

TABLE

FOR THE CONSULTATION OF THE PROGRESS COMMITTEE

A. PROPOSALS RECOMMENDED FOR FUNDING

PROGRESS PROGRAMME SECTION 4 - ANTIDISCRIMINATION AND DIVERSITY

CALL FOR PROPOSALS: JUST/2012/PROG/AG/AD

Support to national activities aiming at combating discrimination and promoting equality

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	Application Number	Name of Applicant	Title of the project	Country	Maximum EU contribution (Amount)	Summary
1	4000003707	MINISTRY OF THE INTERIOR	EQUALITY IS PRIORITY 6 (YES 6)	FI	249.984,00	<p>Background information: The project has been designed and will be implemented in co-operation of national authorities, umbrella NGOs representing different minority and age groups, and equality, dialogue promotion and self-governance bodies in Finland. The project activities address the following grounds of discrimination: ethnic origin, religion or belief, disability, age, sexual orientation, expression of gender identity (LGBT-groups) and multiple discrimination.</p> <p>Objectives: The priority areas of the project are 1) Non-discrimination mainstreaming, 2) Diversity management in the public and private sector and 3) Roma. Under the 1st priority area the project aims at developing new mainstreaming methods and tools, under the 2nd priority area it aims at ensuring the successful continuation of the Diversity Charter -concept and strengthening diversity management. Under the 3rd priority the project is targeted at supporting the Roma participation in the implementation of the national Roma strategy by the provision of materials, tools and channels for information sharing and awareness-raising purposes. Non-discrimination in media is promoted in all three priority areas. Transferrability and transnational co-operation will be searched for in all project components.</p> <p>Activities: Activities for the mainstreaming of non-discrimination include material production on different forms of discrimination, different groups exposed to discrimination and on methods and tools to make interventions in discriminative situations and processes. Training workshops will be organised for targeted audiences e.g.</p>

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						<p>police-trainers and -teachers, journalists, staff and volunteers working for on-line advisory services etc. A national Equality Conference will be organised with topics relating to 1) images, language and idea of man created and used in and by media; 2) transnational and international developments and good practices in combating discrimination and 3) the ILO Convention on Indigenous Peoples. Non-discrimination in education will be promoted by a campaign to disseminate different materials,prepare articles, organise training events. A training programme for minority youth in opinion building through media will be carried out as well.</p> <p>Diversity management will be promoted by a study on the developments in the public sector, and by organising a seminar for municipal leaders. A webpage and a data bank on the best practices of diversity management will be established, marketing material on the Diversity Network disseminated, and a workshop on diversity management organised. An on-line training package will be published and a self-assessment tool developed. Diversity Charter will be promoted by coordinating the Diversity Network.</p> <p>A Roma portal will be established by the joint efforts of Roma NGOs, authorities and other experts. After a testing period and gathering of feedback, translations will be made and results published.</p> <p>Beneficiaries: The beneficiaries of the project are different minority groups, key professionals, enterprises, service providers and the society as a whole.</p> <p>Expected results: The expected results are both quantitative and qualitative. Among quantitative results there will be publications (package of 3 different support materials), brochures, a webpage on Diversity Management and a whole portal with several sub-webpages on the Roma. One conference and tens of training events, workshops and seminars will be organised. A promotion campaign on non-discrimination in education will be carried out as well as one media campaign together with minority youth communities. Diversity Charter -concept will be further developed and stabilised, and diversity management promoted both in the private and public sectors. The results include: better acceptance of diversity, better skills to identify and combat discrimination and increased awareness on human rights and equal treatment.</p>

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2	4000003724	Ligue des Droits de l'Homme - LDH	Les Roms migrants ont des droits : former pour lutter contre les discriminations	FR	139.732,00	<p>Objectifs</p> <p>Notre objectif est d'améliorer l'intégration des Roms migrants en France, prenant en compte le fait que ces populations (de l'ordre de 15 à 20 000 personnes) ne sont pas installées de façon transitoire même si elles sont dans une extrême précarité. Cette intégration passe par la lutte contre les discriminations dont ils sont l'objet et les difficultés qu'ils rencontrent dans l'accès à leurs droits économiques et sociaux en particulier.</p> <p>Plutôt que nous adresser en direct aux populations Roms, notre objectif est de former les intermédiaires (bénévoles et professionnels) sur les droits des Roms de façon à ce qu'ils disposent des connaissances nécessaires pour l'accompagnement des Roms au quotidien pour faire valoir leurs droits, et de former aussi les collectivités territoriales pour qu'elles soient en capacité de prendre ces problématiques en comptes et qu'elles lancent des politiques d'intervention pour l'intégration des Roms, sur la base de bonnes pratiques. Un objectif indirect est de lutter contre la stigmatisation dont sont victimes les Roms de la part du grand public et du voisinage.</p> <p>Activités et produits</p> <p>Nous prévoyons donc :</p> <ul style="list-style-type: none"> - l'édition d'un kit "Les Roms ont des droits" déjà et conçu et testé dans le cadre d'un programme soutenu par le Conseil régional Ile de France, outil destiné aux "intermédiaires" (connaissance des législations nationales et européennes, modes d'intervention) - l'adaptation de ce kit à un public élus et responsables de services des collectivités territoriales, avec l'adjonction d'un volet "bonnes pratiques" sur les politiques mises en oeuvre, et ensuite publication de ce kit "Intervenir pour l'intégration des Roms, c'est possible" - création d'un site internet pour la mise à disposition de ces outils et la communication autour du programme - la réalisation de 15 à 20 formations (20 à 30 personnes par formation) de 2 jours sur la base du kit rassemblant bénévoles et professionnels dans les régions qui accueillent le plus de Roms migrants en France - la réalisation de 10 séminaires à destination des élus et responsables des services des collectivités territoriales pour les former et les inciter à mettre en place des programmes locaux d'intégration (20 à 30 personnes par séminaire) - la mobilisation de la PQR à l'occasion de ces événements pour des retombées

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						<p>en terme d'information de la population locale pour lutter contre les phénomènes de rejets et de discrimination.</p> <p>Stratégie de dissémination</p> <p>Outre la diffusion des kits édités, la mise à disposition sur internet, nous avons prévu la réalisation d'un séminaire "Intégrer les roms migrants, la nécessaire mobilisation des bénévoles, des professionnels et des collectivités territoriales" afin de diffuser l'information en direct auprès d'un public d'environ 150 personnes (intermédiaires et collectivités territoriales), et d'une façon indirecte (communication autour de l'événement), les réseaux d'acteurs concernés. Ce séminaire permettra d'échanger avec des acteurs d'autres pays européens et de présenter nos outils qui pourront être repris par les ONG , via le canal de l'AEDH.</p> <p>Bénéficiaires</p> <p>Les bénéficiaires indirects sont les Roms migrants eux même, le public directement visé étant les bénévoles et les professionnels intervenant auprès des Roms auquotidien, les élus et les responsables de service des collectivités territoriales avec aussi des retombées indirectes sur le grandpublic et le voisinage (lutte contre la stigmatisation et le rejet).</p> <p>Résultats attendus</p> <ul style="list-style-type: none"> - 2 kits "Les Roms ont des droits" et "Intervenir pour l'intégration des Roms, c'est possible" édités et disponibles aussi sur internet - 500 bénévoles et professionnels formés - 250 élus et responsables des collectivités territoriales formés - des articles dans la PQR, radio locales , ... : le grand public de proximité sensibilisé - des réseaux d'acteurs sensibilisés et informés - la diffusion des outils assurée aussi au niveau européen via l'AEDH.

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	Application Number	Name of Applicant	Title of the project	Country	Maximum EU contribution (Amount)	Summary
2	4000003726	The RUNNYME DE Trust LBG	END RACISM THIS GENERATION	UK	249.589,40	<p>In order to maximise the impact of these activities we will focus on race and ethnic origin in this project. End Racism This Generation is a public awareness and advocacy project . End Racism This Generation, will</p> <ol style="list-style-type: none"> 1. Inspire individuals and organisations to take concerted action to tackle racial discrimination 2. Support innovative activity/collaboration to tackle discrimination and racialdiscrimination 3. Build networks which link concerned individuals and public and private sector organisations across protected identities <p>Activities</p> <p>The campaign will focus public attention on anti-discrimination; seek to change culture; and move people to action. Learning from the latest effective practice, social media, innovative communications strategies, and visual technologies will be used to tell new and compelling stories about racial injustice and the efforts that can be undertaken to successfully address it. End Racism This Generation will focus on new forms of citizen engagement in order to build a large multi-ethnic supporter base.</p> <ul style="list-style-type: none"> • Anew online platform accessed by 100.000 unique visitors to connect individuals, organisations and initiatives aimed at eliminating racial inequality and discrimination, and provide easily accessible information and exchange on legislation and policy developments • 5,000 organisations from schools, to hospitals, to businesses, to government departments and charities making a simple public pledge of action to eliminate racial inequality to support shift from bureaucratic regulation to voluntary action - addressing effective diversity management in both the public and private sector • 15,000 individuals from a wide range of ethnic backgrounds making a personal pledge to take action to eliminate racial inequality and helped to hold institutions to account • 4 Youth led events for 1000young people to inspire action among younger people to tackle racial discrimination • Awards ceremony for 250 private and public sector leaders to encourage and reward those who have taken innovative action to tackle racial inequality • 2 High profile debates/lectures for 1000 people across the country to engage wider audiences in debate about effective action to tackle racism • A series of 5videos,viewed by 6000 people to link efforts to tackle racism to

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						<p>efforts to tackle discrimination on the grounds of disability, gender, sexual orientation, age, and religion/belief.</p> <ul style="list-style-type: none"> • 500 participants in facilitated online networks to enable professional information exchange and learning • 2000 downloads of case studies of effective practice • Pop-up think tanks in 4 town/city centres to engage 2000 members of the public in finding solutions to racism with a focus on economic recovery and entrepreneurship • 6 Online seminars/interviews providing latest research data on progress • A new online platform bringing together latest developments on race equality and leading edge commentary on social change • A quantitative social survey of attitudes of the general public on key issues of racial discrimination <p>Participants will engage with the project through our extensive networks of NGOs, alongside an active mediastrategy which will seek media partners to support the dissemination of the project findings and activities.</p> <p>Outcomes</p> <ul style="list-style-type: none"> • Greater public awareness of the key challenges and policy issues relating to racial discrimination and its relation to other forms of identity-based discrimination • Online networks of institutions and individuals concerned about the impact of racial discrimination • More informed debate and effective action to tackle racial discrimination <p>The project will seek to ensure that there is a gender balance among participants and that issues of gender discrimination are foregrounded in the project outputs. A project advisory committee will be established to ensure the effectiveness of the project, monitor progress, and support access to existing networks.</p>

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4	4000003721	Ministry of the Interior of the Republic of Slovenia	Raising awareness of public employees, the Roma and the general public with a view to overcoming social barriers and improving co-existence - "SKUPA-J" (together)	SI	142.737,93	<p>The "SKUPA-J" overall objective is to raise awareness of public employees, Roma and general public, aimed at overcoming barriers and improving coexistence. Key components of SKUPA-J: 1. Upgrading & developing existing policies to eliminate Roma discrimination, promoting their equality, contributing to improvement of their societal status; 2. Dissemination of information on European and national policy and legislation in the field of Roma non-discrimination, overcoming stereotypes and prejudice of public employees and general public; 3. Merging several identified good practices on integration of Roma children in schools, raising awareness and strengthening the role of Roma women, improving the quality of life of Roma population (emphasis on women, elderly and disabled).</p> <p>ACTIVITIES</p> <ul style="list-style-type: none"> -upgrading the national programme of measures for the Roma (NPUR) – based on the annual report on the implementation of the NPUR, the project outputs and deliverables and EU framework recommendations -training of public employees working with Roma with a view to improve quality of work with the Roma -basic Roma language training for public employees working with Roma -update of the Mol's website with topics on Roma community -translation of the CoE's publication "Protecting the Rights of Roma" into Slovene language and its presentation to training participants -establishing a network of Roma coordinators -encouraging young Roma to join local youth organisation in order to activate them and improve their self-confidence -promoting the materials from the successful "Dosta! campaign" -teaching Slovene language to pre-school and interested children in Roma settlements through play -a set of practical workshops for Roma women, children, elderly, disabled <p>PARTICIPANTS & TARGET GROUPS</p> <ul style="list-style-type: none"> -the project team and other representatives – Roma community members, Office for Youth, lecturers, etc. -target groups: state employees working with the Roma (at municipality offices, social work centres, health centres, schools, kindergartens, employment services, administrative units, courts), Roma children, women, elderly, disabled, interested members of the Roma community, general public. <p>EXPECTED RESULTS</p>

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						<ul style="list-style-type: none"> -upgraded policies and contribution to the improvement of the Roma community's status in Slovenia -improved quality of work of state employees with Roma -improved communication between Roma and non-Roma population at local level (Roma coordinators) -basics of Roma language mastered by public employees working with Roma -improved information on Roma, public employees and general public with European & national policies, legislation in the field of Roma non-discrimination -increased awareness of young Roma and their participation in decision making at the local and national levels -contribution towards better participation of Roma children in schools and easier integration -contribution towards better awareness of Roma women -increased number of Roma with health insurance -increased awareness of disabled persons and others -improved knowledge on safe driving -constructive and synergic connection between the project and the "Dosta! campaign" <p>OUTPUTS</p> <ul style="list-style-type: none"> -upgraded NPU -upgraded website -established active network of Roma coordinators -a container with equipment and material for working with children and implementing other workshops <p>DELIVERABLES</p> <ul style="list-style-type: none"> -analysis of training courses and workshops carried out -bases for NPU upgrade -reports on activities carried out -translated CoE's publication -publications, leaflets, posters on the project <p>DISSEMINATION will be carried out regularly through implementation report to the EC, through annual reports on NPUR implementation, Slovenia's reporting to international institutions and organisations (EU: EU framework; Council of Europe: CAHROM,FCNM, ECRML; UN; OSCE, Amnesty International).</p>

