



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

November 2014



Members of the Management Board and Experts' Forum of the European Institute for Gender Equality (November 2014)

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

More information on the European Union is available on the Internet (<http://europa.eu>).

Cataloguing data can be found at the end of this publication.

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The order of protocol for the Member States is alphabetical, based on the original written form of the short name of each country.



THE MANAGEMENT BOARD

Term of office: 01/06/2013 – 31/05/2016

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.

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 (Eurofound), the European Agency for Safety and Health at Work (EU-OSHA), the Centre for the Development of Vocational Training (CEDEFOP), the European Union Agency for Fundamental Rights (FRA) 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. (30.12.2006 EN Official Journal of the European Union L 403/13)

The following Member States are not currently represented on the Institute's Management Board: Belgium, Czech Republic, Germany, Spain, France, Croatia, Hungary, Portugal, Slovenia and Sweden.



EXPERTS' FORUM

Term of office: 02/12/2012 – 30/11/2015

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 specialised 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 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 recognised 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 PAULINE MARIE MOREAU
MANAGEMENT BOARD | CHAIR



MS VIRGINIJA LANGBAKK
EXPERTS' FORUM | CHAIR



ÉIRE/IRELAND (IE)

Former Director

Gender Equality Division

Department of Justice and Equality

Pauline Moreau is Chair of the Management Board of the European Institute for Gender Equality and of its Standing Committee. Recently retired after a lengthy and diverse career in the Irish Civil Service, Ms Moreau was Director of the Equality Division in the Irish Department of Justice and Equality between 2005 and 2014. She played a central role in the gender equality programme of Ireland's EU Presidency in 2013. Ms Moreau previously worked as Director of the Childcare Directorate in the same Department and has extensive experience of international collaboration on gender equality policy, having served ex officio as the Irish Member of both the High Level Group on Gender Mainstreaming (European Commission) and Advisory Committee on Equality between Women and Men (European Commission) for over eight years. Pauline Moreau qualified as a statistician and also holds a primary degree in public administration and post primary qualifications in health economics.



Director

European Institute for Gender Equality (EIGE)

Virginija Langbakk is the Director of the European Institute for Gender Equality (EIGE) in Vilnius, Lithuania. EIGE, an EU agency, 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 19 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 the management of both the administrative and the 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.



MS SALLA SAASTAMOINEN
MANAGEMENT BOARD | MEMBER



MS DANIELA BANKIER
MANAGEMENT BOARD | ALTERNATE



EUROPEAN COMMISSION

Director for Equality
Directorate-General for Justice

Salla Saastamoinen became Director for Equality in the Directorate-General for Justice, European Commission, earlier this year. In this role, she contributes to the development and consolidation of freedom, justice and equality, ensuring that citizens benefit from the progress made at European level. She has worked for the Commission for 18 years, starting in the Legal Unit of the Directorate-General for the Environment and then working as a legal and policy official in the Directorate-General for Justice, Freedom and Security in the unit of Fundamental Rights and Citizenship. Before joining the Commission, she was an associate partner in a law office in Helsinki. Salla Saastamoinen has a degree in Law from the University of Helsinki.



EUROPEAN COMMISSION

Head of Unit for Gender Equality
Directorate-General for Justice

Daniela Bankier, after heading the legal unit for equal treatment and non-discrimination, is now Head of Unit for Gender Equality in the Directorate-General for Justice. She has been working for the European Commission since 1999. She started her professional career in the Austrian Central Bank in 1991 and was the Head of the Austrian Central Bank's Representation office at the Austrian Permanent Representation to the EU from 1995 to 1999. Daniela Bankier studied law in Vienna, Paris and at the University of Michigan Law School. She obtained a PhD on the legal questions of the European Economic and Monetary Union in 2003.



MR JEROEN DECUYPER
EXPERTS' FORUM | MEMBER



MS CARINE JOLY
EXPERTS' FORUM | ALTERNATE



BELGIË/BELGIQUE/BELGIUM (BE)

Attaché

Institute for the Equality of Women and Men

Jeroen Decuyper currently works at the Belgian Federal Institute for the Equality of Women and Men, where he is part of the unit in charge of gender mainstreaming. He coordinates the efforts to implement gender-responsive budgeting at the Belgian federal level, publishing the *Manual for the Application of Gender Budgeting* within the Belgian Federal Administration. At the Institute, he is also responsible for monitoring the implementation of the National Action Plan for the Execution of the UN Security Council Resolution 1325 on Women, Peace and Security. Previously to this position, Mr Decuyper worked at the Institute as an administrative expert. He is a member of the Advisory Council on Gender and Development and of the working group on Gender of the High Council of Statistics. Jeroen Decuyper holds a Master's degree in Romance Literature and Languages and another one in International Relations and Conflict Management.



BELGIË/BELGIQUE/BELGIUM (BE)

Adviser

Institute for the Equality of Women and Men

Carine Joly is an Adviser at the Belgian Federal Institute for the Equality of Women and Men, where she is responsible for the follow-up of international gender equality policy (EU, UN, and Council of Europe) and in charge of coordinating the Institute's unit on gender mainstreaming. She previously worked as a civil servant at the Ministry of Labour, Directorate of Equal Opportunity. Ms Joly spent four years working for the European Commission's Directorate-General for Administration, where, in the Equal Opportunities Unit, she was responsible for the implementation of the Fourth Action Programme to promote gender equality among the staff of the EU. She is a member of the High Level Group on Gender Mainstreaming (European Commission), of the Advisory Committee on Equal Opportunities for Women and Men (European Commission), and of the Council of Europe's Gender Equality Commission (GEC). Carine Joly holds a Master's degree in Economics and another one in Political Science.



MS IRINA IVANOVA
MANAGEMENT BOARD | MEMBER

MS GINKA NIKOLAEVA MASHOVA
MANAGEMENT BOARD | ALTERNATE



БЪЛГАРИЯ/BULGARIA (BG)

Head of Department

Department for Equal Opportunities, Anti-discrimination and Social Assistance Benefits

Ministry of Labour and Social Policy

Irina Ivanova is Head of the Department for Equal Opportunities, Anti-discrimination and Social Assistance Benefits at the Bulgarian Ministry of Labour and Social Policy. She is a member of the High Level Group on Gender Mainstreaming (European Commission) and the national contact person for gender equality issues. She is also a lawyer. From 2001 to 2007, Ms Ivanova worked in the field of protection of children's rights. After that period, she dealt with issues concerning demographic challenges, gender equality and anti-discrimination issues at the Ministry of Labour and Social Policy. She is actively involved in elaborating bills in these fields and in the implementation of strategic and operative government documents.



БЪЛГАРИЯ/BULGARIA (BG)

State Expert

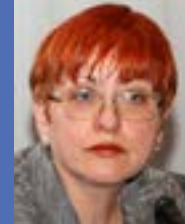
Department for Equal Opportunities, Anti-discrimination and Social Assistance Benefits

Ministry of Labour and Social Policy

Ginka Nikolaeva Mashova is a State Expert in the Department for Equal Opportunities, Anti-discrimination and Social Assistance Benefits at the Ministry of Labour and Social Policy in Bulgaria. She is involved in the implementation, coordination, monitoring and evaluation of equal opportunities and anti-discrimination policies at national level. She also participates in the development of legislation, strategic documents and projects in the field. Before that, she worked as a senior expert in the field of children's rights and child protection. She has been involved in organising project activities at national and European level. Ginka Nikolaeva Mashova has a Bachelor's degree in Pedagogics and holds two Master's degrees: one in Finance and one in European Public Administration.



MS PETIA MOEVA
EXPERTS' FORUM | MEMBER



MS TATYANA KMETOVA
EXPERTS' FORUM | ALTERNATE



БЪЛГАРИЯ/BULGARIA (BG)

Chief Expert

Department for Equal Opportunities, Anti-discrimination and Social Assistance Benefits
Ministry of Labour and Social Policy

Petia Moeva joined the Department for Equal Opportunities, Anti-discrimination and Social Assistance Benefits of the Bulgarian Ministry of Labour and Social Policy in 2009. She previously worked on several national and transnational projects in the field of gender mainstreaming, fighting human trafficking, promoting minority rights and anti-discrimination. Between 1999 and 2009, she was International Relations Officer at the National Audit Office of the Republic of Bulgaria, where she was in charge of supporting several NAO Twinning Projects. She has been a member of Nouveaux Droits de l'Homme, an NGO with a Special Consultative Status at the Economic and Social Council of the United Nations, and is the author of several publications. She has been a member of the Expert Group on Anti-Discrimination (European Commission) since 2012. Petia Moeva holds a degree in French and Portuguese Philology and an MBA degree, both awarded by the Sofia University, St. Kliment Ohridski.



БЪЛГАРИЯ/BULGARIA (BG)

Executive Director

Centre of Women's Studies and Policies Foundation

Tatyana Kmetova has been Executive Director of the Centre of Women's Studies and Policies Foundation (CWSP), Sofia, since 2003. As an anthropologist, Ms Kmetova is the author of a number of research papers published in academic journals in Bulgaria and abroad. Her main topics of interest are the history of women, women's everyday life, women's political participation and the status of women in Bulgaria. Her main activities as a gender expert include the monitoring of and contribution to the improvement of national legislation and policy documents from a gender perspective. She is active as a trainer in gender issues and gender mainstreaming approaches and methods for governmental and non-governmental organisations, local authorities and other stakeholders. She has been a Member of the UN Women Civil Society Advisory Group for Central and Southeastern Europe since 2012. Tatyana Kmetova holds a degree in Slavic Philology (literature, linguistics and culture).



MS PAVLA ŠPONDROVÁ
EXPERTS' FORUM | MEMBER



MR RADAN ŠAFAŘÍK
EXPERTS' FORUM | ALTERNATE



ČESKÁ REPUBLIKA/CZECH REPUBLIC (CZ)

Head of Unit

Gender Equality Unit

Office of the Government of the Czech Republic

Pavla Špondrová has been a lawyer in the Gender Equality Unit of the Office of the Government of the Czech Republic since 2008, and became Head of Unit in 2010. She previously developed different means of cooperation with the NGO League of Human Rights, the European Network against Racism, and the Probation and Mediation Service Brno. Her focus is on the legal aspects of promoting equal opportunities and anti-discrimination, constitutional law, human rights and gender equality in decision-making. She also coordinates the planning, realisation and evaluation of the Czech National Action Plan for Equal Opportunities for Women and Men. She is a member of the Committee for a Balanced Representation of Women and Men in Politics and in Decision-Making of the Government Council for Equal Opportunities for Women and Men. Pavla Špondrová holds a Master's degree in Sociology and another in Law and Jurisprudence.



