

Summaries of projects

selected for funding under the call for proposals

JUST/2013/PROG/AG/AD

JUST/2013/PROG/4974/AD

Title: Promoting a Culture of Equality and Human Rights

Coordinator: The Equality Authority

Country: Ireland

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Summary:

This project entitled 'Promoting a Culture of Equality and Human Rights' is proposed by the Equality Authority. The Authority which was established under Ireland's equality legislation in 1999 is a statutory body with a specific mandate to work towards the elimination of discrimination and to promote equality of opportunity. It is Ireland's National Equality Body under the EU Equality Directives.

The objectives of this call for proposals are to support national authorities in charge of equality and non-discrimination in

- a) Developing their national policy to combat discrimination and promote equality beyond legislation;
- b) Fostering the dissemination of information on EU and national policy and legislation in the non-discrimination field;
- c) Identifying best practices which could be transferable to other participating countries.

This is a moment of change and – potentially – of renewal for public policy to combat discrimination and promote equality in Ireland. Following a change of Government in 2011, the Minister for Justice and Equality announced a policy commitment to rebuilding the infrastructure for equality and human rights. This new policy direction envisages bringing together the work of the Equality Authority and the Human Rights Commission in a new body to be called the Irish Human Rights & Equality Commission (IHREC).

This merger is in progress and it is anticipated that the IHREC will be legally established in 2014.

This gives rise to a significant challenge which is to ensure that the wider society is informed of and engaging with these developments. More generally it gives rise to a challenge of renewing and developing a broader public culture that actively understands and engages with equality and human rights. This proposal is designed to contribute to addressing this challenge through a series of complementary actions. These are

- 1: Undertake a national public awareness campaign to inform the general public of their rights under Irish and EU law in the context of the new IHREC.

2: Further develop and roll out a training programme for teachers, on embedding equality in the school and in the curriculum and extend this to teacher educators.

3: Organise a conference on ‘Equality and Human Rights: from theory to practice’ for EU and national equality and human rights bodies, policy makers and civil society representatives.

4. Commission research on discriminatory attitudes in Ireland across the nine protected grounds of the equality legislation.

Ireland’s comprehensive equality legislation (the Employment Equality Acts 1998–2011 and the Equal Status Acts 2000–2012) prohibits discrimination in employment and in the provision of goods, services and facilities on nine grounds: age, civil status (previously called marital status), disability, family status, gender, race, religion, sexual orientation and membership of the Traveller community. Thus the actions set out in this proposal are relevant to all the groups at risk of discrimination listed in the priorities of this call. Gender is also a protected ground and the Equality Authority is committed to mainstreaming gender equality. The importance of promoting gender equality and gender as a cross cutting dimension of all the other grounds will be taken account in the planning and delivery of each workstream as appropriate.

The Equality Authority does not propose to have a formal partnership with any other organisation in this project. However the Equality Authority will engage with public bodies, social partners and civil society bodies on the various actions as appropriate, and will work closely with the Irish Human Rights Commission in the planning and delivery of all the activities.

The Equality Authority project team will manage all activities across the workstreams. In addition external expertise in areas such as media buying, education and research will be commissioned as appropriate to particular activities.

JUST/2013/PROG/4959/AD

Title: Equality is Priority 7 (YES 7)

Coordinator: Ministry of the Interior

Country: Finland

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Summary:

The main objective of the project is to promote equal treatment and equal opportunities for all by the implementation of activities targeted at 1) mainstreaming of non-discrimination, 2) promotion of diversity management in the public and private sector, 3) raising awareness on the situation of the Roma and 4) developing new communication tools and methods to tackle discrimination. The project addresses the following grounds of discrimination: ethnic origin (the Sámi People, the Roma, immigrant background population), religion, age (aged and young people), disability, sexual orientation and gender identity (LGBT equality) and multiple discrimination.

The concrete activities include e.g. training and information sharing events for key professionals like the police, judges and prosecutors, labour inspectors and student counsellors. Training and information sharing activities will be targeted also at NGOs and sport clubs. The project will also carry out activities to decrease under-reporting on discrimination and build capacity within NGOs representing different age and minority groups by a specific programme. Methods used for capacity building will include practical training, weekend sessions, evening school and a writing clinic. Private companies will be supported in the implementation of the Finnish Diversity Charter and in processing their Equality Plans. One important component of the project is aimed at developing tools and methods to tackle new forms of discrimination, especially discrimination and hate speech on internet and social media. Furthermore, a Network of Experts will be established at governmental level to identify, collect, model and report on good practices to promote diversity.

A transnational workshop will be organised for the promotion of non-discrimination. Participants will be invited and their costs covered from all member states. The purpose of the Workshop is to exchange experience and present good practices from different countries to combat discrimination against the Roma.

The project has been designed and will be monitored on by a working group of 5 national ministries, 2 equality bodies, 2 advisory boards (representing Roma NGOs and immigrant NGOs), the Sámi Parliament and 6 national NGOs representing groups exposed to discrimination. All project activities will be accessible concerning premises of different events, electronic and on-line products and communication tools, interpretation and transportation. Special attention has been paid to the mainstreaming of gender equality during the project preparation.

JUST/2013/PROG/4978/AD

Title: Different people, various experiences, one Latvia

Coordinator: Society Integration Foundation

Country: Latvia

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Summary:

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 need 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 II" 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 raise awareness, disseminate information and improve professional capacity promoting actions of diversity in the work places, non-discrimination and equal opportunities

To ensure achievement of the Project objective, the following results will be reached:

- Awareness and professional competence of professionals dealing with discrimination cases and victims on non-discrimination and equality issues in long-term perspective raised;
- Best practice in diversity management at the private (business) sector level identified, promoted and rewarded, as well as special informative positive actions for employers provided and awareness of entrepreneurs and employers on the benefits of diversity management in business stimulated.
- The situation of Roma in Latvia in social economic areas such as education, employment, healthcare and housing monitored;
- Public awareness raised on existence and consequences of discrimination and harassment.

Responsible for project implementation will be Applicant/ coordinator Society Integration Foundation and in order to achieve qualitative results associated partners – LDDK (Employer's Confederation of Latvia) and KISC (Cultural Information Systems Center) will be actively involved.

Activities under the project:

- Professional competence rising on non-discrimination and equality issues;
- Identification, analyses, promotion and dissemination of good practices in diversity management at the private (business) level;
- Awareness-raising activities targeted at the general public by demonstration of cases of discrimination through digital storytelling;
- Qualitative survey "The situation of Roma in Latvia: their access to education, employment, healthcare and housing"

Proposed activities cover several problematic issues and the target groups differ accordingly. The target groups/ beneficiaries of the project are Police representatives, Social workers, Government and municipality employees, Employees of libraries and various cultural workers, Private companies (enterprise registered in Latvia), Youth, General public, Roma community, public institutions and NGOs.

Methodology used:

- development of networkin between various public sector institutions;
- quantitative, qualitative and comparable surveys;
- training programmes;
- experience exchange;
- satisfaction surveys and evaluation reports.

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.

JUST/2013/PROG/4985/AD

Title: DiversitY on the MOVE - DyMove

Coordinator: Office Against Racial Discrimination

Country: Italy

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Summary:

Diversity on the MOVE - DyMove is centered on policies on anti-discrimination and equal opportunities, promoting Diversity Management and Anti-discrimination in Public Sector and in Public Utilities Sector. The Project is promoted by UNAR - Ufficio Nazionale Antidiscriminazioni Razziali, as the Italian National Equality Body, with the participation of third-sector organisations representing vulnerable groups. DyMove will contribute to realize the priority n.2 of the call "Diversity Management in the public and private sector". The project is focused also on priority n.7 "Discrimination of LGBT people" and on priority n.4 "Multiple discrimination", giving attention to the specific issues in developing foreseen actions and promoting the participation of third-sector organisations representing vulnerable groups. The Project will implement 4 Workstreams: WS0 "Management", WS1 "Diversity Management in the Public and Private sector and Non-discrimination mainstreaming", WS2 "Communication and awareness raising", WS3 "Dissemination". Each Workstream is implemented by a set of actions. The most qualifying actions are those foreseen in WS1: Assessment of good practices at national level on Diversity Management and Anti-Discrimination in the Public Sector and in the Public Utilities Sector, Dissemination and Promotion of good practices through experimental actions to be realised in Municipalities and Public Utilities Companies, Social Award on Diversity Management and Anti-Discrimination in workplaces; and those foreseen in WS2: Awareness raising seminars on Diversity Management and Anti-Discrimination in workplaces, National Award for media operators and professionals, National awareness campaign on Diversity Management and Equal opportunities in workplaces.