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5	4000003944	THE UPPSALA COUNCIL OF LOCAL ORGANIZATIONS - Anti-discrimination Office	AGERA - utan att diskriminera II/ ACT - without discrimination II	SE	249.959,00	<p>The action – ACT II - aims to develop the capacity of the anti-discrimination work on the local and regional level so the local level (the anti-discrimination bureaus) becomes a stronger complement to the national level (the Equality Ombudsman) in Sweden and at finding good practice for cooperation between local actors in order to increase empowerment within groups often exposed to discrimination. It is a sequel to the first ACT-project (PROGRESS 2009) and builds upon the experiences and networks gained through it.</p> <p>The project will be instrumental in the work to develop national policy to combat discrimination and promote equality beyond legislation through (1) the enforcement of the local non-discrimination work, by doing a pre-study on a possible national structure to coordinate and compile the work by the local anti-discrimination bureaus, thus increasing the ability to supply national and local stakeholders with useful and reliable statistics and information as well as making the local anti-discrimination bureaus an easier part to collaborate with for national stakeholders in the non-discrimination field; and by developing the methods for local anti-discrimination work through for example training in litigation, and the development of a database for joint statistics on case management. It will also be instrumental in (2) the future development of legal practice through the development of a litigation organization.</p> <p>For fostering the dissemination of information on EU and national policy and legislation in the non-discrimination field, the project will be instrumental through (1) the contacts and meetings held with different stakeholders representing a large part of the Swedish society; (2) the information material and reports produced and disseminated; and the project's participation with (3) seminars/ workshops on at least two different national arenas in different regions of Sweden. These events will be chosen based on the annual theme of each event and the best possibility to reach target groups and stakeholders. In addition to this the project will aim at (4) raising the issues at hand in local and national media.</p> <p>Finally the project will be instrumental in identifying best practices which could be transferable to other participating countries through (1) the production of guidelines on case management by local anti-discrimination bureaus, partly building on best practice and experiences by the local bureaus and also on experiences and practices done by equivalent organizations in other EU-countries; and (2) the tested and evaluated model on empowerment through cooperation between local actors. In short, the project will deliver:</p>

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						<ul style="list-style-type: none"> • A report on how a national support structure can be established and financed and how it can function in relation to the local anti-discrimination bureaus with the purpose to support and strengthen the local and regional non-discrimination work and to coordinate and improve cooperation on a national level. • Guidelines for case management by anti-discrimination bureaus. Developed, produced and published in both Swedish and English and disseminated to the local anti-discrimination bureaus in Sweden and to partners for cooperation in Europe. • Increased case management capacity on the local level through the local anti-discrimination bureaus. • A litigation organization for non-governmental organizations with a structure and finance that will make it possible for non-governmental organizations to take legal action. • A tested and evaluated model for empowerment of groups often exposed to discrimination through cooperation between local actors. • Information material aimed at the general public and non-governmental organizations, including unions, on what happens when you turn to an anti-discrimination bureau (the case management procedure); on the periods of limitation to watch out for; on the litigation organization; and on the tested empowerment model.

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6	4000003732	THE EQUALITY AUTHORITY	Equality Approaches for a Changed Environment	IE	249.980,49	<p>Equality Approaches for a Changed Environment seeks:</p> <ul style="list-style-type: none"> - to develop equality training and good practice appropriate to the changed environment; - to produce an evidence base on the impact of the recession on equality groups; - to remind the general public of their continued equality rights even in a recession; - to challenge prejudice against marginalised groups (Roma). <p>It has the following objectives:</p> <ul style="list-style-type: none"> - Developing national policy to combat discrimination and promote equality beyond legislation; - Fostering the dissemination of information on EU and national policy and legislation in the non-discrimination field; - Identifying best practices which could be transferable to other participating countries. <p>It plans the following actions:</p> <p>Action 1: Diversity Management in Local Business Networks This action will work with 4 Chambers of Commerce to develop and implement a diversity management strategy. Based on the learning of these projects, Chambers Ireland will develop a template for a diversity management strategy that can be applied by other business networks.</p> <p>Action 2: Equality Research 2 research publications will be produced by the Economic and Social Research Institute, Ireland's primary research institute for economic and social policy - 'Winners and Losers: The Equality Impact of the Recession in Ireland' and 'Gender and the Quality of Work: From Boom to Recession'. Both publications are for policy and academic audiences.</p> <p>Action 3: Equality Training for Teachers The action plans to develop a 2-day equality training programme for teachers. It will be piloted with 4 groups of teachers and revised to take account of their feedback. Education partners will promote the training programme to teachers on an ongoing basis. Beneficiaries include teachers and students. The programme can be applied in other EU countries.</p> <p>Action 4: Equality Rights Campaign This action plans a nationwide campaign to promote awareness within the general public of equality rights in employment and service provision. It will include a campaign in national press, a two-week campaign on regional radio and a web</p>

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						<p>campaign.</p> <p>Action 5: E-learning Equality Module for the Public Sector This action plans to develop an e-learning equality module for the public sector covering employment and service provision. It will include scenarios appropriate to government departments, local authorities, the health services and other public bodies. It will be tested by public sector organisations and modified in light of their feedback. The beneficiaries are the public sector, its employees and service users or potential service users. The module can be used in other EU countries</p> <p>Action 6: Roma Photographic Exhibition This action plans to develop a photographic exhibition featuring positive images of famous people of Roma ancestry and of Roma currently living in Ireland. It aims to challenge negative stereotypes of Roma and prejudice against them. The exhibition is aimed at the general public. The exhibition can be displayed in other EU countries.</p> <p>Action 7: Equality Infrastructure Conference This action envisages a conference aimed at EU and national policymakers and civil society to identify best practice in operating equality and human rights bodies and in implementing a positive duty in public sector bodies.</p>

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7	4000003729	TALLINN UNIVERSITY OF TECHNOLOGY	Promoting diversity in business and raising awareness on equal treatment in Estonia	EE	249.944,81	<p>Main objectives of the project is better implementation of the national legislation on non-discrimination, the development of the corresponding policy, promotion of equal treatment as well as dissemination of information on the subject. All the planned activities are designed to support these aims and have maximum impact on a society, even if specific activities are targeted to specific societal groups.</p> <p>The Diversity Charter is an important tool for introducing diversity management in the private sector in Estonia. The Diversity Charter was established in Estonia in 2012 within the previously PROGRESS-financed action (Agreement no JUST/2011/PROG/AG-1905). The training of competent specialists in diversity management, sharing experiences and providing training materials and guidelines are important activities in order to ensure the sustainable and wide adoption and visibility for the Diversity Charter. The action also includes activities that contribute to non-discrimination mainstreaming. The key activities in this strand include developing the pilot training for civil servants in local government as well as elaboration of guidelines, study films and other materials. These will provide practical tools to integrate non-discrimination in their everyday work.</p> <p>An important aspect to the action includes raising awareness on equal treatment (including multiple discrimination) and the situation of specific vulnerable groups among the general public. The tent-pole activity for awareness raising is the Diversity Week, which combines the awareness raising efforts of the applicant with numerous other civil society and governmental organisations to provide a week of events, debates and other activities to bring visibility to the national and EU policies on non-discrimination, benefits of equal treatment and raise awareness on the status of vulnerable groups.</p> <p>There are also studies planned in order to contribute to the measurement of discrimination. These include two studies on youth from vulnerable groups in the employment market: Roma youth and youth with special psychological needs. Neither groups have not been previously subject to detailed data collection and analysis. Also, the impact assessment of the Equal Treatment Act will provide useful information for policymakers to improve the effectiveness of the anti-discrimination legislation.</p> <p>Concrete results of the project are publications (such as toolkit for diversity consultants, instructional videos, practical guidelines on diversity for companies, and several studies), specific events (Diversity Week, seminars, workshops, training, information days) and increased number of companies that have signed</p>

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						<p>Diversity Charter in Estonia. Website “Diversity Enriches” reflects all the activities, making it possible for everyone interested to access the results of the project. For example, all publications will also be published online in addition to print. The main aim of the communication of the project is to keep the general public as well as specific target groups informed of all the activities of the project. This way the communication itself will serve the purpose of awareness-raising. Cooperation with media, specifically with Russian-language media, has special emphasis, in addition to continuous updating of the website “Diversity Enriches” and close contacts with target groups.</p>

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8	4000003719	OFFICE OF EQUAL OPPORTUNITIES OMBUDSMAN	DIVERSITY LT	LT	240.000,00	<p>The overarching objective of the project Diversity LT is to raise awareness on diversity and non-discrimination in Lithuania. The project will focus on discrimination based on different grounds such as gender, age, religion, nationality and sexual orientation. The project will also focus on all regions of Lithuania. Three partners participate in the project: the public authority Office of Equal Opportunities Ombudsperson (OEEO), the NGO Forum of Persons with Disabilities Association and the NGO Lithuanian Gay League. The partnership was chosen according to the relevant qualifications and experience in the field of equality and non-discrimination as well as successful previous cooperation in relevant projects and national activities.</p> <p>The project focuses on the second and third PROGRESS program objectives that will be met through implementing the following activities, divided into five separate workstreams:</p> <ol style="list-style-type: none"> 1. Diversity Management and awareness raising: Diversity Days 2013 is an active informational campaign in all 10 regions of Lithuania. A 1-day event will be organised in each region with the aim of providing information on different grounds of discrimination, EU and Lithuanian legislation in the field, and to raise awareness on non-discrimination, equal opportunities and rights. The campaign is targeted at local municipalities and communities, non-governmental organizations (NGO), secondary and high schools' communities. The informational campaign includes lectures, open discussions, innovative and interactive measures. In connection with Diversity Days, we will launch Diversity Awards, where one actor in each region who has made a considerable contribution to diversity and non-discrimination in their region will be awarded. 2. Roma: Employing Roma Teacher Assistants in two Vilnius schools. The purpose of the teacher assistants is to encourage Roma students to learn and ensure regular and punctual school attendance, help those with learning difficulties as well as act as an intermediary in assuring interaction between teachers and families. Social skills of Roma children will be improved through developing and implementing a training programme for volunteers working with Roma children. 3. Multiple discrimination: Training will be organised on multiple discrimination for experts and representatives of NGOs. 4. Surveys: Studies will be carried out, providing high-quality information regarding discrimination in public life and changes as well as inequalities in various groups of residents using multifaceted and comprehensive methods.

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						<p>5. Non-discrimination main-streaming: A workshop on the preliminary topic of cooperation between public organisations and state institutions while designing and monitoring anti-discrimination policy measures will be organised in connection with the Equality Summit to be held in Vilnius. The website of the NEDF will be reconstructed and improved to serve as a functional communication tool. The publication NGO mainstreaming equality: a training guide for good practice will be produced.</p> <p>The main target audience of the project can be classified in the following way:</p> <p>Group 1. Social groups vulnerable to discrimination on the basis of their gender, age, sexual orientation, religion, belief or convictions, disability, ethnic origin.</p> <p>Group 2. Non-governmental organizations representing the interests of the above social groups and involved in non-discrimination policy-making.</p> <p>Group 3. Local and national authorities whose effective cooperation with other stakeholders is essential for policy formation and its effective implementation.</p> <p>Group 4. Mediators: journalists of national and regional media, teachers</p> <p>Group 5. General public whose attitudes and behavior is a crucial factor in the successful integration of disadvantaged groups into all spheres of public life.</p>

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9	4000003718	INSTITUTE FOR PUBLIC POLICY	Sustainable partnership to enforce the principle of accessibility for people with disabilities in all national and local policies	RO	67.065,00	<p>The main objective of the project Sustainable partnerships to enforce the principle of accessibility for persons with disabilities in all national and local policies is to foster dissemination of information on EU and national legislation and policies in the anti-discrimination field - namely the UN Convention for the Rights of People with Disabilities and the provisional EU Accessibility Act. The project focuses on the topic of accessibility to primary services (provided by local authorities, tribunals, universities, hospitals) for people with physical impairments (locomotor disability), as the lack of accessibility is considered one of the most severe sources of discrimination and exclusion from participation into the society.</p> <p>The main categories of beneficiaries to whom the project addresses are:</p> <ul style="list-style-type: none"> - persons with physical impairments – locomotor disabilities. An exact number of beneficiaries cannot be provided, as the national authorities do not keep a separate track of people with locomotor disabilities in the larger category of people with physical impairments, which counts over 130.000 persons, but we estimate this number to be around 80,000 beneficiaries. To these we may add another approximately 300,000 invalid persons using wheelchairs, but who are not declared as persons with disabilities due to some inconsistencies in legislation. - a sample of 188 public authorities/entities, including: all capital municipalities local councils, the City Council of Bucharest and Bucharest Sector Councils - 46, all capital Municipal Offices of Financial Administration and Bucharest Sector Offices – 46, 42 Municipal Tribunals, 10 regional public universities, 42 municipal hospitals - a minimum number of 40 NGOs active in the field of promoting the rights of people with disabilities. <p>The project approach includes:</p> <ul style="list-style-type: none"> - a research component - generating as main output a comprehensive study aimed at better understanding the phenomenon of discrimination based on lack of accessibility and the situation of people with disabilities excluded from participation into the society - a public awareness component including a national conference, aimed at facing the decision makers with the current problems related to lack of accessibility for people with disabilities in Romania and an audio-visual campaign (video-clip) directed towards beneficiaries - people with disabilities for acknowledging their right to accessibility and elimination of physical barriers and correspondingly, their right to file complaints in case of non-compliance of the state authorities.

