

Country	Organisation - Address - Website Contact (Legal Representative & Person responsible for Project)	Title - Amount awarded - the Rate of Funding of the Costs of the Action	Summary of Activities
AT	<p><b>Ludwig Boltzman Gesellschaft - Institut für Menschenrechte</b> Freyung 6, 1. Hof, Stiege 2 1010 Wien</p> <p><a href="http://www.univie.ac.at/bim/">http://www.univie.ac.at/bim/</a></p> <p>Mr Franz Löschnak Vice-President Ms Barbara Liegl Legal Researcher</p>	<p><b>Expert conference and manual - Positive measures as a way of combating structural discrimination</b></p> <p>49 713.79 80%</p>	<p><b>Legal measures alone are not enough</b> to combat discrimination effectively. To a large extent, this approach leaves it up to victims themselves to take concrete action, and they are faced with both financial and psychological barriers if they want to legally enforce their rights.</p> <p>Also, beyond the straightforward denial of services or jobs and other specific hindrances, equal opportunities are thwarted by <b>structural discrimination mechanisms</b>.</p> <p>Positive measures can:</p> <ul style="list-style-type: none"> <li>• help <b>individuals</b> fight discrimination</li> <li>• bring about <b>structural changes</b> that will gradually help reduce institutional and structural discrimination.</li> </ul> <p>Both EU and Austrian law provide for specific measures to counter disadvantages resulting from illegal discrimination. But <b>information on the implementation of positive measures is hard to find</b>, since there is hardly any public discussion or any platform for discussion.</p> <p>Public, private and non-profit bodies are implementing measures, but they:</p> <ul style="list-style-type: none"> <li>• are <b>not explicitly labelled</b> as “positive measures”</li> <li>• are <b>not publicised</b></li> <li>• <b>need to be based more on shared experiences</b> if they are to be developed further as part of a meaningful strategy.</li> </ul> <p>This project aims to <b>function as a forum</b> – in the form of an expert conference – for exchanges between representatives of public, semi-public, private and non-governmental bodies who want to implement or are already implementing positive measures.</p>

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			<p>At the conference, participants can explain the role they see for positive measures in combating discrimination.</p> <p>The conference aims to:</p> <ul style="list-style-type: none"> <li>• create an <b>awareness</b> of positive measures</li> <li>• encourage organisations to <b>publicise</b> positive measures they have taken</li> <li>• increase <b>interest</b> in implementing positive measures</li> <li>• help <b>reduce barriers</b> to enforcing equal opportunities.</li> </ul> <p>The conference will last <b>1½ days</b>, sufficient time to analyse examples of positive measures and for participants, in working groups, to share their experience of implementing positive measures in areas such as public procurement law, data collection, quotas and diversity management.</p> <p>These examples and experiences will be <b>set out in a manual</b> for decision-makers and other stakeholders, which will also contain a definition of positive measures and appropriate standards.</p> <p>The manual will also contain the <b>conclusions</b> from the joint "<i>Study on positive action measures in the EU</i>" (VC/2007/0270) by the Interior Ministry together with the Bradford University and the European Roma Rights Centre.</p>
BE	<p><b>Centre for Equal Opportunities and Opposition to Racism</b> Rue Royale 138 1000 Brussels</p> <p><a href="http://www.diversite.be">www.diversite.be</a></p> <p>Mr Edouard Delruelle</p>	<p><b>internet campaign to increase awareness of multiple discrimination against young job hunters of foreign origin</b></p>	<p>Countrywide (bilingual) awareness campaign using the internet to raise awareness of <b>discrimination</b> – notably gender-based – against <b>young people of foreign origin</b>:</p> <ol style="list-style-type: none"> <li>1. <b>purchase of webspace</b> to raise awareness among young people of foreign origin, employers (e.g. HR professionals, and temporary agencies) and trade unions.; slogans, quizzes and</li> </ol>

