



**EUROPEAN COMMISSION**  
**DIRECTORATE-GENERAL JUSTICE**

**Directorate A**  
**Unit A4 : Programme management**

## **EVALUATION REPORT**

**Restricted Call for Proposals for Action Grants JUST/2012/PROG/AG/AD**

**Support to national activities aiming at combating discrimination  
and promoting equality**



## **1. CONTEXT OF THE EVALUATION PROCESS**

### **1.1. Basic act and financing decision**

The legal base for this call for proposals is the Decision 1672/2006/EC of the European Parliament and of the Council of 24 October 2006 establishing a Community Programme for Employment and Social Solidarity - Progress<sup>1</sup>.

The call was published in implementation of the Commission Decision adopting DG Justice's annual programme of grants and contracts for the Progress programme, serving as a financing decision for 2012<sup>2</sup> and more specifically in implementation of activity 1.1.1.1 of the Section Anti-discrimination and Diversity.

An indicative amount of EUR 4 590 000 was foreseen in the financing decision for this call for proposals.

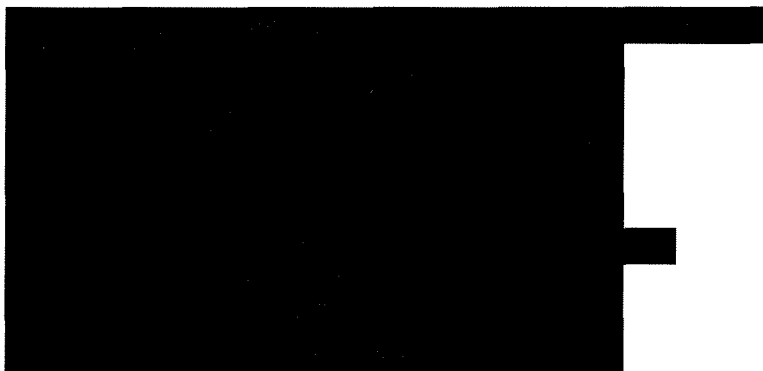
### **1.2. Publication of the call for proposals and online application process**

The call for proposals was published on the EUROPA website of the Directorate-General for Justice<sup>3</sup> on **08/05/2012**, together with a Guide for Applicants. On the same day, an electronic application form was made available to applicants through the DG JUST online grant management system PRIAMOS. Together with the application form the applicants could download the mandatory templates for Annex 1-Project Description and Implementation Form, Annex 2-Budget Form, Annex 3-Partner Declaration Form, Annex 4-Co-financing Declaration Form, Annex 5-Framework Document and Annex 0-Checklist.

The deadline for the submission of applications under this call was **28/06/2012 12:00 CET**.

### **1.3. Nomination of the Evaluation Committee**


Following the rules of procedures, an evaluation committee for the evaluation of the proposals was nominated by the responsible Authorising Officer and was composed of the following members from JUST A4 and JUST D4 (Ref. Ares(2012)816366 - 05/07/2012 & Ref. Ares(2012)856600 - 13/07/2012):



<sup>1</sup> OJ L 315, 15.11.2006, p.1.

<sup>2</sup> Implementing Decision of 29.02.2012 C(2012)1295.

<sup>3</sup> [http://ec.europa.eu/justice/newsroom/grants/restricted\\_call\\_for\\_proposals\\_progress\\_antidiscrimination\\_diversity\\_action\\_grants\\_2012\\_en.htm](http://ec.europa.eu/justice/newsroom/grants/restricted_call_for_proposals_progress_antidiscrimination_diversity_action_grants_2012_en.htm)



The Evaluation Committee was assisted by internal staff from unit JUST A4 for the evaluation of exclusion, eligibility and financial capacity. A declaration of absence of conflict of interest and of confidentiality was signed by each member of the Evaluation Committee and by the assessors. (see **Annex 3**)

The Evaluation Committee met several times throughout the evaluation process to decide on the different steps and methodology and to discuss the findings at each stage of the process. The decisions taken during the meetings of the evaluation committee are reflected in this report and its annexes.

#### **1.4. Extension of the deadline and online application process**

After the expiry of the deadline the Evaluation Committee undertook a first eligibility review. The results of this review revealed an unusually high number of applications with eligibility problems in particular concerning criteria 1 (timely submission in PRIAMOS) and 2 (submission of a full application with no missing annexes). The Evaluation Committee was concerned by this situation, especially in view of the fact that the call was a restricted one with a limited number of applications and that almost all projects were submitted by potentially eligible beneficiaries (i.e. Ministries in charge of Equality or organisations mandated by them). The Evaluation Committee took also into account the fact that the eligibility criteria under this call for proposals were stricter in comparison with the similar calls of previous years, but possibly this change was not very clear to the applicants. The Evaluation Committee decided to present the situation to the Authorising Officer and propose different options for action. The final decision taken was to reopen the call for submission to all applicants and to publish on DG Justice's website additional detailed information clarifying and drawing the attention of applicants to the eligibility requirements of the call.

The call was reopened for applications on 23/07/2012 with a new deadline for submission of proposals on **30/08/2012 12:00 CET**. The Addendum to the call notified all possible applicants about the extension of the deadline and provided a detailed checklist with the requirements under each eligibility criterion. All applicants who had already submitted a proposal received a general e-mail notifying them about the extension of the deadline and inviting them to read carefully the Addendum to the call. No applicant was contacted separately, nor given additional information concerning the eligibility of his/her own proposal. The extension of the deadline allowed also the submission of proposals by applicants who had not submitted an application until the previous deadline.

## **2. REGISTRATION OF PROPOSALS, VERIFICATION OF ELIGIBILITY AND EXCLUSION CRITERIA**

### **2.1. Registration of proposals**

In response to this call for proposals 40<sup>4</sup> applications were registered in PRIAMOS before the deadline of the call. Some applications were introduced manually in the system by the

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<sup>4</sup> The applications registered in PRIAMOS were 41. However, applications 4000003738 and 4000003945 were submitted by the same applicant. Application 400003945 was an updated version of the application

PRIAMOS team because the applicants were not able to upload their application in the system for reasons which were not clearly attributable to them.

## **2.2. Exclusion criteria**

Regarding the exclusion criteria, the applicants declared on their honour that they are not in one of the situations of exclusion mentioned in the Financial Regulation and in section 5.1. of the call for proposals. This declaration is included in the template of the Grant Application Form that the applicant must use for submitting the application. It is also included in the Partner Declaration Form that must be signed by all partners.

The evaluation of the exclusion criteria was carried out by assessors in unit A4. All evaluations were registered in PRIAMOS.

No proposal was excluded at this stage.

## **2.3. Eligibility criteria**

The evaluation of the eligibility criteria was carried out by assessors in unit A4, on the basis of the eligibility criteria mentioned in section 5.2 of the call for proposals. All evaluations were registered in PRIAMOS.

The Evaluation Committee has verified that this assessment was carried out correctly and in line with the criteria in the call for proposals, and it endorsed the list of eligible and non-eligible proposals as follows:

- 35 applications were found to be in conformity with the eligibility criteria announced in the call for proposals.
- 5 applications were found to be not compliant with eligibility criteria and were therefore not evaluated further.

The results of the evaluation of the eligibility criteria concerning each proposal, including the reasons for ineligibility, are presented in **Annex 1** of this Report.