Expected results of the project are: strengthen national strategies on Diversity Management and equal opportunities in workplaces; strengthen capacities on Diversity Management in Public Sector and Public Utilities Sector; raised awareness on Diversity Management and Anti-discrimination. Beneficiaries of the project are: vulnerable groups who will have access to workplaces, to Public Services and to Public Utilities more aware on Anti-Discrimination and Diversity Management issues; Policy makers and top management who will have at their disposal tools and evidences to strengthen Diversity Management and Anti-discrimination practices in workplaces; citizens in general who will benefit having access to Public Services and Public Utilities more aware on anti-discrimination issues.

Management and Coordination of the Project will guarantee: the fulfillment of the foreseen actions, the monitoring of the project, the risk management and the achievement of the expected results. An external evaluation will be guaranteed in order to evaluate, using qualitative-quantitative methods, efficiency and effectiveness of the project in the achievement of the expected results. The external evaluation will adopt also a before-after approach to evaluate the impact of the project in the partner organisations.

The main outputs of the project are: Workshops and Seminars on Diversity Management and good practices of Anti-Discrimination in workplaces; a Social Award on Diversity Management;

Workshops and Seminars on Diversity Management and media; Awareness raising campaigns on Diversity Management and Anti-discrimination in workplaces; Intermediate and Final Evaluation Report; a National Award for media operator on Diversity Management and Anti-Discrimination in workplaces; kick off and final meetings at european level.

The main deliverables of the project are: Assessment reports, Guidelines and Dissemination Toolkit on Diversity Management and Anti-Discrimination in Workplaces; multimedia awareness raising deliverables; a web page

JUST/2013/PROG/4960/AD

Title: Promotion de la diversité au Luxembourg

Coordinator: Centre for Equal Treatment

Country: Luxembourg

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Summary:

Les résultats du dernier Eurobaromètre sur la discrimination dans l'UE en 2012 et de l'«Observatoire des discriminations» réalisé au Luxembourg font apparaître le monde du travail comme le domaine d'intervention privilégié pour la lutte contre les discriminations et la promotion de la diversité. Par ailleurs, une large majorité de la population se positionne en faveur de mesures encourageant la diversité sur le lieu de travail.

Partant de ce constat, le projet introduit par le CET (Centre pour l'égalité de traitement) s'est donné pour mission d'intervenir principalement au sein du milieu professionnel. Pour autant, ses actions toucheront à la fois le grand public, les décideurs, syndicats, journalistes, la communauté scientifique et l'ensemble des organisations (privées, publiques et associatives) luxembourgeoises, et seront relayées au niveau européen.

Les objectifs sont multiples :

- Actualiser l'état des lieux des discriminations au Luxembourg.
- Diffuser des bonnes pratiques en matière de gestion de la diversité.
- Palier au manque actuel d'études sur la question de la diversité.
- Répondre à la demande des entreprises pour un accompagnement dans la mise en place de politique de la diversité.

Pour les atteindre, le projet s'articule autour de 5 piliers :

- L' « Observatoire des discriminations » est une enquête que le CET a déjà menée en 2009 et 2011 à l'échelle nationale pour mesurer l'ampleur des discriminations. Le CET fait le choix de la relancer en 2014, ce qui permettra de disposer d'une base constante et de mesurer l'évolution des discriminations au Grand-Duché.
- L'organisation des premiers Diversity Awards au Luxembourg vise à mettre en lumière à grande échelle (cérémonie de remise des prix, communication dans la presse, mise en ligne d'une rubrique dédiée, brochure) des bonnes pratiques en matière de gestion de la diversité, permettant une diffusion auprès d'un large public.
- Une étude sur les politiques et attitudes à l'égard de la diversité au sein d'entreprises qui ont déjà mis en place des actions en faveur de la diversité permettra de vérifier l'existence et la nature des liens entre les actions volontaires implémentées dans l'organisation et le niveau de préjugés et d'ouverture des salariés vis-à-vis de la diversité.
- Un accompagnement méthodologique sera mis en place auprès d'entreprises pour intégrer, soutenir et renforcer des pratiques de gestion des ressources humaines favorisant la diversité comme sources d'innovation. Ce travail offrira un modèle duplicable.

- Le titre de ce projet étant « Promotion de la diversité au Luxembourg », la communication y est placée au cœur de chacune des actions. Ainsi, l'étude, l'accompagnement et les Diversity Awards feront l'objet d'une publication (deux rapports d'études et un recueil de bonnes pratiques), tandis que le compte-rendu de l'Observatoire des discriminations sera rendu public. Les moyens en conséquence sont prévus pour leur large diffusion. De même, ces axes s'attachent à s'inscrire dans le temps, afin de pouvoir être dupliqués, servir de modèles bien après la fin du projet. Deux workshops de rendu seront organisés.

Par ailleurs, le projet sera évalué dans sa globalité lors d'un audit externe.

Le projet intitulé " Promotion de la diversité au Luxembourg " répond à la priorité "Diversity management in the public and private sector".

Afin d'offrir la meilleure efficacité, le CET a fait le choix de fédérer dans ce projet plusieurs partenaires déjà expérimentés au Luxembourg, également actifs dans la lutte contre les discriminations et dans la promotion de la diversité. Il s'agit d'un projet pluridisciplinaire rassemblant des acteurs du Comité pour la Charte de la Diversité Lëtzebuerg, l'Université de Lorraine et le Centre de recherche public Henri Tudor. Ces acteurs sont engagés sur le terrain, apportent leur savoir-faire et sont absolument nécessaires à la dissimulation des objectifs de ce projet.

JUST/2013/PROG/4971/AD

Title: Do the Right Thing

Coordinator: Movisie, Netherlands Centre For Social Development

Country: Netherlands

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Summary:

Do the Right Thing

Theory based evaluation of interventions aimed at LGBT emancipation

Lesbian, gay, bisexual and transgender (LGBT) people are among the groups at risk of discrimination. Multiple interventions aim to influence stereotyping, prejudice, lack of knowledge and acceptance. Do the Right Thing looks at the effectiveness and impact of interventions in the field of increasing tolerance among citizens towards LGBT. It provides a realistic evaluation of interventions aimed at LGBT emancipation, and a tool to facilitate future intervention development and implementation.

Interventions aiming to change society's behaviour and attitude towards LGBT people are often developed and carried out without sufficient insight into their impact and effectiveness. Expectations on effects are often derived from experiential knowledge, common sense and intuitive notions. Such notions, however valid, are not based on evidence or evaluation, and therefore contain little proof of effectiveness. It is difficult, but not impossible, to evaluate interventions in the social domain. The method of theory based or realistic evaluation offers the possibility to answer the question of the likelihood of causing specific effects, by means of analysing the (mainly) implicit assumptions or premises. What are the underlying notions and theories on which the intervention is built? Is scientific national or international research available to prove that these assumptions are correct?

Do the Right Thing will first select a number of interventions currently in use to reconstruct the underlying theories of change, based on available documentation about the intervention. Following that we will collect and analyse international scientific literature on effectiveness research into these kinds of interventions. The insights gathered from this analysis will be applied to the actual interventions under observation, to explore which assumptions are or are not likely. Based on these findings, we will be able to judge which assumptions and premises are evidence-based and which are not. A tool will be developed using the findings of the research to guide volunteers and professionals in deciding which interventions will be most helpful in reaching their goals and in this way improve the quality of their work.

Recent experience with realistic evaluation of interventions in the social domain in the Netherlands has taught that this research may find current interventions not sufficiently effective. This could cause negative reactions or opposition, which may be counterbalanced by involvement of intervention developers throughout the research process. An expert group of LGBT intervention developers will assist in the selection of the interventions and the assessment of the findings. The expert group will also assist in the development of the tool. The communication efforts during the project period will emphasize what works and what may be improved. We will focus on strengthening existing interventions and increasing their effectiveness.

It is our expectation that the findings from this research project and the tool to be developed will increase the impact and awareness-raising of future interventions in the field of tolerance amongst citizens towards LGBT groups. It will certainly also contribute to identifying and conducting effective interventions to tackle discrimination against LGBT people. Both the tool and the information about effective interventions are transferable to other countries.