ČESKÁ REPUBLIKA/CZECH REPUBLIC (CZ)

Lawyer

Gender Equality Unit

Office of the Government of the Czech Republic

Radan Šafařík currently works as a lawyer in the Gender Equality Unit of the Office of the Government of the Czech Republic, where he is responsible for drafting and evaluating legal, policy and analytic documents in the field of gender equality and gender-based violence. He is co-responsible for the implementation of the principle of gender mainstreaming into draft acts and other documents submitted to the Government of the Czech Republic. He is also among those responsible for the preparation of the Czech Programme on Domestic and Gender-based Violence & Mainstreaming Gender Equality and Promoting Work-Life Balance, sponsored by the Norway Grants. He is a secretary of the Committee for the Prevention of Domestic Violence and has been a member of the Council of Europe Gender Equality Commission (GEC) since 2012. Radan Šafařík holds a Master's degree in Law.



MS KIRA APPEL
MANAGEMENT BOARD | MEMBER

MANAGEMENT BOARD | ALTERNATE



DANMARK/DENMARK (DK)
Deputy Head of Department
Department for Gender Equality
Ministry for Children, Gender Equality, Integration and Social Affairs

Kira Appel is Chief Adviser and Deputy Head of the Department for Gender Equality in the Danish Ministry for Children, Gender Equality, Integration and Social Affairs. She has been working with gender equality issues in eight different ministries for the past 16 years, during which she has gained expertise on governmental gender equality policy-making and vast experience in combating violence in close relations. Ms Appel has also worked extensively on a wide range of other gender equity issues including: trafficking in human beings; gender roles and the breaking down of gender stereotypes; the gender-segregated educational system and labour market; gender mainstreaming; and men and gender equality. Kira Appel is also a board member of the Nordic Council of Ministers' Gender Equality Executive Committee. She represents Denmark in the High Level Group on Gender Mainstreaming (European Commission) and is a member of the UN Commission on the Status of Women.

PENDING APPOINTMENT



MS BIRTE SIIM
EXPERTS' FORUM | MEMBER



DANMARK/DENMARK (DK)
Professor of Gender Research
Department of Culture and Global Studies
Aalborg University

Birte Siim is a political scientist and Professor of Gender Research at the Department of Culture and Global Studies of Aalborg University (AAU) in Denmark. She is Director of the Centre for Equality, Diversity and Gender (EDGE) and Research Director of the Feminist Research Centre (FREIA). Her main areas of expertise are gender theory and comparative research on gender equality and diversity in Europe. She is also the Danish coordinator of the projects *bEUcitizen: All Rights Reserved? Constraints and Contradictions of European Citizenship (2013–2017)* and *Hate Speech and Populist Othering in Europe through the Racism, Gender, Age Looking Glass – RAGE (2013–2016)*. She has published extensively on intersectionality, citizenship, democracy, migration, multiculturalism and the welfare state. Birte Siim holds a PhD in Political Science and her current research includes nationalism, right-wing populism, transnationalism and solidarity beyond the nation state.

MR STEEN BAAGØE NIELSEN
EXPERTS' FORUM | ALTERNATE

DANMARK/DENMARK (DK)
Associate Professor
Head of Research Centre VELPRO
Roskilde University



Steen Baagøe Nielsen is Associate Professor and Head of the Research Centre for Welfare, Profession and Everyday Life (VELPRO) at Roskilde University in Denmark. He has been the organiser of the International Conference on Research on Men and Masculinities (2008–2009) and research coordinator for the project Recruiting Men to Social Care Work. He is President of the Board of the Nordic Association for Research on Men and Masculinities, and a founding member of the Network for Knowledge on Men in Early Childhood Education and Care (KOME). Between 2002 and 2010, he was also Chair of the Board of the Danish Network for Research on Men and Masculinities (NeMM), which he co-founded. Steen Baagøe Nielsen holds a PhD in Gender, Research and Educational Studies.



MS WALTRAUD DAHS
EXPERTS' FORUM | MEMBER



MR RAPHAEL MAGIN
EXPERTS' FORUM | ALTERNATE



DEUTSCHLAND/GERMANY (DE)

Head of Division

**Division for European and International Gender Equality Policy
Federal Ministry for Family Affairs, Senior Citizens, Women and Youth**

Walraud Dahs has been Head of the Division for European and International Gender Equality Policy at the German Federal Ministry for Family Affairs, Senior Citizens, Women and Youth since 2002. Before taking up her post as Head of Division, Ms Dahs worked as a National Expert in the Gender Equality Unit of the European Commission's Directorate-General for Employment and Social Affairs for two years. She had previously worked at the Ministry as Deputy to the Head of Division, during which time she was in charge of the sections on fundamental political issues, promotion of gender equality and international affairs, and gender-related issues. She is currently a member of the Advisory Committee on Equal Opportunities for Women and Men (European Commission) and an alternate member of the High Level Group on Gender Mainstreaming (European Commission). Waltraud Dahs holds a degree in Political Science from the University of Bonn.



DEUTSCHLAND/GERMANY (DE)

Policy Officer

Federal Ministry for Family Affairs, Senior Citizens, Women and Youth

Raphael Magin occupies the post of Policy Officer in the Gender Equality Division of the German Federal Ministry for Family Affairs, Senior Citizens, Women and Youth. Before joining the Ministry, he was a research associate for a project on the German political systems, as well as an assistant lecturer at the University of Konstanz. He has conducted research and taught in the fields of gender studies and comparative political science at the same university. He specialises in the representation of women in German parliaments at the local, regional and federal level. He has published a number of articles in anthologies and peer-reviewed journals as well as conference papers and presentations on this topic. Raphael Magin holds a PhD in Political Science with a focus on women in politics from the University of Konstanz.



MS KÄTHLIN SANDER
MANAGEMENT BOARD | MEMBER



MS KAISA KNIGHT
MANAGEMENT BOARD | ALTERNATE

EESTI/ESTONIA (EE)

Head of Unit

**Gender Equality Department
Ministry of Social Affairs**

Käthlin Sander is Head of Gender Equality Policy at the Gender Equality Department of the Estonian Ministry of Social Affairs. She has been working in this unit for 13 years, since 2001. In her current position, her tasks include the strategic planning of gender equality policies, the coordination of and participation in the preparation of draft legislation, policy documents and country reports. She is presently participating in an international cooperation in the framework of the Council of Europe. Käthlin Sander has a Master's degree in Law, having gained her LLM in Human Rights Law.

EESTI/ESTONIA (EE)

Chief Specialist

**Gender Equality Department
Ministry of Social Affairs**

Kaisa Knight has been working at the Estonian Ministry of Social Affairs since 2012, where she started as a gender equality analyst. She currently works as Chief Specialist for the Gender Equality Department. Among other responsibilities, she is in charge of developing and implementing measures for gender mainstreaming and composing the development plans and strategies necessary for the implementation of gender equality policies across Estonia. Kaisa Knight has a Master's degree in Sociology and has further expanded her academic knowledge of the field by studying Gender Studies at the University of Helsinki.



MS HELEN SÖÖL
EXPERTS' FORUM | MEMBER



MS MARION PAJUMETS
EXPERTS' FORUM | ALTERNATE

EESTI/ESTONIA (EE)

Chief Specialist

**Gender Equality Department
Ministry of Social Affairs**

Helen Sööl has been working at the Estonian Ministry of Social Affairs as Chief Specialist on domestic violence at the Department of Gender Equality since 2011. She has extensive experience in the field, having previously covered this same role at the Ministry of Social Affairs in 2008. Her responsibilities involve the preparation of policy initiatives, policy-making and implementation, prevention of violence and victim support. She is also developing other important fields of activity including tackling violence against women. Her main areas of expertise (academic and practical) lie in family therapy and counselling psychology. Helen Sööl holds a degree in Social Sciences with a specialisation in psychology and family therapy.

EESTI/ESTONIA (EE)

Adviser

**Gender Equality Department
Ministry of Social Affairs**

Marion Pajumets is currently a post-doctoral researcher at the Centre for Feminist Social Studies at Örebro University in Sweden, as well as a researcher at the Department of Social Stratification at the Institute of International and Social Studies, University of Tallinn. Her fields of research include sociology of gender, critical studies on men and masculinities, sociology of migration, studies of gender-based violence, as well as studies on the reconciliation of work and family. She has researched and lectured on these issues since 2006. She also works as an Adviser to the Department of Gender Equality, Estonian Ministry of Social Affairs, where she is responsible for gender-based violence and human trafficking issues. She is the Estonian member of the Management Committee in the COST project, Femicide across Europe. Marion Pajumets holds a PhD in Sociology from the University of Tallinn.



MS PAULINE MARIE MOREAU
MANAGEMENT BOARD | CHAIR



MR PATRICK O'LEARY
MANAGEMENT BOARD | ALTERNATE



ÉIRE/IRELAND (IE)

Former Director

Gender Equality Division

Department of Justice and Equality

Pauline Moreau is Chair of the Management Board of the European Institute for Gender Equality and of its Standing Committee. Recently retired after a lengthy and diverse career in the Irish Civil Service, Ms Moreau was Director of the Equality Division in the Irish Department of Justice and Equality between 2005 and 2014. She played a central role in the gender equality programme of Ireland's EU Presidency in 2013. Ms Moreau previously worked as Director of the Childcare Directorate in the same Department and has extensive experience of international collaboration on gender equality policy, having served ex officio as the Irish Member of both the High Level Group on Gender Mainstreaming (European Commission) and Advisory Committee on Equality between Women and Men (European Commission) for over eight years. Pauline Moreau qualified as a statistician and also holds a primary degree in public administration and post primary qualifications in health economics.



EIRE/IRELAND (IE)

Assistant Principal Officer

Gender Equality Division

Department of Justice and Equality

Patrick O'Leary has been Assistant Principal Officer at the Gender Equality Division of Ireland's Department of Justice since 2010. He is the project manager for the PROGRESS initiative on gender mainstreaming and the Equality for Women Measure, which is a positive action programme aimed at fostering gender equality and promoting the needs of women in accessing employment, promotion within employment and supporting women in entrepreneurship. Before joining the Department of Justice and Equality, he was Press and Information Officer at the Equality Authority from 1996. Prior to that, he held various positions within the offices of the Supreme and High Court in Ireland from 1980 to 1996. Patrick O'Leary has a Bachelor's degree in Public Management and a Master's degree in Equality Studies.



EXPERTS' FORUM | MEMBER

MR LAURENCE BOND
 EXPERTS' FORUM | ALTERNATE

PENDING APPOINTMENT

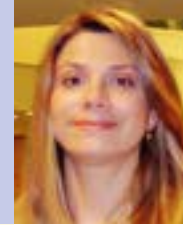
ÉIRE/IRELAND (IE)
Head of Research and Development
The Equality Authority



Laurence Bond has been Head of Research at The Equality Authority in Ireland since 2002 and has also been Head of Development in the same organisation since 2013. He is responsible for planning and implementing equality research and mainstream equality programmes. From 1999 to 2002, he was a policy analyst at the National Economic and Social Forum, where he was responsible for a report on Equity of Access to Hospital Care. Before that, he gained extensive experience in research and policy analysis roles in the Irish public and non-governmental sectors. In Autumn 2014, the Equality Authority and the Irish Human Rights Commission will merge to form the Irish Human Rights and Equality Commission. Among his publications, he recently co-edited the book *Making Equality Count: Irish and International Research Measuring Equality and Discrimination*. Laurence Bond holds a BA in Politics and Philosophy.