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	Director	245 815,89 77,26 %	<p>links to the website on multiple discrimination (age/ethnicity/gender/religion/colour)</p> <p>2. creation of a <b>website</b> to:</p> <p>a) <b>inform and raise awareness</b> of the two target audiences</p> <p>b) <b>collect information</b> from young people of foreign origin on their (good and bad) experiences via an online survey</p> <p>c) external evaluation of the campaign to process and use the data collected via the online survey This evaluation is meant to highlight <b>discrimination</b> wherever it occurs in the working life of young persons of foreign origin (training, hiring, relationships with co-workers, redundancy, etc) as well as <b>good practice</b> and positive experiences.</p> <p>The project is being run with the Centre for equal opportunities and opposition to racism, the Institute for the equality of women and men, the Belgian Employment, Labour and Social Dialogue service and other organisations.</p>
BG	<p><b>Ministry of Labour and Social Policy</b> 2, Triaditza Astr. 1051 Sofia</p> <p><a href="http://www.mlsp.government.bg">www.mlsp.government.bg</a></p> <p>Mrs Emiliya Maslarova Executive Authority Body</p> <p>Mrs Tatiana Georgieva Head of Cabinet</p>	<p><b>Tackling discrimination in Bulgarian society</b></p> <p>149.787,33 79,29 %</p>	<p><b>Project aims:</b></p> <ul style="list-style-type: none"> <li>- focus on a <b>multilevel approach</b> to tackling discrimination</li> <li>- raise awareness in Bulgaria of the <b>right to freedom from discrimination</b></li> <li>- <b>disseminate the findings and results of surveys and initiatives</b> under EYEO '07 and current antidiscrimination projects</li> <li>- <b>further integrate the principle of equal treatment</b> in legal, sociological, psychological and other contexts</li> <li>- <b>involve young people</b> in antidiscrimination activities and campaigns</li> <li>- <b>raise awareness</b> in the general public and key players.</li> </ul> <p>Individual activities will complement each other and build on the previous two initiatives (<i>For Diversity. Against Discrimination</i> and EYEO '07).</p>

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			<p><b>Main features:</b></p> <ol style="list-style-type: none"> <li>1. <b>Expert Consultative Group</b> (ECG) set up</li> <li>2. <b>ten follow-up discussions</b> of achievements, results and outputs under EYEO '07</li> <li>3. <b>five antidiscrimination workshops</b> for young people (peer training) as a follow-up to EYEO and Youth Thinking Locally Acting Globally on GE. The successful essay /painting &amp; drawing /photography contest will be continued and developed</li> <li>4. a Bulgarian <b>National Equality and Diversity Day</b> on 8 May – International Day of People with Disabilities</li> <li>5. <b>five regional antidiscrimination training seminars</b> for trade unions, business owners, employers and NGOs, to follow up seminars under EYEO '07 and other initiatives</li> <li>6. <b>gender discrimination survey</b>, with findings published on the project website and publication</li> <li>7. <b>networks and database of "trainers of trainers"</b> at regional and local level – Roma community, people with disabilities, local representatives of human rights NGOs, local authorities, CPD and NCCEDI representatives, local councils, etc.</li> <li>8. <b>website</b> to share information, experience and good practice identified at national and EU level</li> <li>9. <b>closing conference to distribute all project results.</b></li> </ol> <p>Project activities will all take account of gender discrimination, and focus on <b>identifying multiple discrimination and establishing networks</b> between the different groups.</p>
CY	<p><b>European institute of Cyprus</b> 11-13 Presidential Palace Street 1081 Nicosia</p> <p><a href="http://www.eicy.eu/">http://www.eicy.eu/</a></p>	<p><b>Antidiscrimination steering the future</b></p> <p>150.159,52 80,00 %</p>	<p><b>Antidiscrimination - Steering the Future</b> - 7 inter-related projects to respond to the priorities defined in the NFS:</p> <ol style="list-style-type: none"> <li>1. Raise awareness of discrimination &amp; <b>promote the benefits of</b></li> </ol>