JUST/2013/PROG/4984/AD

**Title: CORE: Conociendo la Discriminación, Reconociendo la Diversidad.
Knowing Discrimination, Recognizing Diversity**

Coordinator: Secretary of State of Social Services and Equality

Country: Spain

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Summary:

According to the Eurobarometer 2012 and other national surveys, (including those of the Council for the promotion of equal treatment and non discrimination on the grounds of racial or ethnic origin), the fight against discrimination faces the following challenges:

- 1.) Inexistence of reliable methodologies and data collection
- 2.) Insufficient knowledge on discrimination
- 3.) Scarce reporting on discriminatory incidents
- 4.) Need to work more in the following areas to effectively fight against discrimination: education, employment and local administration

The above-mentioned challenges are targeted by the project CORE with two general objectives:

A) "Work on evidence": promote data collection and information on non discrimination rights and available resources to fight discrimination

B) "Work in positive" to promote awareness-rising, recognizing and consolidating strategies in three relevant areas: education, employment and local administration.

Both general objectives are developed by the following specific objectives and activities systemized within four workstreams:

1. WORK ON EVIDENCE: PROMOTE DATA COLLECTION AND ELABORATION OF DATA AND INFORMATION ACTIVITIES ON RIGHTS AND AVAILABLE RESOURCES TO FIGHT DISCRIMINATION

Specific objective 1.1: Improve the research on discrimination: methodological challenges of applied social research and research strategies

- Seminar on methodological challenges and research strategies on discrimination
- Conclusion Report on the seminar

Specific objective 1.2: Promote systematic data-collection regarding the application of non discriminatory legal provisions, detecting the causes, groups of victims and common areas.

- Legal seminar on challenges that make it difficult for victims of discrimination to know their rights and to report discriminatory incidents
- Conclusion Report on the seminar

Specific objective 1.3: Promote information on rights and available resources for potential victims of discrimination

- Guide on rights and available resources for potential victims of discrimination in Spain, including information on relevant case law for non legal experts and information on rights and available resources

Specific objective 1.4: Promote the fight against bullying of LGBT in educational centres.

- Research on bullying of LGBT people in Spain, available resources (protocols, good practices, role of educational authorities, trade unions, social organizations, etc.), strategies and recommendations to fight LGBT bullying.

2. WORK IN POSITIVE: EDUCATION

Specific objective 2.1: Awareness raising against discrimination for children and young people

- Plan of awareness raising activities against discrimination for children and young people (website, video, social networks, artistic competition, posters, didactic tools).

3. WORK IN POSITIVE: EMPLOYMENT AND DIVERSITY MANAGEMENT

Specific objective 3.1: Recognizing and promoting strategies and good practices in diversity management

- White Paper/report

- Diversity Awards management

- Public Event

4. WORK IN POSITIVE: LOCAL ADMINISTRATION

Specific objective 2.3.1: Recognizing and promoting strategies and good practices by local authorities

- Dissemination and recognition of good practices

JUST/2013/PROG/4981/AD

Title: Development of the National Anti-discrimination Plan

Coordinator: Office for Human Rights and Rights of National Minorities

Country: Croatia

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Summary:

The project aims to develop the draft of new National Anti-discrimination Plan for the period from 2014 to 2018 through fostering of exchange of information and knowledge on the EU and national policy among all the key stakeholders (state administration bodies, regional and local government, independent institutions, civil society organizations and judiciary) in the Republic of Croatia thus promoting equality beyond legislation. Current National Plan, which was adopted by the Government on 17th September 2008 is still in force till the end of 2013. However, even though one of the main goals of the Plan was to upgrade than existing system of protection against discrimination, it was only partly successful in realizing this goal. One of the main reasons for this is the fact that the Anti-discrimination Act came into force, only after the National plan was adopted, namely on 1st January 2009, and that the Plan was not harmonized with the Act. Thus, a new National Plan would build upon the challenges encountered in the implementation of the Anti-discrimination Act and would further support implementation of various anti-discrimination measures covering wide areas of life defined by the Act (such as work and working conditions, education, science and sports, social security, health protection, judiciary and administration, housing, public informing and the media, access to goods and services and their providing, membership and activities in trade unions, civil society organisations, political parties or any other organisations, access to participation in the cultural and artistic creation).

Subsequently, the National Anti-discrimination Plan would be structured in line with the Anti-discrimination Act and would cover all EU grounds (race, religion, disability, age -older/younger people and sexual orientation). However, in order to achieve this goal it is important to build partnership among various stakeholders – state administration bodies, independent institutions, CSO, judiciary and regional and local authorities. For this purpose the project envisages the establishment of the Partnership Committee/Task Force (which would be inter-sectoral body) involving all relevant stakeholder. The main task of the Committee would be to develop draft National Anti-discrimination Plan and subsequently monitor its implementation in the future. Therefore, this project would provide support for introducing equality issues into a national policy through carrying out analytical studies aimed at better understanding of the situation of discriminated groups and defining priorities to improve their position.

Furthermore, the National Anti-discrimination Plan is to be disseminated widely, focusing on the promotion of these measures at the regional level and raising the visibility of the Ombud institution among the citizens, particularly on the regional and local level.

Additionally, as a part of the project a national conference would be organized marking five years of the implementation of the Anti-discrimination Act. The conference will take a stock of lessons learned, sum up challenges encountered in this period, and provide input for the NAP and the Partnership Committee/Task Force. The conference programme would be drafted by the Partnership

Committee. In this manner it would reflect established partnership and would be able to gather all key stakeholders responsible for implementation of the Anti-discrimination Act and policy and would foster exchange of knowledge.

JUST/2013/PROG/4966/AD

Title: Promoting diversity management and raising awareness on equal treatment in Estonia

Coordinator: Tallinn University of Technology

Country: Estonia

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Summary:

The project aims to raise awareness on equal treatment and promote diversity management in Estonia. The project is a continuation of activities of the Applicant first implemented with actions funded by PROGRESS programme since 2009. Four successive actions have resulted in multitude of activities, upon which the current project builds. There are four major themes covered by the project: diversity management in the public and private sector, raising awareness on LGBT and fighting homophobia, raising awareness of disability, and horizontal non-discrimination mainstreaming activities. The project complements other activities implemented in the national level.

Under the theme of diversity management, the project continues to build a strong foundation for a successful Diversity Charter. After 17 companies joined the Charter when it was founded in 2012, continuing support is necessary to ensure wider adoption of diversity management. A new step for this project is to promote and include public sector organisations as members of the Diversity Charter. The Diversity Charter in Estonia is thus the expert and knowledge platform through which diversity management and the BusinessCase for Diversity are introduced and disseminated in Estonia. For the first time in Estonia a course is piloted at a university in Estonia focusing on diversity management.

Discrimination of LGBT people is an important focus of the project. The activities of the project aimed under this theme at further understanding the discrimination of LGBT people in Estonia, including developments in public opinion within last three years. For the first time ever, an academic conference is planned on LGBT theme in Estonia to coincide and reinforce the Baltic Pride taking place in Tallinn in 2014. Together with the partner Estonian LGBT Union, the project also raises awareness of the general public by film programme and empowers LGBT people and their supporters to stand up to discrimination.

Supporting the rights of people with disabilities is another important theme. Three distinct activities are implemented in order to raise awareness about accessible environments, accessible products and services and Convention of the Rights of Persons with Disabilities and its implementation. Most activities under this strand are implemented by Estonian Chamber of Disabled Persons, a project partner, with whom the Applicant has long-standing cooperation dating back to 2011 and continuing in 2013.

There are general measures to improve awareness for specific target groups. National priorities have identified school bullying as problem which is severely underresearched. Thus a study is conducted to learn more about it in order to better fight it. Teachers undergo training to better recognise and fight bullying on all grounds (specific emphasis is put on LGBT, disability and Roma). A campaign will be launched to inform the general public better of their rights and encourage them to report

discrimination. Finally, a Diversity Day takes place in which all organisations and communities are able to recognise the diversity in Estonia and implement activities to celebrate diversity.

Most of the activities proposed are implemented by Tallinn University of Technology, which has successfully implemented already four projects on equal treatment with funding from the PROGRESS programme. The model of a large public university working together with NGOs, the Ministry of Social Affairs and European Commission to promote equal treatment has proven to be successful. Using high-impact highly sustainable activities produces best results rather than focusing on a single area.

JUST/2013/PROG/5939/AD

Title: REaD (Raising Equality and Diversity) – Awareness Tour of Sweden

Coordinator: Diversity Charter in Sweden

Country: Sweden

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Summary:

REaD (Raising Equality and Diversity) - Awareness Tour of Sweden is an innovative equality and diversity inclusion journey through Sweden. It includes 8 cities/areas. REaD will aim to foster the dissemination of information on EU and national policy and legislation in the non-discrimination field through raising diversity and equality awareness. It will raise awareness of how diversity management in the public and private sector can be used as a tool to address discrimination and help the development of organisations and companies as well as increase their productivity. REaD will deliver antidiscrimination activities and through those identify and share best practice. The project will mainly target older /young people, men and women but it will also aim to benefit other discriminated groups especially Roma.