MS ANNA MEGALOU
MANAGEMENT BOARD | MEMBER



MS MARIA EFTHYMIU
MANAGEMENT BOARD | ALTERNATE



ΕΛΛΑΔΑ/ELLÁDA/GREECE (EL)

Head of Department

**International Cooperation and International Organisations
Directorate for European Policy and International Cooperation**

Anna Megalou is Head of the Department of International Cooperation and International Organisations. Her work includes promoting Greece's international relations in the field of gender equality, as well as cooperating with international organisations outside the EU, women's branches of trade unions and women's NGOs abroad. An integral part of her work is the preparation of national reports for the implementation of international conventions ratified by Greece. She is also currently a member of the working group that has compiled and monitors the implementation of the National Action Plan for Human Rights of Greece. Anna Megalou is a graduate of the National School of Public Administration of Greece and holds a Master's Degree in State and Public Policy.



ΕΛΛΑΔΑ/ELLÁDA/GREECE (EL)

Official

**Department of Gender Equality
Ministry of Labour, Social Security and Welfare**

Maria Efthymiou is an Official of the Greek Ministry of Labour, Social Security and Welfare. She specialises in labour law and has been actively involved in the development and implementation of law relating to equal treatment of men and women in matters of employment and occupation since 1995. She has participated as an expert in working groups on social affairs of the International Labour Office and in several national committees and forums. From 2007 to 2013, she was the national contact point of the European PROGRESS programme in the field of gender equality. Ms Efthymiou is also an expert in developing the Action Plan of the Ministry of Labour, Social Security and Welfare on Gender Mainstreaming. Maria Efthymiou is a graduate of the Department of French Language and Literature of the National and Kapodistrian University of Athens.



MS VASILIKI SAINI
EXPERTS' FORUM | MEMBER



MR GEORGIOS KOUNPOURAS
EXPERTS' FORUM | ALTERNATE



ΕΛΛΑΔΑ, ELLÁDA/GREECE (EL)

Senior Official

**General Secretariat for Gender Equality
Ministry of the Interior**

Vasiliki Saini has been working as a Senior Official at the General Secretariat for Gender Equality at the Greek Ministry of the Interior since 2013. She has a wealth of knowledge on employment rights, which she honed during her 10-year employment as a labour inspector at the Ministry of Labour and Social Affairs between 2002 and 2012. Employment issues still form a core part of her expertise. Alongside her current activities at the Ministry, Ms Saini is also a member of the Association of Employees of the General Secretariat for Gender Equality in Greece.



ΕΛΛΑΔΑ, ELLÁDA/GREECE (EL)

Lawyer

**General Secretariat for Gender Equality
Ministry of the Interior**

Georgios Koumpouras joined the General Secretariat for Gender Equality (GSGE) at the Greek Ministry of the Interior in 2010 after completing his studies at the National School of Public Administration. At the Ministry, Mr Koumpouras is a Senior Official in the Law Department, where he is responsible for legislation in the fields of violence against women, family law, intimate partner violence and labour relations. Georgios Koumpouras is a graduate of the Law School of the National University of Athens and holds a Master's degree in Law from the University of Paris XII, where he specialised in Family Law.



MR JOSÉ LUIS BURGOS FRESNO
EXPERTS' FORUM | MEMBER



MS INÉS PALACIOS CAMPOS
EXPERTS' FORUM | ALTERNATE



ESPAÑA/SPAIN (ES)
Technical Adviser
Women's Institute

José Luis Burgos Fresno is currently Technical Adviser to the Women's Institute in Spain, where he manages and coordinates work aiming to create a 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. For the last four years, he has been a member of the working group for the elaboration of the National General Budget Gender Impact Assessment Report. In 2008, he was also in charge of developing the indicators to evaluate the Strategic Plan of Equality in the Field of International Cooperation and Development. He has been a member of the Commission of the Observatory for Equal Opportunities between Women and Men since 2005. José Luis Burgos Fresno holds a BA in Psychology.



ESPAÑA/SPAIN (ES)
Programmes Director
Women's Institute

Inés Palacios Campos is currently Programmes Director of the Women's Institute in Spain. Her work there is particularly focused on the area of employment, with special regard to women's entrepreneurship. In her role, Ms Palacios Campos is in charge of developing gender mainstreaming projects in collaboration with other ministries. Prior to this appointment, she worked at the Spanish Agency for International Cooperation Development, where she participated in projects and developed cultural and educational collaborations. Between 2008 and 2010, she was Chief of the Training and Employment Section at the Women's Institute. Inés Palacios Campos has a degree in Law and has specifically studied labour legislation and social dialogue in Europe, as well as equal opportunities in the framework of human resources at the enterprise.



MR ALEXIS RINCKENBACH

EXPERTS' FORUM | MEMBER



MS GENEVIÈVE ZDROJEWSKI

EXPERTS' FORUM | ALTERNATE



FRANCE (FR)

Head of Unit

European and International Affairs Unit (EIB)

Ministry of Social Affairs and Health

Alexis Rinckenbach works as a civil servant at the French Ministry of Social Affairs and Health, where he is Head of the European and International Affairs Unit. Mr Rinckenbach graduated from the Ecole nationale d'administration in Paris.



FRANCE (FR)

Deputy Head of Unit

European and International Affairs Unit (EIB)

Ministry of Social Affairs and Health

Geneviève Zdrojewski is Deputy Head of European and International Affairs at the Directorate-General for Social Cohesion of the French Ministry of Social Affairs and Health. In this capacity, she also represents France at the Advisory Committee on Equal Opportunities for Women and Men (European Commission). Previously, Ms Zdrojewski worked in the Inter-ministerial Delegation for Disabled People and was Deputy Counsel at the Permanent Representation of France to the EU. Between 2001 and 2003, she was in charge of European affairs for women's rights at the French Ministry of Health and Social Affairs. She previously worked at the European Commission, Directorate-General for Research & Innovation, where she was responsible for coordinating projects in the field of gender equality, family and social protection. Geneviève Zdrojewski holds a degree in Law and Sociology.



MS HELENA ŠTIMAC RADIN
EXPERTS' FORUM | MEMBER



MS TAMARA ŠTERK
EXPERTS' FORUM | ALTERNATE



HRVATSKA/CROATIA (HR)
Director
Office for Gender Equality

Helena Štimac Radin has run the Office for Gender Equality of the Croatian Government since 2004. Previously, she worked as a researcher at the Institute for Social Research in Zagreb. Ms Štimac Radin has been very active in the public promotion of women's rights and gender equality through scientific, expert, journalistic and political work. She is the author, co-author and editor of books and many articles on gender equality and human rights issues. Ms Štimac Radin is currently a member of the Advisory Committee on Equal Opportunities for Women and Men (European Commission) and High Level Group on Gender Mainstreaming (European Commission). Štimac Radin holds a Master's Degree in Sociology.



HRVATSKA/CROATIA (HR)
Counsellor and Psychologist
Office for Gender Equality

Tamara Šterk is a psychologist and certified trainer in the field of gender equality, providing training for public servants in the Croatian School of Public Administration since 2010. She currently holds the position of Counsellor at the Office for Gender Equality of the Croatian Government, where she is responsible for projects focusing on specific areas of concern such as institutional capacity building, statistical data collection and the analysis and assessment of the current status of women's rights. Ms Šterk provides assistance to coordinators for gender equality in the state administration bodies in the process of developing their Action Plans for gender equality. She is also in charge of cooperation with NGOs and the creation of guidelines for the assessment, monitoring and evaluation of project proposals.



MS ERMENEGILDA SINISCALCHI

MANAGEMENT BOARD | MEMBER



MS TIZIANA ZANNINI

MANAGEMENT BOARD | ALTERNATE



ITALIA/ITALY (IT)

Head of Department

Italian Presidency of the Council of Ministers

Department for Equal Opportunities

Ermenegilda Siniscalchi is both Head of the Department for Family Policies and Head of the Department for Equal Opportunities of the Italian Presidency of the Council of Ministers. Ms Siniscalchi has worked as Director of the Standing Conference on relations between the State, the Regions and the autonomous provinces of Trento and Bolzano and as Secretary of the Unified Conference. She has also acted as Coordinator of the Office for Special Policies and Institutional Reforms of the Department for Regional Affairs of the Presidency of the Council of Ministers, as well as Legal Adviser to the Minister for Regional Affairs and Local Authorities. Ms Siniscalchi has been member of several committees and commissions established within the Italian Presidency of the Council of Ministers. Ermenegilda Siniscalchi holds a degree in Law and has written many articles published in specialised legal journals.



ITALIA/ITALY (IT)

Executive

Italian Presidency of the Council of Ministers

Department for Equal Opportunities

Since July 2012, Tiziana Zannini has served as Executive at the Department for Equal Opportunities of the Italian Presidency of the Council of Ministers. She is also a second level executive at the same council and a lecturer in the training path on the protection of human rights. She also works as a technical and scientific coordinator of the Observatory for the Fight against Paedophilia and Child Pornography. With a wealth of experience and knowledge on gender mainstreaming topics, Ms Zannini has been involved in projects at governmental and UN level on issues such as the status of women, the prevention of Female Genital Mutilation (FGM) and the prevention of human trafficking. Tiziana Zannini holds a Master's degree in Quality of Public Administration.



MR MICHELE PALMA
EXPERTS' FORUM | MEMBER



MS ANTONELLA GRAZIADEI
EXPERTS' FORUM | ALTERNATE



ITALIA/ITALY (IT)

Director-General

Italian Presidency of the Council of Ministers

Department for Equal Opportunities

Michele Palma is Director-General of the Office for General and International Affairs and Interventions in the Social Field of the Italian Department for Equal Opportunities. In this post, he manages projects, programmes and interventions related to gender equality. He has several fields of expertise including gender equality, violence against women, female genital mutilation, reconciliation of work and family life, and women's empowerment in national, European and international contexts. He has been the coordinator of various initiatives and projects on gender equality, including projects co-financed by the European Commission under numerous community programmes such as the 7FP and the Structural Funds. He is currently a member of the Advisory Committee on Equal Opportunities for Women and Men (European Commission), of the High Level Group on Gender Mainstreaming (European Commission) and of the Council of Europe Gender Equality Commission (GEC). Michele Palma holds a PhD in Civil Procedural Law.



ITALIA/ITALY (IT)

Officer

Italian Presidency of the Council of Ministers

Department for Equal Opportunities

Antonella Graziadei has been working at the Italian National Office against Racial Discrimination (UNAR) at the Department for Equal Opportunities of the Italian Presidency of the Council of Ministers since 2011, with particular responsibility for gender-based violence issues and gender balance on corporate boards. Between 2007 and 2011, she worked at the Legislative Office of the Italian Minister for Equal Opportunities. She has been involved in UN Commission work on the status of women and is participating as coordinator in the European project on the role of the media in the promotion of gender equality. She also served as a representative in the EU Council's Working Party on Social Questions meetings on *Advancing Women's Roles as Decision-Makers in the Media and Combating Violence Against Women*. She is also the author of several publications and a lecturer in gender-based violence. Antonella Graziadei holds a degree in Law.



