes of the ESF, EEA grants and Norway grants).



**UNIV. PROF. DR. HANS BONDE**  
EXPERTS' FORUM | MEMBER

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**DENMARK**

**Professor**

**University of Copenhagen | Department of Exercise and Sport Sciences**

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Dr Hans Bonde is a professor of sports history at the Institute for Sport Sciences, University of Copenhagen. He also heads the Danish Ph.D. Research School for Sport Sciences. His main competences include masculinity, sport, sport history and gender issues. Dr Bonde has been awarded the prize for best history book and the Research prize for the Humanities of the Danish Academic Union. He is the author of several scientific and research publications on gender and masculinity.



**MS. BIRGITTE BRUUN**  
EXPERTS' FORUM | ALTERNATE

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**DENMARK**

**Executive Vice President**

**Nykredit A/S Copenhagen**

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Ms. Birgitte Bruun is an Executive VP of Nykredit A/S and is responsible for Corporate Social Responsibility. She is also a member of the Danish Business Economists Association and of the Association of Business Women. During the last 17 years she has been a prime mover in activities to increase the number of female leaders in private businesses. Additionally, she is a member of the Board of a crisis centre and shelter for women and children subjected to domestic violence and also of the Board of the nation-wide association LOKK (the union of all shelters for battered women and children in Denmark).



## MS. RENATE AUGSTEIN

MANAGEMENT BOARD | ALTERNATE



## MS. WALTRUAD DAHS

EXPERTS' FORUM | MEMBER

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### GERMANY

**Deputy Head of Equality, Equal Opportunities  
Federal Ministry of Family, Senior Citizens, Women and Youth**

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Renate Augstein served the Friedrich Naumann Stiftung as desk officer for social policies before becoming a desk Officer at the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth, Bonn, in 1981. For about 10 years she was responsible for policies to protect women against gender based violence. In 2000 she began her current managerial role as Deputy Director-General "Gender Equality" at the Ministry in Berlin, being responsible inter alia for the implementation of gender mainstreaming within the federal government, the implementation of the EU equality directives into German law and chairing the federal work groups "Trafficking in Women" and "Domestic Violence". She has issued various publications on juridical and political issues including the development of an E-Master-course on violence against women.

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### GERMANY

**Head of the Unit for European and International Gender Equality Policy  
Federal Ministry for Family Affairs, Senior Citizens, Women and Youth**

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Waltraud Dahs, a political scientist, has been Head of the Division for European and international gender equality policy at the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth since 2002. Currently, she is a member of the Advisory Committee on Equal Opportunities for Women and Men and of the Non-Discrimination Governmental Expert Group. Before taking up her post as Head of Division, she worked as a National Expert at the European Commission, Directorate-General for Employment and Social Affairs, Gender Equality Unit.



**DR. RAPHAEL MAGIN**  
EXPERTS' FORUM | ALTERNATE

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#### **GERMANY**

**Policy Officer in the Unit for General Questions of Gender Equality Policy  
Federal Ministry for Family Affairs, Senior Citizens, Women and Youth**

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Raphael Magin is a policy officer in the Gender Equality and Equal Opportunities Division of the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth. As a member of the unit for general questions of gender equality policy, he is currently working on gender issues related to pensions and demographics. Before joining the Ministry, Raphael Magin researched, published, and taught in the fields of gender studies and comparative political science at the University of Konstanz. His academic specialization is in the field of parliamentary representation of women in Germany.



**MS. KÄTHLIN SANDER**  
MANAGEMENT BOARD | MEMBER

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**ESTONIA**

**Adviser**

**Ministry of Social Affairs | Gender Equality Department**

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Ms. Käthlin Sander is an adviser at the Gender Equality Department of the Ministry of Social Affairs of Estonia. She is responsible for preparing draft legislation and policy documents, participating in the planning and implementation of the activities to promote gender equality as well as preparing country reports on the situation and activities concerning gender equality in Estonia. She is also participating in an international co-operation in the framework of the Council of Europe, European Union etc. She has an LL.M in Human Rights and has been working in the gender equality unit of the Ministry of Social Affairs since 2001.

**MR. CHRISTIAN VESKE**  
MANAGEMENT BOARD | ALTERNATE

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**ESTONIA**

**Chief Specialist**

**Ministry of Social Affairs | Gender Equality Department**

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**MS. HELEN SÖÖL**  
EXPERTS' FORUM | MEMBER

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### ESTONIA

**Chief Specialist on Domestic Violence**

**Ministry of Social Affairs | Gender Equality Department**

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Helen Sööl was born on April 21th, 1979 in Hiiumaa, Estonia. She lived and studied media in Finland, from 1998 until 2000, and graduated in psychology. Currently, she is studying to become a licensed family therapist. Ms. Sööl is involved in volunteer activities at Tallinn's Crisis Centre for Women, helping victims of domestic violence. She has been working at the Ministry of Social Affairs as a substitute specialist and currently she is a chief specialist on domestic violence.



**MS. KRISTIINA LUHT**  
EXPERTS' FORUM | ALTERNATE

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### ESTONIA

**Adviser**

**Ministry of Social Affairs | Gender Equality Department**

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Kristiina Luht is an adviser at the Estonian Ministry of Social Affairs for the Gender Equality Department. Her responsibilities include policy-making and implementation in human trafficking, domestic violence prevention and victim support areas. She started her career in the human rights field in 1998, working at the first women's studies centre in Estonia, aimed at promoting a better understanding of human rights and improving the condition of women in Estonia. In 2002 she became the first government representative responsible for anti-trafficking work in Estonia. She has initiated, coordinated and implemented several projects in the Nordic and Baltic countries with the aim to raise awareness on human trafficking, to improve victim support and to acknowledge different stakeholders on the importance of safeguarding victim's human rights. Kristiina Luht has written several articles, guidelines and training materials on human trafficking. In 2009 her portfolio was supplemented by the issue of domestic violence, and she is also developing other areas that are important for tackling violence against women.



**MS. RENEE DEMPSEY**  
EXPERTS' FORUM | MEMBER

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**IRELAND**  
**Chief Executive**  
**Equality Authority**

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Renee Dempsey has been CEO of the Equality Authority of Ireland since mid 2009. Previous to her appointment, she had a wide range of experience across several Government Departments, working at a national and international level. She managed a broad range of policy dossiers at senior level, including energy, climate change, transport, radiation protection, the Telecom IPO and was head of the Disability Equality Division in the Department of Justice, Equality and Law Reform. She has represented Ireland at the EU, UN, OECD and other international organisations.



**MS. CAROL BAXTER**  
EXPERTS' FORUM | ALTERNATE

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**IRELAND**  
**Head of Development**  
**Equality Authority**

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Ms. Carol Baxter has been Head of Development at the Equality Authority since October 2006. She is responsible for building partnerships for equality with public and private sector projects and has managed large-scale EU-funded projects including Promoting Equality for All in a Time of Change (2011) and the European Year Legacy Action Plan (2009), a follow-on programme from the European Year of Equal Opportunities for All 2007 for which the Equality Authority was the National Implementing Body. She was Policy Manager of the National Women's Council of Ireland from 2000 to 2002 working on the areas of employment and access to decision-making. She holds a doctorate in women's studies for her work on women in seventeenth-century France. She has also worked for many years as an Irish diplomat, including as a desk officer for the Lisbon Strategy during Ireland's EU Presidency in 2004.