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	<p>Mr Chrysochos Neophytos Director Ms Maria Haili Head of Unit</p>		<p><b>diversity</b></p> <ol style="list-style-type: none"> <li>2. Continue raising awareness of <b>multiple discrimination</b> and its consequences, identify good practices in combating it</li> <li>3. Produce &amp; collate data on discrimination against vulnerable groups at national/regional level to <b>improve discrimination monitoring</b></li> <li>4. Address specific national circumstances by <b>targeting key agents/multipliers &amp; communities with special information needs</b></li> <li>5. Emphasise the need to <b>ensure fundamental rights of asylum-seekers &amp; migrant women</b>, guaranteeing equal rights for immigrants</li> <li>6. <b>Empower social groups</b> including those currently or potentially exposed to discrimination to contribute to society through active citizenship &amp; volunteering</li> <li>7. <b>Raise awareness of issues affecting vulnerable social groups</b> by promoting volunteering as active citizens as a good practice for antidiscrimination work.</li> </ol> <p><b>Target audience:</b> social bodies as multipliers, young professionals, college/university teachers, CSO volunteers, decision makers, EO practitioners, senior officials.</p> <p><b>Vulnerable Groups:</b> migrant women &amp; non-national workers.</p> <p><b>PROJECTS:</b></p> <p><b>APPLY</b> - Nationwide survey of impact &amp; effective implementation of directives 2000/43/EC &amp; 2000/78/EC &amp; national law in the workplace.</p> <p>Results will improve understanding of Cyprus' situation in relation to discrimination, impact of past awareness campaigns &amp; support implementation of EU antidiscrimination legislation &amp; policy.</p>

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			<p>Output: National research /200 CD versions &amp; 70 paper copies.</p> <p><b>ADAPT</b> - translating, adapting and spreading information on EU antidiscrimination directives, including their implementation &amp; national policies in force, for groups with special information needs, e.g. non Greek speakers.</p> <p>Output: 2000 leaflets in EN-SK-PO.</p> <p><b>MANAGE</b> – pedagogical tool for business graduates &amp; educators (especially those in management, administration &amp; public policy) as key audiences, being future members of the workforce &amp; relatively well aware of discrimination issues. Researching, collecting &amp; structuring material for pedagogical tool (DVD, booklet &amp; seminar).</p> <p>Output: 300 CD/booklets, distribution to all universities &amp; relevant educators, one press release.</p> <p><b>REACH</b> – raising awareness of antidiscrimination in rural areas using approaches designed to engage the audience. e.g. with a festive, recreational atmosphere. Leaflet on experiences of people who have suffered discrimination. Research &amp; contacts with local people to identify needs &amp; level of awareness. Three awareness-raising seminars in rural areas.</p> <p>Output: Training material/2 seminars for 100-200 people/1 festival 300-400 participants/700 copies of information booklet.</p> <p><b>SUPPORT</b> – focus on migrant women as victims of multiple discrimination. Qualitative research to explore the needs of asylum-seekers &amp; migrant women &amp; support to guarantee equal rights for immigrants, a target group requiring particular attention at national level.</p>

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			<p><b>GIVE</b> – encouraging volunteering as a way to promote &amp; practice equal opportunities &amp; combat discrimination.</p> <p>Output: leaflet (40 000 copies)/1 TV spot.</p> <p><b>RECOMMEND</b> – national conference network &amp; dialogue among senior policy officials &amp; practitioners to establish a platform for future recommendations at policy &amp; practitioner levels.</p> <p>Output: 100 participants/3 workshops/2 PRS/3 working documents/ conference summary/findings/recommendations.</p>
CY	<p><b>Ministry of Education and Culture</b>            Kimonos &amp; Thoukydides            1434 Nicosia</p> <p><a href="http://www.moec.gov.cy/">http://www.moec.gov.cy/</a></p> <p>Mrs Olympia Stylianou            General Secretary</p> <p>Mrs Valentina Saltet            Coordinator</p>	<p><b>Creativity innovation against discrimination</b></p> <p>148.802,98            78,49 %</p>	<p><b>Creativity &amp; innovation: against discrimination</b> – 6 distinct but interrelated awareness campaigns for different target groups, forming part of Cyprus's Framework for Antidiscrimination.</p> <p><b>Main features:</b></p> <ol style="list-style-type: none"> <li>1) <b>awareness-raising for key players &amp; capacity/knowledge development</b> to spread the message to the wider public, policy makers, etc.</li> <li>2) <b>innovation &amp; creative approaches to communication</b> – technology, mutual &amp; peer learning</li> <li>3) <b>promoting ownership &amp; participation</b> - proactive involvement in spreading the message</li> <li>4) <b>mutual learning, cross-fertilisation of ideas &amp; expertise</b> by involving CSOs.</li> </ol> <p><b>Target audiences: key social players</b> (based on national &amp; EU research) as <b>multipliers</b> for a wider public.</p> <p>The activities aim to encourage active citizenship at EU/national level:</p>

