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Mr Renatas MAZEIKA  
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**BY REGISTERED MAIL**

07 AUGUST 2013

**SUBJECT: TERMINATION OF GRANT AGREEMENT  
JUST/2012/PROG/AG/3720**

Dear Mr. Mazeika

Following your letter dated 2 July 2013, the Danish Institute for Human Rights (DIHR) would like to confirm that we have decided to terminate our grant agreement in accordance to Art. II.11.1 Termination by the co-ordinator. This decision has been discussed and aligned with our partner The Board of Equal Treatment (DBET).

The primary aim of the project was to foster the dissemination of information on EU and national legislation in the non-discrimination field and to raise awareness on rights and where to seek redress when experiencing discrimination. Furthermore, the projects objective was to promote equality among Danish SME's and to identify best practice enterprises among former winner of MIA- awards, which could be transferable to other participating countries.

Due to changes in project team members especially of the project manager, it became clear that the project could not be implemented within the time frame of the grant agreement. Therefor DIHR after consultation with DBET sent a request for changes dated 6 June 2013 to the Commission.

In email dated 25 June 2013 and the thereafter letter from 2 July 2013 the Commission rejects our requests. The Commission explains that the film on best practices on enterprises diversity that DIHR/DBET had requested to change was one of the strongest points of the initial proposal and furthermore this film was one of the few actions of the project ensuring an EU dimension. The Commission also points out that during the budget review in January 2013 – it had made it clear to DIHR

that it was not acceptable to eliminate certain cost items and certain activities such as the production of the diversity film. The Commission also writes that it is difficult to understand that the changes proposed were to cover the cost of a new project team member.

However, the explanation for our errors is that there have been staff changes and therefore lack of awareness of earlier correspondence on the subject of the film. And, in regards to requesting changes to covering staff cost – it is an error that we acknowledge, as we are fully aware that we could not have coverage on staff costs.

It is our understanding though that the idea behind the Progress grants is to support **national** activities aiming at combating discrimination and promoting equality. Should the activities be transferrable to other countries – it will be considered as an added value – but the focus first and foremost is on activities supporting national activities to combat discrimination and promoting equal treatment. This is exactly what we intended to do and the requests we made were therefore to: 1) enable DIHR/DBET to sustain the thematic focus and content originally proposed, and 2) execute the grant agreement within the given time frame.

As mentioned above we do not quite understand the rationale for the Commissions rejection, but we will of course take your decision into account.

Based on the given circumstances DIHR and DBET do not find it possible to carry out the project and therefore we find it necessary to terminate the grant agreement.

Kind regards,

A handwritten signature in black ink, appearing to read 'Susanne Nour Magnusson', followed by a long horizontal line.

Susanne Nour Magnusson

DEPARTMENT DIRECTOR