**MS. MARIA ZERVOU**  
EXPERTS' FORUM | MEMBER

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**GREECE**

**Head of Documentation and Information Directorate**  
**General Secretariat for Gender Equality | Ministry of Interior**

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Ms Maria Zervou, economist, has worked in the field of gender equality policies in the General Secretariat for Gender Equality since 1985. She has been the coordinator of various national and EU initiatives and projects on gender equality and is a member of numerous committees and working groups, especially in the fields of women's employment, gender statistics and women and ICT.



**MS. GEORGIA KARTZI**  
EXPERTS' FORUM | ALTERNATE

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**GREECE**

**Head of Information Department**  
**General Secretariat for Gender Equality | Ministry of Interior**

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Ms. Georgia Kartzi joined the General Secretariat for Gender Equality (GSGE) in 2007 after completing her studies at the National School of Public Administration. Ms. Kartzi holds a bachelor's degree in Statistics and Insurance Science from the University of Piraeus and a master's degree in Social Science Research from the University of Edinburgh where she specialised in statistics and gender issues. Her master thesis focused on documenting human trafficking in Greece.

Through her work at the GSGE Ms Kartzi has participated in national and EU initiatives and projects on gender equality. As head of the Information department she is responsible for providing Information and scientific support to citizens and organizations on governmental policies and statistical data related to gender issues.



**MS. ANA GONZÁLEZ RODRÍGUEZ**  
MANAGEMENT BOARD | MEMBER

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**SPAIN**

**Councillor**

**Town Hall of Gijón**

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Ana González Rodríguez was born on May 14, 1963 in Oviedo, Asturias. She has a degree in Hispanic Philology and she has been a teacher of Secondary Education since 1989. As a teacher, she has specialised in co-education and has held various positions: head of Studies, head of the department and adviser for In-service training. In 2001 she became head of the Service for Equal Opportunities between Women and Men of the Asturias' Institute for Women, the Asturias' regional body for gender equality, thus extending her expertise to the fields of gender-based violence and women's employment. In June 2008 she joined the cabinet of the Minister of Equality as a senior policy adviser and in September 2009 she became head of cabinet. She has now returned to teaching in an Institute of Secondary Education; a function that is compatible with that of councilwoman in the Town Hall of Gijón (Asturias). She also represents Spain in the Management Board of EIGE.



**MS. MERCEDES ALICIA FERNÁNDEZ PÉREZ**  
MANAGEMENT BOARD | ALTERNATE

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**SPAIN**

**Technical Advisor**

**Ministry of Health, Social Policy and Equality**

**Directorate-General of Equality**

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Mercedes Alicia Fernández is a technical adviser for international relations at the State Secretariat for Social Services and Equality. She has worked in the area of gender equality since 1988.

She is also a member of the High Level Group on Gender Mainstreaming and on the Advisory Committee for Equality between Women and Men of the European Commission.



**DR JUDITH ASTELARRA**  
EXPERTS' FORUM | MEMBER

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**SPAIN**

**Professor of Sociology**  
**Universitat Autònoma de Barcelona**

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Dr. Judith Astelarra has a PhD (Doctor of Philosophy) and is a professor of Sociology at the "Universitat Autònoma de Barcelona". She has been head of the department of Sociology, dean of the Faculty and coordinator of their women's studies programme. She is the author of many articles, chapters of books and books related to gender public policies and politics.



**MR. JOSÉ LUIS BURGOS FRESNO**  
EXPERTS' FORUM | ALTERNATE

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**SPAIN**

**Technical Adviser of Studies**  
**Women's Institute**

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José Luis Burgos Fresno is a technical adviser of studies in the Women's Institute. He is also a member of the permanent commission of the Observatory for Equal Opportunities between Women and Men in Spain and is in charge of managing the work aimed at the creation of the National Spanish System of Gender Indicators. He has extensive experience in the field of gender indicators and evaluation of public policies with a gender perspective, especially in gender budgeting. He has participated in numerous statistical publications on the status of women, such as "*Women in figures in Spain*" and "*Women and men in Spain*". He is also the author of the thesaurus "*Woman*", edited by the Women's Institute.



MANAGEMENT BOARD | MEMBER  
PENDING APPOINTMENT



**MS. FRANÇOISE VILAIN**  
MANAGEMENT BOARD | ALTERNATE

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**FRANCE**

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**FRANCE**

**President**

**The Enterprises Group**

**The French Economic, Social and Environmental Council**

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Françoise Vilain is the president of the „Groupe des Entreprises du Conseil Economique Social et Environnemental“ (CESE) and chairs in the department of European and International Affairs. In the CESE she has also lead a delegation that strives for the rights of women and has advocated that the equity between women and men in the CESE must be legalised. Françoise Vilain is head of Futurallia, an organisation which promotes the relations between companies. Furthermore she is the president of the „Comité des Conseillers du Commerce Extérieur de la France en Poitou-Charentes“. Being the first woman to chair in the Board of Directors of the „Groupe Crédit Agricole“ and as a former general director of the CCI of Vienne, she represents the interests of the companies without neglecting the human values of the economy.



**MS. GENEVIEVE ZDROJEWSKI**  
EXPERTS' FORUM | MEMBER

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**FRANCE**

**Deputy Head**

**Office of European and International Affairs of the General Direction of Social Cohesion | Ministry of Solidarity and Social Cohesion**

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Civil servant in the Office of European and International Affairs of the Direction of Social Cohesion. She is responsible for the relationships with the EU and the bilateral cooperation on gender equality in the EU. She is also an expert on gender equality.

**MS. SOPHIE DEL-CORSO**  
EXPERTS' FORUM | ALTERNATE

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**FRANCE**

**Civil Servant**

**Office of European and International Affairs of the General Direction of Social Cohesion | Ministry of Solidarity and Social Cohesion**

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Ms Del-Corso is a civil servant in the Office of European and International Affairs of the Direction of Social Cohesion. She is responsible for the relationships with the UN, the Council of Europe and the Union for the Mediterranean as well as for the bilateral cooperation on gender equality and on homelessness /access to housing.



**MR. MICHELE PALMA**  
EXPERTS' FORUM | MEMBER

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**ITALY**  
**GENERAL DIRECTOR**  
**Office for Interventions in Social and Economic Fields**  
**Department for Equal Opportunities of the Presidency of the Council of Ministers**

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Mr. Michele Palma has worked in the field of gender equality and anti-discrimination policies in national, European and international contexts. He has been the coordinator of various initiatives and projects on gender equality and women empowerment, including the projects co-financed by the Structural Funds. He also has long-term experience in gender monitoring, evaluation and gender budgeting. Mr. Palma has been a member of numerous committees, working groups and delegations.

**MS. MARIATERESA POLI**  
EXPERTS' FORUM | ALTERNATE

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**ITALY**  
**Legal Advisor to the Italian Prime Minister**  
**Italian Government**

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Ms. Mariateresa Poli's main duties as a Legal Advisor to the Italian Prime Minister consist of giving legal counsel on military and equal opportunities. She also has previous experience in the field of gender equality that she gained while working as a Legal Advisor to the Minister for Equal Opportunities in the Italian Ministry for Equal Opportunities. Previously, Ms. Mariateresa Poli has worked in several positions within the legal field.