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			<p>1. <b>Teachers against discrimination:</b> developing capacity to promote antidiscrimination in schools. <b>International conference for 300 primary &amp; secondary education teachers.</b> Analyse teachers' perceptions of diversity, solidarity &amp; intercultural respect. Teaching material &amp; development of teachers' guide to fostering diversity. Emphasis on empathy, role-playing, problem solving, interrelation between school curriculum &amp; extra-curricular activities.</p> <p>Total: 300 teachers nationwide</p> <p>2. <b>Parents "Say So"</b> - series of <b>parent workshops/dialogues</b> on antidiscrimination practices, <b>publication of a leaflet on antidiscrimination policy &amp; practices</b> for parents &amp; children.</p> <p>Total: 100 000 parents.</p> <p>3. <b>STOP discrimination - Camera, action</b> – pupils and teachers from 20 schools will work with 5 film directors to produce <b>short films on non-discrimination</b>. A media company will produce a montage of the films to be screened at a dedicated festival in Nicosia &amp; Limassol.</p> <p>Output: 2 festivals, 125-150 young people.</p> <p>4. <b>Anti discrimination - Can you see what can you do? – photography &amp; antidiscrimination workshops for young people</b> culminating in a collection of topical photographs shown on the Intercultural Dialogue website &amp; exhibited at a national roadshow combining different awareness-raising activities.</p> <p>Output: 100 young people trained in photography &amp;</p>



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			<p>antidiscrimination, exhibition to engage wider public</p> <p>5. <b>S.T.O.M.P (Society, Trends, Opinions, Messages through the Press) School newspapers celebrating diversity.</b> Production of 20-50 newspapers, with 20+ young people involved in production/editing per school. Three newspapers to be selected for printing &amp; wider circulation (EU, national).</p> <p>Between 400-1000 young people actively participating in antidiscrimination work.</p> <p>6. <b>BRUSH AWAY DISCRIMINATION</b> Poster competition for young people – some sending pictures, others writing captions for 12 selected pictures – <b>calendar to be distributed in schools next academic year.</b></p> <p>Output: 2 000 illustrated antidiscrimination calendars, created by 50-1 000 schoolchildren.</p> <p>All initiatives designed to encourage peer review; cross-fertilisation of ideas &amp; collaboration between business, public authorities &amp; NGOs (key partners in delivery &amp; development).</p>
DE	<p><b>Freie Universität Berlin</b> Van 't-Hoff-Strasse 8 D-14195 Berlin</p> <p><a href="http://www.jura.fu-berlin.de">www.jura.fu-berlin.de</a></p> <p>Professor Hubert Rottleuthner</p>	<p><b>Results of discrimination in Germany – Fact and fiction</b></p> <p>150 000 80%</p>	<p>This study seeks to clarify <b>what counts as fact</b> in the field of discrimination and where there is ambiguity.</p> <p>It will also look at the effectiveness of the German <b>Equal Opportunities Act (AGG).</b></p> <p>It will comprise:</p> <ol style="list-style-type: none"> <li>1. a critical secondary <b>analysis of existing studies</b>, aggregating their results</li> </ol>

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			<p>2. devising (and possibly implementing) a <b>pilot study</b> on selected characteristics and fields</p> <p>3. a <b>public presentation</b> of the results.</p>
DK	<p><b>Danish institute for Human rights</b> Strandgade 56 1401 Copenhagen K</p> <p><a href="http://www.humanrights.dk">www.humanrights.dk</a></p> <p>Ms Birgitte Kofod Olsen Deputy Director Ms Susanne Nour Deputy Director, Human Rights and Business</p>	<p><b>Diversity in the workplace diversity lab process and Mia Award competition</b></p> <p>212.379,60 80,00 %</p>	<p>The <b>Diversity in the Workplace (DIW)</b> project will focus on strengthening relations and interaction with important actors on the Danish labour market. Through a number of different initiatives and different media, we will continue our effort to set an agenda for diversity and raise awareness of antidiscrimination legislation.</p> <p>An example is the MIA-award – mapping potential candidates for the MIA-Award, workshops, diversity testing tool, diversity training sessions, development of workshop tools.</p>
EL	<p><b>Ministry of Employment and Social Protection</b> 40, Pireos Street 101 82 Athens</p> <p><a href="http://www.ypakp.gr">www.ypakp.gr</a></p> <p>Ms Aikaterini Katzouraki Iliopoulou Director Ms Ekaterini Chrysochoou Kritikou</p>	<p><b>Activities for the promotion of the principle of equal treatment</b></p> <p>240.000,00 80,00 %</p>	<p>Four activities will be implemented under this project:</p> <p>Activity 1. <b>Combating discrimination against disabled people in the workplace</b></p> <p>Identifying the needs of disabled people, and their difficulties in entering the labour market. Proposals for a legal framework to counter discrimination against disabled people in the workplace and promote their economic and social inclusion.</p> <p>Activity 2. <b>ROMA – discrimination and intervention policy</b></p> <p>Training for "key" persons (mediators/translators/cultural experts) at the Roma communities in Eastern Macedonia and Thrace. Preparatory work involves networking and cooperating with local authorities and representatives of local actors and populations, communication activities, etc.</p>