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10	4000003711	MINISTRY OF LABOUR AND SOCIAL POLICY	It's up to you to put discrimination out of use!	BG	118.733,76	<p>The MLSP project proposal is intertwining the following priority themes of this Call, that are very closely related:</p> <p>Employment, promotion of positive measures on the labour market: the elaboration and application of measures (identification of existing practices, research work on their impact and awareness-raising on their results, building up over the good practices identified).</p> <ul style="list-style-type: none"> • Diversity awards for Essay on the topic open for journalists, pupils from institutional care, etc. and for successful enterprises promoting diversity as a tool for growth in the current circumstances of global financial crisis that jeopardise the socio-economic and human rights achievements at national and transnational level; • Tackling discriminative attitudes against children in institutional care. Three roundtables for representatives of child institutional care and employers, local authorities, MLSP will be carried out with a view of hiring the pupils in the last year of their education in institutional care. Two more workshops will be carried out on the model of the ones held in 2012 under the ongoing project JUST/2011/PROG/AG/1883. • Awareness raising campaign on the antidiscrimination Council directives 2000/43/EC and 2000/78/EC. Promotion of diversity in the media and national efforts in that respect, awareness-raising on negative consequences of discrimination, identification and dissemination of good practices in combating discrimination in various fields (employment, education, access to goods and services, etc.). Both EU and Bulgarian antidiscrimination law provide for specific measures to address illegal discrimination. The project aims to function as a forum for promotion and exchange between the main stakeholders who want to implement or already implemented positive measures. • Provision of help: training, contacts and advice for jobs of the targeted audience: youth in institutional care, etc. <p>Main Project Activities</p> <ol style="list-style-type: none"> 1. Project Kick-off Press conference 2. Curricula for the Project events and Project Leaflet - 3. Round tables for employers, SME & HR managers, local authorities, NGOs and representatives of the Children Institutional care <p>2-day events targeted on local authorities, local NGOs, local business and employers. Participants will be stimulated and provoked to think of and suggest</p>

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						<p>real-life examples of good practices combating discrimination and fostering diversity. Diversity at Work, Local Equality and Non-Discrimination Initiatives, Specific Local Aspects will be the key topics. Last year pupils from institutional care will be supported as appropriate to find jobs.</p> <p>The good practices will be recorded and spread up as a Final project analysis with policy advice.</p> <p>2nd day: Study visit for selected last year pupils from institutional care in enterprise(s)</p> <p>Promotion of non discrimination and diversity in the field of labour market, employment, education.</p> <p>Results: Raised awareness of at least 420 stakeholders from local community (local authorities, local NGOs, local business, pupils from institutional care, teams working with children in institutional care and employers), education. Number of employed job seekers.</p> <p>4. National awareness raising campaign on the antidiscrimination Council Directives 2000/43/EC and 2000/78/EC</p> <p>A two-day workshop for employers, SME managers, trade unions and business associations, civil servants working in the field, local authorities, NGOs, media.</p> <p>Through this campaign rights and obligations under the Directives 2000/43/EC and 2000/78/EC will be introduced to the general public.</p> <p>Objective: Building skills and know how to benefit from diversity management. Prevent and avoid infringement of equality and non-discrimination principles. Disseminating good practices and evidence that "diversity pays back".</p> <p>5. Two National Workshops for teams working with Children in Institutional Care</p> <p>6. Closing conference where Diversity awards will be granted.</p>

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	Application Number	Name of Applicant	Title of the project	Country	Maximum EU contribution (Amount)	Summary
11	4000003710	Commission for Protection against Discrimination of the Republic of Bulgaria	Combating Discrimination for a Fair Society	BG	124.403,00	<p>The proposed action Combating Discrimination for a Fair Society was developed by the national equality body of Bulgaria – the Commission for Protection against Discrimination (CPD), aiming to employ several analytical and practical approaches. The proposed activities are evidence-based on the trends and developments in the discrimination complaints and cases reviewed by the equality body but also on the dynamic processes in Bulgarian society during the economic downturn and the demographic crisis. In the past seven years CPD gained unique expertise on tackling discrimination through legal tools and awareness-raising measures, which are valuable in the design and implementation of national policy on social inclusion and combating discrimination. Through its broad mandate, CPD provides legal assistance to victims of discrimination on all protected grounds.</p> <p>Objectives: The Action aims at raising awareness and strengthening the implementation of the national and EU antidiscrimination legislation by:</p> <ul style="list-style-type: none"> * improving magistrates' and law enforcement officers' skills and capacity to apply the Protection against Discrimination Law, EU antidiscrimination Directives and EU case-law; * raising awareness among key stakeholders - educators, policemen, decision-makers and journalists on the detrimental effects of inequality, discrimination, intolerance and discrimination-inciting messages; * measuring and analyzing the discriminatory effects of the economic crisis and budgetary cuts on vulnerable groups who are hit worst by the downturn - Roma and the other ethnic minorities, persons with disabilities, elderly and young people, with a gender as intersectional ground). * Improving access to independent legal assistance against discrimination and provision of effective remedies. <p>Target groups</p> <ul style="list-style-type: none"> * Magistrates - direct involvement of over 220 judges, prosecutors, preliminary investigators, attorneys and legal advisors from all Bulgarian courts - administrative, civil and penal, who will be trained to train their colleagues; * Law enforcement officers - direct involvement of over 60 police officers and Ministry of Interior personnel, the Regional Directorates of Police responsible for designing the regular trainings in Police, who will be trained to train and advise their colleagues.

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						<p>* Educators - direct involvement of over 60 representatives of the Ministry of Education and Science – Regional Inspectorates on Education, Heads of School Boards of Trustees, headmasters, teachers and trainers, students in pedagogical sciences, who will be trained to train and advise their colleagues.</p> <p>* Journalists - direct involvement of over 60 media experts - journalists, reporters, editors, writers, encouraging stakeholders in public and private media to eliminate intolerant speech</p> <p>* Key stakeholders - direct involvement of 50 ministries' senior officers, state agencies and local authorities to present the results present the results from the study on the effects of the economic crisis on most vulnerable groups;</p> <p>* Employers and managers of Bulgarian SMEs</p> <p>Expected results</p> <p>* raised awareness of key professionals</p> <p>* improved skills and capacity of relevant experts</p> <p>* better implementation of antidiscrimination law and policy</p> <p>Duration: 12 months - 1/12/2012 - 1/12/2013</p> <p>Outputs and deliverables</p> <p>* five 2-day specialized seminars, ensuring Identification and exchanges of good practices, innovative approaches and peer learning</p> <p>* one high-level roundtable</p> <p>* six press-conferences</p> <p>* media coverage - interviews, press-releases, articles</p> <p>* Study on the effect of financial-economic crisis and budget cuts on vulnerable groups - Roma, persons with disabilities, young adults and elderly, with gender dimension</p> <p>* Interactive FAIR! Inclusive Workplace Toolkit for Employers and SMEs presenting facts about antidiscrimination legislation and employment - correcting assumptions about vulnerable groups and employment</p> <p>* Project leaflet</p> <p>* project website.</p>

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	Application Number	Name of Applicant	Title of the project	Country	Maximum EU contribution (Amount)	Summary
11	4000003731	NATIONAL CENTRE FOR SOCIAL RESEARCH (EKKE)	COMBATING DISCRIMINATION IN THE FIELD OF	GR	120.000,00	<p>This program focuses on the issue of discrimination in Greece, emphasizing on the groups of women, young Roma and Muslim immigrants. The program partners are the National Centre for Social Research, the Greek Ombudsman, the Manpower Employment Organization and Patras Municipal Enterprise for Planning & Development.</p> <p>The program aims to investigate whether entrepreneurship can be a way for people to join the labor market and thus a way of addressing discrimination against individuals in the target group. Furthermore, it aims to raise awareness and inform target groups, NGOs, employers, local authorities etc, regarding anti-discrimination issues.</p> <p>Each partner has specific and complementary role in the program. The Ombudsman will implement actions such as the production of leaflets describing the discrimination grounds covered by the Ombudsman's office and the remedies provided, the organization of public information days on anti-discrimination legislation, the production of multicultural integration informational guidebook targeting diverse public administration officers, the organization of national event on Roma inclusion, with the participation of FRA and Equinet specialised members, integrated interventions on Roma hot-spots, the promotion of good practices on Roma issues in regions of special Roma concern and Update of Greek Ombudsman internet resources for Roma integration issues.</p> <p>EKKE with ADEP and OAED will focus on specific actions regarding research and awareness raising against discrimination faced by women, young Roma and Muslim immigrants. For this purpose the following actions are proposed:</p> <ul style="list-style-type: none"> -The implementation of quantitative type research in Athens (150 immigrants and 150 Roma) and Patras (100 immigrants and 100 Roma) in areas where Roma and Muslim immigrants reside. The aim is to record and analyze the profile and the specific characteristics of entrepreneurs from each group, the problems that they face, etc. -Qualitative type research with in-depth interviews (20 in total) in special cases of self-employed entrepreneurs. The aim is to investigate the cases that are positive and successful and which could be a 'good practice' and an example for other entrepreneurs. -Conduction of focus groups interviews in Athens and Patras, in order to examine the policies that can work effectively against discrimination. <p>Results of these surveys will be disseminated through specific actions such as</p>

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						<p>conference etc, will provide an appropriate educational material for the EPA.S. (Professional Apprenticeship Schools) run by OAED, and will be integrated in the Observatory on Combating Discrimination.</p>

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	Application Number	Name of Applicant	Title of the project	Country	Maximum EU contribution (Amount)	Summary
13	4000003713	Secretaria General de Inmigracion e Emigracion - SGIE	GESTIÓN DIVERSIDADEN MEDIANAS Y PEQUEÑAS EMPRESAS - GESDIME P	ES	97.198,79	<p>The main objectives and outcomes aimed by the Project proposal are the following:</p> <ul style="list-style-type: none"> -Identify and select local entities with significant numbers of migrant workers and ethnic minorities working in small and medium enterprises(SMEs), distinguishing among them, nationals of third countries, in the main sectors of economic activity and taking into account the geographical distribution, in order to allow both with Oberaxe coordination and the engaged experts support, making a diagnosis before Equal treatment and promotion of Diversity policies are being implemented. -Hold meetings / seminars, coordinated by the Oberaxe, with the support of experts engagedthrough workshops with key actors in the field of employment of small and midsize businesses, calling business associations, SMEs themselves, trade unions, local authorities, NGOs, immigrant associations, universities, business schools, business incubators (Business Incubation Centres) to the following: <ol style="list-style-type: none"> 1. analyzing, reflecting and discussing the situation of the management policies of diversity and equal opportunity and nondiscrimination in the field of small and medium enterprises. 2. agreeing on recommendationson how to do protocols and performance measures and / or specific tools that can be used and applied by SMEs for the promotion of equal opportunity and nondiscrimination in business, for an optimum diversity management. -Communicate and disseminate the experience, by raising public awareness among the Spanish business and other key bodies, in the need for a good performance of diversity management in the workplace, as a key competitive strategy and business development in a European connected framework. That is why it has been foreseen to hold a final conference, organized by the Oberaxe, with the support of experts contracted and considered as a meeting for the reflection on the results and for the presentation of a publication written by Oberaxe, with the support of expertsengaged as well, in the agreed recommendations on how to do protocols for the collection of measures and tools for the promotion ofequal opportunity and nondiscrimination in the business field.The publication and the conference, understood as elements of dissemination, aim to encourage social debate about diversity and management policies in small and medium enterprises, sensitize the different economic sectors where third country nationals are engaged, about the importance of valuing

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						<p>diversity in all its dimensions, and the competitive advantage arising from the use of suitable models to manage it.</p> <p>-It is planned the creation of an online space onthe website of Oberaxe, to provide info and documents relevant to the professional field of diversity management, in order to be used as a source of dissemination of such information.</p>

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	Application Number	Name of Applicant	Title of the project	Country	Maximum EU contribution (Amount)	Summary
13	4000003733	IQ ROMA SERVICE	Mutually without prejudice	CZ	131.397,41	<p>In terms of discrimination and unequal treatment, the Roma are the most endangered group in the Czech Republic. More than three-quarters of citizens of the Czech Republic have negative attitudes towards the Roma; this fact is supported, inter alia, by data of theSTEM company (cf. http://www.stem.cz/clanek/2195), as well as a research conducted by the Člověk v tísni organisation or the Millward Brown agency, focused on attitudes and their causes among students (cf. www.socialnivyloceni.cz) and other relevant data.</p> <p>In order to improve the negative attitudes among the general public and increase the chance of the Roma for non-discriminatory, full-fledged and respected inclusion in the society, we hereby submit a series of activities which target the general public as well as specific target groups (employers, students of elementary and secondary schools and self-administration authorities and the civic society).</p> <p>Structure of project activities:</p> <ol style="list-style-type: none"> 1. Community activities “South Moravia – region without prejudice”. A series of community activities will be commenced on the regional level in various cities and towns of the South Moravian Region. These activities will be intended for specific target groups which are referred to in this project. Through these activities, adult citizens and members of the youngest generation will have the opportunity to share their visions and experience with co-existence based upon equality and respect. 2. Non-discriminatory labour market “Roma (want to) work”. A series of presentations of the good practice (professional conferences, individual meetings and group presentations for employers, etc.) will be offered in cooperation with employers who are Ethnic Friendly certified (to this date, there are more than fifty of them), labour office employees who work with the Roma, as well as with the Roma who are currently unemployed. The good practice presentations shall address the benefits of Roma employment; they shall be intended for certain types of employers in order to increase the chances of the Roma on the open labour market. 3. Support of systematic approach towards the strategies and solution of the issue of social inclusion with regard to the Roma at the political and civic levels. The process of implementation of systematic non-discriminatory tools will include lobbying activities in order to facilitate the implementation of meaningful measures. Existing networks (community planning, working groups for integration, professional workshops for educators, social inclusion committees at the central

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						<p>level) will be used and individual meetings will be held to communicate to the persons involved certain examples of effective good practice from abroad or other regions of the Czech Republic, as collected by IQ Roma servis and other participating organisations over the years.</p> <p>4. Series of media campaigns focused on the general public the purpose of which will be to reduce the level of negative prejudices and attitudes towards this ethnic minority. Aside from activities focused on direct interaction of the relevant participants, the project shall also offer a series of supporting promotional tools which should improve the image of the Roma among the majority population.</p> <p>a) www.ethnic-friendly.eu, presenting examples of the good practice with the employment of the Roma, from the point of view of employers;</p> <p>b) www.romovepracuji.cz, presentation of examples of selected Roma and their successful social inclusion, as well as a structured list of self-employer Roma and their respective crafts;</p> <p>c) series of print and AV products focused on the most common forms of prejudice against the Roma. Typologically, they will be focused on the adult generation, as well as the young generation.</p>

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	Application Number	Name of Applicant	Title of the project	Country	Maximum EU contribution (Amount)	Summary
15	4000003708	FADA-Antidiskriminierungsstelle des Bundes	Themenjahr 2013 für Menschen mit Behinderungen	DE	134.832,56 ¹	<p>Das Themenjahr 2013 für Menschen mit Behinderungen hat zum Ziel, die Situation von Menschen mit Behinderungen im Beruf und im Alltag für die Allgemeinbevölkerung und auch für Unternehmer/innen begreifbar zu machen. Der Diskriminierungsschutz des AGG soll vor allem unter Menschen mit Behinderungen bekannter werden. Die ADS soll als Anlaufstelle bei Fragen zum Thema Diskriminierung bekannt werden.</p> <p>Einzelmaßnahmen:</p> <ul style="list-style-type: none"> - Ausschreibung von zwei repräsentativen Umfragen: 1. Unter Menschen mit Behinderungen zu ihrer Lebenssituation im Alltag und im Beruf. 2. Unter der allgemeinen Bevölkerung. Es soll erfragt werden, wie sie die Lebenssituation von Menschen mit Behinderungen im Alltag und im Berufsleben einschätzt. - Wissenschaftliche/n Koordinator/in: Der/die Koordinator/in soll die Forschungsergebnisse der für das Themenjahr 2013 durchgeführten Studien zusammenführen, ein gesamtpolitisches Strategiepapier aus den verschiedenen Handlungsempfehlungen der von der ADS in Auftrag gegebenen Forschung entwickeln und dieses auf drei Veranstaltungen zum Themenjahr als ausgewiesene/r Experte/in präsentieren. - Flyer zum Themenjahr: Ein Flyer soll als erste Information auf Veranstaltungen, für Besuchergruppen, zur Gewinnung von Botschafter/innen und Botschaftern und zur Verwendung bei Aktionstagen genutzt werden. Flyer wird gedruckt und als Online-Version in leichte- und Gebärdensprache übersetzt. - Auftaktveranstaltung: Erste mediale Aufmerksamkeit für das Themenjahr ist erzeugt, Kontakt zwischen Botschafter/innen und Medien ist hergestellt, Programm des Themenjahres ist der Fachöffentlichkeit und möglichen Partnerorganisationen für die Aktionswoche/Aktionsreihe bekannt - Ausschreibung der Studien „Erwerbsfähigkeit und Erwerbsunfähigkeit – Rechtliche Grundlagen und Vorgaben, deren (Nicht-) Anwendung in der Praxis und ihre Folgen für Menschen mit Beeinträchtigungen“ rechtswissenschaftliche und sozialwissenschaftliche Analyse. Studie wird als Online-Version zum Download angeboten. Kernthesen in leichter- und Gebärdensprache. - Beteiligung der ADS am „Inklusiven Filmfestival“ der Aktion Mensch: Kontakt zu

¹ See footnote 5 above.