**MS. ALEXIA HADJIKOUMI**  
EXPERTS' FORUM | MEMBER

EXPERTS' FORUM | ALTERNATE  
PENDING APPOINTMENT

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**CYPRUS**

**Employment Officer**

**Ministry of Labour and Social Insurance | Department of Labour**

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**CYPRUS**

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Ms. Alexia Hadjikoumi (LLB, LLM, MSc) is an employment officer at the Department of Labour. She practised as a lawyer in the private sector and at the same time as an associate lawyer at the Law Commissioner's Office and as the general secretary of the National Institution for the Protection of Human Rights for a period of five years. During her post at the Law Commissioner's office she participated in the preparation of the manuscript of the Edition of Law Commissioner regarding the protection of human rights in Cyprus and was responsible for the preparation of some EU and UN reports regarding human rights. Her duties at the Department of Labour as an Employment Officer include the examination of equality and discrimination complaints on gender and other discrimination issues (mainly as a gender equality inspector appointed by the Minister), the contribution to the preparation of relevant reports and the examination of Structural Fund projects in connection with their compatibility with equality principles.



**MS. INETE IELĪTE**  
EXPERTS' FORUM | MEMBER

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**LATVIA**  
**Co-Chairperson**  
**Coalition for Gender Equality**

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Ms Inete Ielite is the chair of the Women's NGOs Cooperation Network in Latvia, which is the national coordination of the European Women's Lobby. For more than 19 years she has been involved in promoting human rights in Latvia and abroad. She has focused on children's and women's rights, devoting her efforts to creating legislative acts, policies and services for children, young people, women and families, both through professional research and voluntary work. Representing Latvian NGOs in the cooperation with the parliament and government as well as in international networks and institutions, she is a front-runner in advocating for disadvantaged groups of society. Ms Ielite was the Personal Representative of the Prime Minister of Latvia to the Preparatory Committee for the UN GA Special Session for Children. She has managed UN, EU, CoE, EEA and national projects and shares her expertise internationally. Ms Ielite's contribution and success has been acknowledged by the Cabinet of Ministers and Prime Ministers of the Republic of Latvia as well as by the voluntary sector.



**MS. DACE KAVASA**  
EXPERTS' FORUM | ALTERNATE

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**LATVIA**  
**Freelancer**

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Ms. Dace Kavasa has extensive experience in gender equality, human rights and corporate social responsibility issues working in different positions: as a research assistant, consultant, lecturer, and project manager. Her main competencies include strategic planning, particularly with small and medium size organisations, as well as legal analysis and work with diversity and gender equality issues in organisational change processes. She is credited with important practical experience in projects in EU candidate countries and countries in transition.



**UNIV.PROF.DR VIRGINIJA  
ŠIDLAUSKIENE**  
EXPERTS' FORUM | MEMBER

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**LITHUANIA**

**Head of the Gender Study Centre  
Siauliai University**

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Prof. Dr. Virginija Šidlauskienė is a gender and development specialist and researcher with a doctorate in social sciences. Her experience spans from knowledge in the areas of inequality policies, strategies, research projects and monitoring on national and EU levels, gender mainstreaming in academic institutions (EQUAL initiative) - to Equality between Women and Men (CDEG) „Recommendation on Gender Equality Standards and Mechanisms“, the measurement of gender equality on a national scope on critical areas of concern of the Beijing Platform for Action. She has worked as an Adviser to the Prime Minister on social policies including gender equality policies and supporting ongoing research as well as providing advocacy support to the developing world and evaluating national gender equality programs and policies.



**MR. VYTIS MULIUOLIS**  
EXPERTS' FORUM | ALTERNATE

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**LITHUANIA**

**Legal Adviser  
Equal Opportunities Ombudsperson Office (Oice)**

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During his career Mr. Muliolis has followed several courses on the implementation of equal opportunities and the fight against discrimination. At the moment he is an official trainer of anti-discrimination law. Mr. Muliolis has lectured on national anti-discrimination seminars. He also represented the Gender Equality Ombudsperson as a legal expert in the working group of the Draft Law on Equal Rights and Opportunities of the Republic of Kazakhstan. Mr. Muliolis is a deputy member of the Advisory Committee on Equal Opportunities for Men and Women.



EXPERTS' FORUM | MEMBER  
PENDING APPOINTMENT



**MS. BLANDINE LEJEALLE**  
EXPERTS' FORUM | ALTERNATE

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**LUXEMBOURG**

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**LUXEMBOURG**  
**Research Manager**  
**CEPS/INSTEAD**

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Ms. Blandine Lejealle is currently employed by the „Centre d'Études de Populations, Pauvreté et de Politiques Socio-économiques“ in Luxembourg where she handles the research activities of the centre. With a Master's degree from the „Institut d'Études Politiques“ in Grenoble (France) in statistics and a degree from the University of Nancy in Economics. She has published several works on gender and the role of women in business.



**MS. JUDIT GAZSI**  
MANAGEMENT BOARD | MEMBER

**MS. ANNA OROSZ**  
MANAGEMENT BOARD | ALTERNATE

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**HUNGARY**  
Ministry of Social Affairs and Labour  
Gender Equality Department

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**HUNGARY**  
Ministry of Social Affairs and Labour

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**DR VIOLETTA ZENTAI**  
EXPERTS' FORUM | MEMBER

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**HUNGARY**

**Director**

**Central European University | Centre for Policy Studies**

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Dr. Violetta Zentai, who holds a Ph.D. in Cultural Anthropology, is the director of the Center for Policy Studies and a lecturer in policy studies and social anthropology at the Central European University, Budapest. She has coordinated a number of comparative research projects and networks in the areas of gender and equality studies and post-socialist transformation of society, politics and economy. She has been working for a major women's NGO in Hungary called MONA and has been supporting the work of the Council for Equality of Women and Men in Hungary. Dr. Zentai has also been engaged in the work of the Open Society Institute, its governance reform and policy development programs.



**MR. GÁBOR KUSZING**  
EXPERTS' FORUM | ALTERNATE

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**HUNGARY**

**Psychologist**

**People against Patriarchy Association**

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Mr. Gábor Kuszing is a coordinator of Patent, People against Patriarchy Association, which aims to improve interventions against domestic violence in Hungary. He is responsible for research, coordinating a group of professionals working in the field of domestic violence, publications and the work on LGBT issues. Mr. Kuszing is also a volunteer for the Stop Male Violence Project. He worked as a counsellor for the Foundation for the Women of Hungary programme for violent prison inmates. He has been a human rights trainer in several NANE Women's Rights Association's projects. He is the author of several publications on domestic violence.



**MS. ROMINA BARTOLO**  
MANAGEMENT BOARD | MEMBER

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**MALTA**

**Executive Director**

**National Commission for the Promotion of Equality (NCPE)**

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Dr. Romina Bartolo is the executive director of the National Commission for the Promotion of Equality in Malta. Before joining NCPE she was active in NGOs on gender equality and human rights. She was a co-founder of the Malta Confederation of Women's Organisations as well as its first chairperson. She has represented Malta on various Boards including the CDEG and the European Women's Lobby. Dr Bartolo graduated as Doctor of Laws from the University of Malta and subsequently specialised in European Law. She is a visiting lecturer at the University of Malta.



