



Research Fellowship

The Equal Rights Trust is an independent non-governmental organisation which works in partnership to advance equality through the law. We are seeking a Research Fellow to join us on a part-time basis to assist with the research and coordination of an exciting global research project on the right to non-discrimination in work and employment.

We have partnered with an international organisation focused on the protection and promotion of worker rights to undertake comparative legal research on the right to non-discrimination in work and employment in six countries (Brazil, Colombia, India, Tunisia, South Africa, and Great Britain). The objective of the research is to better understand why discrimination persists in employment and work despite the widespread adoption of anti-discrimination laws and non-discrimination provisions in labour laws.

Building on the research, we aim to produce a report analysing the obstacles preventing the effective implementation of comprehensive anti-discrimination legislation in combatting discrimination and advancing equality of opportunity in the workplace. The report will draw on the information gathered through research in the six different jurisdictions, combining a comparative assessment of the legal and institutional framework in each country with a comparative analysis of the effectiveness of this framework and obstacles to its enforcement and implementation. Legal, policy and institutional assessments have already been completed, and the research has now moved into a qualitative research phase focused on identifying obstacles to the implementation of this framework, through interviews with key stakeholders in each country.

Responsibilities

The Research Fellow will assist the Trust's Advocacy Officer (the Lead Researcher) with the development and delivery of the research in Great Britain and will support the Trust's global research team with the overall coordination of the global research project.

Specifically, the Research Fellow will:

- Assist with the research in Great Britain through:
 - Assisting the Lead Researcher with the identification of interviewees for the research;
 - Coordinating and scheduling interviews, with the support of the Lead Researcher;
 - Preparing for, participating in and taking notes in approximately twenty semi-structured interviews with stakeholders from a range of sectors;
 - Drafting a short report for each interview and contributing alongside the Lead Researcher to the drafting of a summary report of the findings from the interview phase;
 - Inputting, alongside the Lead Researcher, to the methodology and design of the research in Great Britain.
- Supporting with the overall coordination of the global research by:
 - Inputting alongside the global research team to the methodology, interview questionnaires and overall design of the research;
 - Coordinating and scheduling meetings;
 - Managing correspondence with the global research team, including through communication about regular reports and progress and through receiving and handling ad hoc queries;



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- Assisting with ad hoc administrative, research or other drafting tasks related to the project.

Person Specification

Education and Qualifications

- Undergraduate degree in a related field such as law, international relations, social sciences, or humanities (Essential)
- An advanced degree (postgraduate) in a relevant subject such as equality or international human rights law, or in the process of undertaking such a degree, or equivalent experience (Desirable)

Experience and Knowledge

- Demonstrable understanding of, and interest in, international human rights and/or equality law (Essential)
- Strong research and analytical skills, in particular qualitative research experience (Essential)
- Experience of project coordination (Desirable)
- Knowledge of the human rights and/ or labour law framework in Great Britain (Desirable)

Skills and Abilities

- Self-motivated and organised, able to work independently to meet deadlines (Essential)
- Ability to work efficiently in a remote working environment (Essential)
- Excellent written and spoken English (Essential)
- Excellent organisational and IT skills (Essential)

Terms and Conditions

The Research Fellow will receive a fellowship award of **£1,950** and training, supervision and expert guidance by the Trust.

This is a 3-month Fellowship, commencing in mid-November 2022 until mid-January 2023. The Research Fellow will be expected to devote approximately 10 hours per week, on average, to undertake the activities outlined above.

There is no geographical scope or limitation to this Fellowship. All training and research activities associated with the Fellowship can take place remotely.

Unfortunately, this Fellowship is not eligible for visa sponsorship under the UK's Immigration Rules. The Fellow will be responsible for any tax, national insurance or similar liability or contribution arising from receipt of the award in their jurisdiction.

Application Process

To apply please submit a CV and covering letter to fellowships@equalrightstrust.org. The deadline for applications is Sunday **6 November 2022**. The Trust will review applications on a rolling basis and



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shortlisted candidates may be contacted before the closing date. Candidates will be invited to attend an interview on Thursday 10 or Friday 11 November.

The selected candidate will be asked to commence the Fellowship in the week of the 14 November.

We particularly welcome interest from individuals who may have suffered disadvantage because of one or more protected characteristics.