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						<p>Menschen vor Ort, möglichst in kleineren Städten, in denen es wenige Stellen gibt, die eine Antidiskriminierungsberatung anbieten. ADS und Diskriminierungsschutz des AGG werden bekannt gemacht.</p> <ul style="list-style-type: none"> - Workshop-Reihe an Schulen zum Thema Antidiskriminierung mit Schwerpunkt Behinderung: Ziel: Antidiskriminierungsrichtlinien für die jeweiligen Schulprogramme. Ergebnisse als Download, auch in leichter- und Gebärdensprache. - Fachtagung Der/die Fachkoordinator/in stellt die Ergebnisse der beiden 2012 vergebenen Studien vor. Die Ergebnisse der Studien ermöglichen den Diskurs mit der Fachöffentlichkeit. Daraus können sich Handlungsempfehlungen für den politischen Raum ergeben. - Aktionswoche/Aktionsreihe: Unterschiedliche Akteure/innen führen eigene Aktionen zum Thema durch, die im Rahmen des Projektes finanziell unterstützt werden und in enger Abstimmung mit den Projektverantwortlichen geplant werden. Die Aktionswoche wird positiv konnotiert im Sinne von „Vielfalt bereichert“. Teilnehmen können z. B. Unternehmen, Akteure/innen der Antidiskriminierungsarbeit, Bildungseinrichtungen, Pflegeeinrichtungen usw. Dabei sollten die Aktionen in möglichst allen Bundesländern stattfinden. Möglichst viele Arten der Behinderungen sollten Erwähnung finden und mehrdimensionale Diskriminierung in den Fokus genommen werden. - Abschluss-Presskonferenz: Wissenschaftliche/r Fachkoordinator/in stellt Ergebnis der Studie „Erwerbsfähigkeit und Erwerbsunfähigkeit – Rechtliche Grundlagen und Vorgaben, deren (Nicht-) Anwendung in der Praxis und ihre Folgen für Menschen mit Beeinträchtigungen“ vor und präsentiert ein gesamtpolitisches Strategiepapier aus den verschiedenen Handlungsempfehlungen der von der ADS in Auftrag gegebenen Forschung zum Thema Behinderung. Handlungsempfehlungen werden zum Download angeboten. Zusammenfassungen in leichter- und Gebärdensprache.

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	Application Number	Name of Applicant	Title of the project	Country	Maximum EU contribution (Amount)	Summary
16	4000003712	BERLIN ANTI-DISCRIMINATION OFFICE	TRANS* IN ARBEIT	DE	114.000,00	<p>Das Projekt zielt darauf, einen Prozess zur Förderung der Akzeptanz gegenüber dem Merkmal sexuelle Identität und zum Abbau von Diskriminierungen im Bereich Arbeit und Beruf einzuleiten und die Situation insbesondere von transgeschlechtlichen Menschen zu verbessern. Mit den im Projekt vorgeschlagenen Maßnahmen wird zum großen Teil Neuland betreten. Es gilt hier anzumerken, dass im Kontext der Bundesrepublik Deutschland, anders als in anderen EU Mitgliedstaaten, die Dimension Trans* bzw. Intergeschlechtlichkeit unter das geschützte Diskriminierungsmerkmal sexuelle Identität fällt, und wie im Rahmendokument bereits erläutert, nur sehr wenige Erkenntnisse zur Situation von trans- und intergeschlechtlichen Menschen oder gar Diskriminierungsklagen bzw. Gerichtsurteilen hierzu existieren.</p> <p>Zunächst sind daher Grundlagen zu schaffen, die die Entwicklung weiterer, ergänzender Maßnahmen erlauben. Bewusst bewirbt sich die Landesstelle für Gleichbehandlung – gegen Diskriminierung des Landes Berlin mit dem Projekt, um die nationalen Prioritäten mit regionalen bzw. lokalen Ansätzen zu kombinieren, dadurch good-practice Beispiele zu erproben und diese sowohl über bereits bestehende Netzwerke und Strukturen auf europäischer, nationaler, föderaler (Bundesländer) und kommunaler Ebene zu befördern.</p> <p>Das Projekt trägt den Namen "Trans* in Arbeit" und basiert auf vier operativen Zielen, die wie Säulen fungieren und das Oberziel des Projektes, die Situation von transgeschlechtlichen Menschen im Bereich Arbeit und Beruf zu verbessern und Diskriminierungen von transgeschlechtlichen Menschen abzubauen, tragen.</p> <p>Zu den operativen Zielen, die zugleich Handlungsfelder sind, gehören:</p> <ol style="list-style-type: none"> 1. Sensibilisierung, Aktivierung und Vernetzung von Schlüsselpersonen zu Trans* im Bereich Arbeit und Beruf (Handlungsfeld 1) 2. Sensibilisierung und Aktivierung der öffentlichen Verwaltungen (Handlungsfeld 2) 3. Empowerment von Trans* über Information und Aufklärung (Handlungsfeld 3) 4. Verbesserung der Datenlage und Rechtssicherheit (Handlungsfeld 4) <p>Diese Handlungsfelder werden mit folgenden Maßnahmen unterlegt:</p> <ul style="list-style-type: none"> • KickOff Veranstaltung • Erstellung einer Expertise zur Identifizierung von Diskriminierungspotenzialen gegenüber trans- und intergeschlechtlichen Menschen im bundesdeutschen Recht. Skizzierung möglicher Lösungswege zur Umsetzung des Rechts auf Selbstbestimmung und Gleichbehandlung.

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						<ul style="list-style-type: none"> • Durchführung einer bundesweiten Befragung zu Wahrnehmung und Einstellungen gegenüber geschlechtlicher Vielfalt und Erfahrungen mit transgeschlechtlichen Menschen im Bereich Arbeit und Beruf. • Durchführung von aktivierenden Fachrunden/ Runde Tische mit Schlüsselpersonen aus dem Bereich Arbeit und Beruf wie z.B. aus Gewerkschaften, Unternehmensverbänden, Unternehmen, Trans*-Organisationen, Betriebs- und Personalrät/innen u.a. • Durchführung Diversity-Fortbildungen Schwerpunkt geschlechtliche Vielfalt fürMultiplikator/innen aus dem Bereich Arbeit und Beruf. • Informationsmaterialien für transgeschlechtliche Menschen über ihre Rechte bei erlebter Diskriminierung (Empowermentaspekt) • Transfer der Ergebnisse und von good practice Beispielen auf europäischer, nationaler und regionaler Ebene: EU-LGBTI National Focal Points Network, Bund-Länder Netzwerk der Referent/innen für gleichgeschlechtliche Lebensweisen, Runder Tisch Trans- und Intergeschlechtlichkeit der LADS, Rat der Bürgermeister/innen im Land Berlin • Fachkonferenz (Abschlusskonferenz) • Erstellung von Informationsflyern für unterschiedliche Zielgruppen (deutsch und leichte Sprache), Öffentlichkeitsarbeit: Projektwebsite mit ausführlichen Informationen sowie Pressearbeit • Erstellung einer digitalen und barrierefreien Abschlussdokumentation (dtsch./engl.) mit konkreten Empfehlungen für den Bereich Arbeit und Beruf zur Verbesserung der Situation von trangeschlechtlichen Menschen.

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	Application Number	Name of Applicant	Title of the project	Country	Maximum EU contribution (Amount)	Summary
16	4000003723	CHANCELLERY OF THE PRIME MINISTER, The Office of the Plenipotentiary for Equal Treatment	Equal Treatment as a Standard of Good Government in Regions	PL	82.320,00	<p>The “Equal Treatment as a Standard of Good Government in Regions” Project meets the objectives defined in the restricted call for proposals for the PROGRESS Antidiscrimination Action Grants JUST/2012/PROG/AG/AD as aimed at enhancing the capacity of the civil service to develop and implement non-discrimination policy at national and regional level and – this way – at mainstreaming the non-discrimination issues to the policies at regional level. The Project is also aimed at fostering the dissemination of information on the EU and national legislation and policy in non-discrimination field.</p> <p>Civil servants working at regional level are the main target group. The support from the PROGRESS Programme – if granted – will be used indirectly to the benefit of all the members of civil society, especially to the benefit of individuals and groups at risk of discrimination.</p> <p>The Project will also support Roma social inclusion and combating discrimination against this minority by putting special emphasis on social problems of the Roma and dissemination knowledge on the EU work in this field.</p> <p>Activities designed for the Project tackle all grounds of discrimination recognized by law, with gender dimension treated as a horizontal issue. Additionally, the concept of multiple discrimination will be included to all publications and training courses curricula.</p> <p>The main activities envisaged in the Project are the following: A Reference Kit (a series of brochures, fact sheets, and other materials) for civil servants will be elaborated, produced and distributed. This publication will present in a simple way: basic concepts and definitions, anti-discrimination law both at European and national levels, institutions responsible for equal treatment principle implementation, and basic data. It will also present cases illustrating concepts, law, and possible ways of reaction and official intervention. It will be tailored to specific needs of civil servants dealing with people and groups at risk of discrimination on daily basis. The idea is to give civil servants an easy and up to date basic reference material. The publication will fill an important gap in the manuals and other reference materials on non-discrimination and diversity available in Poland now. It will be widely distributed (approx. 1000 copies) and used during training courses described below. Training on equality issues for civil servants working in government offices at regional level (voivodeship offices) will be conducted. The participants will be those involved in implementation of the anti-discrimination policy at regional level and working with individuals at risk of discrimination. The</p>

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						<p>course curriculum will take into account data and information pertaining to the Polish and European laws and policies. All the discrimination premises protected by law will be covered. Also, a multiple discrimination phenomenon and the EU Framework for National Roma Integration Strategies will be introduced. The training will be aimed at providing the participants with knowledge and skills allowing them to efficiently create and implement equal treatment policy at regional level, and to react adequately to problems arising in their everyday work. The two-day long training courses will be held in 5 places. The participants will come from 3 to 4 voivodeships with similar social makeup and issues to be tackled. This will provide for network building and good practice exchange. The Project will be promoted and its results publicized so that its activities have impact not only on direct participants. Two conferences (an opening event and a closing event) will be organized by the Beneficiary. The panels will focus on the issues of counteracting discrimination on regional level. The Project will also be promoted by promotion materials and information posted on the Beneficiary's website. Also a series of sponsored articles in national and regional newspapers and professional periodicals will be published.</p>

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	Application Number	Name of Applicant	Title of the project	Country	Maximum EU contribution (Amount)	Summary
16	4000003728	Youth Centre of Dravinja Valley/ Mladinski Center Dravinjske Doline	MLADI AMBASADORJI MEDKULTURNEGA DIALOGA	SI	124.994,38	<p>When discussing about the state of the society on national and European level the cultural majority and minority come to the same conclusion that the acceptance of the diversity, equal opportunities and labour market in the society is very flammable and it is a question of time, when the fire turns on. Therefore we want the project "Mladi ambasadorji medkulturnega dialoga" (translation Young Ambassadors of Intercultural Dialogue, acronym YAID) to show the direction of how to build a path of continuous development of an active culture of tolerance, intercultural integration and recognition of gender equality. Target group of the project is youth, aged from 15 to 29 year regardless of gender, education, ethnicity and race or other culture, disability, religion, sexual orientation. Additional target group are also youth workers and youth leaders, members of cultural and other minorities, workers in public educational institutions, media and general public. Aims and objectives of the project YAID follow the guidelines of Europe 2020 strategies and Programme Progress. All activities of the project will provide equal opportunities for participation to all interested, regardless of gender, education, ethnicity and race or other culture, disability, religion, sexual orientation. Activities will promote social cohesion, transfer of the good practices, increase employability and employment of all previously mentioned groups and enable long-term implementation and realization of policy and legislation at national and European level in the field of non-discrimination, respect for cultural diversity and gender equality.</p> <p>Overall project will be carried out by three partners. Co-ordinator Mladinski center Dravinjske doline (private institute) and two co-beneficiaries – Celjski mladinski center and Mladinski center Trbovlje (public institute). As associative partners in frames of content upgrade we gathered Legebitra, Zveza Romov Slovenije, Rozana and Zavod Mladinska mreža MaMa.</p> <p>The project will connect institution, working in public and private sector, as well as formal and non-formal sector. We plan to implement workshops on Roma, sexual orientation issues and Islam in high schools in all (12) Slovenian regions. All three workshops will include different topics about situation of the minority culture within the mainstream, mainly focusing on the situation of women within minority cultures. 55 young ambassadors of intercultural dialogue will be selected for the period of the project, based on the workshops. They will study culture and non-discrimination policy of the Member States of the Council of Europe and Mediterranean states and transfer their knowledge to their peers.</p>

