



Terms of Reference

IT consultant for the development of an online tool for data comparisons

Type of Contract:	Individual Consultant (or company)
Languages Required:	English
Duration of Contract:	01 November 2023 – 02 February 2024
Expected Duration of Assignment:	30 working days
Location:	Home-based

1 - Background

Equinet and Equality Bodies

Equinet is the only European Network of Equality Bodies that facilitates the representation, promotion and protection of its members' interests at European level. Currently, Equinet has 47 members in 37 countries including all the EU countries as well as some non-EU members. The main objective of this network is to strengthen the position and reputation of Equality Bodies to achieve equality for all and to create knowledge that tackles discrimination, particularly on the grounds of age, racial or ethnic origin, gender, sexual orientation, religion or belief, disability and the intersection of these social backgrounds.

National Equality Bodies are independent public institutions promoting equality and combating discrimination in their countries. Every Member State, and several other countries around Europe, have an obligation under existing EU Equal Treatment Directives to designate an Equality Body or Bodies to promote equality and combat discrimination. However, the current provisions on Equality Bodies leave a large discretion to the Member States as to the mandate, powers, independence, and resources of these bodies. Differences between the Member States in the structure and functioning of Equality Bodies result in unequal protection against discrimination across the EU and an inadequate implementation of the EU's equal treatment legislation. In 2018, the Commission published a Recommendation on standards for Equality Bodies. While it isn't a legally binding document, it was a strong signal for Member States to strengthen their Equality Bodies. It came shortly after a revised

recommendation from the Council of Europe's European Commission against Racism and Intolerance, setting out clear and comprehensive standards for Equality Bodies.

Legislative proposals on standards for Equality Bodies

In 2021, the Commission published a report on the application of the Racial Equality Directive and the Employment Equality Directive. The report looked into the implementation of the Commission's 2018 Recommendation and was accompanied by a more detailed Staff Working Document on equality bodies. The report highlighted that Equality Bodies have emerged as necessary and valuable institutions for change at the level of individuals, institutions and society at large. However, most of the issues that the Recommendation aimed to address remained unresolved, hindering some Equality Bodies in carrying out their role in an effective way. This showed that the Recommendation was not sufficient and in December 2022, led to the Commission proposing legislation to strengthen the role of Equality Bodies.

As the Commission put it, *'Equality bodies are essential in assisting victims of discrimination and making sure that EU law on non-discrimination is implemented on the ground. This new legislation will ensure that equality bodies can achieve their full potential. It will better protect victims of discrimination and contribute to the prevention of discrimination.'* Such legally binding standards have the potential to make Equality Bodies more independent, effective, respected and accessible. These standards will allow them to play their role as the cornerstones of national equality infrastructures even more effectively, in close cooperation with other important actors, such as NHRIs, Ombud institutions, civil society organisations, trade unions and other public bodies such as education and labor inspectorates.

The project

Within the project "Meeting the challenges of common Standards for European Equality Bodies - Mitigating the discriminatory potential of Artificial Intelligence" funded by the German Federal Anti-Discrimination Agency (FADA), EQUINET is implementing an initiative which aims to contribute to reaching an effective legislation on Standards for Equality Bodies in all EU countries, thanks to a strong involvement of Equality Bodies and the recognition among all stakeholders of the importance of common Standards for efficient Equality Bodies. The overall project aims to increase Equinet Members' capacity to accompany and advise their national authorities on the Directives and their transposition and implementation at national level while raising the awareness among national and European authorities and stakeholders about the importance of safeguarding the full potential of these Directives both during the legislative review process and at national implementation phase.

2 - The development of an online tool for data comparisons between Equality Bodies

Each year, in its role as the European Network of Equality Bodies, Equinet collects data from its Members. The availability of reliable and easily accessible comparative data on Equality Bodies could be instrumental in allowing other stakeholders, such as national and European policy makers, academics, researchers, the general public, to better understand Equality Bodies and their work. For this reason, the project includes an activity which entails the design and development of an online tool on the Equinet website that will allow for clear data comparisons and visualization between Equality Bodies (on mandates, powers, grounds and fields of life covered, functions, management, accountability, statistics, etc.). This online tool will be available to the public and will feed into the objective of showcasing the diversity of Equality Bodies and what the Directives mean to them.

3 - Description of Responsibilities

The IT consultant is expected to work closely with and under the supervision of the Equinet Policy and Project Officer, and in collaboration with the Equinet IT expert.

The consultant is expected to:

- Review the comparative data visualization modalities requested by Equinet
- Submit and present a workplan to Equinet following the kick-off meeting
- Provide expert opinion on the visualization options chosen by Equinet
- Design and develop the online platform and adjust it based on feedback

Deliverables	Estimated No of days	Target due dates
Deliverable 1: Review the JSON output of the data, modify the structure of the JSON where it is necessary.	5	15 December 2023
Deliverable 2: Develop a live updating Tableau Dashboard based on the technical specifications provided by Equinet Secretariat.	25	26 January 2024

The payments will be processed upon approval of the Senior Operations & Finance Manager.

Qualifications & competencies

Academic Qualifications/Education:

- Master's degree in the area of information technology, web development, web design, communication or any related field.

Experience:

- Minimum of 5 years of relevant work experience in data visualization using Tableau
- Minimum of 5 years of relevant experience with Drupal, especially with Views module.
- Knowledge of the following technologies: php, JSON
- Proven experience working on the development of an online tool for data comparisons is required
- Experience working with organisations promoting equality, human rights and non discrimination is an asset

Competencies

- Effective communication skills
- Proven ability to plan, to work under pressure and use time efficiently, identifies priority activities and adjust them as required
- Cultural and gender sensitivity

Language skills:

- English language proficiency required.
- French proficiency is an asset

4 - Application procedures

The application should contain:

- CV including past experience in similar projects and contact details of referees
- Technical Proposal – with proposed timeline outlining steps and timing foreseen for the development of the online platform



- Financial Proposal in EUR - specifying total all-inclusive lump sum amount for tasks specified in this announcement.

Equinet is committed to providing an inclusive and accessible recruitment process for all. If you would like to receive any information in a different way, please get in touch with pauline.chauveau@equineteurope.org

5 - Evaluation of Applicants

Applicants will be evaluated based on a cumulative evaluation taking into consideration the combination of the applicants' technical proposal, qualifications and financial proposal. Only the highest ranked candidates who would be found qualified for the job will be considered for the Financial Evaluation.

Due to large number of applications we receive, we are able to inform only the successful candidates about the outcome or status of the selection process.