**MS KALLIOPE AGAPIOU-
JOSEPHIDES**
MANAGEMENT BOARD | MEMBER



MR DEMETRIS MICHAELIDES
MANAGEMENT BOARD | ALTERNATE



ΚΥΠΡΟΣ/ΚΥΠΡΟΣ/CYPRUS (CY)

Assistant Professor

**Department of Social and Political Sciences
University of Cyprus**

Kalliope Agapiou-Josephides has extensive experience in managerial positions in European Affairs and other settings. She is currently the Vice-president of the European Inter-University Centre for Human Rights and Democratisation in Venice, a global institution including 41 leading universities from the EU Member States and more than 80 worldwide. She has authored and co-authored reports on gender equality for institutions such as the United Nations and the European Parliament. Moreover, she has coordinated a number of international research programmes, edited books, published articles and book chapters. In 2001, she was the recipient of the first Jean Monnet Chair award granted by the European Commission to a Cypriot University. Kalliope Agapiou-Josephides holds a PhD in Political Science.



ΚΥΠΡΟΣ/ΚΥΠΡΟΣ/CYPRUS (CY)

Senior Employment Officer

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

Demetris Michaelides is a Senior Employment Officer at the Department of Labour, Ministry of Labour and Social Insurance. He is in charge of the Unit for Labour Legislation, where he mainly deals with anti-discrimination issues such as equality between women and men and free movement of workers within the EU. This issue includes the posting and recognition of professional qualifications. He is also the Vice-president of the Government Board of Human Resources Development Authority, a semi-governmental organisation that deals with vocational training. Mr Michaelides is also a member of the technical and advisory committees on free movement. After studying Electrical Engineering, he studied Law at the Law School of the Kapodistrian University of Athens, Greece.



MS ALEXIA HADJIKOUMI
EXPERTS' FORUM | MEMBER

MS YIOTA KAMBOURIDOU
EXPERTS' FORUM | ALTERNANTE



ΚΥΠΡΟΣ/ΚΥΠΡΟΣ/CYPRUS (CY)

Employment Officer

Department of Labour

Ministry of Labour, Welfare and Social Insurance

Alexia Hadjikoumi has worked as Employment Officer at the Department of Labour of the Ministry of Labour, Welfare and Social Insurance since 2008, where her current role is that of Gender Equality Inspector. She examines equality and discrimination complaints on the basis of gender and other discrimination issues and contributes to the preparation of relevant reports. She is also responsible for the examination of Structural Fund projects as to their compatibility with equality principles. Previously, she practised as a lawyer in the private sector and as an associate lawyer at the Law Commissioner's Office and at the office of the General Secretary of the National Institution for the Protection of Human Rights for a period of five years. Alexia Hadjikoumi holds a degree in Law and International and Commercial Law and an MSc in Human Resources Management and Organisational Behaviour.



ΚΥΠΡΟΣ/ΚΥΠΡΟΣ/CYPRUS (CY)

Labour Relations Officer

Limassol District Office

Department of Labour Relations

Yiota Kambouridou has worked as Labour Relations Officer in the Ministry of Labour and Social Insurance since 2005. The areas of Ms Kambouridou's experience include legislation enforcement, mediation of labour disputes, gender equality and equality of pay. She has also been involved in the project management of the European Social Fund co-financed project titled *Actions for reducing the Gender Pay Gap* since 2010. Yiota Kambouridou holds a degree in Business Administration from the University of Southampton.



MS DIĀNA JAKAITE
MANAGEMENT BOARD | MEMBER



MS AGNESE GAILE
MANAGEMENT BOARD | ALTERNATE

LATVIJA/LATVIA (LV)

Director

**Social Policy Planning and Development Department
Ministry of Welfare**

Diāna Jakaite is Director of the Social Policy Planning and Development Department of the Latvian Ministry of Welfare. She has been working in this field for more than 10 years. Topics covered by the Department include social policy planning and monitoring, gender equality coordination and the planning of the distribution and use of EU Structural Funds. Besides the overall planning of social policy, Ms Jakaite is responsible for participating in the planning and implementation of activities to promote gender equality as well as preparing country reports on the situation and activities concerning gender equality in Latvia.

LATVIJA/LATVIA (LV)

Senior Expert

**Social Policy Planning and Development Department
Ministry of Welfare**

Agnese Gaile is a long-standing expert in the field of gender mainstreaming strategies. She has particular expertise in the coordination and elaboration of gender policies. Since 2003, she has worked as a Senior Specialist and expert in the planning, preparation and implementation of gender equality policy at the Latvian Ministry of Welfare. Ms Gaile has extensive experience in promoting gender mainstreaming in state administration. She is also a member of the High Level Group on Gender Mainstreaming (European Commission). Through her work, Ms Gaile has become familiar with the EU and international dimensions of this policy field and has an in-depth knowledge of mainstreaming gender aspects in policy-planning documents and strategies. She has also worked extensively in the area of gender training and development of gender mainstreaming tools. Agnese Gaile holds a Master's degree in Social Science.



MS DACE KAVASA
EXPERTS' FORUM | MEMBER



MS ILUTA LACE
EXPERTS' FORUM | ALTERNATE

LATVIJA/LATVIA (LV)

Board Member and Consultant
Evolve, SIA

Dace Kasava has extensive experience in gender equality, human rights and corporate social responsibility issues, working in different positions as consultant, educator and project manager. In 2011, she founded a consultancy aiming to develop and deliver diversity management, non-discrimination trainings and non-discrimination related analysis and products. Previously, she worked as a consultant at the OECD, UNDP and Danish Institute for Human Rights. Her main competencies include strategic planning, particularly with small and medium size organisations, as well as legal analysis and work on sustainability, including diversity and gender equality issues, in organisational change processes. She is credited with important practical experience in projects with EU candidate countries and countries in transition for the development of gender-sensitive laws, policies and capacity-building initiatives. Dace Kavasa holds an LLM in European and International Law.

LATVIJA/LATVIA (LV)

Head
Resource Centre for Women (Marta)

Iluta Lace is a founder and the current Head of the Resource Centre for Women (Marta), which educates women about their rights and provides them with knowledge-based competences. At the Centre, Ms Lace also directs international projects dealing with women victims of trafficking and gender-based violence. Furthermore, she participates in different national and international working groups as an expert in gender equality. She previously worked as a social worker, trainer and feminist activist in women's organisations. Her expertise lies in the preparation of gender-sensitive reports as requested by institutions in different European countries and in contributing to research conducted by national and international bodies. She continues to provide expertise on women's rights in post-Soviet countries especially Uzbekistan, Kyrgyzstan and Tajikistan. Iluta Lace holds two Master's Degrees, one in Business Administration and another in Political Science and European Studies.



MS VANDA JURŠĖNIENĖ
MANAGEMENT BOARD | MEMBER



MS DALIA LEINARTĖ
MANAGEMENT BOARD | ALTERNATE



LIETUVA/LITHUANIA (LT)

Head of Division

**Equality for Women and Men Division
Ministry of Social Security and Labour**

Vanda Juršėnienė is Head of the Gender Equality Division at the Ministry of Social Security and Labour in Lithuania. She is also a member of several EU and international working groups including the Social Questions Working Party at the European Council and the High Level Group on Gender Mainstreaming (European Commission). In her current role, she coordinates gender equality work at national level and prepares draft legislation. With a long career in the field of gender mainstreaming, she has been involved in many United Nations activities including the Economic Commission for Europe, the Commission on the Status of Women, the Convention on the Elimination of All Forms of Discrimination against Women, the Beijing Platform for Action and the Millennium Development. Vanda Juršėnienė has a Master's degree in Social Sciences.



LIETUVA/LITHUANIA (LT)

Director

**Gender Equality Studies Centre
Vilnius University**

Dalia Leinartė has been Professor of History and Director of the Vilnius University Gender Equality Studies Centre since 2000. She has also been a member of the United Nations Committee on the Elimination of Discrimination against Women (CEDAW) since 2012. She has coordinated several fundraising projects and organised multiple conferences on topics surrounding gender mainstreaming. As well as serving as the Consultant of the Inter-Ministerial Commission on Equal Opportunities of Women and Men, she is the editor-in-chief of the international website Women in Democracy and a member of the editorial board of the journal *Lyčių studijos ir tyrimai/ Gender Studies and Research*. Professor Leinartė has written books, articles and several conference papers on gender issues. She is currently working on a book entitled *Marriage and Divorce in Eastern Europe. Family History in Lithuania, 1795–1990*. Dalia Leinartė earned her PhD in History from Vytautas Magnus University in 1996.



MS VIRGINIJA ŠIDLAUSKIENE
EXPERTS' FORUM | MEMBER



MS GRETA VAINAUSKAITĖ
EXPERTS' FORUM | ALTERNATE



LIETUVA/LITHUANIA (LT)
Director
Centre for Gender Studies
Šiauliai University

Virginija Šidlauskiene is a Professor and Director of the Centre for Gender Studies and Research at Šiauliai University in Lithuania. Her experience covers inequality policies and gender mainstreaming at national and EU level. During her career, she has dealt with gender equality indicators, gender mainstreaming and social innovations by gender equality plans at academic institutions (EQUAL Initiative), carried out gender equality research in EU FP6, FP7, COST and national ESF projects. She has also worked with the Steering Committee for Equality between Women and Men (Council of Europe) on the measurement of critical areas of concern of the Beijing Platform for Action. Furthermore, she is an expert at the Directorate-General for Human Rights of the Council of Europe and a member of the working group on the Implementation of Horizontal Politics under the Lithuanian Ministry of Finance. Virginija Šidlauskiene holds a doctorate in Social Sciences.



LIETUVA/LITHUANIA (LT)
Specialist
Equality between Women and Men Division
Ministry of Social Security and Labour

Greta Vainauskaitė currently serves as Specialist in the Equality between Women and Men Division of the Ministry of Social Security and Labour in Lithuania. Here, she is in charge of composing the content of the National Equal Opportunities for Women and Men programme for the period of 2015 to 2020 and of preparing national reports for the UN Commission on the Status of Women (UN CSW). Furthermore, she participates in the preparation of Lithuania's positions on matters for the Council of the European Union and monitors the implementation of measures on gender equality at national and international level. Before this, Ms Vainauskaitė worked at the Permanent Representation of Lithuania to the European Union. During her studies, she gained initial work experience at the Ministry of Foreign Affairs of the Republic of Lithuania. Greta Vainauskaitė holds a degree in International Relations and Public Policy and Management.