**MS. THERESE SPITERI**  
MANAGEMENT BOARD | ALTERNATE

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**MALTA**

**Manager**

**National Commission for the Promotion of Equality (NCPE)**

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Ms Therese Spiteri has an academic background in public policy and has been working at the National Commission for the Promotion of Equality (NCPE) in Malta since 2006. Ms Spiteri's current position at NCPE is that of Manager, responsible for supporting the Executive Director. She has carried out different duties throughout these years, working on a number of national campaigns, research and training ranging from non-discrimination, gender equality and gender mainstreaming. She has participated in a number of national and European committees and conferences. Since November 2011 she also serves on the EQUINET Board.



**MS. SINA BUGEJA**  
EXPERTS' FORUM | MEMBER

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**MALTA**

**Chief Executive Officer**

**Foundation for Social Welfare Services**

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Ms. Sina Bugeja is currently the chief executive officer of the Foundation for Social Welfare Services and a member of the Government Expert Group on Anti-Discrimination at EU level. She has previous experience in the promotion of equality, representing Malta on the High Level Group on Gender Equality and on the CDEG, Council of Europe. Ms. Bugeja was a member of the Bureau of the CDEG and is now on the Bureau of the CDCS. She has headed the National Commission for the Promotion of Equality until May 2009. Ms. Bugeja worked with Women's Health Issues and received a Commonwealth Award for Best Practice on Women's Health. She led a number of projects as well as serving as a partner in several gender related projects. Ms. Bugeja is a Fellow of the Royal Society for the Promotion of Public Health U.K. and lectures on various courses in Health Promotion at the University of Malta.



**MR. GIOVANNI VANNI XUEREB**  
EXPERTS' FORUM | ALTERNATE

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**MALTA**

**Head**

**Malta-EU Steering and Action Committee – MEUSAC**

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Dr. Vanni Xuereb is head of MEUSAC, the Malta-EU Steering and Action Committee which handles the EU Commission's legislative proposals, disseminates EU information to key stakeholders and assists local government and NGOs in EU funded project applications. He is also a member of the National Commission for the Promotion of Equality between Men and Women (NCPE).



**MS. CARLIEN SCHEELE**  
MANAGEMENT BOARD | MEMBER

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**NETHERLANDS**

**Director**

**Ministry of Education, Culture and Science | Directorate Emancipation**

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Ms.Scheele is the director of the Gender and LGBT Equality Directorate of the Dutch government. Ms.Scheele has been working in this field for 10 years. Topics of her directorate include combating violence against women, participation of women, women to the top, increasing the social acceptance of LGBT, combating violence against LGBT, equal treatment and international gender and LGBT equality policies. Besides being a member of the MB of EIGE, she is also a member of the High Level group on Gender Mainstreaming of the EU and of the Gender Equality Commission of the Council of Europe.



**MS. JANTINA WALRAVEN**  
MANAGEMENT BOARD | ALTERNATE

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**NETHERLANDS**

**Head of Directorate for Gender and LGBT Equality**

**Ministry of Education, Culture and Science | Directorate Emancipation**

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Mrs Jantina Walraven is head of the Directorate for Gender and LGBT Equality. She has a number of years of experience in the field of gender equality. She is a member of the Dutch delegation of the 56th Commission on the Status of Women (CSW) in 2012 in New York.



**MS. JANNIE ROEMELING**  
EXPERTS' FORUM | MEMBER

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**NETHERLANDS**

**Consultant and Project Leader in the fields of Education, Training, Employment, Equality and Diversity**

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Ms. Roemeling is a self-employed expert, consultant and trainer working for a variety of national and European clients, programmes and projects in the fields of equality, diversity, vocational and adult education and employment. Her work includes project management, national and European studies as well as campaigns, such as promoting entrepreneurship among women and improving a work/life balance.



**MR. CHARLES DE VRIES**  
EXPERTS' FORUM | ALTERNATE

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**NETHERLANDS**

**Senior Policy Advisor  
Ministry of Education, Culture and Science | Directorate Emancipation**

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Mr. Charles de Vries is an economist and an expert in the practice of working with the Beijing Indicators. He was a member of the Dutch delegation of the 54th and 55th Commission on the Status of Women (CSW) in 2010 and 2011 in New York. Mr. Charles de Vries is also the Chair of the EIGE's Working Group on the Beijing Indicators.



**MS. VERA JAUK**  
MANAGEMENT BOARD | MEMBER

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**AUSTRIA**

**Federal Chancellery**

**Division Women and Equality | Department II/1**

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Vera Jauk is the head of the department on women's policies and legal matters within the Federal Chancellery Division on Women and Gender Equality. The department coordinates the Austrian women's and gender equality policies including cross-ministry issues regarding gender mainstreaming like the inter-ministerial working group on gender mainstreaming/budgeting (IMAG GMB) and is representing the Federal Chancellery in respective bodies and working groups.

Ms. Jauk is an expert on a wide range of gender equality issues including elimination of discrimination and stereotypes. She regularly conducts gender trainings at university and has published various articles on gender mainstreaming. Beside of being a Board member of the European Institute for Gender Equality she is also a member of the EU High Level Group on Gender Mainstreaming.



**MR. DIETMAR HILLBRAND**  
MANAGEMENT BOARD | ALTERNATE

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**AUSTRIA**

**Federal Chancellery**

**Division Women and Equality | Department II/3**

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Dietmar Hillbrand has graduated in Law and holds a Master's degree in Public Administration. His work in the department for Equal Treatment of the Federal Chancellery of Austria includes a broad field of gender equality and anti-discrimination issues. As Manager of Senate III of the Equal Treatment Commission he deals with questions concerning the equal treatment of women and men and equal treatment irrespective of ethnic origin. He is also a lay judge of the Viennese Labour Court.



**DR INGRID NIKOLAY-LEITNER**  
EXPERTS' FORUM | MEMBER

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**AUSTRIA**

**Director**

**Ombud for Equal Treatment**

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Ingrid Nikolay-Leitner is the director of the Austrian Ombud for Equal Treatment. She is an expert in equality issues for the periodic report of Austria to the UN-Committee on the Elimination of Discrimination Against Women (CEDAW) and for the UN-Human Rights Committee as well as a lecturer at university and in adults education. She was an executive Board member of EQUINET (EU-wide network of Specialised Equality Bodies) for six years.



**UNIV. PROF. DR. NIKOLAUS BENKE**  
EXPERTS' FORUM | ALTERNATE

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**AUSTRIA**

**Head of the Department**

**University of Vienna | Roman Law and Ancient Legal History**

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Dr. Nikolaus Benke holds a Ph.D. in Law and a Master of Laws (LL.M.). His research interests include Roman Law and Legal History, Private Law, Comparative Law, Legal Methodology, Legal Education, and Legal Gender Studies. He is an editor for the „Wiener Studien zu Geschichte, Recht und Gesellschaft – Viennese Studies in History, Law and Society“. He regularly conducts gender sensitivity trainings for diverse target groups such as university executives or female junior faculty members. He has been a member of the Equal Treatment Appellate Commission of the Academy of Fine Arts Vienna since 2004.



