

TERMS OF REFERENCE

Report summarising the learnings from the piloting of indicators for the mandate and independence of equality bodies

EQUINET

Equinet is the European Network of Equality Bodies, a membership organisation bringing together 47 equality bodies from across Europe, including all EU Member States.

National equality bodies are public institutions designated by EU law to combat discrimination based on race and ethnic origin and gender discrimination. Some Member states have gone beyond the EU law minimal requirements and extended the mandate of equality bodies to grounds such as disability, age, sexual orientation, religion or belief, gender identity and/or other grounds.

Equinet promotes equality in Europe through supporting and enabling the work of national equality bodies. It supports equality bodies to be independent and effective as valuable catalysts for more equal societies.

More information about Equinet and equality bodies is available on [the Equinet website](#).

BACKGROUND & CONTEXT

The past two years saw a breakthrough in the recognition of and standards for equality bodies, with several EU Equality Strategies and the [Commission's report on the application of the Racial Equality Directive \(2000/43/EC\) and the Employment Equality Directive \(2000/78/EC\)](#) raising the possibility of proposing EU-level legislation by the end of 2022 to strengthen the role and independence of equality bodies. This is a recognition that binding legislation on equality bodies would be a major step towards better implementation and enforcement of the EU's equal treatment legislation and effective protection of the rights of all victims of discrimination across Europe.

This process is a unique opportunity and Equinet has already provided substantive input to inform the legislative process, expressing its [ambition for strong and effective standards](#). Equinet's Project on Standards for Equality Bodies has been a driver for this engagement, having developed two sets of indicators for standards (on [mandate](#) and on [independence](#), in 2019 and 2020, respectively).

During the summer of 2021, five equality bodies (from Austria, Belgium, Czech Republic, Germany and Romania) tested the adequacy and usability of these indicators in 2021 and they briefly shared their findings at the Project's meeting in November 2021.

OBJECTIVES and OUTPUT

The Equinet Work Plan for 2022 foresees the commissioning of ‘1 report by an external expert, evaluating and summarising the learnings from the piloting of indicators’.

Accordingly, the commissioned researcher will be expected to produce a short Equinet Report (recommended length of maximum 15 pages), with a view to:

- **Summarise and evaluate the learnings from the piloting of indicators;**
- **Document any amendments that have a potential to increase the quality of the indicators based on the consensus of equality bodies that piloted their use;**
- **Establish and inform Equinet and the European Institutions whether and to what extent these indicators can be used to evaluate the situation of equality bodies;**
- **Suggest ways in which these indicators can inform the planned legislation on standards for equality bodies.**

EXPECTED APPROACH

During the process, the researcher will be expected to:

- 1) Familiarise themselves with the two sets of indicators;
- 2) Analyse the materials produced by the five equality bodies that piloted the indicators;
- 3) Interview representatives of the five equality bodies that piloted the indicators;
- 4) Compile and analyse the comments and suggestions for amendments received from the five equality bodies to the two sets of indicators;
- 5) Write a report assessing the usability of indicators and suggesting ways in which they can inform the legislation on standards for equality bodies.

In the course of their work, the researcher should regularly update the Equinet Secretariat on their progress. In specific, the researchers are encouraged to inform the Equinet Secretariat in a timely manner and seek support from the Secretariat team, should they encounter any obstacles and delays in any of the above steps, and especially, if these obstacles and delays involve or are caused by members of Equinet.

EXPERTISE REQUIREMENT

The selected expert to be commissioned for this report is expected to demonstrate:

- A track record of work in the field of equality and human rights
- Very good knowledge of the work of national equality bodies and their diversity
- Publication(s) in the field of EU equal treatment law
- Excellent drafting skills in English

SELECTION PROCESS

The Equinet Secretariat will select the winning tender.

In the selection process the following criteria will be taken into account:

- Quality and content of the proposal
- Demonstrated expertise working on/with equality bodies as public institutions
- Price

The proposal offering the best value for money will be selected.

TIMEFRAME

The indicative timeframe for the commissioned paper is as follows:

- Deadline for applications to be submitted: 2 January 2022
- Result of the selection process and start of the work: 10 January 2022
- Interviewing 5 members: by the end of January 2022
- Draft report presented to the Equinet Secretariat: 14 February 2022
- Feedback on the draft report by the Equinet Secretariat: by 21 February 2022
- Submission of the final report for approval by the Equinet Executive Board: 28 February 2022

BUDGET

The maximum budget for the commissioning of this report is **4.000 EUR** (VAT included).

SUBMISSION OF PROPOSALS

Proposals, alongside the expert's CV need to be submitted by **Sunday, 2 January 2022** to the attention of Tamás Kádár, Equinet Deputy Director and Head of Legal and Policy (tamas.kadar@equineteurope.org). Please put the following Equinet Secretariat staff member in copy, when submitting your application: Sophie Hale, Membership and Network Development Officer (sophie.hale@equineteurope.org).

CONTACT PERSON FOR QUERIES

Tamás Kádár, Deputy Director

Email: tamas.kadar@equineteurope.org

Phone number: +32 (0)2 212 3183