

Traineeship Programme 2026-2027 Equality, Inclusion and Sustainability (EIS)

Description of the Unit

The **Equality, Inclusion and Sustainability Unit** is responsible for three thematic areas: **Equality and Non-Discrimination, Climate and Sustainability**, and **Age and Social Rights**. The Unit carries out legal analysis and socio-legal research and delivers legal opinions. It also collects, analyses and disseminates data and evidence from across the EU, including through qualitative and quantitative survey research. The Unit's objective is to provide **independent, evidence-based advice and expertise** to EU institutions and Member States, supporting rights-compliant law and policy and contributing to greater coherence in EU legal and policy frameworks.

The Unit comprises three sectors:

- **Equality and Non-Discrimination Sector**

The sector supports the delivery of the Agency's statutory obligations and thematic commitments in the areas of equality and non-discrimination, including the fight against racism, xenophobia and related intolerance, antisemitism, including hate crime and hate speech. In addition, the sector works on the rights of persons with disabilities, Roma and Travellers inclusion, migrant integration and civic participation, as well as fostering Jewish life. The sector contributes to the Agency's mission by identifying trends in fundamental rights compliance through legal analysis and EU-wide data collection and analysis, and by providing independent evidence-based advice aimed at supporting rights-compliant policy responses.

- **Climate and Sustainability Sector**

The sector is the Unit's main hub for legal analysis and socio-legal research on the human rights impacts of the green and just transition, climate change and corporate behaviour. It works on energy poverty, sustainable finance and human rights obligations in the climate and environmental crisis. It leads FRA's work on business and human rights, including corporate due diligence and reporting duties. The sector also works on EU climate preparedness, adaptation and resilience frameworks, as well as broader competitiveness and simplification agenda. Finally, it informs FRA's work on EU accession to the European Convention on Human Rights (ECHR)

and cooperation with the Court of Justice of the EU (CJEU) and European Court of Human Rights (ECtHR). By combining legal analysis with field data, it helps shape FRA's advice to EU institutions and Member States on practical, rights-compliant solutions that protect all rightsholders, vulnerable groups and communities.

- **Age and Social Inclusion Sector**

The sector leads on legal and policy analysis in the areas of social rights, children's rights, and rights of older persons through primary and secondary research and data analysis, stakeholder engagement on international, European and national level, expert contributions, capacity building and reporting. Taking a horizontal approach the work on LGBTIQ rights is also part of the sector's work. The sector is supporting the implementation of key EU directives and policies, such as the European Pillar of Social Rights, EU Strategies on Anti-Poverty, Housing, Youth, Intergenerational Fairness and Children, from a Fundamental Rights perspective.

Which tasks are expected in this Unit?

- Carry out **legal research** on questions of EU law and policy;
- Assist in the **preparation of legal analyses and research-based outputs**, including reports and policy briefs;
- Contribute to the preparation of **legal opinions**;
- Support the preparation and implementation of research activities, including background research;
- Support the **statistical analysis** of EU-wide survey data and the **compilation and presentation** of results in different formats;
- Assist with the **comparative analysis** of qualitative and secondary data;
- Support the preparation and implementation of **technical assistance activities**;
- Contribute to **engagement with institutional partners and stakeholders on international, EU and national levels, civil society, duty bearers and rights holders**, including briefings and oral and written input;
- Carry out **organisational and administrative tasks**, including taking meeting minutes and supporting with the organisation of events and internal document management system.