## **3. EVALUATION OF THE OPERATIONAL CAPACITY, OF THE AWARD CRITERIA AND OF THE FINANCIAL CAPACITY**

Only those proposals that passed the eligibility stage were evaluated further.

### **3.1. Evaluation of operational capacity**

The assessment of the applications against the operational capacity criteria (as specified in section 5.3. of the call for proposals) was carried out by the members of the Evaluation Committee. Each eligible proposal was assigned to two separate evaluators. All evaluations were registered in PRIAMOS.

No proposal was excluded on the basis of the operational capacity.

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4000003738. The applicant sent an e-mail to the functional mailbox [JUST-PROGRESS@ec.europa.eu](mailto:JUST-PROGRESS@ec.europa.eu) confirming that the application 400003945 replaced application 4000003738. On this basis application 4000003738 was not taken into account as a separate application.

### **3.2. Evaluation of award criteria**

The assessment of the applications against the award criteria (as specified in section 5.4. of the call for proposals) was carried out by the members of the Evaluation Committee. Each eligible proposal was assigned to two separate evaluators. The evaluators carried out their tasks in accordance with the Guidance Note on How to assess the award criteria, which was endorsed by the Evaluation Committee (see **Annex 4**). All evaluations were registered in PRIAMOS.

The maximum overall score for the award criteria was 100 points, broken down per each award criterion as specified in the call for proposals. To ensure that only proposals of satisfactory quality were selected, a threshold of 60 points was set in the call for proposals. Only proposals above this threshold could be considered for a grant. The ranking of the proposals was determined on the basis of the average of the points allocated by each evaluator.

The results of these evaluations were discussed by the entire Evaluation Committee. The final results, the final allocation of points and the consolidated comments for each proposal were discussed and endorsed by the Evaluation Committee.

### **3.3. Evaluation of the financial capacity**

The financial capacity of the eligible proposals was evaluated by assessors in unit A4. All evaluations were registered in PRIAMOS.

No proposal was excluded at this stage. Two proposals were assessed as having limited financial capacity (400000 █████ and 400000 █████). In both cases the recommendation of the assessors was that, if the proposal would be selected for funding, it should either receive reduced pre-financing or a bank guarantee should be requested. The results of the assessment of financial capacity were presented and endorsed by the Evaluation Committee.

## **4. FINAL CONCLUSION OF THE EVALUATION COMMITTEE**

After all abovementioned stages of the evaluation were finalised, the Evaluation Committee hereby recommends to the Authorising Officer to:

- a) Award a grant to 29 proposals for the amount of EUR 4.543.755,80<sup>5</sup>;
- b) Retain the remaining 6 proposals on the reserve list and propose a grant for them in case additional funding becomes available.

The ranking of the proposals, including the consolidated comments for each proposal, are presented in **Annex 2** of this Report.

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<sup>5</sup> According to section 3 of the call for proposals each participating country can submit one or two applications for a global maximum EU co-financing of € 250.000,00. Two applications were submitted by Germany (application 4000003708 requesting a grant of € 244.347,29 and application 4000003712 requesting a grant of € 114.000,00) for a total amount of € 358.347,29. Both applications were in the award list. In order not to exceed the € 250.000,00 limit per participating country, the applicant 4000003708 was requested to review their budget. The reviewed amount proposed by the applicant was € 134.832,56 and this amount was taken into account for drawing-up the award list.

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# ANNEX 1 – RESULTS OF THE EVALUATION OF THE ELIGIBILITY CRITERIA

	Application Number	Name of Applicant	Title of the project	Country	EU Grant (Amount)	EC Grant (%)	ELIGIBILITY RESULT	Reasons for ineligibility	Comments
1	4000003700	AMDINVENTOR	ASOCIACIÓN MUNDIAL DERECHOS INVENTOR-AMD	Spain	16,000,000.00	100.00	NO	Annex 2 is attached, but empty, Annex 5 is not signed by the national authority in charge of non discrimination and equality, Annexes 6-11 are missing. The applicant is not mandated by the national authority in charge of equality and non discrimination to submit a proposal under this call. The amount of Union funding requested exceeds 80% of the total eligible costs.	
2	4000003702	Kammer für Arbeiter und Angestellte für Oberösterreich/ CHAMBER OF LABOUR UPPER AUSTRIA	"SEI FAIR. LEBE VIELFALT."	Austria	116,812.50	79.95	Yes		
3	4000003705	WIEN WORK INTEGRATIVE BETRIEBE UND AUSBILDUNGSGMBH	WOHNBAU BARRIEREFREI	Austria	99,997.44	80.00	Yes		
4	4000003706	Documentation and Advisory Center on Racial Discrimination	Equal Access For All (Job adverts with barriers)	Denmark	52,000.00	80.00	NO	Annex 8 does not include statutes and proof of VAT.	



	Application Number	Name of Applicant	Title of the project	Country	EU Grant (Amount)	EU Grant (%)	ELIGIBILITY RESULT	Reasons for ineligibility	Comments
5	4000003707	MINISTRY OF THE INTERIOR	EQUALITY IS PRIORITY 6 (YES 6)	Finland	249,984.00	59.74	Yes		
6	4000003708	FADA-Antidiskriminierungsstelle des Bundes	Themenjahr 2013 für Menschen mit Behinderungen	Germany	244,347.29	80.00	Yes		
7	4000003709	ICEHR-Icelandic Human Rights Centre	Building Strategies: focusing efforts and furthering knowledge on Discrimination in Iceland.	Iceland	243,496.80	80.00	Yes		
8	4000003710	Commission for Protection against Discrimination of the Republic of Bulgaria	Combating Discrimination for a Fair Society	Bulgaria	124,403.00	79.54	Yes		
9	4000003711	MINISTRY OF LABOUR AND SOCIAL POLICY	It's up to you to put discrimination out of use!	Bulgaria	118,733.76	79.95	Yes		
10	4000003712	BERLIN ANTI-DISCRIMINATION OFFICE	TRANS* IN ARBEIT	Germany	114,000.00	79.72	Yes		
11	4000003713	Secretaria General de Inmigracion e Emigracion - SGIE	GESTIÓN DIVERSIDADES MEDIANAS Y PEQUEÑAS EMPRESAS - GESDIMEP	Spain	97,198.79	77.79	Yes		
12	4000003714	Equal Treatment Commission	Training HRM-professionals to counter discrimination mechanisms	Netherlands	142,222.26	75.00	Yes		

	Application Number	Name of Applicant	Title of the project	Country	EU Grant (Amount)	EC Grant (%)	ELIGIBILITY RESULT	Reasons for ineligibility	Comments
13	4000003715	NATIONAL COMMISSION PERSONS W DISABILITY	Fuq Tlieta Togghod il-Borma: Partecipazzjoni, Inkluzjoni, Accessibilita (Participation, Inclusion, Accessibility: Cornerstones for Personal Fulfilment)	Malta	100,000.00	80.00	Yes		
14	4000003716	The Equality and Anti-Discrimination Ombud (Likestillings- og diskrimineringsombudet)	Promoting Equality in Public School Services	Norway	247,116.00	79.81	Yes		
15	4000003717	National Commission for the Promotion of Equality between Men and Women	Enhancing Equal Rights	Malta	150,000.00	80.00	Yes		
16	4000003718	INSTITUTE FOR PUBLIC POLICY	Sustainable partnership to enforce the principle of accesibility for people with disabilities in all national and local policies	Romania	67,065.00	79.78	Yes		
17	4000003719	OFFICE OF EQUAL OPPORTUNITIES OMBUDSMAN	DIVERSITY LT	Lithuania	240,000.00	80.00	Yes		
18	4000003720	Danish Institute for Human Rights – DIHR	Double facettet awareness raising campaign: "Speak OUT!" and "Equal Opportunities in the Work Place"	Denmark	200,030.71	80.00	Yes		