MS MARYSE FISCH
MANAGEMENT BOARD | MEMBER



MS ISABELLE SCHROEDER
MANAGEMENT BOARD | ALTERNATE



LUXEMBOURG/LUXEMBURG (LU)
First Adviser to the Government
Ministry of Equal Opportunities

Maryse Fisch works at the Ministry of Equal Opportunities in Luxembourg as First Adviser to the Government, where she is responsible for the direction and overall coordination of the ministry. She also heads its international relations and is a member of the High Level Group on Gender Mainstreaming (European Commission). Ms Fisch is President of the Interministerial Committee for Equality between Women and Men in Luxembourg. She entered the civil service in Luxembourg in 1994 and spent 15 years at the Ministry of Labour and Employment, working for the employment department and managing the European Social Fund and the national coordination of the European Employment Strategy regarding the employment dimension of the Lisbon Strategy. Maryse Fisch has a Master's degree in Private Law, which she practiced for two years prior to entering the civil service.



LUXEMBOURG/LUXEMBURG (LU)
Lawyer
Ministry of Equal Opportunities

Isabelle Schroeder has been responsible for social policy on gender equality and the fight against gender-based discriminations at Luxembourg's Ministry of Equal Opportunities since 2010. Her work includes supporting women and men in distress, victims of domestic violence and victims of human trafficking as well as integration, sexual and emotional education, legal affairs, awareness work and training. On behalf of the ministry for Equal Opportunities, she has chaired the committee of cooperation between professionals in the field of the fight against violence, which has been responsible for the implementation and monitoring of the law on domestic violence since 2010. She took office at the Ministry of Equal Opportunities (then known as the Ministry of Women's Promotion) in 2000, where she worked in the fields of employment, labour and private life in relation to issues promoting equality between men and women, fighting discrimination based on sex at national and international level. From 2000 to 2004, she was member of the CDEG of the Council of Europe on behalf of the Ministry of Women's Promotion.



MR PAUL ZAHLEN
EXPERTS' FORUM | MEMBER



MS MARIE VALENTOVA
EXPERTS' FORUM | ALTERNATE



LUXEMBOURG/LUXEMBURG (LU)

Head of Social Statistics Department

National Statistical Institute of Luxembourg (STATEC)

Paul Zahlen is the Head of the Division for Social Statistics at the National Statistical Institute of Luxembourg (STATEC). Before this appointment, he was responsible for the library and the training organisation of STATEC for a nine-year period between 2000 and 2009. Currently, his main responsibilities lie in developing the work of the Institute on demography, labour market, income and living conditions and consumer prices. Paul Zahlen has a doctorate in History and Civilisation from the European University Institute in Florence, Italy.



LUXEMBOURG/LUXEMBURG (LU)

Researcher

Centre for Population, Poverty and Public Policy Studies (CEPS/INSTEAD)

Marie Valentova has worked as a researcher at the Centre for Population, Poverty and Public Policy Studies (CEPS/INSTEAD) in Luxembourg since 2008, where her interests are: the reconciliation of family life and paid work, gender issues, female labour market participation, social policy analysis and evaluation, immigration and integration of immigrants and social cohesion. She has published widely on these issues and her research papers have appeared in international peer-reviewed journals such as *Journal of Social Policy*, *Social Indicators Research*, *Women in Management Review* and *Equal Opportunities International* among others. Ms Valentova is a visiting fellow at the University of Leuven, Belgium, where she was an assistant professor between 2002 and 2007. She also acts as a country expert in Luxembourg for the Peer Review in Social Protection and Social Inclusion and Assessment in Social Inclusion. Marie Valentova holds a PhD in Social Sciences from Masaryk University in Brno.



MS ZSUZSANNA GERBER
EXPERTS' FORUM | MEMBER

MR ROLAND KISGYŐRI
EXPERTS' FORUM | ALTERNATE



MAGYARORSZÁG/HUNGARY (HU)

Senior Trainer Consultant

FranklinCovey Hungary, FC-PANNON Consulting

Zsuzsanna Gerber is a Senior Trainer Consultant and Business and Life Coach at FranklinCovey Hungary, FC-PANNON Consulting, where she is responsible for developing personal and organisational effectiveness in the public, business and educational sectors. Ms Gerber previously worked as a Mental Health Programme Leader at Újpest Community (Budapest), where she was in charge among others of organising women's groups. Among her public activities, Ms Gerber was President of the Hungarian Women's Alliance between 2010 and 2013. She also participated in the UN Commission on the Status of Women (UN CSW) in 2013 and 2014 and in the UN Committee on the Elimination of Discrimination against Women (CEDAW) in 2013. Ms Gerber has organised the Women's Conference of the Carpathian Basin for three consecutive years. Zsuzsanna Gerber holds a degree in Mental Health from Semmelweis University of Medicine (Budapest) and a degree in Political Communication from Budapest College of Communication.



MAGYARORSZÁG/HUNGARY (HU)

Head of Department for Equal Opportunities

Ministry of Human Resources, State Secretary for Social and Family Affairs

Roland Kisgyőri has been Head of the Department for Equal Opportunities at the Hungarian Ministry of Human Resources under the State Secretary for Social and Family Affairs since 2012. Prior to this appointment, he was the coordinator of the EU-funded project supporting national activities aiming to combat discrimination and promote equality. Between 2010 and 2011, he was Deputy Head of the Department for Equal Opportunities. During the course of his career, Mr Kisgyőri has been a research fellow at the Austrian Institute for European Security Policy and at the Századvég foundation (Hungary). Roland Kisgyőri holds a Master's degree in History and another in Public Policy.



MANAGEMENT BOARD | MEMBER



MS RENEE LAIVIERA
MANAGEMENT BOARD | ALTERNATE

PENDING APPOINTMENT

MALTA (MT)

Commissioner

National Commission for the Promotion of Equality



Renee Laiviera has been Commissioner at the National Commission for the Promotion of Equality in Malta since October 2013 and will remain in this post until May 2016. Prior to this position, she fulfilled a wide range of roles related to the promotion of gender equality, serving in the capacity of Director of the Department of Women in Society from 1998 to 2004. Her current roles of Deputy Chairperson of the Commission on Domestic Violence and Working Group Member on Current Pensions, have given her extensive experience concerning issues of gender equality. Ms Laiviera was also Chair of the Commission for the Advancement of Women from 1997 to 1998 and a founding member of the Malta Confederation of Women's Organisations, which she chaired between 2011 and 2013. She was also an Executive Board Member of the European Women's Lobby and continues to be an active member in women's organisations.



MR VANNI XUEREB
EXPERTS' FORUM | MEMBER



MS SINA BUGEJA
EXPERTS' FORUM | ALTERNATE



MALTA (MT)

Head

Malta-EU Steering and Action Committee (MEUSAC)

Vanni Xuereb has been Head of the Malta-EU Steering and Action Committee within the Ministry of Social Dialogue, Consumer Affairs and Civil Liberties since 2008. He is in charge of managing a structured consultation process between the government, political parties and civil society on EU legislative and policy proposals, disseminating EU information to key stakeholders as well as assisting local government and NGOs on EU funded programmes. His main areas of expertise are employment, social affairs and equal opportunities as well as justice and freedom. He has been a member of the National Commission for the Promotion of Equality between Men and Women since 2004 and was previously a member of the Programme Committee for the EU's Action Programme to combat all forms of discrimination. Vanni Xuereb graduated in Law from the University of Malta and pursued postgraduate studies in Advanced European Legal Studies at the College of Europe in Bruges.



MALTA (MT)

Chief Executive Officer – Special Projects

Ministry for Energy and Health

Sina Bugeja is currently assigned to the Ministry for Energy and Health as Chief Executive Officer – Special Projects. She was Chief Executive Officer of the Foundation for Social Welfare Services for five years and a member of the Government Expert Group on Anti-Discrimination at EU level. Between 2004 and 2009, she was Executive Director of the National Commission for the Promotion of Equality (NCPE). Ms Bugeja has previous experience in the promotion of equality, representing Malta at the High-level Group on Gender Equality and Diversity (European Parliament) and the Council of Europe Steering Committee for Equality between Women and Men (CDEG). Ms Bugeja is a Fellow of the Royal Society for the Promotion of Public Health and lectures on various courses in Health Promotion at the University of Malta. She is also an HIV/AIDS counsellor. Sina Bugeja holds an MSc in Health Promotion and Education as well as a degree in Nursing and Social Work.



MS CARLIEN SCHEELE
MANAGEMENT BOARD | MEMBER



MS JANTINA WALRAVEN
MANAGEMENT BOARD | ALTERNATE



NEDERLAND/NETHERLANDS (NL)

Director

**Gender and LGBT Equality Department
Ministry of Education, Culture and Science**

Carlien Scheele has been Director of the Gender and LGBT Equality Department at the Dutch Ministry of Education, Culture and Science since 2011, having joined in 2007. She is also a member of the High Level Group on Gender Mainstreaming (European Commission) and Chair of the Council of Europe's Gender Equality Commission (GEC). Under Ms Scheele's leadership, the department further strengthened its national and international LGBT-policy. At UN level, she is coordinator of the National Implementation of the Convention on the Elimination of Violence against Women (CEDAW) and heads the Dutch delegation to the UN Commission on the Status of Women. Before embarking on a career in the area of social affairs and employment policies, Carlien Scheele studied French at Utrecht University.



NEDERLAND/NETHERLANDS (NL)

Deputy Director

**Gender and LGBT Equality Department
Ministry of Education, Culture and Science**

Jantina Walraven has been Deputy Director of the Gender and LGBT Equality Department at the Dutch Ministry of Education, Culture and Science since 2011. She has a number of years of experience in the field of gender equality. In 2012 and 2013, she was head of the Dutch delegation to the UN Commission on the Status of Women. Topics covered by her department include the participation of women, combating violence against women, women to the top, equal treatment, increasing social acceptance of LGBT persons and combating violence against LGBT persons. Before entering the field of gender and LGBT equality, she worked as a policy-maker in the area of primary education and in employment condition policy. Jantina Walraven studied Pedagogics and Psychology at Leiden University.



MS CATHERINE BIJ DE VAATE
EXPERTS FORUM | MEMBER



MR CHARLES DE VRIES
EXPERTS' FORUM | ALTERNATE



NEDERLAND/NETHERLANDS (NL)

Policy Adviser

Atria Institute on Gender Equality and Women's History

Catherine Bij de Vaate is a Policy Adviser at Atria Institute on Gender Equality and Women's History in Amsterdam. Before joining Atria, she worked as a trainer, lecturer and coach in different European countries. Her areas of expertise include gender equality, gender stereotypes, gender mainstreaming, advocacy, female labour participation, work-life balance, diversity, cross-cultural management, empowerment, women and leadership and women and political participation. Since 2010, she has been Project Leader of the Masterclass, Keys to the EU. Apart from writing columns and articles on gender issues, she has trained many policy-makers and NGO officials on gender mainstreaming. In 2013, she was appointed by the Council of Europe to train the Gender Equality Rapporteurs on gender equality and gender mainstreaming. She is regularly invited to speak at international conferences. Catherine Bij de Vaate has a Master's degree in International Business Administration.