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						<p>We plan to employ a person from vulnerable group to be their coordinator. Workshops will be implemented by trainees, which will attend the training on non-discrimination, equality and project management done in 5 stages. Trainees will help implementing a national survey on the level of discrimination and the situation of different cultures in various areas of social life. This will include the gender perspective in interaction with discrimination.</p> <p>36 cultural events will also be organized by partners to encourage social cohesion. These cultural events will be available to general public regardless of gender, age and other personal circumstances that might follow to discrimination. Cultural events will be implemented with help of members of minority and the cultural groups.</p> <p>Sport event "Igre kultur" will enable cooperation and networking of different cultures.</p> <p>Effects of the project will be monitored and measured by regular evaluation. Visibility, dissemination of results and good practices will be provided via new website, two popular-scientific publications, regular information process and the final conference.</p> <p>We plan to address the media through the Slovenian celebrities, who are active in the project theme field. They will become honorary ambassadors of the project.</p>

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	Application Number	Name of Applicant	Title of the project	Country	Maximum EU contribution (Amount)	Summary
16	4000003737	POLIO PLUS - MOVEMENT AGAINST DISABILITY	FROM LEGISLATION TO PRACTISE	FYROM	217.249,00	<p>The main objective of the project proposal "From Legislation to Practice" is directed towards contribution for promoting equality and nondiscrimination by raising awareness among general public and key actors and towards improving Macedonian national instruments and capacity of national mechanisms facing the key challenges combating discrimination in practice.</p> <p>In that context, the designed specific objectives of the project focused on:</p> <ol style="list-style-type: none"> 1. To increase presence of the issue of discrimination at general public, specifically targeting decision makers and continuing dissemination and exchange of information regarding discrimination between interested groups, with special emphasis on local level and influencing policies in relation to the upcoming local elections. 2. To improve the effectiveness of the work of Commission for protection against discrimination and establishing channels for communication between relevant stakeholders. 3. To contribute in the non-discrimination mainstreaming process, harmonization of the legislation in the country related to the nondiscrimination, integrating the key challenges faced by key officials and relevant actors through mutual learning and combating discrimination in practice. <p>The project is expected to lead to systematic improvements of the national instruments and capacity of national mechanisms as well to increase the issue of discrimination among the general public to understand and recognize the discrimination; to figure out the damage done by the exclusion of whole categories of citizens in the society and to help state bodies and structures as well as the key officials to combat against discrimination.</p> <p>Through this project proposal is expected to achieve the following results:</p> <ol style="list-style-type: none"> 1. General public and policy makers are informed and aware about discrimination and the improved existing instruments and mechanisms for protection against discrimination. 2. Improved capacity and effectiveness, communications skills and procedures understood by the Commission for protection against discrimination. 3. Strengthened cooperation and improved coordination and integrated action by

A. PROPOSALS RECOMMENDED FOR FUNDING

	Application Number	Name of Applicant	Title of the project	Country	Maximum EU contribution (Amount)	Summary
						<p>key officials and relevant actors in non-discrimination field. Various forms of public promotion are foreseen (both, key officials and the general public) for the project activities, in order to gain support for the efforts. Relevant activities are developed for the achievement of each expected result. Due that the project will bring about the following outcomes: more than 950 participants will take part in planned activities, 14 different debates, 10 workshops, 2 conferences, 7 publications, 10 legal initiatives, 10 initiatives for Local Action Plan, 2 films, 4 radio spots, 6 TV spots, 1.200 questionnaires, 7 different flyers, 1 type of sticker, banner, catalogue for the exhibition, and badge.</p> <p>Knowing that the meaningful change cannot be achieved by legislation alone, there is a clear need for raising awareness in the wider population which includes engendering the spirit of collective responsibility and ownership. The visibility of the activities were directed towards raising the awareness of the general public and key official regarding the action and steps toward improving the national mechanisms for protection of discrimination and understanding the concept of discrimination among different grounds. Within the visibility actions, it is expected this scope of work to be widely covered by the national and local print and TV media.</p>

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	Application Number	Name of Applicant	Title of the project	Country	Maximum EU contribution (Amount)	Summary
20	4000003714	Equal Treatment Commission	Training HRM-professionals to counter discrimination mechanisms	NL	142.222,26	<p>Training HRM-professionals to counter discrimination mechanisms</p> <p>The Dutch Equal Treatment Commission (ETC) proposes to develop a scientifically based training, specifically designed for (future) Human Resource (HR) professionals aimed at preventing and combating discrimination in the access to employment.</p> <p>The overall goal of the project is to improve equal opportunities to access to employment for people with disabilities, ethnic minorities, young and older people. Addressing intersections with gender and religion. The training will focus on raising awareness about mechanisms that lead to discrimination, prejudice and stereotyping. Secondly, it will offer insight in and perspective on how to counteract the effects of these mechanisms. Therefore the project fits the objectives promoting equality beyond legislation.</p> <p>The ETC aims at the integration of the training in the regular curriculum of universities and training institutes for (future) HR professionals. The ETC also strives to disseminate the training on a national level and make the training generally known among the beneficiaries of the project. Finally the ETC proposes to translate and disseminate the results of this project at the EU level. Therefore the project fits the objectives fostering the dissemination of information on EU and national policy and legislation in the non-discrimination field.</p> <p>The training will target HR professionals that play a central role in the recruitment and selection of new personnel. Two target groups are defined. HRM students that have yet to enter the labour market and HR professionals with substantial working experience.</p> <p>People with disabilities, ethnic minorities and young and older people, and the intersection of these groups with gender and religion face many obstacles when looking for employment. Therefore these groups have been identified as the beneficiaries of the programme.</p> <p>This project will comprise several steps each of which feeds into each other:</p> <ol style="list-style-type: none"> 1. A literature study of recent scientific literature about underlying discrimination and prejudice mechanisms. This study will give insight in mechanisms that lead to (multiple) discrimination. This will be the foundation of the training. The results will be published in a report and summary that will be disseminated among the target groups and beneficiaries of this project. 2. Identifying good practices. The focus will be on finding good practices that succeeded in bringing about behavioural change in the recruitment process. this

A. PROPOSALS RECOMMENDED FOR FUNDING

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						<p>will result in the description of at least four good practices that can be used in the training.</p> <p>3. Contacting public and private educational institutes. This will result in an overview with relevant institutes, two representatives participating in the feedback group and two institutes willing to participate in testing the training modules.</p> <p>4. Developing a practical training that enables to counter mechanisms that lead to (multiple) discrimination. The training will consist of four modules with corresponding training material and a supporting website. A feedback group will be asked to give feedback on the training three times during its development. The training will be tested on HRM students and HRM professionals. The results of this test will be used for improving the training.</p> <p>5. Dissemination of the training on the national level through the following actions:</p> <ul style="list-style-type: none"> • Several guests lectures and seminars. • Training for trainers which will multiply the project effect. • A linked-in group for participants of the training is running. • A brochure with information about the training. • A social media campaign will be executed to draw attention to the training website. • Publications in professional HRM journals. <p>6. Translation and dissemination on the EU level. A selection of best practices and training modules will be translated in English. The training will be presented at two EU meetings with the existing network of the ETC.</p>

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	Application Number	Name of Applicant	Title of the project	Country	Maximum EU contribution (Amount)	Summary
21	4000003709	ICEHR-Icelandic Human Rights Centre	Building Strategies; focusing efforts and furthering knowledge on Discrimination in Iceland.	IS	243.496,80	<p>Action A. Research survey, awareness-raising and training on multiple-discrimination in the labour market. The set of actions proposed contribute directly to the dissemination of information on EU and national policy and legislation on non-discrimination and in identifying best practices. In addition it contributes indirectly to the objective of developing a national policy to combat discrimination and promote equality beyond legislation.</p> <p>Action B. Collecting information, research, seminars and training; measures aimed at giving a clear picture on the status in Iceland today and further understanding of key concepts regarding discrimination. Also, they address multiple-discrimination through a focused approach of use to specific groups; the starting point will always be race and ethnic origin and correlation to other discrimination grounds. Half day seminars for each discrimination ground will be held introducing the research outcomes. This will be conducted in collaboration with NGOs working on various discrimination grounds, the idea is, through a workshop, to discern whether there is need to broaden the scope of discussion on origin and discrimination further. A report of the findings of the workshop and seminars will be printed, disseminated to the relevant authorities and stakeholders, and be made accessible on the ICEHR and MCC websites. Finally, a two day Conference will be held in co-operation with RCHRO and CGE to introduce the findings of Actions A and B.</p> <p>Action C. A through the media awareness-raising campaign will be conducted by ICEHR i.e. a radio, web-media and social media campaign. The purpose is to make people understand the meaning of discrimination, be aware of it in their immediate environment. The advertisements will in part be based on the findings/outcome under projects A and B with focus on multiple-discrimination, and discrimination by association. In connection with the European Week against racism, an award competition will be held and t-shirts and postcards with the winning logo will be printed and distributed.</p> <p>Action D. The main objective of the project is to develop a comprehensive anti-discrimination policy for the municipality of Akranes. Furthermore, due to the small population of Akranes municipality, it serves well as a platform for a pilot project to develop a comprehensive non-discrimination policy at a local level.</p> <p>Action E. Diversity, equality and non-discrimination mainstreaming in employment within Reykjavik City. This project; supports the implementation of the EU Directives and other national non-discrimination laws by applying them to city procedures on employment issues and by educating civil servants on non-</p>

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						discrimination legislation; promotes equality and diversity and raises awareness on human rights and equal opportunities; strengthens the Reykjavik City Human Rights Policy by identifying methods and good practices to combat discrimination and promote equality/diversity in employment; implements non-discrimination procedures and intertwines them into the Employment Policy; serves as an experiment and an example on how to implement the Directives on a local governmental level.

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	Application Number	Name of Applicant	Title of the project	Country	Maximum EU contribution (Amount)	Summary
21	4000003730	SOCIETY INTEGRATION FOUNDATION	DIFFERENT PEOPLE, VARIOUS EXPERIENCES, ONE LATVIA	LV	245.493,47	<p>The Ministry of Culture of Latvia as the national authority in charge of equality and non-discrimination in cooperation with Society Integration Foundation and stakeholders strongly believe that significant actions needs to be taken to combat discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation and to support the effective implementation of the principle of non-discrimination in Latvia. Accordingly the Society Integration Foundation is nominated to implement the project “DIFFERENT PEOPLE, VARIOUS EXPERIENCES, ONE LATVIA” within the section “Antidiscrimination and diversity” of the EU employment and social solidarity programme PROGRESS (2007-2013). The project covers several needs at national level identified in the corresponding policy documents and priorities and challenges stated in the Framework document. The project actions have a direct relevance to the objectives of the programme. The objective of the project is to identify new and innovative approaches and experiences addressing non-discrimination and equality issues within an emphasis on non-discrimination mainstreaming and awareness rising to professionals and society in Latvia.</p> <p>To ensure achievement of the Project objective, the following results will be reached:</p> <ul style="list-style-type: none"> - Tools for better court practice in discrimination cases developed; - Effective implementation and sustainability of monitoring system in Latvia introduced; - Capacity strengthen for core actors on non discrimination, equality issues and diversity management; - Strengthen Roma integration and experience and knowledge shared; - Public awareness of discrimination on different grounds and equality issues is raised. <p>Responsibilities for project implementation are divided between Applicant/ coordinator Society Integration Foundation and NGO partners – Latvian Centre for Human rights and Latvian Judicial Training Centre. The following activities are:</p> <ul style="list-style-type: none"> - Comparative analysis of case law of selected EU member states concerning the use of situation testing and statistics as evidence in discrimination cases, and remedies; - Monitoring system on effective implementation of non discrimination policies introduced; - Capacity strengthening of core actors on non discrimination, equality issues and

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	Application Number	Name of Applicant	Title of the project	Country	Maximum EU contribution (Amount)	Summary
						<p>diversity management;</p> <ul style="list-style-type: none"> - Supporting activities to raise awareness of Roma and supporting their integration; - Awareness rising of general public. <p>Proposed activities cover several problematic issues and the target groups differ accordingly. The target groups/ beneficiaries of the project are public institutions (ministries, Ombudsman, Statistical Board), regional and local communities, NGOs working in the field of non-discrimination, incl. Roma NGO, core actors on equality issues like civil servants, municipality employees, NGO leaders, high level public officials, judges, lawyers, prosecutors and advocates, mass media and PR representatives as well as people experiencing discrimination, especially Roma people and society in general. Interposing initiatives and activities gender aspect is taken into account so that both women and men would become active participants and beneficiaries of the results of the project.</p> <p>Methodology used:</p> <ul style="list-style-type: none"> - development of network in between various public sector institutions and NGOs; - quantitative, qualitative and comparable research and overview; - training programmes; - experience exchange; - round tables and interactive discussions; - satisfaction surveys and evaluation reports. <p>In the project special attention dedicated to promote Latvia's best practice and dissemination of project results on non-discrimination. All the products created during the project lifecycle will be published in the project website and disseminated via project stakeholders. Project best practice will be disseminated using different EU networks.</p>

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	Application Number	Name of Applicant	Title of the project	Country	Maximum EU contribution (Amount)	Summary
23	4000003702	Kammer für Arbeiter und Angestellte für Oberösterreich/ CHAMBER OF LABOUR UPPER AUSTRIA	"SEI FAIR. LEBE VIELFALT."	AT	116.812,50	<p>Die Europäische Union und Österreich weisen eine solide gesetzliche Basis in Bezug auf Diskriminierung und Ungleichbehandlung auf. Jene findet aber trotzdem aufgrund von Unwissenheit statt. Häufig ist es weder den Diskriminierung ausübenden noch den betroffenen Personen bewusst, dass hier eine Diskriminierung vor sich geht.</p> <p>Das Projekt "Sei FAIR. Lebe VIELFALT." basiert auf diesem Aspekt und setzt Aktivitäten, die die Sensibilität für Diskriminierung erhöhen sollen und den Mehrwert von Diversität aufzeigen sollen.</p> <p>Die Arbeiterkammer Oberösterreich setzt in Zusammenarbeit mit der Gleichbehandlungsanwaltschaft, Regionalstelle Oberösterreich das Projekt um. Zielgruppe dabei sind Berufsschüler/-innen, die sich in einer Lehrausbildung befinden und die Unternehmen, in denen die Berufsschüler/-innen beschäftigt sind. Eine zweite Zielgruppe stellen die 65 Partner/-innen des Paktes für Vielfalt dar, die die Informationen aus dem Projekt in den eigenen Wirkungsbereich verbreiten werden.</p> <p>Mit den Berufsschüler/-innen werden Workshops umgesetzt, bei denen die Lehrlinge lernen, was Diskriminierung ist, was der Unterschied zwischen einer Diskriminierung und einem Vorurteil ist und welche Schritte man konkret bei Diskriminierung setzen kann bzw. wer/wo die Anlaufstellen bei Diskriminierung sind. Der theoretische Teil des Workshops wird mit "lebenden Diskriminierungsbeispielen" untermauert, dh. Personen, die bereits selbst Diskriminierung erlebt haben. Jene werden den Jugendlichen ihre Erfahrung erzählen und in Diskussion mit ihnen treten.</p> <p>In einem zweiten Workshopteil wird das neu erworbene Wissen kreativ verfestigt, in dem die jungen Arbeitnehmer/-innen ihre persönlichen Geschichten mit Vorurteilen und Diskriminierung in einem Schreibprozess teilen.</p> <p>Als Ergebnis wird eine Broschüre produziert, die sowohl Berufsschüler/-innen und Lehrkräfte als auch Unternehmen ansprechen soll. Inhalt der Broschüre werden konkrete, rechtliche Diskriminierungsfälle, die Abgrenzung zwischen Vorurteilen und Diskriminierung, Handlungsoptionen gegen Diskriminierung und für Diversity(management) sowie die persönlichen Erfahrungen der Jugendlichen sein.</p> <p>Die weitere Auseinandersetzung und Sensibilisierung mit dem Thema Diskriminierung soll durch eine "interaktive Veranstaltung" mit den Berufsschülern/-innen passieren. Hier wird eine z.B. eine Sportveranstaltung</p>