	Application Number	Name of Applicant	Title of the project	Country	EU Grant (Amount)	EC Grant (%)	ELIGIBILITY RESULT	Reasons for ineligibility	Comments
19	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)	Slovenia	142,737.93	80.00	Yes		
20	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	Spain	82,374.20	73.75	Yes		
21	4000003723	CHANCELLERY OF THE PRIME MINISTER, The Office of the Plenipotentiary for Equal Treatment	Equal Treatment as a Standard of Good Government in Regions	Poland	82,320.00	80.00	Yes		
22	4000003724	Ligue des Droits de l'Homme - LDH	Les Roms migrants ont des droits : former pour lutter contre les discriminations	France	139,732.00	79.51	Yes		
23	4000003725	Défenseur des droits de la République française - DEFENDER OF RIGHTS	Accessibilité – Egalité : un guide à destination des acteurs territoriaux	France	109,827.00	79.57	Yes		
24	4000003726	The RUNNYMEDE Trust LBG	END RACISM THIS GENERATION	United Kingdom	249,589.40	80.00	Yes		

	Application Number	Name of Applicant	Title of the project	Country	EU Grant (Amount)	EC Grant (%)	ELIGIBILITY RESULT	Reasons for ineligibility	Comments
25	4000003727	Hellenic Ministry of Education and Religious Affairs, Culture and Sports - Byzantine and Christian Museum	AT THE MUSEUM WITH THE ROMA	Greece	79,998.99	80.00	Yes		
26	4000003728	Youth Centre of Dravinja Valley/ Mladinski Center Dravinjske Doline	MLADI AMBASADORJI MEDKULTURNEG A DIALOGA	Slovenia	124,994.38	80.00	Yes		
27	4000003729	TALLINN UNIVERSITY OF TECHNOLOGY	Promoting diversity in business and raising awareness on equal treatment in Estonia	Estonia	249,944.81	80.00	Yes		
28	4000003730	SOCIETY INTEGRATION FOUNDATION	DIFFERENT PEOPLE, VARIOUS EXPERIENCES, ONE LATVIA	Latvia	245,493.47	80.00	Yes		
29	4000003731	NATIONAL CENTRE FOR SOCIAL RESEARCH (EKKE)	COMBATING DISCRIMINATION IN THE FIELD OF	Greece	120,000.00	80.00	Yes		
30	4000003732	THE EQUALITY AUTHORITY	Equality Approaches for a Changed Environment	Ireland	249,980.49	80.00	Yes		
31	4000003733	IQ ROMA SERVICE	Mutually without prejudice	Czech Republic	131,397.41	80.00	Yes		
32	4000003734	ASSOCIATION FOR THE INTEGRATION OF HOMOSEXUALITY COC NEDERLAND	VIOLENCE IS NOT NORMAL, WOMAN	Netherlands	94,479.49	80.00	Yes		

	Application Number	Name of Applicant	Title of the project	Country	EU Grant (Amount)	EC Grant (%)	ELIGIBILITY RESULT	Reasons for ineligibility	Comments
33	4000003735	Ufficio Nazionale Antidiscriminazioni Razziali - Dipartimento per le Pari Opportunità - Presidenza del Consiglio dei Ministri UNAR	DIVERSITÀ IN MOVIMENTO	Italy	249,550.00	79.34	NO	The applicant notes 17 partners in Annex 1 and in Annex 2. However, no partner declaration form (Annex 3) is attached.	
34	4000003736	CENZORSHIP PLUS	Creating society to tackle discrimination	Croatia	104,900.40	80.00	Yes		
35	4000003737	POLIO PLUS - MOVEMENT AGAINST DISABILITY	FROM LEGISLATION TO PRACTISE	FYROM	217,249.00	79.80	Yes		Manually uploaded due to PRIAMOS problems with the IBAN number
	4000003738	REPLACED BY 3945							
36	4000003942	ROMANO BUTIQ	A systemic approach to Roma discrimination through local administration	Romania	144,926.00	80.00	Yes		
37	4000003943	CENTRE FOR EQUAL TREATMENT	Veillir sans être discriminé	Luxembourg	40,000.00	80.00	Yes		
38	4000003944	THE UPPSALA COUNCIL OF LOCAL ORGANIZATIONS - Anti-discrimination Office	AGERA - utan att diskriminera II/ ACT - without discrimination II	Sweden	249,959.00	78.86	Yes		Manually uploaded due to PRIAMOS problems with the IBAN number

	Application Number	Name of Applicant	Title of the project	Country	EU Grant (Amount)	EC Grant (%)	ELIGIBILITY RESULT	Reasons for ineligibility	Comments
39	4000003945	Centre for Peace studies	Beyond legislation: Mainstreaming racial equality directive and combating discrimination based on race, ethnicity and nationality through creation of social and policy basis for inclusive society	Croatia	125,450.50	79.73	NO	No co-financing declaration (Annex 4) is provided for the contribution from the Government office for NGOs. So the budget is unbalanced. Annex 8 does not include statutes.	
40	4000003946	BUSINESS CONFEDERATION OF MACEDONIA	Social Partner's Role on Anti-Discrimination	FYROM	82,461.00	78.79	NO	Annex 1 and Annex 2 are attached, but empty. Annex 8 does not include statutes.	Manually uploaded due to PRIAMOS problems with the IBAN number

## ANNEX 2 – FINAL RANKING OF THE ELIGIBLE PROPOSALS

### a) Proposals recommended for award

	Application Number	Name of Applicant	Title of the project	Country	EU Grant (Amount)	EU Grant (%)	Oper Cap	Fin Cap	Award points	Evaluators' overall comments
1	4000003707	MINISTRY OF THE INTERIOR	EQUALITY IS PRIORITY 6 (YES 6)	FI	249.984,00	59,74	ok		87,50	<p>This project consists of three main pillars: equality mainstreaming, business case for diversity and Roma, which comply fully with the objectives of the call and the national priorities. A variety of activities is foreseen and the methodology has been presented in a very detailed manner, incl. timetable and clearly defined results. The target audience is well identified and the communication strategy to be put in place to reach them is well elaborated. There is strong emphasis on the gender aspects of the project. There are several partners in the project, their role is clear and sound management provisions are included. Evaluation and monitoring system is very well prepared. The project is comprehensive and has very high potential to produce sustainable and transferrable outputs.</p>