**MS. MAGDALENA SRODA**  
EXPERTS' FORUM | MEMBER

EXPERTS' FORUM | ALTERNATE  
PENDING APPOINTMENT

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**POLAND**

**Professor**

**Philosophy Institute Warsaw University Department of Ethics**

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**POLAND**

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Ms. Magdalena Środa holds a degree in Philosophy. Her main areas of interest include ethics, political philosophy and gender studies. Since 1981 she has been working at the Warsaw University. She is a member of the Committee on Philosophical Sciences and of the Committee on Ethics in Science of the Polish Academy of Sciences. Professor Środa is an author of many books (last: „Ethics for Thinkers“ , 2011). She has also held numerous speeches on equality in the context of gender around the world on several occasions. She was a Government's Plenipotentiary for the Equal Status of Women and Men (2004-2005)



MANAGEMENT BOARD | MEMBER  
PENDING APPOINTMENT

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PORTUGAL

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MANAGEMENT BOARD | ALTERNATE  
PENDING APPOINTMENT

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PORTUGAL

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**MS. MARIA REGINA TAVARES  
DA SILVA**  
EXPERTS' FORUM | MEMBER

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**PORTUGAL**

**Gender Equality Expert**

**State Secretary of Parliamentary Affairs and Equality**

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Maria Regina Tavares da Silva has worked in the area of gender equality and women's rights both at a national and international level. Former president of the governmental machinery for equality, of the Commission for Equality and Women's Rights (Portugal), of the Committee for Equality between Women and Men of the Council of Europe and of the Advisory Committee on Equal Opportunities for Women and Men of the European Commission. She is also a former member of CEDAW and currently a member of national and international NGOs. Ms da Silva has worked as an international consultant for several UN agencies (UNECE, UNIFEM, UNICEF, DAW), for the Council of Europe and OSCE and for some international NGOs.



**MR. MANUEL JOAQUIM  
PEREIRA ALBANO**  
EXPERTS' FORUM | ALTERNATE

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**PORTUGAL**

**Regional Delegate of the Commission for Citizenship and Gender  
Equality | Commission for Citizenship and Gender Equality**

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Manuel Joaquim Pereira Albano has been working in the areas of gender equality and women's rights and gender based violence, since 1994. Nowadays, he is the Regional Delegate of the Commission for Citizenship and Gender Equality, in Porto, and is also the national rapporteur for trafficking in human beings. Mr. Albano coordinated and participated in several national and community projects in the areas of citizenship, gender equality and gender violence, including domestic violence and trafficking in human beings, both at a national and international Level.



**MS. ANDRA CRISTINA CROITORU**  
MANAGEMENT BOARD | MEMBER

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**ROMANIA**

**Counsellor**

**Ministry of Labour, Family and Social Protection**

**Department of Gender Equality**

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Andra Croitoru has been working in the field of gender equality for 6 years as a counsellor for the Ministry of Labour, Family and Social Protection. During this period she carried out different activities such as writing and implementing two national strategies in the field of gender equality and participating in several studies and surveys in the field of equal opportunities between women and men. She was also the Romanian coordinator for the European Year of Equal Opportunities 2007. Her main interests are the equal participation of women and men to the decision making process, implementing the gender perspective into education and eliminating gender roles and stereotypes.



**MS. DANIELA COZMA**  
MANAGEMENT BOARD | ALTERNATE

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**ROMANIA**

**Counsellor**

**Ministry of Labour, Family and Social Protection**

**Department of Gender Equality**

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She has been working for 14 years in the field of European affairs, as counsellor for 4 years and as director for 10 years in the Ministry of Labour, Family and Social Protection. During this period her main activity was preparing Romania for EU membership in the field of employment, social policy (including gender equality) and free movement of workers. For the last 2 years, Ms. Cozma has been working in the field of equal opportunities for women and men, as a counsellor within the specialised directorate, the unit for international relations and European affairs, from the Ministry of Labour, Family and Social Protection.



**MR. SORIN BOTEZATU**  
EXPERTS' FORUM | MEMBER

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**ROMANIA**

**Director**

**Ministry of Labour, Family and Social Protection**

**Directorate of the Equality between Women and Men**

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He has been a senior civil servant for more than 15 years for the Romanian Ministry of Labour, Family and Social Protection. As a sociologist and former member of the Directorate of EU Affaires, he was directly involved in preparing the Romanian decisions and positions concerning different issues such as social protection and social inclusion, family policies, youth and women employment, demographic challenges, gender equality and equal opportunities. He represented Romania in the Social Protection Committee of the EU Council and in the Eurofound's Governing Board.

Since February 2011 he is the director of the Directorate of Equal Opportunities between Women and Men. His main duties are the developing policies and governmental action plans in the field of gender equality, coordination of appliance and integration of gender mainstreaming into national legislation and the coordination of national legislation in this field with EU acquis, strategy and guidelines on gender issues.



**MS. ANA MARIA GHEORGHIU**  
EXPERTS' FORUM | ALTERNATE

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**ROMANIA**

**Inspector**

**Ministry of Labour, Family and Social Protection**

**Directorate of the Equality between Women and Men**

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Ms. Ana Maria Gheorghiu is an Inspector for the Directorate of the Equality between Women and Men, a member – observer in the Advisory Committee for Equality between Women and Men of the European Commission and a member – expert in the Steering Committee for Equality between Women and Men of the Council of Europe. She was also participating in the evaluation process of projects financed through the Commission's European Year of Equal Opportunities programme.



**MR. ROMAN KUHAR**  
MANAGEMENT BOARD | MEMBER

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**SLOVENIA**

**University of Ljubljana | Faculty of Arts**  
**Department of Sociology**

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Roman Kuhar, PhD, is an associate professor at the Faculty of Arts, University of Ljubljana and teaches courses related to gender, sexuality and popular culture. He holds a PhD in sociology and works as a researcher at the Peace Institute, Ljubljana.

In the past years he has been involved in several national and international research projects, including Intimate Citizenship (The Rights to have Rights: Implementing Active Citizenship), Quing (Equality in Gender+ Equality Policies) and Citizens in Diversity (A Four-Nation Study on Homophobia and Fundamental Rights).

He is the author of numerous scientific articles and several books, among others *At the Crossroads of Discrimination* (2009), co-author (with A. Švab) of *The Unbearable Comfort of Privacy* (2006) and (with J. Takács) co-editor of *Beyond The Pink Curtain: Everyday life of LGBT people in Eastern Europe* (2007) and *Doing Families* (2011).



**MS. MARUŠA GORTNAR**  
MANAGEMENT BOARD | ALTERNATE

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**SLOVENIA**

**Senior Adviser**  
**Government Office for Equal Opportunities**

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Ms. Marusa Gortnar is a sociologist with a master's degree in Gender Studies. She works at the Slovenian Government Office for Equal Opportunities. Her main areas of work include gender mainstreaming, monitoring the implementation of the national programme for equal opportunities between women and men, the co-operation with national gender equality coordinators and European affairs. She is a member of the Advisory Committee for Equal Opportunities for Women and Men, an alternate of the High-Level Group on Gender Mainstreaming and a member of the national committee for the implementation of the Progress Programme. She has been part of several research projects and has published in the area of gender and equality.