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						<p>(Fußball, Tao-Bo, ...) organisiert, die unter dem Motto "Anti-Diskriminierung" gestellt wird. Die Jugendlichen sollen dabei ERLEBEN, dass es sinnvoll und gut ist, gegen Diskriminierung zu sein.</p> <p>Bei der Abschlussveranstaltung wird die Broschüre einer breiten Öffentlichkeit, den Jugendlichen, ihren Lehrbetrieben und Stakeholder präsentiert werden. Jene wird verteilt und auf verschiedenen Internetseiten zum Download zur Verfügung gestellt. Die Berufsschüler/-innen bekommen bei der Abschlussveranstaltung auch ein jugendgerechtes "unkonventionelles Werbemittel" z.B. ein T-Shirt mit einem Anti-Diskriminierungs-Slogan darauf. Durch das Tragen des T-Shirts im Beruf, Alltag und Freizeit zeigen die Jugendlichen, dass es angesagt ist, gegen Diskriminierung und für Vielfalt und Diversität zu sein. Das Projekt wird begleitet durch eine breite und intensive Öffentlichkeitsarbeit.</p> <p>Zusammenfassung: Ziel: Sensibilisierung über Diskriminierung und Aufzeigen des Mehrwerts von Diversität Aktivitäten: Sensibilisierungsworkshops mit Berufsschülern/-innen in den fünf Regionen Oberösterreichs, Produktion einer Sensibilisierungsbroschüre + Durchführung einer interaktiven Veranstaltung für die Jugendlichen (Vergabe eines Unterauftrages), Abschlusskonferenz, unkonventionelles Werbemittel, Öffentlichkeitsarbeit. Partnerschaft: Leadpartnerin = Kammer für Arbeiter und Angestellte für OÖ; Gleichbehandlungsanwaltschaft, Regionalstelle OÖ.</p>

A. PROPOSALS RECOMMENDED FOR FUNDING

	Application Number	Name of Applicant	Title of the project	Country	Maximum EU contribution (Amount)	Summary
24	4000003725	Défenseur des droits de la République française - DEFENDER OF RIGHTS	Accessibilité –Egalité : un guide à destination des acteurs territoriaux	FR	109.827,00	<p>Le projet soumis par le Défenseur des droits, autorité constitutionnelle chargée notamment de la lutte contre les discriminations et de la promotion de l'égalité, vise à contribuer à l'effectivité du principe d'accessibilité universelle tel que prévu par la loi du 11 février 2005 et plusieurs engagements internationaux de la France et de l'Europe (CIDPH...).</p> <p>L'accessibilité constituant un élément déterminant pour la participation des personnes en situation de handicap à la vie sociale, culturelle et économique, sa mise en œuvre relève d'un objectif de cohésion sociale, d'inclusion et de non discrimination.</p> <p>Or en matière d'accessibilité, un besoin spécifique a été identifié pour les collectivités territoriales (niveau stratégique de la mise en œuvre de l'accessibilité en France) et les établissements recevant du public qui en relèvent (ERP), tant dans le domaine de la clarification des obligations qui s'imposent à ces organismes que sur la manière d'y parvenir.</p> <p>Le projet soumis vise donc à élaborer un guide de la mise en accessibilité du cadre bâti existant à destination des collectivités territoriales et de leurs ERP.</p> <p>Le comité de pilotage comprendra notamment le Président du Conseil national consultatif des personnes handicapées et la Déléguée ministérielle à l'accessibilité.</p> <p>Les journées territoriales de l'accessibilité ont en effet fait ressortir le besoin d'informations et de clarifications sur les travaux de mise aux normes, associant non seulement les collectivités mais aussi les ERP, les organisations professionnelles de la construction. Elles ont également fait émerger les attentes fortes en matière de capitalisation des expériences et des bonnes pratiques.</p> <p>Le guide sera élaboré en concertation avec les associations du handicap et les réseaux de collectivités territoriales et comprendra :</p> <ul style="list-style-type: none"> - un inventaire des outils d'accompagnement à la mise en accessibilité (cadre juridique, réglementation technique, outils pour les diagnostics) ; - un recensement de bonnes pratiques innovantes prenant en compte les diverses formes de handicap, dont le handicap mental, et des spécificités des acteurs concernés (petites communes, bâtiments historiques) ; - un référentiel définissant les lignes directrices pour la mise en œuvre des dérogations et rappelant, notamment, la diversité des mesures envisageables pour la mise en accessibilité en se fondant sur les bonnes pratiques identifiées ;

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						<p>- un outil d'aide à la mise en œuvre des mesures de substitution (bonnes pratiques identifiées et définition des clés nécessaires à la décision) ayant pour objectif de permettre l'accès effectif à la prestation offerte par le service.</p> <p>La concertation, d'envergure nationale, sera organisée via :</p> <ul style="list-style-type: none"> - des auditions par le comité de pilotage des principaux acteurs (réseaux de collectivités territoriales, administrations, associations d'usagers, associations handicap, organisations professionnelles...) - deux séminaires en région, organisés avec les réseaux de collectivités territoriales et le Conseil national consultatif des personnes handicapées et la Délégation ministérielle à l'accessibilité. <p>Un séminaire national à Paris accompagnera la diffusion du guide (papier et internet). Une large communication favorisera l'appropriation des préconisations et des obligations par les acteurs concernés.</p> <p>Une campagne d'évaluation du guide sera lancée en parallèle, des compléments pouvant être envisagés en ligne.</p> <p>Ce guide, en ligne et papier, constituera un outil d'aide à la décision pour les collectivités territoriales, fournissant des repères juridiques et techniques, issus d'exemples concrets et de bonnes pratiques, leur permettant d'analyser précisément leurs obligations au sens de la loi et les moyens d'y faire face. Il permettra de sensibiliser les collectivités territoriales sur le fait que, en cas de dérogation, de nouvelles obligations leur incombent pour garantir l'accès effectif aux prestations offertes.</p>

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25	4000003736	CENZORS HIP PLUS	Creating society to tackle discrimination	HR	104.900,40	<p>The overall objective of this Project Proposal is to support the effective implementation of the principle of non-discrimination and efforts of Croatian national authorities in charge of equality and non-discrimination by awareness rising on discrimination and on existing EU and national policies and legislation in the non-discrimination field and by mainstreaming them among important stakeholders. One part of our activities we will focus on raising awareness among at least half million of Croatian citizens on forms and consequences of the discrimination (in particularly based on the ethnic origin, disability, age, religion, gender and sexual orientation, as well as of the multiple discrimination of women) and on existing EU and national policies and legislation in the non discrimination field, by campaigning and disseminating relevant information, mainly through media (TV and radio shows, TV and radio jingles, leaflets, posters, balloons, giveaways, texts, web page). By intensive informing, mainly through the media outlets (and the most influential media – TV) we will arise awareness of the citizens in Croatia on the damaging effects of discrimination, contribute to their understanding the need to combat it, to accept and support diversity and to make pressure on the governments to implement the non-discrimination laws and policies. It is important to emphasize than within the Campaign and among other media outlets that will be the outputs of this project, we will use very visible event of putting diversities in the public space – the Gay Pride in Split (the town with high level of hate crimes toward the people of the different sexual orientation and with huge incident of violence on the first Gay Pride organized in that town, last year, 2011.) to analyze the public speech from the level of the local government and local political parties in the same, pre-election time and observed behavior would be used to strengthen advocacy efforts in that period and to contribute to decreasing discriminative public speech, as well as hate speech related to sexual minorities, as well as to more successful organizing of the Gay Pride in Split. The second specific objective is to contribute to mainstreaming existing EU and national policies and legislation in the non discrimination field among the civil servants of (at least 80) local and regional self-governments in Croatia and the journalists through theirs' and the 4 civil society organizations (CSOs/NGOs), that are contact points of the Public Ombudsman on the regional levels, capacity building. The Project targets the local and regional governments on the way to educate them, to raise their awareness on their obligation under the anti-discrimination legislation, to integrate equality issues in their local/regional policies, to support the process of</p>

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						<p>making their local plans, which would lead to increasing their willingness to mainstream some provisions in their work. In order to influence media reporting in Croatia, we will first make research and analyze the media reporting in Croatia and then develop educational curriculum for journalists and manual for long-term support to journalist. The educational manual on how to report correctly in non-discrimination sense will be widely disseminated to journalists and serve as the long term tool for multiplication of this project results and workshops will increase raise their awareness and educate them how to report more correctly about discriminatory cases. Increase CSOs – 5 Contact Points of the Public ombudsman capacities (through their trainings) for the providing know-how on the anti-discrimination mainstreaming, will enable them for the longer term to work with local governments from their territorial area and improve mainstreaming, increasing also long term sustainability of the project results. The partners will continue on the long-term to share information and provide technical assistance to all target groups in their future work.</p>

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	Application Number	Name of Applicant	Title of the project	Country	Maximum EU contribution (Amount)	Summary
26	4000003705	WIEN WORK INTEGRATIVE BETRIEBE UND AUSBILDUNGSGMBH	WOHNBAU BARRIEREFREI	AT	99.997,44	<p>Die Bedeutung von Barrierefreiheit tritt immer mehr ins öffentliche Bewusstsein. Das hat auch mit der zunehmenden rechtlichen Regelung auf internationaler Ebene (ICRPD), durch die EU (Accessibility Act) und in Österreich (Behindertengleichstellungsgesetz, Antidiskriminierungsgesetze der Länder) zu tun. Zur Barrierefreiheit im Wohnbereich gibt es bisher weder Literatur noch Rechtsprechung. Es herrscht selbst bei einschlägigen Berufsgruppen keine klare Vorstellung vor, wann ein Gebäude tatsächlich barrierefrei ist.</p> <p>Das vorgeschlagene Projekt soll mithelfen, den Diskriminierungsschutz im Bereich des Wohnbaus für behinderte und alte Menschen in Österreich zu verbessern. Es gliedert sich in drei miteinander vernetzte Durchführungsmodule:</p> <p>Modul 1 besteht aus einer zweiteiligen Studie: Der 1. Teil wird vom Klagsverband verfasst und beschäftigt sich mit wohn- und zivilrechtlichen Fragen zum barrierefreien Wohnbau. Ausgehend von der ICRPD werden die nationalen Regelungen zu Barrierefreiheit (Bauordnungen, BGStG) dargestellt und dem Wohn- und Mietrecht gegenübergestellt, insbesondere: Gibt es einen Anspruch auf Herstellung von Barrierefreiheit bei bestehenden Wohnungen, wie ist die Kostentragung geregelt? Welche rechtlichen Möglichkeiten gibt es, Ansprüche durchzusetzen? Auf Grundlage der Darstellung des derzeitigen Rechts werden Lücken bei der Herstellung von Barrierefreiheit identifiziert und Empfehlungen zur Verbesserung formuliert.</p> <p>Der zweite Teil der Studie wird von der ÖAR verfasst. Er stellt die bautechnischen Vorschriften und die Wohnbauförderung dar, zeigt ebenfalls Lücken im gegenwärtigen System auf und formuliert Empfehlungen.</p> <p>Modul 2: In 3 regionalen Workshops (Tirol Salzburg und Wien) werden die Ergebnisse der Studie vorgestellt und in einer Feedbackschleife mit unterschiedlichen Stakeholdern diskutiert. Die Einbeziehung unterschiedlicher Ebenen (Bauwirtschaft, Architekten, Bund, Länder, Abteilungen für Wohnbauförderung, Antidiskriminierungsbeauftragte, NGOs, Betroffene...) bewirkt Awareness Bildung und durch die breite Informationsweitergabe mehr Wissen (Maintreaming), eine bessere, vernetzte Zusammenarbeit und dadurch innovative Lösungsvorschläge auf Bundes – und auf Länderebene. Modul 1 und 2 unterstützen die Weiterentwicklung der nationalen Politik zur Bekämpfung von Diskriminierung und zur Gleichbehandlung über die Gesetze hinaus.</p> <p>Die Workshops werden in regionalen Gesprächsrunden, an denen die wichtigsten Stakeholder beteiligt sind, vorbereitet. Diese Gesprächsrunden dienen der</p>

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						<p>Vorerhebung und Vorbereitung der Workshops, Studien und Best Practice Analyse.</p> <p>In den Studien und den regionalen Gesprächsrunden und Workshops werden auch Best Practice Beispiele zum Thema barrierefreies Bauen präsentiert und analysiert, aber auch bestehende Mängel aufgezeigt und Empfehlungen erarbeitet. Die Analyse der Best Practice Beispiele erfolgt insbesondere im Hinblick auf die Umsetzung der UN Konvention über die Rechte für Menschen mit Behinderung sowie des Nationalen Aktionsplans 2012-2020. Die Best Practice Beispiele sind auf andere Länder übertragbar.</p> <p>Modul 3 Politikberatung und Öffentlichkeitsarbeit: Alle Ergebnisse werden in attraktiver Form aufbereitet und durch die Medien und Verbreitungsnetzwerke der Projektpartner/innen breit veröffentlicht. Die Ergebnisse werden in einen Endbericht zusammengefasst und in einer großen Abschlussveranstaltung in Wien gemeinsam mit den wesentlichen Stakeholdern im Wohnbereich präsentiert.</p> <p>Durch den vorgeschlagenen Massnahmenmix, das breite Netzwerk von Akteure und die umfassende Einbeziehung von Menschen mit Behinderung hat unser Projektvorschlag die Möglichkeit, die nationale Politik zur Bekämpfung von Diskriminierung in den ausgewählten Politikfeldern über den gesetzlichen Rahmen hinaus weiterzuentwickeln. Dadurch kann ein effektiver Wandel beeinflusst, können Inhalte und Ergebnisse mit großer Reichweite und Effektivität verbreitet werden. Die Ergebnisse sind auf andere Länder übertragbar.</p>