	Application Number	Name of Applicant	Title of the project	Country	EU Grant (Amount)	EU Grant (%)	Oper Cap	Fin Cap	Award points	Evaluator's overall comments
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	79,51	ok		86,50	<p>The project aims at training volunteers who are in contact with Roma migrants as well as the staff from local and regional authorities. The aim is to foster the dissemination of best practices and information on EU and national policy and legislation in the non-discrimination field relevant for the situation of Roma migrants, so as to improve the integration of Roma migrants in France. The proposal is sound, relevant to the issue and well argued. The national needs are clearly identified and the project fits very well with the national and European contexts regarding Roma migrants and the priority to disseminate good practices and involve/train local practitioners and decision-makers. The work proposed is clear, feasible, well thought and described in detail, including distribution of tasks, timetable, and methodology. The target audience is clearly identified (mediators, public authorities and indirectly public at large) and a clear strategy for communicating effectively with that audience through seminars/working groups is presented. Dissemination of outputs via the media and at European level is also foreseen. Strong internal evaluation mechanism and an external evaluation are foreseen.</p> <p>However, the activities proposed might have been carried out with a lower budget and the budget includes a number of imprecisions and inconsistencies.</p>



	Application Number	Name of Applicant	Title of the project	Country	EU Grant (Amount)	EU Grant (%)	Oper Cap	Fin Cap	Award points	Evaluators' overall comments
2	4000003726	The RUNNYMEDE Trust LBG	END RACISM THIS GENERATION	UK	249.589,40	80,00	ok		86,50	This project proposes large scale awareness-raising activities, including innovative on-line activities, such as on-line exchange platform, pop-up think tanks, movies, which have high sustainability and dissemination potential. The project focuses on race, but the rest of the discrimination grounds are also addressed, including age, LGBT, gender. The methodology is clear and presented in detail. The distribution of tasks is appropriate for the high number of activities foreseen and it can address doubts about managing, monitoring and implementing the project. The provisions for evaluation are very good and the project has good chances to be continued in the future successfully. The high budget of the project is justified by the high number of activities foreseen.
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	80,00	ok		86,00	This project includes targeted awareness-raising and training activities addressed to public employees, Roma and the general public, which upgrade and develop already existing activities in the field of Roma inclusion. The proposed activities comply with the priorities of the call, they fit with the national priorities and they support the Slovenian National Roma Integration Strategy. The activities are well planned and structured and have a good potential to be fruitful and sustainable. The specific focus on Roma women and youth is welcome.

	Application Number	Name of Applicant	Title of the project	Country	EU Grant (Amount)	EU Grant (%)	Oper Cap	Fin Cap	Award points	Evaluators' overall comments
5	4000003944	THE UPPSALA COUNCIL OF LOCAL ORGANIZATION S - Anti-discrimination Office	AGERA - utan att diskriminera II/ ACT - without discrimination II	SE	249.959,00	78,86	ok		85,00	<p>This proposal is a follow-up of the first ACT Project (funded under the 2009 Progress call). The project includes a number of actions aiming at improving the capacity to handle discrimination cases at local level, at supporting cooperation between the local anti-discrimination bureaus and at empowering local stakeholders. The proposal meets very well the objectives of the call and the national priorities. The activities are very well planned and relevant, including attention to accessibility and translation where appropriate. The work plan is very well detailed and the responsibilities as well as the timetable are clearly defined. The project will facilitate setting up sustainable networks among stakeholders and among NGOs. If successful, the model set up by the project could be exported to other EU Member States.</p>

	Application Number	Name of Applicant	Title of the project	Country	EU Grant (Amount)	EU Grant (%)	Oper Cap	Fin Cap	Award points	Evaluators' overall comments
6	4000003732	THE EQUALITY AUTHORITY	Equality Approaches for a Changed Environment	IE	249.980,49	80,00	ok		84,00	<p>The project foresees seven different actions, including research on the impact of the crisis on vulnerable groups, as well as training, development of good practices and awareness-raising, which are in line with the national priorities and the priorities of the call. The methodology is very clear and feasible; the responsibilities in the team are clearly defined and divided. The results of all actions are clearly presented. The dissemination of particular modules could be further developed and external evaluation should have been foreseen given the complexity of this proposal. In overall, this project has a very high potential and has been developed with a view to its longer-term sustainability. It will certainly contribute to strengthening of the national equality policies.</p>

	Application Number	Name of Applicant	Title of the project	Country	EU Grant (Amount)	EU Grant (%)	Oper Cap	Fin Cap	Award points	Evaluators' overall comments
7	4000003729	TALLINN UNIVERSITY OF TECHNOLOGY	Promoting diversity in business and raising awareness on equal treatment in Estonia	EE	249.944,81	80,00	ok		83,50	<p>The project deals with the main EC priorities on non discrimination at the moment: the Roma, young people at the labour market, promotion of the diversity charter in Estonia plus a number of other discrimination grounds (LGBT, ethnic minorities). The ideas of the project are outstanding. They do not only reach the relevant target groups (with a special focus on the various types of disadvantages suffered by youth), but as an additional extra, they intend to involve enterprises, who can make a significant contribution to changing reality. The activities are planned and described in a very clear and feasible manner. The nature of the activities proposed (training, awareness raising, studies, on-line tools/web) ensure their durability and dissemination potential.</p> <p>Main weakness is the 'over-ambition' of the project that might result in some activities not carried out. The high budget is in line with the scope of the proposed activities, but lacks clarity in specific items.</p>

	Application Number	Name of Applicant	Title of the project	Country	EU Grant (Amount)	EU Grant (%)	Oper Cap	Fin Cap	Award points	Evaluators' overall comments
8	4000003719	OFFICE OF EQUAL OPPORTUNITIES OMBUDSMAN	DIVERSITY LT	LT	240.000,00	80,00	ok		82,50	The activities focus on awareness-raising to support equality and fight against discrimination. The activities are coherent with the national priorities and meet the purpose of the call. The work proposed is clear. Timing and task distribution among three partners, as well as the methodology are clear. There is strong emphasis on the gender aspects of the project. The target audience is precisely identified and the communication strategy to be put in place to reach them is very well elaborated. The evaluation and monitoring system are very well prepared, including external evaluator. The project has very high potential to produce sustainable outputs with long term effect.

	Application Number	Name of Applicant	Title of the project	Country	EU Grant (Amount)	EU Grant (%)	Oper Cap	Fin Cap	Award points	Evaluators' overall comments
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	79,78	ok		82,00	<p>The project aims at identifying challenges and good practices of accessibility at the local level and at bringing the principles of the EU Convention for the rights of people with disabilities closer to the national and local authorities and to the public. Its activities include a research component and a public awareness component. The planned activities are clear and feasible. The wide scope of local and regional authorities participating in the survey and the awareness-raising activities in mainstream media are an asset. The project foresees various means to get feedback from the target audience and ensure interactivity, but a robust evaluation system is missing. A weakness of the project is the fact that two organisations (IPP and NCCD) are leading this project. This may lead to challenges regarding the management of the activities. This aspect, that may entail the smooth follow-up of the planned activities, could have been more developed. In addition, inconsistencies in the budget regarding staff costs should be corrected.</p>

	Application Number	Name of Applicant	Title of the project	Country	EU Grant (Amount)	EU Grant (%)	Oper Cap	Fin Cap	Award points	Evaluators' overall comments
10	4000003711	MINISTRY OF LABOUR AND SOCIAL POLICY	It's up to you to put discrimination out of use!	BG	118.733,76	79,95	ok		81,00	<p>The project deals with several discrimination grounds and actors through dedicated events. It also targets a very special group at risk - children in institutionalised care. The activities are clear and feasible and the approach focuses mainly on the organisation of workshops. However, a wider approach could result in reaching a wider audience. The foreseen evaluation is weak. The strengths of the project include direct contact with and involvement of various relevant stakeholders. Given that it is the Policy maker itself executing the project - with the broad involvement of stakeholders, including media - the project has a good chance to bring sustainable results. Very sound cost-efficiency ratio and realistic, reasonable and balanced budget.</p>