REaD's methodology is made up of three workstreams. Workstream 1 will analyse the local situation within the 8 cities/areas by defining and engaging the key drivers, establishing sustainable networks and defining challenges and the needs of the participants. This is essential to be able to develop sustainable networks. This workstream will mainly benefit the local actors who are in charge of the local networks since it will provide them with a platform where they can further develop their knowledge and understanding of diversity and equality in the workplace.

Workstream 2 will raise awareness of diversity and equality in the workplace through delivering seminars and workshops, using appropriate delivering tools, share research and best practice with other participants. Previous research has shown that there is a lack of diversity and equality awareness in the public and private sector in Sweden. REaD will address this by providing organisations and companies with tools which will able them to disseminate diversity and equality information to all their staff which will benefit the whole workforce.

Workstream 3 will ensure that the 8 local networks are sustainable by adhering to the local priorities of the 8 areas/cities, to support an open dialog between participants and facilitators through an easy assessable website as well as provide a platform where the participants can share best practice and success stories with other Diversity Charters across EU as well as encourage the 8 local networks to network through the EU Diversity Charter. These activities were chosen to ensure that the networks will be sustainable beyond the end of the project. In addition to this the project will aim to raise the diversity and equality issues in local and national media as well as through Diversity Charters Sweden's website. By disseminating awareness about diversity and equality across Sweden through the 8 networks it will ultimately benefit groups who are at risk of discrimination such as older/ younger people, men/ women and Roma.

By the end of the project we expect to have:

a) Delivered 1 seminar and 2 workshops in each of the 8 cities/areas. Total 8 seminars and 16 workshops across Sweden.

- b) Increased diversity and equality awareness of at least 40 employers from the public and private sector in each of the 8 cities/areas. A total of 320 employers/employees will have been benefited by the project.
- c) Established 8 sustainable networks in 8 cities/areas in Sweden that will offer 240 organisations and companies continued support to deliver equality and diversity awareness in the workplace.
- d) Created a website and a social media strategy to support communication between organisations and companies and provided a platform where they can share best practise.
- e) Disseminated awareness and knowledge of the project across Sweden through the 4 project partners.
- f) Shared practice through the EU Diversity Exchange platform and the European Network against Racism.

JUST/2013/PROG/4972/AD

Title: Progress: solutions for equality and growth

Coordinator: National Association of Citizens Advice Bureaux

Country: United Kingdom

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Summary:

The project will identify solutions to help people who are disabled, Black Asian and minority ethnic (BAME), lesbian, gay, bisexual and trans (LGBT) and pregnant women/on maternity leave to overcome discrimination, barriers to employment and advancement in the workplace to fulfil their economic potential. It will:

- Research employee issues, test hypotheses and recommend solutions
- Increase SME awareness of equality law and good practice; identify barriers and ways to simplify compliance
- Pilot innovative ways for NGOs to engage with Small Medium Enterprises (SMEs) through focus groups

Citizens Advice will lead a partnership of the Equality and Diversity Forum (EDF) and eight Citizens Advice Bureaux (CAB) in England and Wales to deliver the project through three inter-related workstreams:

1. Non-discrimination mainstreaming

Eight selected CAB will be trained to run focus groups with employees, NGOs representing target groups, and SMEs – developing bureaux' knowledge and capability to engage with SMEs to tackle discrimination and introducing a new channel to gather views and experiences.

Over 120 CAB advisers/supervisors trained on non-discrimination, so that SMEs and employees benefit from greater discrimination advice.

One e-learning on employment discrimination and one downloadable guide to running focus groups cascaded to CAB and EDF networks.

2. Measurement of discrimination

Analysis of national CAB client records and other data such as Equality Advisory Support Service data will identify common discrimination issues that impact on workplace advancement and economic potential. This research will provide the basis for issues to explore through focus groups.

CAB will run eight focus groups for in total 60 employees and NGOs representing the target groups to:

- Explore discrimination issues; understand what happened with employers and how things could be improved.
- Raise awareness of what clients can do and where to get help, including via new top tips guide on www.adviceguide.org.uk (20 million visits per year).

The intelligence from the above will then be used to inform eight focus groups that will target in total 80 SMEs to:

- Test the evidence and explore possible solutions with SMEs
- Measure suitability of methods used successfully in other areas of public policy, such as ‘nudge’ techniques to prompt behaviour change to help SMEs comply with the law and adopt good practice.
- Provide SMEs with top tips, guidance and links in a format that meets their needs, to help them make the best decisions.

The findings report will comprise:

- Description of the project methodology that can be replicated in the UK and EU.
- Recommendations to NGOs, SMEs and government with practical ideas and solutions to: increase SMEs’ awareness of good practice and ability to comply with equality laws; and simplify processes.

3. Communications and awareness-raising

We will hold a conference for 70 UK/EU participants to profile the findings and develop commitment from social partners, government, local authorities, SMEs and NGOs.

We will use CABs’ existing relationships with SMEs to disseminate the report and materials to SMEs throughout the UK; many CAB have relationships with local chambers of commerce, other business networks and individual SMEs through their daily casework. The report and project materials will also be sent to:

- SMEs via 39 Local Enterprise Partnerships (LEPs); we aim to promote the project via the networks of the national British Chamber of Commerce (BCC)
- 4,500 EDF newsletter recipients
- 460 CAB in UK, their local advice partners and NGOs like Macmillan
- Citizens Advice International members from the EU
- Government departments including Government Equalities Office (GEO) and Department for Business Innovation and Skills (BIS)
- Downloadable PDFs on Citizens Advice corporate and advice sites and EDF website which together get 30 million annual visits; our current discrimination pages gets 253,000 visits.

JUST/2013/PROG/4975/AD

Title: Mainstreaming the Policy of Equality inside Serbian Society

Coordinator: Center for Advanced Legal Studies

Country: Serbia/Monten.

Contact email address: CUPS@CUPS.RS

Summary:

The project titled " Mainstreaming the Policy of Equality inside Serbian Society" is aimed to achieve two objectives. The first objective is to contribute to the development of Serbian national policy to combat discrimination and promote equality beyond legislation. The second objective is to foster the dissemination of information on EU and Serbian national policy and legislation in the non-discrimination field.

Project activities are divided into two separate groups. The first group of activities, related to the first project objective under the Workstrem 1, encompasses three forms of the research-work on national anti-discrimination policy, namely:

- (1) Data collection activities focused on the case-law and practice of the broad range of public authorities (courts, administrative bodies, independent bodies, local self-government), dealing with the individual cases of discrimination related to the most vulnerable groups, such as Roma and other national minorities, persons with disabilities, religious minorities, women, LGBT people, population of older as well as younger persons, and individuals discriminated on the multiple grounds. These activities would result in the e-publication of the questionnaire send to 50 public authorities, as well as of the analysis of their answers;
- (2) Public survey activities on citizens' perception of the quality and consistence of the work of previously questioned public authorities in promoting equality, especially in relation to above mentioned most vulnerable groups, resulting in the e-publication of the results of the survey;
- (3) Activities related to drafting and publishing of the white-book of recommendations for the improvement of public authorities' work in combating discrimination and promoting equality among the citizens, based on previous activities, resulting in both the paper-back and the e-edition of the book.

Second group of activities, related to the second objective under the Workstream 2, encompasses activities focused on the enhancement of a culture of tolerance and non-discrimination, namely:

- (1) Activities related to the organization of the study-visit to an EU member-state in which the culture of tolerance and non-discrimination is already well-developed, in order to exchange experiences in development of non-discrimination related public policy standards, enabling in result the reception of the examples of best practice in this field;
- (2) Activities related to the organization of 20 educational workshops on implementation of anti-discrimination legislation and on development of policy of equality and culture of tolerance, for local civil servants, including judges, NGO activists and journalists engaged in local media, enabling in result reception of new ideas and knowledge on these topics by the beneficiaries;
- (3) Activities related to the organization of the national awareness-rising campaign on various equality-related issues, and in various forms, in regards to the position of most vulnerable groups of

the society mentioned above, enabling in result reception of equality-related messages by the citizens themselves.

In addition to these two groups of activities, the international conference on the policy of equality would be organized at the end of the project cycle under the Workstream 0, with the reference to the results of both the research-work related activities, and the activities related to the enhancement of the culture of tolerance and non-discrimination.

