

Call for Proposals

EQUINET TRAINING ON THE USE OF EQUALITY DATA BY EQUALITY BODIES IN LEGAL CASEWORK

27 – 28 October, Brussels, Belgium

1. EQUINET

Equinet is the European Network of Equality Bodies, a membership organisation bringing together 48 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](#).

2. BACKGROUND & CONTEXT

Equality data and research can contribute to making the Union of Equality a reality. They enable evidence-based policy and law-making and thus contribute to the realization of fundamental rights across equality grounds.

Equality bodies have been playing an increasingly relevant role in litigation offering specialised expertise in discrimination. They are key to ensuring the availability and use of equality data (including intersectional data), particularly in legal casework. Importantly, equality bodies can also provide access to data through official requests and investigations and use this data as evidence to assess a potential breach of non-discrimination law in relation to a specific case. The ability of equality bodies to use



equality data to prove discriminatory practices is an essential component of the provision of effective redress to victims of discrimination.

3.OBJECTIVES

The Equinet Work Plan for 2022 commits to build the capacity of staff members of equality bodies working on data collection and litigation through a dedicated training "Using equality data and research in case work." The training will involve members of Equinet's Working Group Equality Law and Working Group Research and Data Collection.

The purpose of this training is to increase the capacity of equality bodies' staff to effectively identify and use research and data in non-discrimination legal casework by focusing on (1) identifying good examples and good practices (2) discussing challenges and (3) underpinning ways forward. The training also aims to discuss and clarify the role of equality bodies in using equality data and research in legal casework. The experience of relevant partners, such as civil society organizations that have existing good practices in this field may also be discussed as appropriate.

The report based on the training will serve as the basis for developing in 2023 a Handbook for equality bodies on using data and research in casework, which will also include a collection of good practice examples from equality bodies identified through the delivery of this training.

Upon a successful completion of the training, Equinet reserves the right to invite the trainer and event coordinator to develop the 2023 Handbook, as part of the work of Equinet's Working Group Research and Data Collection.

4.EXPECTED OUTPUT

PHASE 1: Estimated working time of 7 days

- A day and a half (27 October, full day, and 28 October, half day) practical training for around 40 experts from equality bodies, who are members of Equinet's Working Group Equality Law and Working Group Research and Data Collection.
- An event summary report (max. 10-15 pages) highlighting key learnings, good practice examples and challenges shared by training participants.



PHASE 2: Estimated working time of 5 days

A practical Handbook on how to find and use equality data as evidence in non-discrimination legal cases. The Handbook will be custom made for the specific situations faced by equality bodies, as shared during the training, and will be developed in 2023 (final deliverable due by 31 May 2023) in collaboration with the members of Working Group Research and Data Collection. The development of the Handbook, which builds upon the training, will be remunerated separately and may be offered to the expert or the team of experts contingent upon satisfactory completion of the training as assessed by the Equinet Secretariat.

The Handbook will provide actionable and context-specific guidance to equality body staff on how to identify and use equality data as proof in legal cases. In terms of format and practical focus, it could follow the model of previous capacity-building tools by Equinet such as the Equinet Strategic Litigation Handbook and Equal Pay Manual. Based on recommendations by members of Equinet's Working Group Research and Data Collection, the Handbook is expected to address the following aspects of the use of equality data in non-discrimination casework:

- Typology of different use cases – e.g., starting with the types of cases which are known to require empirical data such as the following: unequal pay; segregation in education; segregation in housing; redundancy/promotion; disparate impact/treatment cases in the provision of goods and services.
- Diversity (institutional structure and mandate) of equality bodies -e.g., depending on their different powers and mandates, some equality bodies can use equality data in litigation (i.e., those with legal standing before the courts), others use data in their own decision-making, whether legally binding or not.
- Empirical methods (for obtaining equality data) — e.g., surveys; experiments/situation testing; content analysis; observations; the analysis of employer's data.
- Producer/source of the equality data - has the equality body ever collected empirical data to prove/disprove a case on its own, e.g., conducted situation testing, commissioned surveys? Or has the equality body worked with data already collected by somebody else?

5. JOB DESCRIPTION

To deliver the above outputs, the expert or team of experts will carry out the following tasks*:



*In the course of their work, the expert or team of experts should regularly update the Equinet Secretariat on their progress, and if and when needed and appropriate, should consult with the Equinet Executive Board, Secretariat and thematic Working Groups in the process. In specific, the experts 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 the any of the above steps, and especially, if these obstacles and delays involve or are caused by members of Equinet.

Content development

- Assess the needs of training participants, building upon the information available from the work of Equinet’s Working Group Research and Data Collection and in specific the draft Good Practice Compendium of Equality Data Uses in Non-discrimination Work;
- Design and develop the agenda of the training, ensuring, as appropriate, the involvement of Equinet members as presenters;
- Deliver the training, if necessary and time allowing also through identifying, liaising and coordinating with external speakers.

Event coordination

- Coordinate the preparation of a narrative report summarizing the outcomes of the event;
- Be responsible for reporting about the training using Equinet’s monitoring and evaluation framework, including ensuring that the relevant information is available for the purposes of Equinet’s annual financial reporting obligations under the European Commission grant;
- Promotion of training to Equinet members and to the extent relevant, to select external stakeholders

In addition to liaising with members and being consulted on matters of content, the **Equinet Secretariat** will provide the following support with the organization of the training:

- Be the main liaison person for Equinet members for all administrative matters pertaining to the event;
- Select and liaise with the venue and the caterer for the event;
- Select and liaise with the hotel for participants and if relevant, speakers;
- Support with booking the travel of participants and speakers;



6. EXPERTISE REQUIREMENT

The selected expert(s) or team to be chosen is expected to demonstrate:

- Relevant university degree or equivalent experience, which provides the applicant(s) with solid understanding of the different uses of equality data to assess a non-discrimination case;
- Knowledge of the work of national equality bodies and their diversity
- Strong written and oral communication skills to ensure successful development and delivery of the capacity-building event;
- Relevant experience of working at an international/European level, preferable for a project with a focus on non-discrimination legal cases and/or use of equality data in legal casework;
- Excellent written and spoken English;
- Personal commitment to non-discrimination, equal opportunities and human rights and interest in equal treatment and human rights issues at an international, EU and/or national level;
- Familiarity with membership-based organizations and ability to work with professionals in an international and multicultural environment.

7. SELECTION PROCESS

The Equinet Secretariat, with the possible participation of moderators of the Working Group Research and Data Collection and Working Group Equality Law, will select the winning application. In the selection process the following criteria will be taken into account:

- Quality and content of the proposal
- Demonstrated expertise in the field
- Price – proposals should indicate a budget composed of a daily rate fee multiplied by the proposed number of working days per project phase. The total number of days for each phase of the project and for the full project may not exceed what is indicated under the section “Expected Output” in the present call.

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

8. INDICATIVE TIMEFRAME

- **30 July:** Call for proposals closes
- **19 August:** Result of the selection process



- **29 August:** Start of the work based on kick off meeting with Equinet Secretariat & Working Group Research and Data Collection representative(s)
- **27 October (full day) and 28 October (half-day):** Training (Brussels)
- **Week of 5 December:** Submission of draft event summary and if relevant, discussing development of the follow-up Handbook in 2023.

9. BUDGET

Equinet has a **maximum budget of 5000 euros** to design and deliver the **training** and the event summary. Costs related to the organization of the event, travel, accommodation and subsistence of the experts at the training will be paid by Equinet directly and separately from this amount.

The development of the **Handbook**, which builds upon the training, and which is to take place during the first half of 2023, will be remunerated separately (i.e., will be the object of a separate contract) and may be offered to the expert or the team of experts contingent upon satisfactory completion of the training as assessed by the Equinet Secretariat. The **maximum budget** foreseen for the **Handbook** is **4000 euros**.

10. PROPOSALS

Applications should include:

- Brief description of suggested approach (content and methodology) explanation of your motivation and aptitude to pursue this opportunity, and proposed timeline.
- CV of the trainer(s)
- Proposed budget

Please send your application to the Equinet contact person indicated below by **30 July**, with the subject 'Training on the Use of Equality Data by Equality Bodies in Legal Casework'

Milla Vidina, Equinet Policy Officer
Email: milla.vidina@equineteurope.org