NEDERLAND/NETHERLANDS (NL)

Senior Policy Adviser

**Gender Equality and LGBT Equality Department
Ministry of Education, Culture and Science**

Charles de Vries works as Senior Policy Adviser to the Dutch Ministry of Education, Culture and Science in the Gender Equality and LGBT Equality Department. He 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 56th and 58th Commission on the Status of Women (CSW) in New York in 2012 and 2014. Charles de Vries is also Chair of the EIGE's Working Group on the Beijing Indicators.



MS VERA JAUK
MANAGEMENT BOARD | VICE-CHAIR



MR DIETMAR HILLBRAND
MANAGEMENT BOARD | ALTERNATE



ÖSTERREICH/AUSTRIA (AT)

Head of Department

Department on Gender Policies and Legal Matters

Federal Chancellery Division on Women and Gender Equality

Vera Jauk is Head of the Department on Gender Policies and Legal Matters within the Austrian Federal Chancellery Division on Women and Gender Equality, which coordinates Austria's women and gender equality policies and is responsible for inter-agency matters of gender mainstreaming. She is an expert on a wide range of gender equality issues, including the elimination of discrimination and stereotypes. She regularly conducts gender training and has published various articles on gender mainstreaming. She is a member of the High Level Group on Gender Mainstreaming (European Commission). Since 2000, Vera Jauk has been part of the management of the Inter-ministerial Working Group for Gender Mainstreaming/Gender Budgeting (IMAG GMB), which is responsible for nationwide information and awareness on gender mainstreaming.



ÖSTERREICH/AUSTRIA (AT)

Department for Equal Treatment

Federal Ministry of Education and Women

Dietmar Hillbrand's work in the Department for Equal Treatment of Austria's Federal Ministry of Education and Women 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 as well as discrimination based on ethnic origin. He is also a lay judge on the Viennese Labour Court. Dietmar Hillbrand has a degree in Law and holds an MA in Public Administration.



MS INGRID NIKOLAY-LEITNER
EXPERTS' FORUM | MEMBER



MR NIKOLAUS BENKE
EXPERTS' FORUM | ALTERNATE



ÖSTERREICH/AUSTRIA (AT)

Director

Ombudsman for Equal Employment Opportunities between Women and Men

Ingrid Nikolay-Leitner has been Director of the national equality body with legal competences for gender, ethnic origin, religion and belief, age and sexual orientation since 2004. Previously, she was Head of the Ombudsman for Equal Employment Opportunities between Women and Men from 1991 to 2003. She is co-founder of the European Network of Equality Bodies, EQUINET, of which she was an executive board member between 2006 and 2011, and continues to be part of the working group on policy formation. In her role as expert in equality issues, she has participated in the elaboration of the periodic Austrian report to the UN-Committee on the Elimination of Discrimination against Women (CEDAW) and to the UN-Human Rights Committee. She is a university lecturer at the Law faculty in Vienna and a lecturer in Adult Education. Among other affiliations, she is a member of the Austrian Women Lawyers Association. Ingrid Nikolay-Leitner holds a degree in Law and Psychology.



ÖSTERREICH/AUSTRIA (AT)

Head of Department

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

Nikolaus Benke is currently Head of the Department of Roman Law and Ancient Legal History at the University of Vienna. In 1999 he established a specialised programme in Legal Gender Studies at the Viennese Faculty of Law, a programme that he still coordinates. He is an editor for the *Viennese Studies in History, Law and Society* and he regularly conducts gender sensitivity trainings for diverse target groups, such as university executives or female junior faculty members. For over 10 years (1999–2011), he was Commissioner and Vice-chair of the Working Group on Equal Treatment at the University of Vienna. In 2011, Dr Benke became Anti-Sexism Counsellor of the Austrian Advertisement Control Committee and in 2013, Deputy Head of the Gender and Agency research group at the University of Vienna. Nikolaus Benke holds a PhD in Law.



MS MONIKA KSIENIEWICZ
MANAGEMENT BOARD | MEMBER



MS ANNA KIERSNOWSKA
MANAGEMENT BOARD | ALTERNATE



POLSKA/POLAND (PL)

Deputy Director

Government's Plenipotentiary for Equal Treatment

Monika Ksieniewicz is Deputy Director in the Government's Plenipotentiary for Equal Treatment. She was responsible for the preparation of the Gender Equality Programme under the Polish Presidency of the EU Council. She has been a member of the High Level Group on Gender Mainstreaming (European Commission) and the Advisory Committee on Equal Opportunities for Women and Men (European Commission) and the equivalent bodies at the Council of Europe and the UN level since 2006. She was a counsellor to the Minister in the Department for Economic Forecast and Analyses in the Unit for Gender Equality on the Labour Market from 2006 to 2012. Monika Ksieniewicz obtained a PhD in Gender Equality in 2006 at the Philosophy and Sociology Faculty, Maria Curie-Skłodowska University in Lublin, Poland.



POLSKA/POLAND (PL)

Unit on Equality between Women and Men in the Labour Market

Department of Economic Analyses and Forecasts

Anna Kiersnowska works in the Unit on Equality between Women and Men in the Labour Market in the Department of Economic Analyses and Forecasts of the Polish Ministry of Labour and Social Policy. She is a member of the High Level Group on Gender Mainstreaming (European Commission). Ms Kiersnowska has participated in several strategies, reports, conclusions and EU secondary law on gender equality and violence against women and contributes to the European Commission's annual progress report on equality between women and men. Between 2007 and 2013, she worked as a Senior Specialist in the Coordination of European Policy Unit in the Ministry of Justice. As well as coordinating and preparing official positions for the Polish government, she monitored the implementation of EU legislation into national law. Anna Kiersnowska has a degree in Political Science and International Relations with a specialisation in European Integration.



MS MAGDALENA ŚRODA
EXPERTS' FORUM | MEMBER

MR ADAM BODNAR
EXPERTS' FORUM | ALTERNATE



POLSKA/POLAND (PL)
Professor
Institute of Philosophy
University of Warsaw

Magdalena Środa has worked at the Institute of Philosophy at Warsaw University (UW) since 1982. Her academic specialisations include: the history of ideas, political and moral philosophy, applied ethics, diversity problems and gender and women studies. She has participated in many national and international conferences on issues concerning women and has written numerous articles and books about ethics, political philosophy and gender and women studies. She is the leader of the Congress of Women in Poland and a member of the Committee on Philosophical Sciences and of the Committee on Ethics in Science at the Polish Academy of Sciences. Moreover, she is Director of the Postgraduate School of Philosophy and Ethics, UW. Between 2004 and 2005, she was appointed Minister Plenipotentiary for the Equal Status of Men and Women. Magdalena Środa holds a PhD in Philosophy from the Institute of Philosophy at UW.



POLSKA/POLAND (PL)
Professor
Legal Studies Department
University of Warsaw

Adam Bodnar currently works as Assistant Professor at the Human Rights Chair of the Faculty of Law and Administration, Warsaw University. He is also a Visiting Professor at the Central European University in Budapest and he lectures on Anti-discrimination Law at the Academy of European Law (ERA) in Trier. Dr Bodnar is the author and co-author of several books and articles concerning human rights. He joined the Helsinki Foundation for Human Rights (HFHR) in 2004 and has been Vice-president of the board of this organisation and Head of its legal division since 2011. He is also engaged in works on gender electoral parity laws and he is the Senior Legal Expert within the FRANET network of the EU Agency for Fundamental Rights. In 2011, he received the Tolerance Prize awarded by Polish LGBT Organisations. Adam Bodnar holds a PhD in Law.



MS DINA MARIA CATARINO CANÇO DE PONTES LEÇA

EXPERTS' FORUM | MEMBER



MR MANUEL JOAQUIM PEREIRA ALBANO

EXPERTS FORUM | ALTERNATE



PORTUGAL (PT)

Adviser

Secretary of State for Parliamentary Affairs and Equality

Dina Maria Catarino Canço de Pontes Leça is currently Adviser to the Secretary of State for Parliamentary Affairs and Equality in Portugal. Between 1978 and 2011, she was Senior Adviser to the Commission for Citizenship and Gender Equality (CIG), the governmental mechanism for gender equality. In the CIG, she was responsible for the gathering and analysis of statistical data on the situation of women and gender equality. She was also responsible for the work on indicators and the coordination of a periodic publication on gender equality, including information on legislation and statistics. She was a member of the Portuguese Statistical Council from 2003 to 2005, representing the field of gender equality and has also represented Portugal at EU, UN and OECD level and been a member of various OECD Working Groups. Dina Maria Catarino Canço de Pontes Leça graduated in Economics from the Technical University of Lisbon.



PORTUGAL (PT)

Director of Services

Commission for Citizenship and Gender Equality

Manuel Joaquim Pereira Albano has been working in the areas of gender equality, women's rights and gender-based violence since 1994. Currently, he is Director of Services of the Commission for Citizenship and Gender Equality in Portugal. At the Commission he had already served as Head of the North Delegation between 1998 and 2009, and as Vice-president from 2009 to 2012. Among his other functions, Mr Albano is the national rapporteur for trafficking in human beings and the national coordinator of the First and Second Action Plans against Trafficking. Furthermore, he coordinates and participates in national and community projects in the areas of citizenship, gender equality and gender violence, including domestic violence and trafficking in human beings, representing the Commission at national and international events. Manuel Joaquim Pereira Albano holds a degree in Social Sciences.



MS ANDRA CROITORU
MANAGEMENT BOARD | MEMBER



MS DANIELA COZMA
MANAGEMENT BOARD | ALTERNATE



ROMÂNIA/ROMANIA (RO)

Counsellor

**Directorate for Equal Opportunities between Women and Men
Ministry of Labour, Family, Social Protection and the Elderly**

Andra Croitoru has been working in the field of gender equality for nine years as a Counsellor in the Department of Gender Equality within the Ministry of Labour Family, Social Protection and Elderly Persons. During this period she carried out different activities such as writing and implementing three 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 in 2007. Her main interests are the equal participation of women and men in decision-making processes, the implementation of a gender perspective in education and the elimination of gender roles and stereotypes.



ROMÂNIA/ROMANIA (RO)

Senior Counsellor

**Directorate for Equal Opportunities between Women and Men
Ministry of Labour, Family, Social Protection and the Elderly**

Daniela Cozma has been involved in European affairs for 14 years and for 10 years of that time she has been a Director in the Ministry of Labour, Family and Social Protection. In this capacity, she was actively involved in preparing Romania for EU membership with a particular emphasis on employment, social policy (including gender equality) and the free movement of workers. For the past four years, Ms Cozma has been working as a Senior Counsellor in the area of equal opportunities between women and men. Her main duties are developing policies, governmental actions and national legislation in gender equality in relation to, and in line with, EU policy and strategy on gender issues.