All project activities would be beneficial to a broad range of individuals, public institutions and organizations, such as:

- (1) Members of minority groups, mentioned above, representing well over the half of the population of the country as a whole;
- (2) Public authorities on the level of legislative, executive and judicial branches, as well as local self-governments and independent bodies;
- (3) Journalist and media outlets, as well as the representatives of local NGOs dealing with equality-related issues.

JUST/2013/PROG/4980/AD

Title: Formación para la prevención y detección del racismo, la xenofobia y formas conexas de intolerancia en las aulas

Coordinator: Secretary General of Immigration and Emigration

Country: Spain

Contact email address: oberaxe@meyss.es

Summary:

The project "Formación para la prevención y detección del racismo, la xenofobia y formas conexas de intolerancia en las aulas", (Training for the Prevention and Detection of Racism, Xenophobia and related Intolerance at school), aims to train teachers and specialists in education on non-discrimination by racial or ethnic origin and hate crimes and on the criteria of detection of racist or xenophobic incidents and hate crimes at school, and to disseminate the knowledge acquired with the training material that will be delivered.

The main objectives and outcomes aimed by the Project proposal are the following:

-Hold training actions, coordinated by the Oberaxe (Spanish Observatory on Racism and Xenophobia), from the Ministry of Employment and Social Security, and the Ministry of Education, Culture and Sports with the support of experts engaged through workshops with key actors in the field of education in order to achieve the following goals:

1. Analyzing, reflecting and discussing the situation of the prevention and detection of racism, xenophobia and related intolerance, at school.
 2. Agreeing on recommendations on how to do protocols and performance measures and specific tools that can be used and applied at school for the promotion of equal opportunities and non-discrimination, how to set protocols for the prevention and detection of racist or xenophobic incidents, and how to elaborate indicators for measuring it.
- Communicate and disseminate the experience, by raising public awareness in the Spanish education system.

In this light, it has been foreseen to hold a final conference, organized by the Oberaxe, considered as a meeting for the reflection on the results and for the presentation of a publication.

The publication, written by Oberaxe and the Ministry of Education with the support of 3 experts in education; equal treatment and non discrimination and hate crimes, and psychopedagogy, will gather the agreed recommendations on how to do protocols for the collection of measures and tools for the best detection of racist or xenophobic incidents at school, and for the promotion of equal opportunities and non discrimination at school, respecting Human Rights.

The publication (published both on hard copy and online) and the conference, understood as elements of dissemination, aim to encourage social debate about prevention of racism and discrimination in the education system, in terms of raising awareness of the different key actors engaged, about the importance of valuing diversity in all its dimensions and the respect of Human Rights.

-It is planned to provide information and relevant documents through the website of Oberaxe, to the professional field of education management, in order to be used as a source of dissemination of such information and results.

JUST/2013/PROG/4967/AD

Title: Promoting equality and combating discrimination of persons with disabilities

Coordinator: Ministry of Labour, Family, Social Affairs and Equal Opportunities

Country: Slovenia

Contact email address: cveto.ursic@gov.si; Dragica.Bac@gov.si

Summary:

The main purpose of the project is to contribute to a greater respect of human rights and dignity of Persons with disabilities and thus to the achievement of the UN Convention on the Rights of Persons with Disabilities and the European Disability Strategy 2010-2020: A Renewed Commitment to a Barrier-Free Europe at national and local level in everyday, concrete lives of Persons with disabilities in the Republic of Slovenia.

The specific activities of the project will contribute to:

- Increased awareness of Slovenian society on issues of disability and increasing the awareness of Persons with disabilities about their rights;
- Greater accessibility to the built environment and to information and thereby increase the opportunities for independent living for Persons with disabilities and their inclusion into society;
- Improved employment opportunities for Persons with disabilities, to prevent discrimination and to combat stereotypes related to disabilities on the open labour market.

The target groups are all groups of persons with sensory, intellectual, physical and mental disabilities. The results of the project - especially in the area of accessibility – will be also beneficial to other groups of the population, such as the elderly, children, etc. The activities carried out in the project will significantly contribute to increased information and awareness and thereby to the reduction of discrimination in the proceedings before state bodies and local self-government authorities, providers of public authorities and public service.

Key activities:

1. Information / awareness on the rights of persons with disabilities

The following activities will be carried out within the project:

- A manual on the Human Rights of Persons with Disabilities will be published - in accessible formats, too;
- Media campaign.

Publications will be free of charge and will be delivered to Disability Organizations, libraries and other institutions.

2. The analysis of the situation in selected towns will give an insight into how the environment has adapted to enable persons with disabilities to gain access to the physical environment, transportation, information and communications (Article 9 of the UN Convention on the Rights of Persons with Disabilities), and to access to goods and services (Section 2.1. European Disability Strategy 2010-

2020: A Renewed Commitment to a Barrier-Free Europe). The analysis will, at the same time, contribute to making the entire territory of the country more accessible. Information about accessibility will be published on the online Guide on the Accessibility of Public buildings for Persons with disabilities in major Slovenian towns.

3. Training of professional staff in the open labour market

Through the project, activities will be implemented aimed at training professional workers in the open labour market oriented to the rights and examples of good practices in the employment of Persons with disabilities in order to provide them with equal opportunities in the labour market. The main goal of the activities is to provide practical advice / knowledge of disability management in the workplace and guarantee equal opportunities for Persons with disabilities, to increase employment opportunities, and to promote a safe and healthy working environment and accessibility, etc. The participants that will attend the seminar will receive written materials.

4. The power of experiences

During workshops, to be organised in 13 ministries and 12 administrative units, presentations will be made by the Persons with disabilities. These will include demonstrations to employees about the devices used as well as making practical acquaintances with the obstacles faced by Persons with disabilities in everyday life. The main goal is raising awareness in the public sector.

JUST/2013/PROG/4973/AD

Title: Action against Discrimination:

Capacity Building and Awareness Raising Activities

Coordinator: Cyprus Labour Institute of the Pancyprian Federation of Labour

Country: Cyprus

Contact email address: Loucas.antoniou@inek.org.cy

Summary:

While Cyprus is becoming a diverse society, and while a lot of work has been done insofar as the legislation framework on anti-discrimination is concerned, the reality is that there is a long way ahead towards the implementation of the principles of anti-discrimination in policies, in public actions and in public and private organizations and businesses. Even more, the sensitization of the general public on issues of equality in view of the economic crisis is declining. The capacities of male and female professionals working with equality – e.g. business and union executives, managers and trade unionists – need opportunities of advancement. The research based knowledge on discrimination is low. Additionally, as cultural diversity becomes a reality in all areas of life, the workplace is by far the most profound environment where discrimination is practiced. Diversity management, thus, is an imperative need for public and private organizations. Bearing in mind this gap of anti-discrimination practice, the ultimate aim of this project is to challenge the extant state of tradition by (1) assembling experts and professionals from the EU and from Cyprus into a working environment of exchanging good practices, experiences and mutual learning, (2) setting down training modules and carrying out specialized training for professionals working on anti-discrimination, (3) carrying out multiple discrimination research, (4) producing printed, electronic and audiovisual material for dissemination and (5) employing a broad spectrum of means in embedding an anti-discrimination awareness into the general public. The project's activities aim at addressing all grounds of discrimination. In some activities, though, ethnicity and religious belief will be particularly highlighted.

Thus, the project objectives and the content of the activities, meet the terms of objectives of the PROGRESS call of equality, which promotes equality beyond legislation, fosters dissemination of information at EU and national level and identifies transferable best practices within the European frame.

The expected results of the proposed activities vary. In relation to the research activity, it is expected that fresh knowledge on multiple discrimination directly from employees as well from men and women with multiple identities experiencing discrimination will be produced contributing, thus, to the construction than the accumulation of qualitative research-based knowledge. Additionally, it is expected that professionals following the specialized training modules as well as the conference will build their capacities and increase their influence in dealing with anti-discrimination issues and diversity management within their organizations. Finally, it is expected that the campaign will boost the general public awareness on equality, the consequences of discrimination as well as the benefits of eliminating it. With the completion of each activity, a number of tangible outputs will be produced, including manuals, research reports and audiovisual and printed materials as well intangible ones such

as seminars and conferences. The target audience varies depending on each of the proposed activity. It ranges from policy makers to the general public, experts and professionals, trade unionists, union and business executives, employees and employers. Similarly, the beneficiaries differ based upon the activities thought that some of the outputs of certain activities are intangible, the beneficiary is considered to be the society as a whole.