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	Application Number	Name of Applicant	Title of the project	Country	Maximum EU contribution (Amount)	Summary
27	4000003734	ASSOCIATION FOR THE INTEGRATION OF HOMOSEXUALITY COC NEDERLAND	VIOLENCE IS NOT NORMAL, WOMAN	NL	94.479,49	<p>The national government, together with many social parties, is active in countering combating discrimination and violence against LGBT's. An important measure is the increased reprimand for violence with a discriminatory motive.</p> <p>Within the project "Violence is not normal, woman!", three parties (COC Nederland, MOVISIE and LHP) will work together to make LBT women aware of the consequences of violence and aggression and to make them more empowered to deal with this. We develop a training that we will offer in 10 different cities to LBT women. Also, the subject 'LBT safety' will be integrated into various LBT events. Together with the police we will take care to break the vicious circle: LBT women do not realise that violence and aggression is not normal – they do not report violence – the police does not have the right tools to help these women. The project will end after 1 year with a social media campaign and a meeting to which a wide range of publicity will be drawn. We will call this project "Violence is not normal, woman!"</p> <p>"Violence is not normal, woman!" wants to enhance the knowledge and empowerment of LBT women, as well as police officers that deal with complaints or reports.</p> <p>In this project we want to establish 3 goals;</p> <ul style="list-style-type: none"> • LBT women internalise the message not to accept aggression and violence because of their sexual orientation and/or gender expression • Local teams of "Roze in Blauw" (national gay network police) organise a project of internal knowledge enhancement, so that their members, including the desk officers are aware of how they can help victims of violence • The project is evaluated and sustained within the alliance "Natuurlijk Samen" <p>At the end of the project the following activities will have taken place:</p> <p>1. Awarenessraising of LBT women</p> <p>MOVISIE will develop an awareness raising training. The central messages are:</p> <ul style="list-style-type: none"> • Knowing that you do not have to accept this kind of aggression • Knowing what you can do to feel safe if there is a threat of violence • Knowing how to gather signals and which signals to gather. Knowing which aspects to remember to prove the discriminatory aspect of the event. • Knowing that you can ask for help processing the (previous) experiences with aggression and violence. knowing where you can do this (social services, own network)

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						<p>COC Nederland will make a broad group of LBT women aware of the theme 'LBT safety', by' integrating the theme into various content related meetings, developing a video will be shown on a events and social media, a Facebook application which can be integrated to various Facebook pages, an advertisement in thenational Lesbian magazine "Zij aan Zij", website banners</p> <p>2. Awareness raising "Pink in Blue"</p> <p>The LHP (national gay network police)organises 3 projects. In this members of the network, as well as local police officers, speak with local representatives of the target group LBT women. The received information will be processed to a project in which they inform desk officers and members of their own team on the best way to help victims. Recognising the discriminatory aspect of what happened and the next (legal) steps play in important role in this.</p> <p>3. Evaluation</p> <p>MOVISIE will evaluate the process and the content at the end of the pilots to make clear which elements are functioning well.</p> <p>4. Sustainability</p> <p>The results of the project will be described as good practice and to sustain and spread them they will be offered to the Gay-Straightalliance "Natuurlijk Samen" and the "Lesbian Alliance". MOVISIE will organise a 'train the trainer' in which the training will be presented to people who can give this training afterwards.</p> <p>5. Publicity and knowledge sharing</p> <p>At the end of the project we will organise a conference with all involved parties. The aim is to give as much publicity as possible to the tools we have developed, in order to share this and as well as the developed knowledge with as much involved parties as possible.</p>

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	Application Number	Name of Applicant	Title of the project	Country	Maximum EU contribution (Amount)	Summary
28	4000003722	Secretary of State for Social Services and Equality	Training on equality and non-discrimination mainstreaming. Towards the systematic incorporation of equality and non-discrimination mainstreaming in the policy-making	ES	82.374,20	<p>Equality and non-discrimination mainstreaming is relatively underdeveloped and not widely understood by Spanish policymakers and public administrations. Therefore, the project "Training on equality and non-discrimination mainstreaming. Towards the systematic incorporation of equality and non-discrimination mainstreaming in the policy-making", aims at ensuring a comprehensive training on equal treatment and non-discrimination directed to policy makers, that is to mean, public directives and civil servants responsible for the design, implementation and evaluation of public policies, legislation and programmes at different levels of government (national, regional and local). The objective is that policy makers ensure the compliance of all the public policies, legislation or programmes with equality legislation.</p> <p>This project is in entirely compliance with the priorities identified by the Government of Spain in the fight against discrimination and responds to the priorities and challenges identified in the Framework document for 2012-2013 and the results of the consultation process with organisations representing groups experiencing discrimination.</p> <p>The direct beneficiaries of the project will be:</p> <ol style="list-style-type: none"> a) Public directives and civil servants responsible for the design, implementation and evaluation of public policies, legislation and programmes at all administrative levels (national, regional and local) b) National Ministries, Departments of regional governments and Local Administrations c) National, regional and local Civil Service trainings schools <p>In addition, other indirect beneficiaries will be groups of people particularly vulnerably to discrimination, Colleges and Universities, social organizations and the general public.</p> <p>The planned activities include:</p> <ul style="list-style-type: none"> - A technical seminar on good practices in equality and non-discrimination mainstreaming. A Report on good practices and a Report on the seminar conclusions will be elaborated. - Two technical meetings with representatives of groups traditionally discriminated aiming at taking into account their views. Conclusions reports will follow both meetings. - Elaboration of a Handbook with guidelines for equality and non discrimination mainstreaming (online and printed version) that will be highly disseminated and

A. PROPOSALS RECOMMENDED FOR FUNDING

	Application Number	Name of Applicant	Title of the project	Country	Maximum EU contribution (Amount)	Summary
						<p>translated into English.</p> <ul style="list-style-type: none"> - Elaboration and presentation of a training programme on equal treatment and non discrimination mainstreaming. - Pilot training seminar/course of 30-45 hours for policy makers, based on the handbook and the training programme. A seminar of conclusions will follow the course. - Final report on Recommendations and Lessons Learnt. <p>The project will be managed and monitored by the Secretary of State for Social Services and Equality. However, a Steering Committee will be set up to validate all the contents, as well as to evaluate the results of the activities implemented. In the Steering Committee relevant organisations involved will be represented, including the Spanish Federation of Municipalities and Provinces, the National Institute of Public Administration and the Woman Institute, taking into account its role in the promotion of gender mainstreaming in Spain and to include the gender dimension of discrimination.</p> <p>A continual improvement process will guide the project by constantly evaluating and improving the outputs.</p> <p>At the end of the project, the Secretary of State for Social Services and Equality will draft a report on Recommendations and Lessons Learnt that will be validated by the Steering Committee.</p> <p>These recommendations and conclusions will be taken into account to reformulate the training programme and handbook and other training materials for future editions.</p> <p>The handbook and the training programme will be disseminated and will be the basis for organising new editions of the training seminars/courses. The online version of the materials will increase the dissemination potential of the project.</p>

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	Application Number	Name of Applicant	Title of the project	Country	Maximum EU contribution (Amount)	Summary
29	4000003720	Danish Institute for Human Rights - DIHR	Double facetted awareness raising campaign: "Speak OUT!" and "Equal Opportunities in the Work Place"	DK	200.030,71	<p>Double facetted awareness raising campaign: "Sig Fra NU!" ("Speak out!") and "Lige muligheder på arbejdspladsen"(Equal opportunities in the workplace) DIHR and DBET's proposal under the PROGRESS action grant this year is an awareness raising campaign which entail activities to raise awareness on rights and equal treatment and to raise awareness on the existence of national bodies that can give citizens assistance and handle cases of discrimination. In order to target different groups the project consists of two parallel but interrelated components. The first set of activities target youth (16 – 30 years old) and the second set of activities target companies in eight medium size cities in Denmark. The campaign will take place in eight medium size cities in Denmark. The campaign includes all six discrimination grounds covered by EU legislation. DIHR is lead on this project in partnership with DBET. In the following you will find a more detailed description of the two components. A. "Sig Fra NU": Raising awareness on equal treatment legislation, where to seek assistance and where to seek redress.</p> <p>DIHR and DBET will embark on a 16 day "road show" to 6-8 medium size cities in Denmark, with the primary aim of reaching out to young people between the age of 16 and 30. By meeting them at their education institutions/schools and activity centres, it provides the opportunity to raise awareness of their rights of not to be discriminated against, and to provide information on where to seek assistance and where to file complaints and get redress in case of discrimination. A secondary group that will benefit from this road show is the public at large, as it also includes public awareness raising events.</p> <p>Output: To make the road show possible in a more coherent way and visible fashion, a bus will be borrowed from a major bus company and furnished with a photographic exhibition, information material and a help desk. The bus will be travelling to schools and educational institutions as well as town squares in the designated cities with the staff from DIHR and DBET as well as interactive artists and street theatre. At these locations DIHR and DBET staff will provide training and create a platform for debate on what is discrimination and what are the effects of being subject to discrimination. The bus will be open in order for the public to come in and see the photo exhibition</p>

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						<p>and to enter into dialogue with the staff regarding discrimination and rights.</p> <p>B. "Lige muligheder på arbejdspladsen" - Raising awareness on equal treatment legislation and promotion of equal opportunities in the workplace.</p> <p>With this part of the campaign DIHR and DBET wish to focus their resources partly on training among employees of their rights in accordance to Danish equal treatment legislation and raise awareness of where they can get redress in cases of discrimination and partly provide diversity training for the management of the companies in order to implement equal treatment action plans for their workplace. The companies will be identified in the 6-8 medium size cities that the road show visits.</p> <p>A further aim of the project is to motivate the companies to take concrete actions to promote equal opportunities in their work place by implementing for instance equality action plans.</p> <p>The training will be carried out by DIHR and DBET.</p> <p>Outputs:</p> <p>Once the companies are identified in each of the cities they will be required to fill out an electronic questionnaire about the perception of equal opportunities in the work place. The results of the questionnaire will be produced in a report and there after forms the base line for the training.</p> <p>There will be conducted diversity management training for management as well as diversity and equal treatment training for employees. The training will among others be based on case law, participatory approaches and visual process tools.</p>

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	Application Number	Name of Applicant	Title of the project	Country	Maximum EU contribution (Amount)	Summary
1	4000003717	National Commission for the Promotion of Equality between Men and Women	Enhancing Equal Rights	MT	150.000,00	<p>The project has been designed in light of recent legal developments related to the remit extension of the National Commission for the Promotion of Equality (NCPE) on all grounds of discrimination excluding disability. Amongst the areas of protection expected to be covered in the legislation are education and employment spheres. The activities identified are based on the findings and recommendations of recent NCPE studies in the area, as well as in the context of these legal changes.</p> <p>The overall project objective is to bring about a culture of rights; a culture where diversity is seen as an added-value; and where equality and non-discrimination are perpetuated. This vision may be arrived to by stimulating debate, raising awareness, and further bringing about a change process in mentalities, attitudes and perceptions. Hence the selection of the project title 'Enhancing Equal Rights'.</p> <p>The project will be initially providing training which enhances the internal knowledge on the new areas as well as on equality mainstreaming and diversity management. This strategy is crucial since by strengthening the capacity base which will be the core reference point for stakeholders, the new legislation will be able to be better implemented.</p> <p>In order to create awareness on the widening cover of protection on equality and non-discrimination, as well as to empower stakeholders in this new framework, training will be then provided to key target groups as identified in Annex 1, Section 2. Moreover, as also recommended from an earlier NCPE study on underreporting, a 'public educational campaign' will be carried out aimed at helping victims report the discrimination they experience. This will consist of an Anti-Racism Theme day and equality and non-discrimination campaign. Communicating the message for equality facilitates in the creation of a culture of rights, consequently allowing for better implementation of legislation, since different actors including potential victims of discrimination would be aware of their rights. In addition, in the context that 2013 is the European Year of Citizens, the project shall be supporting this year by giving a voice to citizens, as well as by providing the 'space' that empowers them. The campaign will be based on the concept of</p>

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						<p>'Have your say!', this is considered as an innovative approach to attract citizens to speak up, be empowered, get involved and be informed on equal rights.</p> <p>In addition key target groups identified are employers in public and private sector, who will be trained in diversity management, and teachers and teachers in training who will be trained on non-discrimination, equality mainstreaming and inclusion. The focus during the employers training will be to empower participants to engage with the concept of diversity management, seeing a diverse workforce as something that adds-value. Furthermore they will be trained in carrying out diversity audits, and developing equality plans. On the other hand, teachers will be provided with tailor made training which will be developed in order to enable this target audience in mainstreaming equality throughout their work such as in their lesson planning.</p> <p>In addition, as recommended by an earlier study carried out by NCPE on the National Minimum Curriculum, a pilot research study will be carried out, developing training modules on equality and non-discrimination, such as lesson plans for primary and secondary schools children. These modules will be piloted in at least two primary and two secondary schools, obtaining feedback from the receivers themselves young people and children, as well as taking into account the respective learning context in schools and outside. Education effort on equality and non discrimination is aimed to target efforts on future generations. This pilot study is intended to shed tangible light on useful practices that can be used in the classrooms with the scope to be used for these age groups.</p>