	Application Number	Name of Applicant	Title of the project	Country	EU Grant (Amount)	EU Grant (%)	Oper Cap	Fin Cap	Award points	Evaluators' overall comments
11	4000003710	Commission for Protection against Discrimination of the Republic of Bulgaria	Combating Discrimination for a Fair Society	BG	124.403,00	79,54	ok		80,50	<p>The project involves a number of activities, including capacity building for magistrates and law enforcement, awareness-raising among key stakeholders, measuring and analysing the effects of the crisis and the budgetary cuts on vulnerable groups, improving access to legal assistance. The activities are well prepared and the methodology is feasible. A definite strength of the project is its integrated approach (also involving the local level), reaching out to a very broad range of stakeholders from legal professionals through law enforcement bodies to media, and the disadvantaged groups themselves, as well as reaching out to the public and large companies (involving businesses). The interactive approach is an additional positive point. The dissemination strategy is not well explained. No external evaluation is foreseen.</p>



	Application Number	Name of Applicant	Title of the project	Country	EU Grant (Amount)	EU Grant (%)	Oper Cap	Fin Cap	Award points	Evaluators' overall comments
11	4000003731	NATIONAL CENTRE FOR SOCIAL RESEARCH (EKKE)	COMBATING DISCRIMINATION IN THE FIELD OF	GR	120.000,00	80,00	ok		80,50	<p>The project includes many activities, which aim to investigate whether entrepreneurship can be a way for people to join the labour market and thus a way of addressing discrimination against individuals. The foreseen activities also aim to raise awareness on anti-discrimination issues. The activities are in line with the national priorities and address the priorities of the call; however it would have been desirable to provide a more precise explanation on how the project would contribute to a national policy to combat discrimination. The work timetable and methodology are clear and feasible. The repartition of roles is clearly described. However, the implementation of the work programme is feasible under the presumption that all four partners will fulfill their tasks according to their distribution. Evaluation - including an external one -, monitoring and feed-back mechanisms are included in the proposal. Further elaboration on the sustainability of the project's outcomes (beyond generic references to website) would have been desirable.</p>

	Application Number	Name of Applicant	Title of the project	Country	EU Grant (Amount)	EU Grant (%)	Oper Cap	Fin Cap	Award points	Evaluators' overall comments
13	4000003713	Secretaria General de Inmigracion e Emigracion - SGIE	GESTIÓN DIVERSIDADEN MEDIANAS Y PEQUEÑAS EMPRESAS - GESDIMEP	ES	97.198,79	77,79	ok		79,00	<p>The project aims at supporting equal diversity management and practices in the workplace by promoting a positive image of migrant workers (including Roma), in particular in SMEs. The activities are fully aligned with EC and Spanish priorities. On the other hand, several guides have been produced already both in Spain and the EU on diversity and business, so the project will have to make sure that the angle/approach taken is innovate and gives added value.</p> <p>The activities are clear and feasible. However, the responsibilities are not well defined. It is an almost totally consultancy-driven project, where most the main activities are subcontracted. The quality of the project will very much rely on the quality of these experts. The target groups are well identified and the communication strategy is appropriate. The dissemination and sustainability of the project is well addressed.</p>

	Application Number	Name of Applicant	Title of the project	Country	EU Grant (Amount)	EU Grant (%)	Oper Cap	Fin Cap	Award points	Evaluators' overall comments
13	4000003733	IQ ROMA SERVICE	Mutually without prejudice	CZ	131.397,41	80,00	ok		79,00	<p>The proposed activities are targeted against discrimination and unequal treatment of Roma. They meet the purpose of the call and are in line with the national priorities.</p> <p>A strong element of the project is that it involves regular activities for youth and children for their personal development and that it aims at increasing the chances of Roma in the labour market. The activities are part of the long-term strategic plan of the applicant. The methodology and timetable of the project are feasible. However, the very specific situation of Roma women and girls does not seem to be adequately addressed and their involvement has not been explicitly described.</p>

	Application Number	Name of Applicant	Title of the project	Country	EU Grant (Amount)	EU Grant (%)	Oper Cap	Fin Cap	Award points	Evaluators' overall comments
15	4000003708	FADA-Antidiskriminierungsstelle des Bundes	Themenjahr 2013 für Menschen mit Behinderungen	DE	134.832,56 <sup>6</sup>	80,00	ok		78,50	<p>This project is a large scale campaign including diversity week, website, round tables and media presence aiming to raise public awareness on the situation of persons with disabilities in their work life and in their everyday life. It follows the idea of the applicant to have every year a different focus. The proposal clearly matches with the national priorities as presented in the framework document and addresses the priorities of the call. The methodology is simple and clear. The communication strategy is appropriate given the target audience - mostly general public (positive elements include the involvement of ambassadors and well known public persons and of all major TV channels and other media). The involvement of the Federal Government Commissioner for Matters relating to Disabled Persons assures a direct political follow-up at the federal level. The evaluation is rather poor and because of the project's strong external context could have been better developed.</p>

<sup>6</sup> See footnote 5 above.

	Application Number	Name of Applicant	Title of the project	Country	EU Grant (Amount)	EU Grant (%)	Oper Cap	Fin Cap	Award points	Evaluators' overall comments
16	4000003712	BERLIN ANTI-DISCRIMINATION OFFICE	TRANS* IN ARBEIT	DE	114.000,00	79,72	ok		77,00	The project addresses an unexplored area - the situation of trans people in the labour market. The project is in line with the call and its necessity in the national context has been well explained. The methodology is rather simple but clear and given this particular topic it is probably the right one - raising awareness activities, data collection and the analysis. More emphasis should be given to the evaluation mechanism to learn more effectively from this project and in terms of durability to ensure a possible follow-up. The results of the study will probably be very useful for the other EU Member States.
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	80,00	ok		77,00	The project targets civil servants not having received training in anti-discrimination yet and foresees the preparation of a manual and a series of trainings for national civil servants. The proposed activities are in line with the national priorities and meet the purpose of the call for proposal. The work proposed, including distribution of tasks, timetable and methodology are clear. The content of the manual and of the seminars is clearly described. A caveat (rather than a weakness): it will be crucial to ensure that beyond reporting of legislation and very basic information, the manual will have clear and significant added values for the target (civil servants) in terms of cases studies and tools to counteract discrimination. The applicant proposes good provisions for dissemination in both: on-line and printed media, but the evaluation mechanism could have been more sophisticated given that large part of the project will be subcontracted.