Methodologically, the working team takes a process-oriented approach in implementing its activities and in constructing related knowledge; that is, it pays close attention at every stage of the project in order to extract meaning from the produced data. The researchers are every attentive to all aspects of the process including the general conceptualization of the project and the interrelation between the phases of the project.

JUST/2013/PROG/4883/AD

Title: Through age diversity towards fairly society

Coordinator: Counselling Centre for Citizenship

Country: Czech Republic

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Summary:

Empowerment of people 50+ on the labour market, in the roles of job applicants or employees, is the main aim of proposed project. These people belong to the most vulnerable and most discriminated groups in the access to the labour market and in the area of the labour law relations (i.e. remuneration, dismissals, education etc.) in the Czech Republic. The issue of age discrimination is not paid enough attention in public policies, nor in NGO's programmes. Employers still have lot of stereotypes about people 50+. The most broadened stereotypes connected to people older 50 years are in the Czech context: lower flexibility and productivity, smaller willingness to learn new things and lower capacity to adapt to new conditions. Special attention will be paid to gender aspects of the age discrimination. Researches show that women and men both suffer age discrimination, but this unequal treatment is strongly influenced by gender. The position of women is influenced mostly by their role of family carers and multiple discrimination. Vulnerability of the people 50+ is strengthened by the lack of information about the law possibilities, tools how to face age discrimination and how to gather proofs of discrimination etc. In practice these people also don't have sufficient support of the relevant institutions. Especially labour offices are not prepared to provide effective and expert information and officers of labour inspectorates lack of know-how how to treat and monitor unequal treatment.

The project target employers, people 50+ and relevant labour institutions in their complexity, only interconnection and complex approach anable to reach the maximum effect and to improve real position of people 50+ on the labour market.

The employees and job applicants 50+ will be reached by the media and information campaign. This campaign will introduce and explain the issues of discrimination and tools how to combat it in a comprehensible way. Project activities will target also employers, both from commercial and public sphere, who (in many cases) cause discrimination. In this work scheme Poradna will offer alternative approach how to avoid discrimination – so called anonymous (or blind) CV's. The third set of activities will be aimed at elaboration of the educational modul for the employees of the Labour Offices and Labour Inspectorates who deal with discrimination in the everyday practice. This educational programme seeks to improve their key expert capacities to combat age discrimination a to fulfill needs of affected people.

JUST/2013/PROG/4955/AD

Title: A right is not what someone gives you; it's what no one can take from you. Ramsey Clark

Coordinator: Ministry of Labour and Social Policy

Country: Bulgaria

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Summary:

The main goal of the national policy of integration of people with disabilities is to guarantee the equal rights and full participation of people with disabilities in all areas of public life and the enjoyment of their human rights by providing socio-economic support to them and to their families. The Integration of Persons with Disabilities Act and the Regulations for its application further develop the provisions of art. 6 and art. 16 of the Constitution of the Republic of Bulgaria setting up the legal framework of the special protection for disabled persons provided by the State and society. It is based on the principles to prohibit and prevent any form of discrimination based on disability. The purpose of IPDA is to create conditions and guarantees for non-discrimination of persons with disabilities and exercise of the rights thereof; support for persons with disabilities and their families; integration of persons with disabilities into a working environment. A National Council for Integration of Persons with Disabilities was set up. It is the advisory body consisting of representatives of the central executive, the nationally representative organisations of factory and office workers, the nationally representative organisations of employers and the National Association of Municipalities. The NCIPD is consulted on all drafts of statutory instruments, strategies, programmes and plans which affect the rights of persons with disabilities and their integration. The Convention on the Rights of Persons with Disabilities (the Convention) aims to promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities, to promote respect for their human dignity. The present proposal lies upon the National two-year Action Plan drawing the measures for setting up the national legislation and policy in the area of Disabled Persons in line with the provisions of the United Nation Convention on the Rights of Persons with Disabilities (2013-2014). It set up the specific steps and the role and functions of the different public bodies and interested parties. The process of harmonising the national law and policy with the provisions of the Convention is a long way we have to go through. It requires the interaction of the national institutions and the civil society, the social partners and all the interested actors. The project proposal will be split in: Workstream 0 - Management and Coordination, Workstream 1 – Awareness Raising changing the attitudes on the rights of people with disabilities and promote the UN Convention through press conference; national round table and session of the National Council on Integration of disabled persons, three regional round tables, distribution of the project products, publishing on-line the Good Practice Manual and Final Report, publishing an easy-to-read version of the UN Convention on the Rights of Persons with Disabilities; promotional materials, leaflets, calendars, etc. Closing conference dedicated to spread up the project findings. Workstream 2 – Capacity Building targeted at actors from different areas of application of the Convention. This will include first the necessary analysis of the policy for persons with disabilities at EU and national level, recommendations for improving the policy for people with disabilities; project Communication concept on how to change public attitudes

towards people with disabilities based on the study of the experience of leading countries in this field, drafting the documents; Organization of four 3-day trainings for professionals with different profiles and different curricula. The events will build the capacity of the stakeholders and raise the awareness and sensitivity of the society. Workstream 3 – Policy Development. Compilation of good practices manual on the application of art.1, 2, 19 and 27 of the Convention. Drafting a Project Final report with policy advice and digital story telling.

JUST/2013/PROG/4976/AD

Title: CODE: coming out for diversity and equality

Coordinator: Office of Equal Opportunities Ombudsperson

Country: Lithuania

Contact email address: lygybe@lrs.lt

Summary:

The project is implemented by the partnership of the Lithuanian Equality Body – the Office of the Equal Opportunities Ombudsman (OEEO) – and two non-governmental organisations the association “Lithuanian National Forum of the Disabled” (LNF) and the Association “Lithuanian Gay League” (LGL). The project is developed in accordance with the priorities of the call and with the national strategic document for 2013-2014. To strengthen and disseminate good practice results of the PROGRESS programme implementation in Lithuania, project partners will implement the project in cooperation with the National Equality and Diversity Forum (NEDF), members of which are non-governmental organisations representing vulnerable groups of residents that experience discrimination. NEDF was established in 2010 under the PROGRESS programme and plays an important role in shaping the equal opportunities policy on the national scale.

The main objectives of the project are:

- (a) to strengthen the NEDF through ensuring its sustainable development and to utilize the strengthened capacities of the Forum in the field of non-discrimination mainstreaming through practical integration of equality issues in national policies;
- (b) to document and to monitor the instances of discrimination and stigmatization in various settings with the view of developing evidence-based advocacy strategies;
- (c) to implement targeted interventions with the view of empowering and building acceptance of the most socially vulnerable and stigmatized groups within the Lithuanian society (e.g. the disabled, Roma people and LGBT* community);
- (d) to raise awareness around equal opportunities in general and about specific challenges, faced by various minority groups, through the application of innovative and interactive strategies and methods.

The target groups of the proposed activities will encompass: (a) representatives of the organizations within the NEDF and other civil society organizations (approx.: 400); (b) national policy and decision makers (15); (c) the members of the socially vulnerable groups (approx.: 2000-3000); (d) the general public.

Activities are organized under four main workstreams: “Non-discrimination mainstreaming” (Workstream 1), “Measurement of discrimination” (Workstream 2), “Discrimination of LGBT people” (Workstream 3) and “Communication and awareness raising” (Workstream 4). Activities can be grouped as (1) capacity building activities (trainings, workshops, individual work etc.); (2) development of evidence-based strategies (studies, model action plans, recommendations, etc.) and (3) promotional activities (printed material, websites, social media, etc.).