**DR MILICA ANTIĆ GABER**  
EXPERTS' FORUM | MEMBER

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**SLOVENIA**

**Professor**

**University of Ljubljana**

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Dr. Milica Antić Gaber is a professor at the department of Sociology, Faculty of Arts at the University of Ljubljana where she teaches Sociology of gender and coordinates the doctoral program for Gender Studies. She has been lecturing at Universities in Budapest, Belgrade, Dubrovnik and London.

Recently she has been involved in research projects on electoral gender quotas in Europe, ways of implementing EU directives on violence against women, children and youth in new EU member states and the balancing of private and professional life of female politicians in Slovenia.

She has been involved in different expert groups on women in politics in Slovenia and in an international context. She is chair of the section of Slovene Sociological Association on Gender and Society.

She has published several books, contributed numerous chapters to books and articles in journals on gender equality, gender based violence, women and/in politics, quotas and similar topics in Slovenia and abroad.



**MS. TANJA SALECL**  
EXPERTS' FORUM | ALTERNATE

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**SLOVENIA**

**Acting Director**

**Government of the Republic of Slovenia | Office for Equal Opportunities**

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Ms. Tanja Salecl has worked at the Office for Equal Opportunities since 1993. She used to be an adviser to the government and at the moment she is the acting director of the Office. Her main areas of work are gender mainstreaming, the labour market and sexual harassment and the reconciliation between work, private and family life.



**MS. OLGA PIETRUCHOVÁ**  
MANAGEMENT BOARD | MEMBER

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**SLOVAKIA**

**Senior Director**

**Department of Gender Equality and Equal Opportunities**

**Ministry of labour, Social Affairs and Family**

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Director of the Department of Gender Equality and Equal Opportunities of the Ministry of Labour, Social Affairs and the Family of the Slovak Republic and a member of the High Level Group on gender mainstreaming at the European Commission. She is an expert and researcher in the field of gender equality, gender mainstreaming and equal opportunities, gender trainer and advocate for human rights with more than 10 years of experience.

Mrs. Pietruchova holds a Master of Arts in Women's Studies & Feminist Research from Rose Mayreder College in Vienna, Austria. She used to work in the non-governmental sector and as a member of the governing Board of the European Women's Lobby in Brussels.

Mrs. Pietruchova is an author and co-author of several publications and studies on gender equality and equal opportunities and has conducted gender trainings and analysis for national and international organisations such as UNDP, Oxfam and European Commission. She is also a well-known publicist in Slovakia with more than 150 articles published in Slovak newspapers and magazines.



**MS. ANINA BOTOŠOVÁ**  
MANAGEMENT BOARD | ALTERNATE

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**SLOVAKIA**

**Ministry of Labour, Social Affairs and Family**

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Anina Botošová was born 03.11.1958 in Bratislava. She graduated from Faculty of Arts, Department of Art History. From 1995 until 1998 she worked at the Office of the Slovak Republic as secretary of the Slovak Government Council for National Minorities and later as a Fellow Section of Human Rights. She worked at the Ministry of Labour, Social Affairs and Family of the Slovak Republic and in 2005 she was appointed as the Government Plenipotentiary of the Slovak Republic for Roma. Since 2008 she has been working at the Ministry of Labour, Social Affairs and Family of the Slovak Republic in the field of gender equality and equal opportunities.



**MS. SYLVIA PORUBÁNOVÁ**  
EXPERTS' FORUM | MEMBER

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**SLOVAKIA**

**Deputy director**

**Institute for Labour and Family Research**

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PhDr. Sylvia Porubánová is a Sociologist, and currently a senior researcher and deputy director at the Institute for Labour and Family Research, Bratislava, Slovak Republic. She has professional experience in the field of gender equality, equal opportunities, migration and integration, anti-discrimination, reconciling family and working life, flexible forms of work, etc. Additionally, she has been actively participating in civic initiatives aimed to increase social and political participation of women and marginalized groups. As author, co-author and editor of many books and articles on topics mentioned above, Ms. Porubánová has published material and is specialised in cultural journalism focusing on controversial issues (abortions, LGBT rights, situation and integration of immigrants...). She has more than 400 published articles and has made several media contributions in significant journals, in radio and TV. She is a member of the Committee for Gender Equality at the Council of the Government of the Slovak Republic, head of the Working Group for Reconciliation Family and Working Life and an expert of the Ministry Committee for Culture of Disadvantaged Groups. She was awarded the Gold Medal of the International Year of the Family and Honorary Diploma of the UN.



**MS. MARIANA SZAPUOVÁ**  
EXPERTS' FORUM | ALTERNATE

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**SLOVAKIA**

**Associate Professor**

**Comenius University in Bratislava | Department of Philosophy  
and History of Philosophy & Gender Studies Centre**

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Dr. Mariana Szapuová is an associate professor of philosophy at the Department of Philosophy and History of the Philosophy & Gender Studies Centre at Comenius University in Bratislava. She teaches graduate and postgraduate courses on feminist epistemology, feminist philosophy and gender studies. Her main competences include gender issues, gender in science, history of feminist thinking and epistemology of gender research. Dr. Szapuová is a co-founder and a program coordinator for the Gender Studies Centre at the Faculty of Philosophy, Comenius University in Bratislava. She closely cooperates with a number of women's NGOs in Slovakia as well as with organisations abroad. She has coordinated several international research projects and participated in a number of national projects in the areas of gender equality and feminist theory. She was a member of the Steering Committee for The Central European Centre for Women and Youth in Science. Currently she works on gender equality in science and she is also a member of the Expert Group for Gender Equality in R&D in Slovakia.



**MS. TARJA HEINILÄ-HANNIKAINEN**  
MANAGEMENT BOARD | MEMBER

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**FINLAND**

**Director**

**Ministry of Social Affairs and Health | Administration and Planning  
Department Gender Equality Unit (TASY)**

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Since 2002, Ms. Tarja Heinilä-Hannikainen is the director of the Finnish Gender Equality Unit. Before that, she was working as a social attachee at the Finnish Permanent Representation to the EU. She has also been working in the European social policy field at the European Commission, for the EFTA Surveillance Authority and for the Finnish Ministry of Social Affairs and Health.



**MS. RIITTA MARTIKAINEN**  
MANAGEMENT BOARD | ALTERNATE

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**FINLAND**

**Ministerial Counsellor, Gender Equality Affairs**

**Ministry of Social Affairs and Health | Administration and Planning  
Department Gender Equality Unit (TASY)**

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Ms. Riitta Martikainen, Ministerial Counselor, Gender Equality Affairs, at the Gender Equality Unit, Ministry of Social Affairs and Health, Finland. Her fields of expertise are gender equality in working life, equal pay, reconciliation of work and family life.