	Application Number	Name of Applicant	Title of the project	Country	EU Grant (Amount)	EU Grant (%)	Oper Cap	Fin Cap	Award points	Evaluators' overall comments
16	4000003728	Youth Centre of Dravinja Valley/ Mladinski Center Dravinjske Doline	MLADI AMBASADORJI MEDKULTURNEG A DIALOGA	SI	124.994,38	80,00	ok		77,00	The project aims to promote diversity and equal opportunities in the target group of 15-29 years old through selecting and working with 55 young ambassadors of intercultural dialogue and the implementation of workshops. The project has a clear work plan and methodology and relies on previous experience in implementing similar activities under the ESF. The dissemination and sustainability are sufficient. The focus of the budget is on staff-costs.
16	4000003737	POLIO PLUS - MOVEMENT AGAINST DISABILITY	FROM LEGISLATION TO PRACTISE	FYROM	217.249,00	79,80	ok		77,00	The project activities include raising awareness among the general public on discrimination issues, improving the effectiveness of the newly established Commission for protection against discrimination, establishing channels for communication between relevant stakeholders and contributing to the non-discrimination mainstreaming process. These activities are in line with the call and the national priorities, as set in the framework document. The work proposed is clearly illustrated, including distribution of tasks, timetable and methodology. The project has a sound system of evaluation. The durability and dissemination of the project is not so well described. The main outcome of the project will be capacity-building and strengthening of the implementation of the anti-discrimination legislation. However, the project must be followed by many similar projects.

	Application Number	Name of Applicant	Title of the project	Country	EU Grant (Amount)	EU Grant (%)	Oper Cap	Fin Cap	Award points	Evaluators' overall comments
20	4000003714	Equal Treatment Commission	Training HRM-professionals to counter discrimination mechanisms	NL	142.222,26	75,00	ok		76,50	<p>The project 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. It is coherent with national priorities 2011-2012 and is relevant to the call for proposal. The goal and activities are clear. The target audience is identified and the evaluation and feed-back mechanisms well described. Durability and dissemination are included.</p> <p>The methodology would have been clearer if more information (e.g. number of trained HR staff, length of the training sessions, etc.) was added. The proposal would have also benefited from an involvement of business sector professionals and trade unions, in order to better ensure its concreteness. Some key experts will be hired afterwards: the Commission should keep the right to give its prior approval to them. There seems to be a high % of direct costs for staff.</p>

	Application Number	Name of Applicant	Title of the project	Country	EU Grant (Amount)	EU Grant (%)	Oper Cap	Fin Cap	Award points	Evaluators' overall comments
21	4000003709	ICEHR-Icelandic Human Rights Centre	Building Strategies; focusing efforts and furthering knowledge on Discrimination in Iceland.	IS	243.496,80	80,00	ok		76,00	This project foresees five activities which aim to address multiple-discrimination in the labour market and to develop non-discrimination policy at local level. The set of activities is ambitious and involves a considerable budget. The activities are in line with the call and with the framework document. They are clearly described and the methodology is precise and appropriate. The target audience seems to be too broad and the dissemination of information could be better planned. There is no external evaluation foreseen. There is doubt whether the evaluation system will be effective enough.
21	4000003730	SOCIETY INTEGRATION FOUNDATION	DIFFERENT PEOPLE, VARIOUS EXPERIENCES, ONE LATVIA	LV	245.493,47	80,00	ok		76,00	The project includes activities to build capacity, develop tools and raise awareness in line with the call and the national priorities as identified in the framework document. The activities, the methodology and the distribution of tasks are clearly described; however, the scope of the project is a bit too wide. The evaluation method is well planned, but the dissemination plan could have been more detailed.



	Application Number	Name of Applicant	Title of the project	Country	EU Grant (Amount)	EU Grant (%)	Oper Cap	Fin Cap	Award points	Evaluators' overall comments
23	4000003702	Kammer für Arbeiter und Angestellte für Oberösterreich/ CHAMBER OF LABOUR UPPER AUSTRIA	"SEI FAIR. LEBE VIELFALT."	AT	116.812,50	79,95	ok		75,50	This project targets in particular vocational school students and their teachers and aims to raise awareness on what is discrimination and what action can be taken by victims. Its rationale is sufficiently explained and it matches with national priorities as set in the framework document and the priorities of the call. The methodology is basic, but appropriate; however, the added value of some activities (e.g. the sport event) could have been explained better and more information could have been provided concerning the content of some events (e.g. the workshops). The sustainability, as well as the dissemination potential are weakly explained. No external evaluation is foreseen.
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	79,57	ok		75,00	The project aims at producing an accessibility guide targeting the role and challenges faced by local and regional authorities regarding accessibility. The activities are in line with the call and the national priorities. They are well presented, clear and targeted. Further attention should be paid at two aspects: first, the content of the accessibility guide - and therefore the quality of the project - will mainly depend on the work from external experts (via a call for tenders). On the other hand, the European dimension of this project could have been developed in order to make sure that experiences in other Member States also benefit from the good practices and recommendations highlighted in the final product. Attention on this aspect should be maintained.

	Application Number	Name of Applicant	Title of the project	Country	EU Grant (Amount)	EU Grant (%)	Oper Cap	Fin Cap	Award points	Evaluators' overall comments
25	4000003736	CENZORSHIP PLUS	Creating society to tackle discrimination	HR	104.900,40	80,00	ok		75,00	<p>The project aims to implement wide awareness-raising activities targeting both the wider public, as well as specific professionals (e.g. civil servants, journalists, etc). The activities are relevant to the call and the national priorities, however the project could have benefited from a more targeted approach. There is a wide range of activities; wide range of targeted audience with different background and experiences, there is certain risk as regards the achievement of expected results, although the NGO has a previous successful experience with implementing similar project. Also it would have been appropriate to explain in some more detail the anti-discrimination activities in relation to ethnic and religious minorities. The project is well planned in terms of methodology and distribution of tasks. It is good in terms of communication and has a sound system of evaluation.</p>

	Application Number	Name of Applicant	Title of the project	Country	EU Grant (Amount)	EU Grant (%)	Oper Cap	Fin Cap	Award points	Evaluators' overall comments
26	4000003705	WIEN WORK INTEGRATIVE BETRIEBE UND AUSBILDUNGS GMBH	WOHNBAU BARRIEREFREI	AT	99.997,44	80,00	ok		74,00	<p>This project aims to improve accessibility to houses, through implementing a study, regional workshops and publication of the results. It addresses sufficiently the objectives of the call and the national context, as described in the framework document. It is a well presented project, including a clear outcome, detailed methodology and planning of activities and division of tasks between the applicant and the partners. The project includes good provisions for evaluation and dissemination strategies. It also has a good European dimension as the result probably will be applicable in most European countries.</p>

	Application Number	Name of Applicant	Title of the project	Country	EU Grant (Amount)	EU Grant (%)	Oper Cap	Fin Cap	Award points	Evaluators' overall comments
27	4000003734	ASSOCIATION FOR THE INTEGRATION OF HOMOSEXUALITY COC NEDERLAND	VIOLENCE IS NOT NORMAL, WOMAN	NL	94.479,49	80,00	ok		73,50	<p>The project aims to make LGBT women aware of the consequences of violence and aggression and to make them more empowered to deal with this. The proposal is relevant to the purposes of the call. The background is well explained, as are the expected outcomes. All aspects, steps, responsibilities of each phase of the work are illustrated. The target audiences - LGBT women and police officers - are well identified. However, the content of some activities could have been more precisely described. More elaboration on communication aspects for the 2nd target group - police - would have been beneficial to the comprehensiveness of the project.</p> <p>Communication tools and strategy are developed, in particular for the women target. Monitoring and evaluation mechanisms are foreseen, but could have been more detailed. Further elaboration on concrete ways of ensuring durability would have been useful.</p>