The expected results are:

- 1) promotion of equality and non-discrimination mainstreaming into national policies through cooperation with non-governmental organisations working in the field of human rights protection;
- 2) strengthened capacities of NGOs on advocacy, strategic communication and public relations and their active involvement in policy formation;
- 3) identification and measurement of bullying phenomenon at schools and assessment of situation of discrimination of persons with disability;
- 4) increased awareness of citizens on LGBT groups and cases of discrimination

The major deliverables are:

- 1) NEDF Strategy and Action Plan 2015-2017 [Activity 4]
- 2) Model "Non-Discrimination Inter-Institutional Action Plan 2015-2017
- 3) Recommendations on measures for National Action Plan on Roma Integration [Activity 9]
- 4) Monitoring report on the disability discrimination and disabled rights violations
- 5) Study on identity-based bullying at schools: identification and measurement
- 6) Social advertising tackling discrimination of LGBT
- 7) Digital Stories on cases of discrimination

JUST/2013/PROG/4986/AD

Title: In the name of equality

Coordinator: Centre for Peace Studies

Country: Croatia

Contact email address: cms@cms.hr

Summary:

One of the key priorities of Croatia in terms of challenges in antidiscrimination area is fight against discrimination based on race, ethnicity and nationality. Majority of discrimination claims received by Ombudsman are based on ethnic origin or race, and such trend is noticed by CSOs providing legal aid to victims of discrimination. Centre for Peace studies has recently (June 2013) conducted a study on prevalence and causes of xenophobic and racist attitudes in Croatia. The study has shown that most prevalent negative attitudes are directed towards asylum seekers and asylum grantees, then Roma population and Serbian minority. This shows that there is significant need for further work on awareness raising, education and implementation of Antidiscrimination act in that field. On the other hand, 2012/2013 in Croatia has brought revival of homophobic attitudes, mostly raised by initiative "In the name of the family" that initiated referendum on whether marriage should be defined in constitution as relationship between man and a woman exclusively. The debates around this initiative have shown high level of misunderstanding of concept of non-discrimination, lack of tolerance towards LGBT community and very strong ideological opposition to legislative and practical equality of all citizens. Except this initiative, there were similar actions against introduction of bilingualism in Vukovar where Serbian population constitutes more than 33% of population and therefore is entitled to introduce Serbian as second language on public places. All this shows that awareness raising, education and deconstruction of ideology based on absolute power of majority over minority(ies) is priority and a cornerstone of fight against discrimination. Results are structured in a way to tackle 4 key problems detected by civil society organisations dealing with discrimination and by Equality bodies: 1) lack of equality data specially regarding social and economic indicators segregated by ethnicity which disables effective monitoring and evaluation of impact of different antidiscrimination and social inclusion measures and lack of synergy between academic/research community, civil society actors and public sector in relation to data gathering, analysis and research based policy actions. 2) Lack of legal capacities for implementation of antidiscrimination acquis and interpretation of ADA inline with ECJ practice and practice of European Court of Human rights, 3) misconceptions and constant conflicts between different majority-minority relations with still prevailing attitude that majority should have more rights than minorities. Fourth problem tackled by this project is the fact that CPS survey as well as survey undertaken by Research institute Ivo Pilar show that young generations (18 years old) have more radical attitudes towards minorities than generation of their parents. Each workstream relates to specific group of problems described above: WS 1 is focused on raising capacities for improved data gathering, analysis and exchange among academic/research sector, CSOs, Ombudsman office and Croatian bureau of statistics, WS 2 on Capacity building of legal professionals in CSOs and lawyers for strategic litigation and application of EU antidiscrimination acquis including practice of ECJ and ECHR with emphasis on ethnic minorities, Roma population, migrants and LGBT population, WS III on Awareness raising campaign and WS IV on Youth education and

awareness raising through capacity building of youth organisations (members of Croatian Youth Network - CYN) for design and implementation of cultural and education programs targeting youth population in local communities. Proposed project represents continuation of Centre for Peace Studies - public policy program efforts to systematically address discrimination in Croatia; through support to implementation of Anti-discrimination Act .

JUST/2013/PROG/4958/AD

Title: Themenjahr gegen die Diskriminierung aufgrund der ethnischen Herkunft

Coordinator: Federal Anti-Discrimination Agency

Country: Germany

Contact email address: poststelle@ads.bund.de

Summary:

In Deutschland werden Menschen mit Migrationshintergrund nach wie vor bei Geschäften des täglichen Lebens, dem Besuch von Freizeiteinrichtungen, bei der Nutzung öffentlicher Transportmittel oder bei der Suche auf dem Wohnungsmarkt wegen ihrer ethnischen Herkunft diskriminiert. Eine Ungleichbehandlung wegen der ethnischen Herkunft oder der "Rasse" ist nach der Richtlinie 2000/43/EG des Rates der Europäischen Union (vom 29. Juni 2000 zur Anwendung des Gleichbehandlungsgrundsatzes ohne Unterschied der Rasse oder der ethnischen Herkunft) sowie durch das Allgemeine Gleichbehandlungsgesetz (AGG) in Deutschland, welches die genannte Antirassismus-Richtlinie in nationales Recht umsetzt, verboten.

Gemäß der Richtlinie sind die Mitgliedstaaten der Europäischen Union (EU) dazu verpflichtet, Maßnahmen zu ergreifen, um im Hinblick auf die Verwirklichung des Grundsatzes der Gleichbehandlung, Diskriminierung aufgrund der Rasse und der ethnischen Herkunft zu bekämpfen.

Im Rahmen ihrer gesetzlichen Aufgaben - Öffentlichkeitsarbeit, Forschung, Beratung und Vernetzung - möchte die Antidiskriminierungsstelle des Bundes (ADS) deshalb mit gezielten Aktivitäten dazu beitragen, die Information und Sensibilisierung der Bevölkerung für das Thema zu fördern, die Möglichkeiten der Rechtsdurchsetzung für Betroffene zu verbessern und die Vernetzung von Akteurinnen und Akteuren im nationalen und internationalen Bereich zu optimieren.

Für 2014 hat die ADS deshalb ein Themenjahr gegen Diskriminierung aufgrund der ethnischen Herkunft geplant. Mit diesem Projekt möchte die Stelle möglichst breite Kreise der Bevölkerung, insbesondere Vertreterinnen und Vertreter aus Politik, Wirtschaft und Gesellschaft sowie betroffene Bürgerinnen und Bürger, auf entsprechende Benachteiligungen hinweisen und Handlungsmöglichkeiten zum Abbau von Diskriminierung sowie zur Verbesserung des Diskriminierungsschutzes aufzeigen. Dazu arbeitet die ADS mit dem Büro zur Umsetzung von Gleichbehandlung e. V. (BUG) zusammen. Das BUG ist ein Antidiskriminierungsverband und nach § 23 AGG berechtigt, die ADS bei der Rechtsdurchsetzung, z.B. durch eine Beistandschaft für Klagende, zu unterstützen.

Für das Themenjahr sind folgende Aktivitäten geplant:

1) Veröffentlichung von Publikationen:

- Studie, Broschüre und Gebärdensprachvideo zum Thema "Diskriminierung auf dem Wohnungsmarkt".
- Studie zum Thema "Bevölkerungseinstellungen gegenüber Sinti und Roma".
- Flyer zur Sensibilisierung von Dienstleistern und Betreiber von Diskotheken.
- Rechtswissenschaftliches Kurzgutachtens zum Thema "Hate Crime" und "Hate Speech".

2) Durchführung eines Projekts zur Unterstützung der Rechtsdurchsetzung von betroffenen Bürgerinnen und Bürgern

(Dieses Projekt wird vom Büro zur Umsetzung von Gleichbehandlung e. V. BUG durchgeführt):

- Erstellung von Informationsmaterial über das Recht auf Gleichbehandlung von Jugendlichen mit zugeschriebenem Migrationshintergrund beim Zugang zu Freizeiteinrichtungen.
- Erarbeitung einer Gesetzesnovelle des Bundesgaststättengesetzes.
- Netzwerk- und Informationsarbeit mit dem Deutschen Hotel- und Gaststättenverband (DEHOGA).
- Beistandschaft für klagewillige Betroffene.

3) Veranstaltungen zur Förderung von Vernetzung:

- Auftakttreffen für die Botschafter des Themenjahres.
- Auftaktpressekonferenz.
- Aktionstag sowie eine Fachtagung und ein Schulwettbewerb zum Themenjahr.
- Drei Abendveranstaltungen mit Fachexperten ("ADS-Salon").
- Internationaler runder Tisch zum Thema "Racial Profiling und Diskriminierungsschutz in der Polizei".
- Workshop und Handreichung für Betriebs- und Personalräte zum Thema "Mobbing wegen der ethnischen Herkunft".
- Verleihung eines Preises gegen Diskriminierung durch die Antidiskriminierungsstelle des Bundes (ADS).