MS ANA MARIA GHEORGHIU
EXPERTS' FORUM | MEMBER



MR SORIN IOAN BOTEZATU
EXPERTS' FORUM | ALTERNATE



ROMÂNIA/ROMANIA (RO)

Counsellor

**Directorate for Equal Opportunities between Women and Men
Ministry of Labour, Family, Social Protection and the Elderly**

Ana Maria Gheorghiu is currently a Counsellor at the Directorate of Equal Opportunities between Women and Men at the Romanian Ministry of Labour, Family, Social Protection and the Elderly. Her main responsibilities lie in designing strategies and best practice guides and drafting reports in the field of gender equality, as well as evaluating compliance with international provisions. In her role at the department, she is also in charge of drafting responses to complaints relating to discrimination on the grounds of sex and on equal opportunities between women and men and she also develops training programmes on gender equality. She has been a member-observer in the Advisory Committee on Equal Opportunities for Women and Men (European Commission) and a member-expert in the Steering Committee for Equality between Women and Men (Council of Europe). Ana Maria Gheorghiu has a degree in Political Science.



ROMÂNIA/ROMANIA (RO)

Deputy Director

**Directorate for Equal Opportunities between Women and Men
Ministry of Labour, Family, Social Protection and the Elderly**

Sorin Ioan Botezatu is Deputy Director of the Directorate for Equal Opportunities between Women and Men at the Romanian Ministry of Labour, Family, Social Protection and the Elderly, where he has been a senior civil servant for more than 15 years. As a sociologist and long-term member of the Directorate for EU Affairs, he was directly involved in preparing the Romanian positions concerning various issues to be included in the EU's social policy dimension. These issues were social protection and social inclusion, family policies, youth and women's employment, demographic challenges, gender equality and equal opportunities. He represented Romania in the European Council's Social Protection Committee. His main tasks were the development of policies and governmental action plans in the field of gender equality, the coordination of appliance and integration of the gender mainstreaming dimension into national legislation and the coordination of national legislation in this field with EU acquits and strategy guidelines on gender issues.



MS MILICA ANTIĆ GABER
EXPERTS' FORUM | MEMBER



MS TANJA SALECL
EXPERTS' FORUM | ALTERNATE



SLOVENIJA/SLOVENIA (SI)

Professor

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

Milica Antić Gaber is a Professor at the Department of Sociology, Faculty of Arts, at the University of Ljubljana in Slovenia, where she teaches Sociology of Gender and coordinates the doctoral programme for Gender Studies. She has lectured at universities in Budapest, Belgrade, Dubrovnik and London. She has recently been involved in research projects on electoral gender quotas in Europe and coordinated an international project implementing EU directives on violence against women, children and youth in new EU Member States, as well as national projects on the reconciliation of private and professional life for female politicians in Slovenia; the gender structure of contemporary Slovene society and gender positioning in the field of politics. She has published widely on gender equality, gender-based violence, women in politics and gender quota systems in the Slovenian and international context. Milica Antić Gaber has a PhD in Sociology.



SLOVENIJA/SLOVENIA (SI)

Secretary

**Equal Opportunities Department
Ministry of Labour, Family, Social Affairs and Equal Opportunities**

Tanja Salecl is Secretary of the Equal Opportunities Department and has been working in the area of gender equality and women's human rights since 1993, when she first joined the Office for Equal Opportunities of the Slovenian Government. In her role as Secretary, she is responsible for the areas of gender mainstreaming, labour market, sexual harassment and reconciliation of work-family life. Previously, she worked in the roles of Vice-secretary, Adviser to the Government, Deputy Director and Director of the Office for Equal Opportunities, until the Office for Equal Opportunity and the field of gender equality were re-assigned to the Ministry of Labour, Family and Social Affairs in 2012. Tanja Salecl holds a Master's degree in Management of Non-profit Organisations, specialising in education and development.



MS OLGA PIETRUCHOVÁ
MANAGEMENT BOARD I MEMBER



MR ANDREJ KURUC
MANAGEMENT BOARD | ALTERNATE



SLOVENSKO/SLOVAKIA (SK)

Director

**Department of Gender Equality and Equal Opportunities
Ministry of Labour, Social Affairs and the Family**

Olga Pietruchová is Director of the Department of Gender Equality and Equal Opportunities at the Ministry of Labour, Social Affairs and the Family of the Slovak Republic and a member of the High Level Group on Gender Mainstreaming (European Commission). She is an expert and researcher in the field of gender equality, gender mainstreaming and equal opportunities, a gender trainer and a human rights advocate with more than 10 years of experience. She previously worked as a member of the governing board of the European Women's Lobby in Brussels. Ms Pietruchová is the author and co-author of several publications and studies on gender issues and has conducted gender training for national and international organisations. She is also a well-known writer in Slovakia, having published more than 150 articles in newspapers and magazines. Olga Pietruchová holds a Master of Arts degree in Women's Studies & Feminist Research from Rose Mayreder College in Vienna, Austria.



SLOVENSKO/SLOVAKIA (SK)

Gender Expert

**Department of Gender Equality and Equal Opportunities
Ministry of Labour, Social Affairs and Family**

Andrej Kuruc is currently a Gender Expert at the Centre of Education of the Ministry of Labour, Social Affairs and Family in Slovakia. As a psychologist and analyst, he runs personal development courses for LGBT people. Surveying the psychological needs of this group, he has also worked on the development of information brochures on topics affecting them. He headed the support structure for equal opportunities in the same ministry for three years. He has written plays and carried out theatre workshops on gender stereotypes as well as writing articles on the topic. He has also published articles on sexism and psychology, gender mainstreaming and the labour market. Andrej Kuruc holds a Master's degree in Psychology from Comenius University, Bratislava.



MS SILVIA PORUBÁNOVÁ
EXPERTS' FORUM | MEMBER



MS MARIANA SZAPUOVÁ
EXPERTS' FORUM | ALTERNATE



SLOVENSKO/SLOVAKIA (SK)

**Senior Researcher and Director
Institute for Labour and Family Research**

Silvia Porubánová is a sociologist and currently a Senior Researcher and Director at the Institute for Labour and Family Research in Bratislava, where she is in charge of managing projects, information and activities on family issues and social policy. She has professional experience in the field of gender equality, social inclusion and the status of women in the labour market. Additionally, she actively participates in civic initiatives aimed at increasing the social and political participation of women and marginalised groups. As author and editor of many books and articles, she has been widely published on issues such as abortion, LGBT rights and integration of immigrants. She is a member of the Advisory Committee on Equal Opportunities for Women and Men (European Commission), as well as an expert in the Committee for Gender Equality of the Slovak Government and head of the Working Group on Work-Family Reconciliation.



SLOVENSKO/SLOVAKIA (SK)

**Associate Professor
Department of Philosophy and History of Philosophy & Gender
Studies Centre
Comenius University, Bratislava**

Mariana Szapuová is an Associate Professor of Philosophy at the Department of Philosophy and History of Philosophy & Gender Studies Centre, Comenius University in Bratislava, where she lectures on Feminist Philosophy and Gender Studies. She focuses on feminist epistemology, issues relating to gender in science and the history of feminist thinking. She has participated in several international and national projects in the area 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 and she has also been working on gender equality in science and research as a member of the Expert Group for Gender Equality in R&D in Slovakia. Mariana Szapuová studied Philosophy at the Faculty of Philosophy, Comenius University in Bratislava, where she also completed her doctoral studies.



MS TARJA HEINILÄ-HANNIKAINEN
MANAGEMENT BOARD | MEMBER



MS RIITTA MARTIKAINEN
MANAGEMENT BOARD | ALTERNATE



SUOMI/FINLAND (FI)

Director

Gender Equality Unit

Ministry of Social Affairs and Health

Tarja Heinilä-Hannikainen has been Director of the Gender Equality Unit in the Finnish Ministry for Social Affairs and Health since 2002. The unit is responsible for the planning, preparation and implementation of gender equality policy as well as for the preparation of gender equality legislation in Finland. Ms Heinilä-Hannikainen has extensive experience in promoting gender mainstreaming in state administration and handles tasks related to EU gender equality law and policy, as well as international affairs. She is an expert in international equality legislation, having previously worked in the fields of social policy, in the EU and in international affairs. Tarja Heinilä-Hannikainen has a degree in Law.



SUOMI/FINLAND (FI)

Ministerial Counsellor

Gender Equality Unit

Ministry of Social Affairs and Health

Riitta Martikainen is a Ministerial Counsellor in the Gender Equality Unit at the Finnish Ministry of Social Affairs and Health, a position she has held since 2008. Her previous work for the same Unit as a Senior Officer was focused on equal pay for women and men. Ms Martikainen has extensive work experience as a civil servant, having worked for the Ministry of Labour for 15 years prior to joining the Ministry of Social Affairs and Health. Her areas of expertise include equal pay, labour market equality and the balancing of work and family life. She is an alternate member of the Finnish Council for Gender Equality and participated in a collaborative scientific research project in gendered practices in working life as well as in a European Foundation research project on gender equality and collective bargaining. Riitta Martikainen holds a Master's degree in Social Sciences from the University of Helsinki.



MS MINNA KELH 
EXPERTS' FORUM | MEMBER



MS EEVA RAEVAARA
EXPERTS' FORUM | ALTERNATE



SUOMI/FINLAND (FI)

Development Manager

Minna Centre for Gender Equality Information

Minna Kelh  is the Development Manager of the Minna Centre for Gender Equality Information in Finland. She has extensive experience in the field of gender equality policy, having previously taught gender studies at the University of Helsinki and worked as the Special Adviser to the minister responsible for gender equality issues in Finland. Minna Kelh  has a PhD in Education Theory. In her doctoral dissertation, she analysed motherhood from the perspectives of age and social class, drawing on feminist research traditions both theoretically and methodologically.



SUOMI/FINLAND (FI)

Ministerial Adviser

Gender Equality Unit

Ministry of Social Affairs and Health

Eeva Raevara is currently working as Ministerial Adviser at the Gender Equality Unit of the Ministry of Social Affairs and Health in Finland. She has worked in the field of gender equality and gender studies since the 1980s, both in the Finnish national bodies for gender equality and in academia. Previously, she worked as a coordinator and researcher at the Christina Institute for Women's Studies, University of Helsinki. Her main research fields are gender equality policies and discourses as well as gender issues in local politics. She has participated in Nordic and European research projects and networks in the fields of gender studies and feminist political science. Eeva Raevara holds a PhD in Social Sciences with a focus on gender equality policies.



MS KERSTIN ALNEBRATT
EXPERTS' FORUM | MEMBER

MR LARS PLANTIN
EXPERTS' FORUM | ALTERNATE



SVERIGE/SWEDEN (SE)

Director

Swedish Secretariat for Gender Research

Kerstin Alnebratt has served as Director of the Swedish Secretariat for Gender Research since 2009. The Secretariat, located at the University of Gothenburg, has a national assignment with the task of disseminating gender research and strengthening the research field. In recent years the Secretariat has received several new commissions from the Nordic Council of Ministers. Dr Alnebratt's main area of interest is critical studies on gender equality, including the relations between theory, politics and practice. She has published different reports and scientific articles on the interdisciplinarity of research policies and practices. Between 2003 and 2005, she worked as a consultant, while previously she was Deputy Mayor of the city of Gothenburg. Among her affiliations, she chairs the editorial board of the Nordic Journal of Feminist and Gender Research, *Nora*, and the Women's Folk High School Foundation. Kerstin Alnebratt has a PhD in Gender Research.