	Application Number	Name of Applicant	Title of the project	Country	EU Grant (Amount)	EU Grant (%)	Oper Cap	Fin Cap	Award points	Evaluators' overall comments
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	73,75	ok		72,00	<p>The proposal focuses on the need to train civil servants on anti-discrimination legislation and practices. It meets well the objectives of the call, as well as the national priorities. The work proposed is clear and feasible, including distribution of tasks, timetable, and methodology. Attention should be paid by the applicant to the fact that a manual on mainstreaming exists at EU level and an effort should be made to produce a manual adapted to the institutional set up, reality and governance aspects of the Spanish political system. Also, the elaboration of the content of the handbook and of the training programme – the core elements factoring the quality of the project- will be sub-contracted. The share of responsibilities and the division of tasks among the various bodies involved is not clear. The proposal does not convincingly present means to involve the target group (civil servants) in order to ensure that their needs are met. The risk is high that the handbook and training are designed or delivered in a way that does not meet the specific needs of the target group.</p> <p>The proposal foresees a number of good feedback mechanisms, but could have benefited from an external evaluation to assess impact and quality of proposed outputs.</p>

	Application Number	Name of Applicant	Title of the project	Country	EU Grant (Amount)	EU Grant (%)	Oper Cap	Fin Cap	Award points	Evaluators' overall comments
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	80,00	ok	ok	71,50	<p>The project consists in a two-piece awareness-raising campaign targeting on the one hand young people (16-30 years) and on the other hand, businesses and employees of SMEs, as well as in training for managers and employees of SMEs. It convincingly meets the objectives of the call and the national priorities.</p> <p>The various phases of the project implementation are thought through and well detailed. However, although the project proposal touches upon the organisation of the work, this is not detailed enough as the division of responsibilities between these two bodies is not fully clear on all aspects, which may encroach a smooth management of the project.</p> <p>The target groups are very well identified and the activities are specifically designed to meet the interest and needs of these groups. However, getting on board the least sensitised companies is a challenge that would need to be addressed further. The risk is to act towards those who are already connected with DIHR or DBET.</p> <p>The evaluation and sustainability should be further elaborated. Some costs in the budget (staff costs) seem excessive.</p>

**b) Proposals in reserve list**

	Application Number	Name of Applicant	Title of the project	Country	EU Grant (Amount)	EU Grant (%)	Oper Cap	Fin Cap	Award points	Evaluators' overall comments
30	4000003717	National Commission for the Promotion of Equality between Men and Women	Enhancing Equal Rights	MT	150.000,00	80,00	ok		71,00	<p>The project aims to promote equality by implementing activities, such as training to key target groups, including employers in public and private sector and teachers, a pilot research study on developing training modules on equality and non-discrimination, as well as a 'public educational campaign'. It meets well the objectives of the call, as well as the national priorities. However, it lacks strong internal coherence in terms of the selected activities.</p> <p>The structure of the proposed work is clear; however, the proposal could have been more specific and detailed. The project could have presented more details in terms of evaluation and could have been more targeted in terms of dissemination. The implementation of the activities relies to a great extent on the persons to be recruited in the future and it is difficult to evaluate their operational capacity.</p>

	Application Number	Name of Applicant	Title of the project	Country	EU Grant (Amount)	EU Grant (%)	Oper Cap	Fin Cap	Award points	Evaluators' overall comments
31	4000003716	The Equality and Anti-Discrimination Ombud (Likestillings- og diskrimineringsombudet)	Promoting Equality in Public School Services	NO	247.116,00	79,81	ok		70,50	The activities of the project aim to contribute to the combat against multiple-discrimination in schools of three municipalities. There is also special focus on the Roma population in Norway. The activities are in line with the call and the national priorities as described in the framework document. The timetable, repartition of roles and methodology are clearly described. However, the project could have benefited from more innovative activities. The means to reaching out to the target group could have been better described. The efficiency of the evaluation mechanism (carried out by the applicant) is doubtful.
32	4000003943	CENTRE FOR EQUAL TREATMENT	Veillir sans être discriminé	LU	40.000,00	80,00	ok		70,00	The project focuses on older people in institutions. The specific activities, distribution of tasks, timetable and methodology are well explained. The proposal would have benefited from further details on concrete outputs and expected results and distribution of tasks. Communication tools are identified, though more coherence would have helped set up a genuine communication strategy. Information on transferability of the project results and sustainability are provided, however more details would have made the proposal more consistent.



	Application Number	Name of Applicant	Title of the project	Country	EU Grant (Amount)	EU Grant (%)	Oper Cap	Fin Cap	Award points	Evaluators' overall comments
33	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	80,00	ok		69,50	<p>The project aims to foster accessibility of the Greek Roma to mainstream cultural settings (e.g. museums), to transfer good practices and promote collaboration between Roma and non Roma. The project meets the priorities of the call and is in conformity with the national priorities. Some of the expected outcomes (info material, films, etc.) are well explained. For some others, i.e. the training of Roma mediators, further elaboration would have been useful.</p> <p>The project is coherent, but also very ambitious, as many activities are foreseen and strong co-ordination mechanisms are needed. The work programme, the distribution of tasks and the timetable of the project are clear, but not very detailed. There are doubts about methodology to be applied in the implementation of the project as it is based on assumptions how target group would behave, act and react.</p> <p>Evaluation and feed-back mechanisms are foreseen, but only in general terms ("appropriate evaluation methods"), thus there are doubts about their effectiveness.</p> <p>Durability mainly relies on the Byzantine Museum's experience, it would have been appropriate to elaborate on further specific measures.</p>

	Application Number	Name of Applicant	Title of the project	Country	EU Grant (Amount)	EU Grant (%)	Oper Cap	Fin Cap	Award points	Evaluators' overall comments
34	4000003715	NATIONAL COMMISSION PERSONS WITH DISABILITY	Fuq Tlieta Togghod il-Borma: Partecipazzjoni, Inkluzjoni, Accessibilita (Participation, Inclusion, Accessibility: Cornerstones for Personal Fulfilment)	MT	100.000,00	80,00	ok		67,50	<p>The proposed activities, i.e., improving the situation of disabled people in Malta by carrying out studies, conferences, training etc., are in line with the priorities of the call and the national priorities as described in the framework document.</p> <p>The work proposed is clearly illustrated, including distribution of tasks, timetable and methodology.</p> <p>It lacks originality and it will have some impact on the situation of disabled people, but must be followed by many similar projects.</p>
35	4000003942	ROMANO BUTIQ	A systemic approach to Roma discrimination through local administration	RO	144.926,00	80,00	ok		66,50	<p>The proposed activities aim at raising awareness on Roma discrimination at the local level and propose exchanges of best practices for local decision makers. This includes a survey at national level addressed to local authorities about Roma neighbourhoods and information/training to civil servants from 2 counties.</p> <p>The foreseen activities are feasible and interesting. However, means to secure the mobilisation and involvement of local and regional authorities should be considered and demonstrated.</p> <p>A clear strategy for communicating with the audience is missing. The risk is high to bring in the project only those who are already convinced or sensitised to the issue.</p> <p>Moreover, the impact/scope of this project at the national level is not very convincing and its success depends on several external factors.</p> <p>The budget includes staff costs that are unacceptably high.</p>

**ANNEX 3 – DECLARATIONS OF ABSENCE OF CONFLICT OF INTEREST AND OF  
CONFIDENTIALITY BY THE MEMBERS OF THE EVALUATION COMMITTEE AND BY INTERNAL  
ASSESSORS**