JUST/2013/PROG/4961/AD

Title: True stories of discrimination - using audiovisual tools for promoting tolerant society

Coordinator: People in Need

Country: Czech Republic

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Summary:

The project will illustrate discrimination cases with the help of existing documentary films. Relevant ten documentary films/non-commercial educational spots will be initially identified by the project team. The films will show true stories of real young people and hence will be representing the main groups at risk of discrimination (people with different ethnic origin, disabled people, people dealing with intergeneration problems, people from religious minorities and LGTB people). It has been proven during the history of One world in schools program (OWIS) of People in need (PIN) that young people can easily identify with young heroes of film stories and this fact is a basis for influencing their opinions and values. Based on the identified documentary films/non-commercial educational spots the project team in cooperation with an expert group will prepare ready-to-use educational tool – ten audiovisual lessons. These can be used by teachers at schools during relevant school lessons to explore the topic of equality and discrimination with students. The teaching resources of the ten audiovisual lessons will be published online on jsns.cz to be available free of charge for all teachers in the Czech Republic. Following the publication of the audiovisual educational tools the team will organize an awareness-raising campaign on the topic of discrimination divided into several phases according to the target audience. Prior to the campaign launch, a survey will be carried out researching the values and attitudes of young people with focus on xenophobia. The survey outcomes are expected to even further emphasize among teachers the need for active education against discrimination for youth. A series of documentary film screenings for schools including debates with guests who represent people from groups at risk of discrimination will take place during the One World International Human Rights Documentary Film Festival (One World festival). This will help to attract attention and spread information about the project among teachers and students. During the festival screenings teachers will receive teacher kits containing the resources produced by the project including the final report of the youth survey. The teacher kit we will encourage the teachers to use the newly available teaching tools in their lessons. The estimated attendance of the project activities during the film festival is 5.200 young people and 440 teachers. The awareness-raising campaign will continue with an international conference organized also during the One World festival. Professionals from the Czech public and from abroad will be invited in order to disseminate the project outcomes and inspire education through documentaries in further countries. We foresee 75 guests at least from three EU countries. The project will be managed by an experienced and qualified project team with support from an external expert group and other contracted professionals.

PIN is accredited as an educational organization with the Ministry of Education of the Czech Republic. The OWIS of PIN is an award-winning program focusing on use of documentary films in education. In 2006, One World in Schools (OWIS) received a UNESCO Prize for Human Rights Education, in 2009 the World Aware Education Award by the Council of Europe. In 2009 OWIS also

became included in an anthology entitled Human Rights Education in the School Systems of Europe, Central Asia and North America, published under the auspices of the OSCE/ODIHR, the Council of Europe, OHCHR, and UNESCO. OWIS experience also includes awareness-raising activities for mainstreaming of non discrimination by which OWIS contributes towards implementation of the Czech National Educational framework. The proposed project helps to educate youth to become tolerant citizens naturally respecting human rights and equality in accordance with EU strategies and policies.

JUST/2013/PROG/4963/AD

Title: Inclusion: Independent Living, Public and Political Participation - Good Practice Research and Dissemination in Austria (ZERO PROJECT Austria 2014)

Coordinator: Martin and Gerda Essl Foundation

Country: Austria

Contact email address: office@zeroproject.org

Summary:

Human Rights have become fundamental to legal systems and societies as whole in many countries of the world including Austria. Education, work, living independently, accessibility as well as political participation and legal capacity are big concerns in terms of societal structural exclusion and discrimination of persons with disabilities in Austria. The submitted project "Inclusion: Independent Living, Public and Political Participation - Good Practice Research and Dissemination in Austria (Zero Project Austria 2014)" focuses on the fundamental rights of persons with disabilities especially in the field of inclusion, independent living, and public and political participation.

The Zero Project is a long-term project started in 2011 by the Essl Foundation and organized in partnership with the World Future Council and the European Foundation Centre. The submitted project consist on the dissemination and adaptation of this global project to and within Austria.

Based on a worldwide network of experts and their knowledge, there is a selection of Best Practices that have the biggest potential to support the mission of the submitted project within Austria. These Best Practices will be presented in a set of 10 conferences in Austria (one nationwide and nine on country-state level), where representatives of these Best Practices will meet more than a 1.000 decision-makers and opinion-leaders in Austria, in order to foster exchange, cooperation and the dissemination of these Best Practices.

The Best Practices will be gathered and published in the "Zero Project Report: Inclusion in Austria" and on the Zero Project Website. As a state of play on the issue, the report will also include Social Indicators that measure the implementation of the UN Convention on the Rights of Persons with Disabilities in Austria compared to the other EU countries and other relevant countries internationally. As another product, also a Handbook on the Dissemination of Good Practices in Austria will be published, based on the results of the nine Country State Conferences.

More than a 1.000 persons will attend the 10 conferences, where at least 5 Best Practices are presented personally by their representatives. These 1.000 participants will come from all different parts of society, since from our experience the mix of interdisciplinary approaches and knowledge creates the most added value. NGOs, representative organisations of people with disabilities, service providers, activists, representatives from governments and administrations, social and business entrepreneurs, international organisations, foundations etc. will take part.

The Austrian Zero Project is itself an innovative good practice: The dissemination of good practices that have been researched internationally and have proven to work in another country is one of the key challenges of promoting Social Innovation worldwide. The submitted project and its goal of

localisation of good practices in Austria could serve as an inspiration for others who want to use this methodology.

The Best Practices will be centered around inclusion, independent living, political and public participation of people with disabilities. They will also cover related issues like ageing, and also it will take into account gender issues that are highly relevant for successful inclusion policies and practices. The best innovations in the field of independent living, de-institutionalisation, personal budgets, personal and work assistance, supported decision making, voting rights, participation in cultural activities etc. can be expected.

All activities will be designed from the awareness raising perspective. And from the experiences so far, concrete and tangible results as new individual-centered programmes and improvements on policies at all levels of government can be expected. The impact will be measured, evaluated, documented and published.

JUST/2013/PROG/4964/AD

Title: Promoting Disabled People's Direct Voice

Coordinator: National Commission Persons with Disability

Country: Malta

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Summary:

The involvement of disabled people in decisions affecting their lives is a very important issue in the disability rights movement. It is also an essential requirement for the implementation of the UN Convention on the Rights of Persons with Disabilities (CRPD), especially as stated in Articles 4.3 and 33.3. For this involvement to be meaningful and effective, it is essential for disabled people to be empowered. This empowerment comes partly from the experience of standing up for one's rights. However, it is also developed through the acquisition of the necessary skills, knowledge and competencies that are necessary for one to be able to lobby effectively with decision makers, service providers as well as the general public.

There is therefore a need for disabled people, especially those involved in disabled organisations and even more those active with disabled people's organisations, to be equipped with these skills, knowledge and competences. This project will address this need by providing structured training courses which have the aims of providing participants, who will be disabled people, with knowledge about non-discrimination in general, the CRPD, relevant EU regulations and directives, and the Equal Opportunities (Persons with Disability) Act (Cap 413, Laws of Malta). It will also provide participants with the skills necessary to be able to write and speak to the public, engage with the print, broadcast and internet-based media, organise awareness raising activities, take part in meetings with and deliver disability equality training to decision-and policy-makers and service providers, civil servants, other disabled persons and other stakeholders.

In order to cater for the different learning and support needs of disabled people, one will be delivered at Level 1 of the European Qualifications Framework (EQF) and will be delivered to a group of 10 persons with intellectual disability. The other will be delivered at Level 4 of the EQF and will be delivered to 20 disabled persons. Accreditation for the two courses will be obtained first. The course activities are as follows:

- 10 sessions of Level 4 course (Module 1) (Sep – Dec 2014)
- 10 sessions of Level 1 course (Module 1) (Sep – Dec 2014)
- Production of poster, billboard and advertisement design (Sep – Dec 2014)
- National event, press release and Ministerial Message on 3rd December 2014 (European Disabled Persons' Day) (Dec 2014)
- Disabled People's Parliament (Dec 2014)
- 10 sessions of Level 4 course (Module 2) (Jan – Apr 2015)
- 10 sessions of Level 1 course (Module 2) (Jan – Apr 2015)
- Production of Special Edition of Indaq Magazine (Mar – Apr 2015)
- Final Project Activity (Apr 2015)

In order to ensure that disabled people can continue practising what they have learnt after the end of the course, it is essential that they have access to information related to the disability sector which they can then use in their own activities, training and meetings. To this end, an online database of disability resources will be developed and placed online for course participants to use during and after the course.

An open call for disabled people to participate will be issued. Those disabled people who are already active in organisations of disabled people's organisations, that is ones controlled by disabled themselves, will be given preference. However the courses will also be open for disabled persons working for other disability organisations which are controlled by non-disabled people, so as to ensure that disabled people's voices are heard more actively within their ranks. It is important to note that both the UN and the EU give primary importance to organisations of disabled persons.

These courses will also contribute towards strengthening Maltese civil society as more disabled people become advocates for the cause of disabled people by influencing policies and decisions at the highest levels, as well as raising awareness in society in general.