SVERIGE/SWEDEN (SE)

Associate Professor

**Faculty of Health and Society, Department of Social Work
Malmö University**

Lars Plantin is an Associate Professor at the Faculty of Health and Society of Malmö University in Sweden. His main area of expertise is family sociology with a special focus on fatherhood, parenting in modern family life and work-family boundaries. He has published various articles on the subject such as *Talking and Doing Fatherhood: On fatherhood and Masculinity in Sweden and Britain (2003)*, and *Different Classes, Different Fathers? On Fatherhood, Economic Conditions and Class in Sweden (2007)*. He has also published articles and books on the themes of parenthood and the internet, reproductive health and migration and work and family life. In this respect, he also worked for the World Health Organisation. He is member of the scientific network European Network of Fatherhood Research and of the research collaboration *Transitions*. Lars Plantin holds a PhD in Social Work.



MR CHARLES RAMSDEN
MANAGEMENT BOARD | MEMBER

MANAGEMENT BOARD | ALTERNATE



UNITED KINGDOM (UK)
Government Equalities Office
Home Office

PENDING APPOINTMENT

Charles Ramsden is responsible for EU and International policy in the Government Equalities Office at the UK Home Office. The Government Equalities Office leads on issues relating to women, sexual orientation and transgender equality. It also has the responsibility across government for equality strategy and legislation. Mr Ramsden 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 policy, he had worked within the criminal justice system and on immigration policy.



MR GIOVANNI RAZZU
EXPERTS' FORUM | MEMBER

EXPERTS' FORUM | ALTERNATE



UNITED KINGDOM (UK)

Professor of Economics of Public Policy
Acting Head of Department of Economics
University of Reading

PENDING APPOINTMENT

Giovanni Razzu has been Professor of Economics of Public Policy at the University of Reading in England since November 2012, where he directs the Master in Public Policy programme. He is also Acting Head of the Department of Economics and School Director of Postgraduate Taught Programmes. His areas of research are inequality, gender and the labour market, poverty and social mobility, the capabilities approach and autonomy, housing and regeneration. Before joining Reading University, he was a government economist for almost 10 years. He was also Acting Chief Economist at the Government Equalities Office for one year from its establishment in 2007. From 2008 to 2010, he helped the Secretariat to the National Equality Panel produce the report *An Anatomy of Economic Inequality in the UK*.



MS WILLEMEN RUYGROK
EXPERTS' FORUM | MEMBER



MS EVA-BRITT SVENSSON
EXPERTS' FORUM | MEMBER



DESIGNATED BY THE EUROPEAN PARLIAMENT

Director
Consultancy Europe

Willemien Ruygrok is the Director of Consultancy Europe. Her main activities include the monitoring and influencing of European policy and its implementation in the Netherlands and other Member States. Previously, Ms Ruygrok was a senior policy adviser at E-Quality, the knowledge centre for gender and diversity issues. She has frequently interacted with Europe-wide NGOs about European policy subjects. She is the author of numerous articles on issues such as gender equality, non-discrimination and diversity management. Her expertise includes the development of training tools for diversity and equal treatment at different organisational levels. During her career, Ms Ruygrok has organised and participated in several training courses and visits to the Netherlands by groups of gender equality experts and policy-makers from all member states. Willemien Ruygrok holds a BA in Cultural Anthropology.



DESIGNATED BY THE EUROPEAN PARLIAMENT

Former Chair of the FEMM Committee

Eva-Britt Svensson was a Member of the European Parliament for Sweden from 2004 to 2011, where she represented the European United Left/Nordic Green Left. During her time in Parliament, she was the Chair of the Committee on Women's Rights and Gender Equality (European Parliament) between 2009 and 2011, having served as the Committee's Vice Chair since 2007. Among her topics of expertise are domestic violence prevention, the fight against trafficking of human beings, the right to reproductive healthcare and abortion, equal pay and health and social care issues. In April 2011, the European Parliament adopted her report on a framework for EU policy to combat violence against women.



MS LAURA ALIPRANTI-MARATOU

EXPERTS' FORUM | ALTERNATE



DESIGNATED BY THE EUROPEAN PARLIAMENT

Research Expert

National Centre for Social Research – Gender Issues Research Laboratory
Athens University

Laura Alipranti-Maratou is a Research Expert at the National Centre for Social Research, Gender Issues Research Laboratory in Athens, Greece. In this capacity, she has participated in and conducted several national and European projects. Ms Alipranti-Maratou is also a Visiting Professor at the University of Athens, Department of Psychology. Her research interests include gender issues, female migration, gender relations, intergenerational relations, social policy and social exclusion. Moreover, she has been the National Representative for Greece for the Committee of Individuals Societies, Cultures and Health (ISCH) and for the European Cooperation in Science and Technology (COST) since 2006 and is currently also Vice-president of the Board of the NGO Greek League for Women's Rights. She is also a member of the International Alliance of Women (IAW). Laura Alipranti-Maratou has a PhD in Sociology from the University of Paris X Nanterre.



MS BRIGITTE TRIEMS
EXPERTS' FORUM | MEMBER



MR RICHARD TOM KÖHLER
EXPERTS' FORUM | ALTERNATE



DESIGNATED BY THE EUROPEAN COMMISSION
EU Level Non-Governmental Organisations
Former President
European Women's Lobby

Brigitte Triems was President of the European Women's Lobby between 2008 and 2012. She has professional experience in a number of institutions working for gender equality at regional and international levels, in particular in Eastern Europe, Africa and the Middle East and at the UN's specialised agencies. From 1992 onwards, she worked as Managing Director of a non-profit employment and qualification company in Berlin that deals with the integration of immigrants into German society and the fostering of international understanding. Previously, she had been active in women's organisations since the 1980s, acting as Chairwoman of the Democratic Women's Union and as Vice-chairwoman of the National Council of German Women's Organisations. Currently, she is a member of the Management Committee of the European Platform of Social NGOs. Brigitte Triems holds a diploma as a certified interpreter, translator and a diploma in Political Science.



DESIGNATED BY THE EUROPEAN COMMISSION
EU Level Non-Governmental Organisations
Policy and Capacity Officer
Transgender Europe (TGEU)

Richard Tom Köhler is currently working as Policy and Capacity Officer at Transgender Europe (TGEU). His main role covers advocacy with European institutions, policy development and implementation and capacity building. Prior to this appointment, he worked as a Programme and Policy Officer at ILGA-Europe where he was in charge of international project coordination and monitoring as well as of the development of a documentation system of human rights violations. Between 2007 and 2009, he worked for the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) in the capacity of Project Manager, coordinating and reporting on projects for the Russian Federation and the Baltic States. During the same period, he was also Head of Health focusing on HIV/AIDS prevention. Earlier, he joined GIZ as Junior Management Assistant and as a Consultant for a project on the Rehabilitation for Victims of Trafficking. Richard Tom Köhler holds a degree in History and Gender Studies as well as a BA in International Business Administration with a focus on the economy, history and culture of Eastern Europe.



MS CHRISTINA BREIT
EXPERTS' FORUM | MEMBER



MR ARMIN AUGAT
EXPERTS' FORUM | ALTERNATE



DESIGNATED BY THE EUROPEAN COMMISSION

EU Level Employers' Organisations

Adviser

European and International Affairs

Confederation of German Employers' Associations

Christina Breit is an Adviser at the Department for European and International Affairs at the Confederation of German Employers' Associations (BDA). She joined the BDA in 2012 and there specialises in the fields of European labour law, gender equality, social security and immigration issues. During her studies and postgraduate judicial service traineeship, she gained initial work experience at the Permanent Representation of the Federal Republic of Germany to UNESCO in Paris, the Deutsche Bundesbank in Frankfurt am Main and the Representation of the Free State of Bavaria to the EU in Brussels. Christina Breit has a degree in Law with a focus on European and Economic Law from the University of Heidelberg and from the Catholic University of Leuven. During her academic career, she also studied International Business Administration in cooperation with the BASF SE in Ludwigshafen.



DESIGNATED BY THE EUROPEAN COMMISSION

EU Level Employers' Organisations

Executive Director, Lawyer

Bavarian Municipal Employers' Association

Armin Augat is the Executive Director of the Bavarian Municipal Employers' Association. Following his legal examinations in Kiel and Hamburg, Mr Augat worked in Frankfurt and Berlin for the German National Rail (DB) in the department of labour law. In 1996, he became the Executive Director of the Municipal Employers' Association in Munich. Mr Augat has represented the German Municipal Employers' Association (VKA) in the Social Affairs Committee of the European Centre of Enterprises with Public Participation and of Enterprises of General Economic Interest (CEEP) as well as in the EU Social Dialogue Committee for many years. His fields of activity are labour law, social affairs and collective bargaining. Armin Augat holds a degree in Law.



MS JO MORRIS
EXPERTS' FORUM | MEMBER



MR DAVID JOYCE
EXPERTS' FORUM | ALTERNATE



DESIGNATED BY EUROPEAN COMMISSION
EU Level Workers' Organisations
Independent Policy Adviser

Jo Morris works as an Independent Policy Adviser to trade unions, international development organisations and NGOs on gender and labour rights. She has over 30 years of experience in equality and employment rights work in the UK, Europe and around the world. Until 2009, she worked for the British Trade Union Congress as a Senior Policy Officer on Equality and Employment Rights. She was also a member of the Advisory Committee on Equal Opportunities for Women and Men (European Commission). Well-known in academia, Ms Morris is a member of the UK Economic and Social Research Council overseeing the gender research programme at the University of Cambridge. She also works extensively on combating violence against women, particularly in the garment industry in Bangladesh and India and is the author of publications on gender and work-related issues. Ms Morris holds an honours degree in Politics and History.



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EU Level Workers' Organisations
Equality Officer
Irish Congress of Trade Unions

David Joyce is the Equality Officer at 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. He also represents the European Trade Union Confederation on several external equality-related committees, including: the Board of the National Disability Authority, the Board of the Equality Authority, the National Steering Group of the National Plan against Racism and the Steering Group of the Equality and Rights Alliance. Mr Joyce also participates in various ETUC equality initiatives, such as 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.



Making equality between women and men a reality for all Europeans and beyond is the vision of the European Institute for Gender Equality.

About EIGE

EIGE is a European agency which supports the EU and its Member States in their efforts to promote gender equality, to fight discrimination based on sex and to raise awareness about gender equality issues. Its tasks are to collect and analyse comparable data on gender issues, to develop methodological tools, in particular for the integration of the gender dimension in all policy areas, to facilitate the exchange of best practices and dialogue among stakeholders and to raise awareness among EU citizens.



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