**DR EEVA RAEVAARA**  
EXPERTS' FORUM | MEMBER

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**FINLAND**

**Senior Officer**

**Ministry of Social Affairs and Health | Gender Equality Unit**

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Ms. Eeva Raevaara holds a doctorate in Social Sciences and has worked in the field of gender equality and gender studies in both the national bodies of gender equality and the University of Helsinki. She has participated in Nordic and European research projects and networks in the field of gender studies and feminist political science. She works as a Senior Officer at the Gender Equality Unit, Ministry of Social Affairs and Health.



**DR. MIKO LEMPINEN**  
EXPERTS' FORUM | ALTERNATE

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**FINLAND**

**Senior Officer**

**Office of the Ombudsperson for Equality**

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Miko Lempinen holds a doctorate in international law and human rights law. He has several years of experience in the field of human rights, including posts at the Institute for Human Rights at Åbo Akademi University. As the author of several publications on human rights and the United Nations in particular, he currently holds a post as Senior Officer at the Office of the Ombudsperson for Equality in Finland.



**MS. HELÉN LUNDKVIST**  
MANAGEMENT BOARD | MEMBER

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**SWEDEN**

**Director**

**Division for Gender Equality**

**Ministry of Education and Research**

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Ms. Helén Lundkvist is the director for the Division for Gender Equality in the Government Offices (at present situated in the Ministry of Education and Research). After graduating from university she has devoted most of her career to exploring the challenges of implementing gender mainstreaming in local and central government.

She was part of a pioneering programme on gender mainstreaming in local government in the 1990's where an internationally known analytical tool, the 3R-method, was first developed and tested. She has worked on several government committees of which the most recent dealt with new policy goals for gender equality. In the Government Offices she has mostly worked on shaping the strategic approach to gender mainstreaming in the Ministries by drafting policies and programmes, developing methods etc. Since 2008 she is the director and head of the Division for Gender Equality.



**MR. LARS WITTENMARK**  
MANAGEMENT BOARD | ALTERNATE

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**SWEDEN**

**Division for Gender Equality**

**Ministry of Education and Research**

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Mr. Lars Wittenmark is a senior advisor at the Division for Gender Equality in the Ministry of Education and Research. He has acquired a long and broad experience in different policy fields from working in several Ministries in the Government Offices, government committees and the parliament. He is the author of a textbook on governance and public administration and has also written a novel.



**MR. OLLE ANDERSSON BRYNJA**  
EXPERTS' FORUM | MEMBER

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**SWEDEN**

**Development Officer**

**Equality Ombudsperson | Promotion Unit**

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Mr. Olle Andersson Brynja is a development officer at The Swedish Equality Ombudsperson. His master in Gender Studies and former work for The Equal Opportunities Ombudsperson has influenced his work. Gender equality has always been a focal point in his work and studies including subjects such as working life issues, gendered violence, intersectional phenomena (especially regarding female, non-white Europeans), and the vital connection between theory (Academia) and practice (Society).



**DR BRITTA LUNDGREN**  
EXPERTS' FORUM | ALTERNATE

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**SWEDEN**

**Professor Ethnology**

**Umeå University | Department of Culture and Media**

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Dr. Lundgren holds a doctorate in Ethnology and is an ethnology professor. She has been the dean of the Faculty of Arts from 2005 until 2011 and she is also a scientific leader for the 'Challenging Gender' research programme at the Umeå University. She has years of experience in gender issues gained in positions such as director and professor of the Centre for Women's Studies and director for the National Graduate School of Gender Studies. She has participated in several projects, is a member of several scientific and editorial Boards and dissertation committees related to gender issues. She is also a member of Kungliga Skytteanska Samfundet and holds a Research prize from Kungliga Gustav Adolfs Akademien and a Görel Bohlin's prize. She is also the author of numerous publications on gender equality.



**MR. CHARLES RAMSDEN**  
MANAGEMENT BOARD | MEMBER

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**UNITED KINGDOM**

**Government Equalities Office**

**Home Office**

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Charles Ramsden is responsible for EU issues in the Government Equalities Office in the UK. The Government Equalities Office leads on issues relating to women, sexual orientation and transgender equality matters; it also has responsibility across government for equality strategy and legislation. Charles has been involved in promoting equality and tackling discrimination with the UK Government for many years. He has worked on legislation, funding programmes, stakeholder liaison and developing the UK equality strategy. Prior to working in equality he has worked within the criminal justice system and on immigration policy.

**MS. CLAIRE FIELDER**  
MANAGEMENT BOARD | ALTERNATE

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**UNITED KINGDOM**

**Government Equalities Office**

**Home Office**

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Claire Fielder is head of the EU and international team in the Government Equalities Office in the UK. The GEO leads on issues relating to women, sexual orientation and transgender equality matters; it also has responsibility across government for equality strategy and legislation. Claire is responsible for oversight of the department's work on equality and non-discrimination in the EU, the Council of Europe and the United Nations and for its bilateral relations with other Governments.

Prior to working in equalities, Claire was responsible for criminal law at the UK Permanent Representation to the EU, covering issues including violence against women and victims' rights. She was previously head of the EU Institutions team in the Home Office, with responsibility for departmental interests in the Fundamental Rights Agency and EU funding programmes, in particular on fundamental rights and citizenship and criminal justice; and was responsible for policy and legislation on judicial co-operation.



**MR. GIOVANNI RAZZU**  
EXPERTS' FORUM | MEMBER

EXPERTS' FORUM | ALTERNATE  
VACANT

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**UNITED KINGDOM**

**Economist**

**Government Equalities Office**

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**UNITED KINGDOM**

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Giovanni Razzu is an economist in the Government Equalities office, with experience in research, policy and analytical advise. His specialist areas are poverty and inequality (theory and measurement), labour market and gender, capability approach and human development (concepts and measurement) as well as housing economics, housing finance, urban regeneration. He has experience in the UK, Ghana, Italy, Uruguay and Venezuela.

Among his roles with the Office, he has led the Secretariat to the National Equality Panel, producing the influential "Anatomy of Economic Inequality in the UK", as well as head of research and analysis and acting chief economist. He has also been the lead analyst for the Equalities Review, which launched its report "Fairness and Freedom" in 2007



**MS. WILLEMEN RUYGROK**  
EXPERTS' FORUM | MEMBER

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**DESIGNATED BY THE EUROPEAN PARLIAMENT - EXPERTS' FORUM**  
**Senior Policy Adviser Europe for E-Quality**  
**Knowledge Centre for Gender and Diversity Issues**

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Ms. Ruygrok's main activities as a senior policy adviser include monitoring and influencing the European policy, and its implementation in the Netherlands, and maintaining contact with European and Dutch politicians and civil servants. She is also frequently in touch with Dutch NGOs about Dutch-European policy subjects. She is the author of numerous articles on gender equality, non-discrimination, diversity and the implications of the European non-discrimination legislation for the Dutch legislative system and policy. She is the founder and chairperson of „Platform Article 19“, a partnership between knowledge centres on the various non-discrimination grounds.



