

Traineeship Programme 2025-2026 Equality, Roma and Social Rights (ERSR)

Description of the Unit

The Equality, Roma and Social Rights Unit is responsible for three thematic areas: Anti-Racism and Non-Discrimination; Roma Inclusion; and Social Rights. The unit carries out legal analysis and socio-legal research and delivers legal opinions. It also collects and analyses data and evidence from across the EU. Data collection is undertaken through qualitative and quantitative research. The unit's goal is to deliver independent advice and expertise to EU institutions and Member States with the aim of supporting rights-compliant law and policy and advancing legal and policy coherence.

The unit comprises three sectors:

- **Anti-Racism and Non-Discrimination Sector**

The sector supports delivery of the Agency's statutory obligations and thematic commitments in the areas of equality and non-discrimination, and in relation to combating racism, xenophobia and related intolerance (including hate crime). The sector implements FRA's mission of identifying trends in fundamental rights compliance through legal analysis and data collection, providing independent evidence-based advice to policy and law, with a view to contributing to FRA's overall vision to support rights-compliant policy responses

- **Roma Inclusion Sector**

The sector conducts representative surveys on the situation of Roma in the EU (currently preparing for the roll-out of its fourth round with the fifth planned for 2028) The data from the surveys allows for calculating and monitoring outcome indicators and informs the Commission of the situation and progress in Roma inclusion. The sector supports national level data collection in individual Member States and provides methodological support to other organisations (e.g. World Bank and UNDP) collecting similar data. The sector also provides technical assistance to Norway Grants programmes and projects in selected Member States.

- **Social Rights Sector**

The sector supports the implementation of the European Social Pillar and the EU Green Deal from a fundamental Rights perspective. It leads on legal and policy analysis in the areas of corporate sustainability and due diligence, business and human rights, environmental protection, equal access to services and the impact of cost-of-living crises on fundamental rights. The sector also hosts the Agency's work related to child rights and the rights of older persons supporting the implementation of key EU directives and policies.

Which tasks are expected in this Unit?

- Carry out **legal research** on questions of EU law and policy;
- Assist in **preparing legal analyses drafting research-based outputs**, such as reports, policy briefs, etc.;
- Assist in the preparation of **legal opinions**;
- Assist in the **compilation and analysis** of statistical, survey data;
- Assist in the **comparative analysis** of qualitative and secondary data;
- Assist in the preparation and implementation of **technical assistance activities**;
- Assist in the **engagement with institutional partners and civil society stakeholders**;
- Carry out **organisational and administrative tasks**, taking meeting minutes, support with the organization of events etc.;