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	Application Number	Name of Applicant	Title of the project	Country	Maximum EU contribution (Amount)	Summary
2	4000003716	The Equality and Anti-Discrimination Ombud (Likestillings- og diskrimineringsombudet)	Promoting Equality in Public School Services	NO	247.116,00	<p>1. Three training seminars in three major municipalities in Norway: In 2013 we will target 3 municipalities and offer the schooling sector in each of these municipalities one-day training seminars. The key is to create a better understanding of what equality and anti-discrimination entail within the schooling sector, and to raise awareness on the authorities' obligation to accommodate for the individual, and on the discrimination many pupils and their parents encounter within the schooling system. Focus in the seminars will be on access to the educational system based on the right to be treated equal, the authorities obligation to accommodate for the individual, bullying and harassment, access to the schools (physical and otherwise), communication and dialogue between schools and families, prejudices and stereotyping, national duties and laws (the discrimination laws, the equality laws, the accessibility laws, the positive duties, the education law etc.)</p> <p>2. Cooperation with schools in the three municipalities we have chosen:</p> <p>1. Online questions for reflection. A part of raising awareness of service providers within the public school sector will be to develop an online manual in the form of assignments, questions and illustrations with the purpose of creating reflection. These questions will be organized as part of the campaign's website. The teachers and the school managements at schools in the chosen municipalities will be encouraged to use these questions as a part of their own awareness raising on discrimination, their roles as service providers and teachers, and on their own practices regarding uncovering challenges, stereotypes, prejudice, and harassment. Through this online manual the target group will encounter themselves in the role of service providers.</p> <p>2. "Our School" - an online exhibition: As part of the awareness raising package online focussing on equality and anti-discrimination, we will encourage the schools engaging in this project to assign the pupils to depict their school day through visual means. The contributions will be formed into an online exhibition at the campaign's website. This exhibition will in turn be part of the awareness raising among the teachers participating, and even among the children themselves.</p> <p>3. Staff from LDO will offer to visit the chosen schools to lecture and raise awareness of the employees and employers's roles as service providers.</p> <p>4. Educational material will be produced in order to raise awareness among public service providers.</p> <p>3. Website: The action will develop a website connected to the project. A</p>

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						<p>publicity campaign aimed at the target group will be complemented by cooperation with social partners regarding the dissemination of information to their members in order to secure a high level of visibility of the campaign</p> <p>4. Website/Bank of knowledge - expanding and maintaining</p> <p>5. Campaign products promoting the campaign and raising awareness about equality measures, laws and duties. Products designed to make the campaign visible and at the same time promote the message in a way that appeals to the public.</p> <p>6. Media</p> <p>7. A sub-project focusing on the national authorities handling the issue of Roma and travelling: This involves a limited literature search national and international on this issue, a mapping of EU-law and national policy/laws concerning the rights of the Roma people in connection to schooling and of facts on Roma and schooling in Norway, and a full-day dialogue meeting with the main objective of creating greater awareness among relevant public authorities on the subject of the explicit rights the Roma population has as a national minority in Norway in connection to travelling and schooling. Areas addressed will be equality in relation to Roma and the duties connected to public schooling, the states duty to accommodate schooling, the EU-conventions, the national laws connected to the rights of national minorities, and the current stand the national authorities have taken.</p>

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3	4000003943	CENTRE FOR EQUAL TREATMENT	Veillir sans être discriminé	LU	40.000,00	<p>1) Objectifs du projet</p> <ul style="list-style-type: none"> - Promouvoir & défendre les droits fondamentaux de la personne âgée en institution - Débattre publiquement sur le phénomène pour contribuer à une prise de conscience plus générale de la thématique afin d'améliorer la situation des personnes âgées en institution & celle des personnels <p>2) Conformité avec les objectifs du programme</p> <ul style="list-style-type: none"> - La partie « enquête » permet d'évaluer tant les défauts du système que les bonnes pratiques. Les personnes concernées (personnes âgées & personnels des institutions) seront consultées tout au long du projet. - Promotion du dialogue intergénérationnel - Le comité d'accompagnement du projet réunira une panoplie d'acteurs différents - Le séminaire thématique permettra aux professionnels de se rencontrer, d'échanger leurs expériences et de mettre en place un réseau d'échange de bonnes pratiques. La participation de spécialistes internationaux élargira le débat. - Implication d'un maximum d'acteurs et sensibilisation à grande échelle (société civile & décideurs politiques) - Plusieurs publications dont l'accessibilité générale sera garantie <p>3) Contenu et activités à mener pour atteindre ces objectifs</p> <ul style="list-style-type: none"> - Relevé de la situation à travers une enquête dans les institutions - Campagne de sensibilisation aux questions de la discrimination et des droits de l'Homme - Séminaire réunissant des professionnels - Table ronde finale regroupant des professionnels, la société civile et des décideurs politiques. <p>4) Groupes cibles et bénéficiaires de ces activités</p> <ul style="list-style-type: none"> - personnes âgées/pensionnaires en institution et leurs familles - personnels soignant et administratif des MRS - élèves de l'enseignement secondaire et de l'enseignement professionnel - société civile - décideurs politiques <p>5) Méthodologie</p> <ul style="list-style-type: none"> - Etablissement de l'état de la question à travers 1 enquête (avec les

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						<p>professionnelsdu secteur)</p> <ul style="list-style-type: none"> - Réflexion sur les priorités d'action (avec le Comité d'accompagnement) - Réalisation des supports de communication (affichettes illustrant les droits des personnes âgées et dépliant) qui permettra à des jeunes de se familiariser avec la thématique -Planification du séminaire (sur base des résultats de l'enquête) - Planification de la formation aux droits de l'Homme pour les élèves de l'enseignement aux professions de santé (avec les enseignants) - Planification de la table ronde finale (avec le Comité d'accompagnement) - Création de « ponts » entre les différentes parties du projet (pas vue isolée) <p>6) Résultats escomptés</p> <ul style="list-style-type: none"> - Meilleure utilisation des ressources dont disposent les MRS - Faciliter l'échange de bonnes pratiques et amener une prise de conscience dans la population & des élèves <p>La durabilité du projet est garantie par le fait que le CET et ALOS-LDH considèrent la lutte contre la discrimination des personnes âgées comme une de leurs priorités au-delà de l'année 2013.</p> <p>7) Publications et autres instruments</p> <ul style="list-style-type: none"> - Résultats de l'enquête - Contributions au séminaire thématique - Recommandations aux décideurs politiques, dans la perspective des électionsparlementaires nationales de 2014 - Illustration de la « Charte européenne des droits et des responsabilités des personnes âgées nécessitant des soins et une assistance de longue durée » par des affichettes et un dépliant - Module « formation aux droits de l'Homme en maisons de retraite et de soins » destiné aux élèves des professions de santé - Sites Internet <p>8) Stratégie de diffusion</p> <ul style="list-style-type: none"> - Toutacteur impliqué - Médias, sites Internet....

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	Application Number	Name of Applicant	Title of the project	Country	Maximum EU contribution (Amount)	Summary
4	4000003727	Hellenic Ministry of Education and Religious Affairs, Culture and Sports - Byzantine and Christian Museum	AT THE MUSEUM WITH THE ROMA	GR	79.998,99	<p>The project "AT THE MUSEUM WITH THE ROMA" will be implemented by the Byzantine and Christian Museum (BCM-Applicant) and the Greek Film Center (GFC-Partner), both public bodies of the Hellenic Ministry of Education and Religious Affairs, Culture and Sports. The project aims to foster accessibility of the Greek Roma in mainstream cultural settings, to transfer good practices, and promote collaboration between Roma and non Roma. Its main objectives are:</p> <ul style="list-style-type: none"> - to enhance self-awareness of the Greek Roma people regarding their historical background. - to disseminate to wide groups of the majority population aspects of the contribution of the Greek Roma community to national history, in order to combat stereotypic attitudes - to promote dialogue, interaction and collaboration among the target groups - to tackle exclusion from museum experience and succeed wider cultural participation by designing and implementing museum activities for the promotion and exchange of good practices, for training and dissemination of information of Roma and non Romagroups at a national level. <p>In accordance with the call's objective (c) 'identifying best practices which could transferable to other participating countries', as well as the key policy area – Priority 3 under the PROGRESS Programme, which aims 'to raise awareness of the situation of the Roma and support their intergration into the mainstream society', the proposed project includes the following concrete activities that contribute to the fight against discrimination faced by Roma:</p> <ul style="list-style-type: none"> - Activities to disseminate good practices of the museum sector on inclusion and participation of Roma populations to mainstream cultural life. These activities involve:museum workshops, publication, informative material production, and a closing event at the museum. - Training activities addressedto young Roma, in order to perform as cultural mediators to the museum's exhibition. - Museum educational and awareness activities, addressed to school groups with high percentage of Roma pupils, as well as to groups of young Roma and Roma families. - Cultural evening events at the museum (i.e. film screenings, talks etc.) - Production and presentation of four (4) short films that promote equality

B. PROPOSALS IN THE RESERVE LIST

	Application Number	Name of Applicant	Title of the project	Country	Maximum EU contribution (Amount)	Summary
						<p>and non discrimination.</p> <p>The beneficiaries of the project's activities include a variety of target groups, with emphasis on mixed groups of Roma and non Roma population, on museum, educational, artistic, academic communities, but also on users from the general public that will join the cultural activities, on site and, in some cases, online.</p> <p>The project will be implemented on the basis of the following methodological principles:</p> <ol style="list-style-type: none"> 1. Identification and respect of the needs and expectations of the target groups. 2. Accessibility for all the museum visitors and non visitors, with focus on Roma groups facing social exclusion. 3. Active involvement of all participating parties in the proposed activities, and especially of members of the Greek Roma community, in order to provide Roma groups access to cultural services not only as members of a wider audience, but also as co-creators or co-organisers of various cultural events. <p>The project's work programme breaks down into four (4) work packages, in order to succeed effectively monitoring and on time implementation of the proposed activities, as well as to deliver high quality concrete outputs: workshops, publications, short films, museum educational activities, training of Roma cultural mediators, cultural events. The consortium will also work for the wider possible dissemination of the project itself and of each cultural event to various target groups. The scope of the project and its outputs will be promoted through the partners' web sites, press releases issued, distribution of printed publications, social media tools, web TV and other channels as appropriate. Both the applicant and partner institutions are experienced in reaching audiences on a daily basis.</p>

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5	4000003715	NATIONAL COMMISSION PERSONS WITH DISABILITY	Fuq Tlieta Toqghod il-Borma: Partecipazzjoni, Inkluzjoni, Accessibilita (Participation, Inclusion, Accessibility: Cornerstones for Personal Fulfilment)	MT	100.000,00	Notwithstanding various legislative tools, disabled persons do not always manage to access their legal rights in real life and feel that they are still being discriminated against by society. In order to facilitate the drive towards social change and development, therefore fostering non-discrimination, provisions set by legislation need to be appropriately reflected in scientific based policies. In Malta, anti-discrimination areas seriously lack scientific evidence as stated in the National Reform Programme. This project will be based on the social model of disability (the recognition that the main obstacles for disabled persons to be fully included in various aspects of life arise from socially-constructed barriers which prevent participation in important areas such as education, employment, community rights and political life) and has a 3-pronged methodology to achieve the objectives of; developing national policy to combat discrimination - through carrying out the research to provide baseline information for sound future policy development, the 2nd objective is that of fostering information on EU and national policy and legislation - primarily through the media campaign, national conference, residential conference with disabled persons which will include capacity building with NGOs and training with mainstream policy makers, and the 3rd objective is that of identifying best practices which can be transferred to other countries - mainly through the feedback gathered during the research and the events which will serve to disseminate and discuss the research findings. As the report (including best practices) will be made available on the internet, it will also be accessible to other countries. The project has 4 phases: Phase 1: Launch of the project through a press conference and a media & internet campaign (throughout duration of the project) including TV appearances, participation in radio programmes, billboards, Ministerial message, adverts on bus shelters, newspaper adverts & articles . The Research Steering Committee will be set up to plan the activities (8 meetings). A series of 5 seminars will collect data about the lived experience of disability of different groups – disabled people of different ages (children, adults, older people); disabled men and women; and disabled people who are at risk of double insularity since they live in Gozo (audience of 40 per seminar). Media and Disability NGOs will be invited to attend the launch of the project, coverage on national TV and on Newspapers is expected (20 persons

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						<p>expected).Media campaign will include: 8 adverts on newspapers, 360 PSAs onradio, 8 TV appearances, 8 participations in radio programme, 6 newspaper articles, adverts on bus shelters (10 panels). The targetis society in general (inc. disabled persons/ persons working in the sector). Phase 2 :to start in parallel with phase 1:To research (to be outsourced) the situation of disabled persons in Malta vis-a-vis the areas of education, employment, experiences of discrimination, participation in Political life, accessibility and multiple discrimination (including female disabled persons and disabled persons of other religions/beliefs).Result: baseline information available for sound policy development & identification of best practices. Phase 3: Dissemination/discussion of research findings. Activities: capacity building for Disabled People's Organisations (20 disabled trainees), training policy -makers in mainstreaming disability (20 public administration decision-makers), Disabled People's Parliament(60 participants National MEPs & disabled persons)& National Conference (100 disabled persons, persons working in Disability, general public) yielding promulgation of information & feedback on research findings. Phase 4: Finalising research report, taking into account the discussions and input in the 5 seminars of Phase 1, the 4 events carried out in phase 3, the feedback in the evaluation sheets and publication.</p>

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6	4000003942	ROMANO BUTIQ	A systemic approach to Roma discrimination through local administration	RO	144.926,00	<p>The project is responding to the implementation of the provisions of the Antidiscrimination Governmental Order no 137/2000, realising a survey on the national level, addressed to local authorities, in which a mapping of the neighbourhoods inhabited by Roma and isolated and/or illegal will be done. This will help to support local authorities in a further step to elaborate action plans for those communities respecting anti-discrimination and consultation principles.</p> <p>Objectives and activities:</p> <p>1. To identify the potential tensions between Roma and non Roma. The following activities will be implemented: conduct a survey on the national level, addressed to local authorities, in which a mapping of the neighbourhoods inhabited by Roma, isolated and/or illegal will be done. Inventory of eventual solutions found by the local authorities will be realised. This will help to support local authorities in a further step to elaborate action plans for those communities respecting anti discrimination and consultation principles. If good practices identified these will be included in a different chapter of the publication of a study report.</p> <p>2. Increase the capacity of civil servants to develop and monitor anti-discrimination and pro-diversity public policies from 2 counties in Romania. In order to achieve this objective, trainings, informational campaigns in local mixed communities in the form of civic cafes with the participation of the local citizens, incentives (such as awards and public acknowledgements) and an accessible and complete library of resources and manuals both national and from EU member states, will be organized. The counties will be the ones with large Romani population and with a history in tensions between Roma and non Roma population (Maramures and Mures)</p> <p>There will be 200 public authorities informed, 600 people from the community part of the activities, 30 organizations present at the national conference.</p> <p>The project will have the following results: field research in communities with the neighborhoods at risk of evacuation which constitute case studies, 1 report drafted which will contain data and case studies, 1 publication, 1 round table, 200 reports disseminated, a common declaration and principle guidelines agreed by the local authorities with Romani neighbourhoods</p>

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						found at risk of eviction, 4 trainings, 60 local civil servants trained on antidiscrimination and anti bios on Roma, a curricula for the training, 10 sessions of public consultations and civic cafes 600 citizens informed on their rights and tools to access the services.