**MS. MIREN ARANTZA  
MADARIAGA ABERASTURI**  
EXPERTS' FORUM | ALTERNATE

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**DESIGNATED BY THE EUROPEAN PARLIAMENT - EXPERTS' FORUM**  
**Secretary General**  
**Emakunde | Basque Institute for Women**

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Ms. Madariaga has been the secretary general of the Basque Institute for Women since 2005 to 2009. She was the Basque Municipalities' Association's representative (EUDEL) in the Council of Emakunde until 2005. She was also the mayor of Gautegiz Arteaga Town Hall (Bizkaia) until 2007 and a practicing lawyer for her own law practice in Bilbao, specialising in issues of violence against women. Currently, she is the manager of the International Center of Innovation in Gender Equality in the Basque Country.



**MS. LIZ KELLY**  
EXPERTS' FORUM | MEMBER

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**DESIGNATED BY THE EUROPEAN PARLIAMENT - EXPERTS' FORUM**

**Director**

**London Metropolitan University | Child and Woman  
Abuse Studies Unit (CWASU)**

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Prof. Liz Kelly is the director of CWASU, a world leading research unit studying all forms of violence against women and child abuse. CWASU currently has 13 research projects and a strong post-graduate culture including an MA and professional diplomas in Woman and Child Abuse. She also undertakes training and consultancy with government departments and international bodies. Prof. Kelly, who holds a PhD in Sociology, is the author of numerous academic and professional publications and holds the Roddick chair on Violence Against Women.



**MS. LISSY GRÖNER**  
EXPERTS' FORUM | ALTERNATE

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**DESIGNATED BY THE EUROPEAN PARLIAMENT - EXPERTS' FORUM**

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Ms. Lissy Gröner has been a member of the European Parliament since 1989 and is a member of its Committee on Women's Rights and Gender Equality as well as of the Committee on Culture and Education. She has been a rapporteur on EU issues and gender themes for various political foundations in Germany and Europe since 1985. She has been a PSE spokeswoman on women's rights and equal opportunities and a coordinator on the Committee on Women's Rights and Gender Equality. Ms Gröner is also the author of various publications on gender mainstreaming in the European Union.



**MS. BRIGITTE TRIEMS**  
EXPERTS' FORUM | MEMBER

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**DESIGNATED BY THE EUROPEAN COMMISSION**  
**EU LEVEL NON GOVERNMENTAL ORGANISATIONS - EXPERTS' FORUM**  
**President**  
**European Women's Lobby**

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Ms. Brigitte Triems is the president of the European Women's Lobby, chairwoman of the Democratic Women's Union and the managing director of a non-profit employment and qualification company in Berlin. She has experience as a member of the Board and more recently as the vice-chairwoman of the National Council of German Women's Organisations as well as earlier experience in the Women's International Democratic Federation.



**MR. SILVAN AGIUS**  
EXPERTS' FORUM | ALTERNATE

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**DESIGNATED BY THE EUROPEAN COMMISSION**  
**EU LEVEL NON GOVERNMENTAL ORGANISATIONS - EXPERTS' FORUM**  
**Policy Director**  
**ILGA Europe**

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Mr. Silvan Agius is the policy director of the European region of the International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA-Europe) where he coordinates the policy team's efforts to advocate for equality on the grounds of sexual orientation, gender identity and gender expression with the European Union institutions, the Council of Europe, and the OSCE. He is also responsible of ILGA-Europe's work on gender, particularly as it relates to the rights of trans people and lesbian and bisexual women. In this regard he works closely with the European Women's Lobby, EQUINET, the European Trade Union Confederation and Transgender Europe. He holds a master in Human Rights and Democratisation and a bachelors degree in Anthropology. He at the Maltese National Commission for the Promotion of Equality between Men and Women (NCPE) before joining ILGA-Europe.



**MS. ANU SAJAVAARA**  
EXPERTS' FORUM | MEMBER

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**DESIGNATED BY THE EUROPEAN COMMISSION**  
**EU LEVEL EMPLOYERS' ORGANISATIONS - EXPERTS' FORUM**  
**Senior Legal Adviser**  
**BUSINESSEUROPE, CEEP and UEAPME**

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Ms Anu Sajavaara is a senior legal adviser working at the Confederation of Finnish Industries. Her tasks include international and EU Affairs in the field of industrial relations, labour law and social affairs, coordination of sectoral collective bargaining and social dialogue at a national level, quality of working life and issues relating to gender equality and equal opportunities. Ms Sajavaara is a member of the National Gender Equality Board and holds numerous positions related to gender equality and working life.



**MR. ARMIN AUGAT**  
EXPERTS' FORUM | ALTERNATE

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**DESIGNATED BY THE EUROPEAN COMMISSION**  
**EU LEVEL EMPLOYERS' ORGANISATIONS - EXPERTS' FORUM**  
**Executive Director Bavarian Municipal Employers' Association**  
**BUSINESSEUROPE, CEEP and UEAPME**

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Mr. Augat worked in Frankfurt and Berlin for the state railways (DB) in the department of labor law. In 1996 he became an executive director in the Municipal Employers' Association in Munich. His fields of activity are the labor law, social affairs and collective bargaining. He is representing the German Municipal Employers' Association (VKA) in the social affairs committee of the European Centre of Employers and Enterprises providing Public Services (CEEP) and in the EU social dialog committee since many years.



**MS. JO MORRIS**  
EXPERTS' FORUM | MEMBER

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**DESIGNATED BY THE EUROPEAN COMMISSION**  
**EU LEVEL WORKERS' ORGANISATIONS - EXPERTS' FORUM**  
**Independent Policy Adviser to Trade Unions and NGOs**  
**on gender and employment rights**

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Jo Morris is the European Trade Union Confederation Expert member for EIGE. Having worked for more than 30 years in the British, European and global trade union movement, as well as with NGOs, Jo now specialises in providing research and policy advice on gender and employment to labour rights organisations and government bodies. She is a former member of the UK Economic and Social Research Council Advisory Board for the gender research programme at Cambridge University and also serves on the Advisory Board of an Open University gender research programme. She is a Visiting Fellow at the University of Warwick and the author of several publications on gender and employment. She is an executive director on the Governing Body of Ruskin College, Oxford, a non-executive director of Computer Aid International and a former chair of Labour. Jo produced a filmed archive on the history of equal pay, shown in Made in Dagenham, the screen dramatisation of the 1968 equal pay strike by Ford Motor sewing machinists.



**MR. DAVID JOYCE**  
EXPERTS' FORUM | ALTERNATE

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**DESIGNATED BY THE EUROPEAN COMMISSION**  
**EU LEVEL WORKERS' ORGANISATIONS - EXPERTS' FORUM**  
**Equality Officer**  
**Irish Congress of Trade Unions**

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David Joyce is the equality officer for the Irish Congress of Trade Unions. His areas of work include the promotion of equality at a number of levels: within trade unions and in Irish workplaces as well as at the national policy level. This involves the development of policy, on equality related issues and the production of guidelines for trade unions on various equality issues as well as representing Congress on a number of external equality related committees, including:

- The Board of the National Disability Authority
- The Board of the Equality Authority
- National Framework Committee on Equal Opportunities at the level of the enterprise
- The National Partnership for Integrated Workplaces
- The national monitoring committee for the National Womens' Strategy
- Member of the National steering group of the National Plan against Racism.

He also participates in various ETUC equality initiatives including the negotiating group on the development of a joint framework of action for gender equality and the more recent negotiations on the revision of the Parental Leave Directive.