**Declaration of absence of conflict of interest  
and of confidentiality**

**Restricted Call for Proposals for Action Grants  
JUST/2012/PROG/AG/AD**

I, the undersigned....., having been appointed to conduct the evaluation of Eligibility Criteria / Financial Capacity Criteria concerning proposals received under the Restricted Call for Proposals for Action Grants JUST/2012/PROG/AG/AD, declare that I am aware of Article 52 of the Financial Regulation, which states that:

*“All financial actors and any other person involved in budget implementation, management, audit or control shall be prohibited from taking any action which may bring their own interests into conflict with those of the Communities. Should such a case arise, the person in question must refrain from such actions and refer the matter to the competent authority.*

*There is a conflict of interests where the impartial and objective exercise of the functions of a financial actor or other person, as referred to in paragraph 1, is compromised for reasons involving family, emotional life, political or national affinity, economic interest or any other shared interest with the beneficiary.”*

I hereby declare that, to my knowledge, I have no conflict of interest with the applicants who have submitted a proposal to be evaluated by this committee, including persons or members of a consortium, associated applicants or the subcontractors proposed.

I confirm that, if I discover during the evaluation that such a conflict exists, I will declare it immediately to the competent Authorising Officer.

I also confirm that I will keep all matters entrusted to me confidential. I will not communicate outside the committee any confidential information that is revealed to me or which comes to my knowledge, or any information relating to the views expressed during the evaluation. I will not make any adverse use of information given to me.

Date:

Signature:



## **ANNEX 4 – GUIDANCE NOTE ON HOW TO ASSESS THE AWARD CRITERIA**

## **Call for proposals JUST/2012/PROG/AG/AD**

**Support to national authorities aiming at combating discrimination and promoting equality.**

### **1<sup>st</sup> meeting of the evaluation committee HOW TO ASSESS THE AWARD CRITERIA?**

The present note aims at supporting the evaluators in their assessment of the proposals received following the above mentioned call for proposals.

#### **1. Reference documents**

- The call for proposals
- Annex 1: Project description and implementation form (detailed description and time-schedule)



Annex 1- Project  
description a...

- Annex 5: Template of framework document



Annex  
5-Template fra...

#### **2. What is expected from you**

**Deadline for the evaluation is: 12 October**

#### **Award criteria**

You should be able to assess the strengths and weaknesses of each proposal towards the criteria listed below and then give a rating from **0 to 5, 10, 15 or 25!**

**Please check carefully the max. number you may give for a particular criterion.**

Rating



**Max. 5 points**

0	Inexistent
1	Very weak – Below requirements
2	Below requirements but first attempt to reach Commission's expectations
3	Acceptable. Formal respect of requirements but average quality
4	Good. Commission's expectations fulfilled in a fair but not exceptional way
5	Very good – Commission's expectations fulfilled in a high quality way

**Max. 10 points**

0	Inexistent
1-2	Very weak – Below requirements
3-4	Below requirements but first attempt to reach Commission's expectations
5-6	Acceptable. Formal respect of requirements but average quality
7-8	Good. Commission's expectations fulfilled in a fair but not exceptional way
9	Very good – Commission's expectations fulfilled in a high quality way
10	Exceptional – Nothing to be added or improved

**Max. 15 points**

0	Inexistent
1-3	Very weak – Below requirements
4-6	Below requirements but first attempt to reach Commission's expectations
7-9	Acceptable. Formal respect of requirements but average quality
10-12	Good. Commission's expectations fulfilled in a fair but not exceptional way
13-14	Very good – Commission's expectations fulfilled in a high quality way
15	Exceptional – Nothing to be added or improved

**Max. 25 points**

0	Inexistent
1-7	Very weak – Below requirements
8-11	Below requirements but first attempt to reach Commission's expectations
12-15	Acceptable. Formal respect of requirements but average quality
16-19	Good. Commission's expectations fulfilled in a fair but not exceptional way
20-23	Very good – Commission's expectations fulfilled in a high quality way
24-25	Exceptional – Nothing to be added or improved

### Comments on criteria

Coherence of the proposed activities with the framework document presenting national priorities and challenges for 2012- 2013. *Max. 15 points*

Refer to **the framework document** (Annex 5) where the national authority should have presented:

Are national needs clearly identified?

Are 2012 - 2013 policy priorities well presented?

Is the justification for choosing particular action well described and convincing?

Refer also to the process followed to elaborate it, is this process credible? Do the people consulted represent all discrimination grounds? How do you judge their influence in the elaboration of the application? Keep in mind that the anti-discrimination contact point had 2 months to organise this exercise.

Relevance and degree to which the proposed activities meet the **purpose of the call for proposals**. Clarity of the presentation of the background aims and expected results of the activities. *15 points*

See **point 1 of Annex 1** (Detailed description of the project) where the applicant should have made the link between the project and the objectives mentioned under point 2 of the guidelines namely:

- Developing their 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.

Judge at which degree the proposed activities fit well with one or several of these objectives and if this link is presented convincingly.

Give a positive assessment if the applicant has chosen to work on one of the priority theme suggested in the guidelines (non discrimination/equality mainstreaming, equality in the workplace and Roma).

**Clarity and feasibility of the work proposed**, including distribution of tasks, timetable, and methodology. *25 points*

See **points 3, 4a and 4b of Annex 1** which should present in details the activities planned (table to be filled in) and the working method to be used.

Assess the clarity, feasibility and interest of the activities planned.

Make sure that the repartition of roles between the beneficiary and its partners is clear.

Check if the proportion of the subcontracted parts of the project remains reasonable (no subcontracting of the core part of the project).

Give a bonus if the applicant has made sure that the project's activities will be accessible to persons with disabilities.

Quality of the inclusion of the **gender dimension** in the preparation and implementation of the proposed activities. 5 points

See **point 7 of Annex 1.**

The applicant should explain how the gender dimension was taken into account (1) when planning the project's activities and (2) when implementing them (i.e. staff policy).

Identification of **the target audience** and definition of a clear strategy for communicating effectively with that audience. 10 points

See **point 2 of Annex 1.**

Assess if the applicant has well identified the target groups of each of the sub-activities planned and if the tools used are adequate to reach them effectively.

Quality of **evaluation and feedback mechanisms** (e.g. how to assess impact and quality of proposed outputs). 10 points

See **point 5 of Annex 1.**

Often a weak point of applications. There should be at least some satisfaction surveys put in place for events (Progress requirement).

An internal evaluation is acceptable, an external one even better (if so check that the corresponding amount is planned in the budget, around 2% of total costs maximum).

**Sustainability and dissemination** potential of the activities foreseen both at national and European levels. 10 points

See **point 6 of Annex 1.**

Assess the sustainability of the project's activities after the ending of the Commission's financial support (i.e. updating of a website, use of teaching documents for following years...).

Judge if the results of this project may be transferable to other initiatives at both national and European levels.

Cost-efficiency ratio and financial feasibility of the action proposed by means of realistic, reasonable and balanced budget (**10 points**)

See budget annexed to the proposal.

Check if the activities planned are reflected in it. Assess the overhaul balance: proportion of subcontracting, allocation of staff... Please, liaise with the financial officers if you notice any difficulties.

**Don't** click on "Confirm" as this is an irreversible step. We'll do that at the very end of the evaluation process.

Evaluators and their initials:

