

CALL FOR PROPOSALS:

Expert for an Equinet Training on Equality Bodies exploring online and offline harassment

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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

Although harassment has always been included in the anti-discrimination and equality Directives as a form of discrimination, it remains a relatively less-explored subject comparing to similar forms of discrimination such as sexual harassment or hate speech. The blurred lines in between these legal constructs could also potentially help Equality Bodies maximise their mandate in cases in which they are not allowed to work on hate speech. FRA found that in 2021, more than one in four Europeans were victims of harassment in the year prior to conducting the survey, both online and offline. While the average rate of harassment was reportedly 41 % (over a five-year period), higher rates were revealed when the data was broken down by specific socio-demographic groups (for the same period): 57 % for people who self-identified as lesbian, gay, bisexual or 'other'; 54 % for those without the citizenship of the country they lived in; 51 % for those born in another EU Member State; 49 % for those born outside the EU; and 50 % for persons with disabilities (those who had difficulties in activities people usually do, due to a health problem or disability).

It is clear from this concerning data that harassment, both online and offline, is an important issue for Equality Bodies and one which they need to focus on. This Equinet training will reinforce Equality Bodies' legal experts' expertise in this area to enhance their understanding of the phenomena and be better equipped to face the specific challenges online and offline harassment presents.

OBJECTIVES

The Equinet Work Plan for 2022 commits to build the capacity of staff members of Equality Bodies to better understand and face cases of online and offline harassment and their connection. It will examine cases in which this kind of claim has been put forward, explore the problematic areas of implementation and identify good practices among others. The training will involve members of Equinet's Working Group Equality Law.

The purpose of this training is to increase the capacity of Equality Bodies' staff to be better equipped to understand, investigate and face the challenges that rise regarding



online and offline harassment. The experience of relevant partners that have existing good practices in this field, may also be discussed as appropriate.

ASSIGNMENT

The expert or team of experts will carry out the following tasks:

- Assess the needs of training participants, for which a needs assessment survey can be prepared by the trainer and shared with potential participants;
- 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 additional external speakers.
- Coordinate the preparation of a short report summarizing the outcomes of the event;

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;
- Promotion of training to Equinet members and to the extent relevant, to select external stakeholders;
- Be responsible for technical 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;

*In the course of their work, the expert or team of experts should regularly coordinate with and 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 Group 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.



EXPECTED OUTPUT

Estimated working time of 7 days

- A day and a half (4 May full day and 5 of May- half day) practical training for around 25 experts from equality bodies, who are members of Equinet's Working Group Equality Law;
- An event summary report (max. 10-15 pages) highlighting key learnings, good practice examples and challenges shared by training participants.

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 Equality and non discrimination legislation, and in particular online and offline harassment;
- Knowledge of the work of National Equality Bodies and their diversity;
- Strong written and oral communication skills demonstrated by previous training experience to ensure successful development and delivery of the capacity-building event;
- Relevant experience of working at an international/European level, preferably 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.

SELECTION PROCESS

The Equinet Secretariat and the moderator or a member of the Equality law in Practice Working Group 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. 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.

INDICATIVE TIMEFRAME

- **28 February:** Call for proposals closes
- **13 March:** Result of the selection process
- **Week 13 March:** Start of the work based on kick off meeting with Equinet Secretariat & Equality Law in Practice Working Group representative (s).
- **4 May (full day) and 5 May (half day):** Training (location TBD in consultation with the trainer)
- **Week 29 May-2 June:** Submission of draft event summary

BUDGET

Equinet has a **maximum budget of 3500 euros**, including VAT and all expenses, to design and deliver the training and the event summary. Costs related to the logistics of the event, travel, accommodation and subsistence of the experts at the training will be paid by Equinet directly and separately from this amount.

PROPOSALS

Your application 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, with the subject 'ELWG Harassment training'.

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