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			<p>Activity 3. <b>Training seminar for judges</b></p> <p>Large-scale training seminar on discrimination on grounds of race/ethnic origin/religion or convictions/disability/age/sexual orientation and other grounds held at the National School of Judges. The seminar is aimed at both trainee-judges and magistrates in service.</p> <p>Activity 4. <b>Awareness campaign: "To make equality reality"</b></p> <p>Design, development and production of information material in foreign languages to raise awareness of antidiscrimination and the contribution of EU policies.</p>
ES	<p><b>Ministry of Employment and Immigration</b> C/José Abascal, 39 E-28003 Madrid</p> <p><a href="http://www.oberaxe.es">http://www.oberaxe.es</a>; <a href="http://www.mtas.es">www.mtas.es</a></p> <p>Ms Estrella Rodriguez Pardo General Director Ms Amapola Blasco Marhuenda Director</p>	<p><b>ESCI II planes locales de sensibilizacion</b></p> <p>298.405,40</p>	<p>The project <b>ESCI II "Local awareness-raising plans"</b>, coordinated by the Spanish Monitoring Centre for Racism and Xenophobia, will involve local bodies and social organisations in defining methodological tools for designing and implementing local awareness plans for equal treatment of immigrants and ethnic minorities.</p> <p>It aims to:</p> <ol style="list-style-type: none"> <li><b>target local and regional institutions and bodies</b> with the awareness campaign and promotion of equal treatment and non discrimination (target audience)</li> <li><b>debate and agree suitable methods with the target audience</b> for developing and implementing local plans</li> <li><b>identify and describe best practice and experiences</b> gained at local level (in Spain and elsewhere), to give local bodies ideas, tools and materials to develop awareness campaigns (immigration and ethnic minorities)</li> <li><b>draft and distribute a Methodological Guide</b> for drafting and implementing local awareness plans on equal treatment.</li> </ol>

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			<p>The project will run from December 2008 to end 2009. The main results/products will be:</p> <ul style="list-style-type: none"> <li>▪ a <b>database of interested organisations</b> (target audience).</li> <li>▪ two <b>working groups</b> (representatives from local and regional authorities and social organisations).</li> <li>▪ <b>guidelines for working groups</b> (set-up, follow up, etc.).</li> <li>▪ <b>best practices identified</b>, selected and systematised.</li> <li>▪ a <b>Methodological Guide for drafting and implementing awareness-raising local plans on equal treatment</b>, validated and agreed with local and regional authorities and other stakeholders (in hard copy and on DVD/CD-ROM, in Spanish, English, Catalan, Galician and Basque.)</li> <li>▪ a final <b>transnational conference</b> to present and distribute the Guide.</li> <li>▪ final <b>external evaluation report</b></li> <li>▪ final <b>project report</b>.</li> </ul>
FI	<p><b>Ministry of the Interior</b> Kirkkokatu 12 P.O. Box 26 00023 Government (Helsinki)</p> <p><a href="http://www.intermin.fi">www.intermin.fi</a> <a href="http://www.equality.fi">www.equality.fi</a></p> <p>Ms Ritva Viljanen Permanent Secretary Ms Sinikka Keskinen Teamleader of the Antidiscrimination team under legal Affairs Unit</p>	<p><b>YES 2 Equality is priority</b></p> <p>285.015,72 60,00 %</p>	<p><b>YES 2 Equality (Y2E)</b> is a priority-2 national awareness-raising programme based on the results of EYEO '07 and previous awareness campaigns.</p> <p><b>Proposed activities:</b></p> <ul style="list-style-type: none"> <li>• measuring discrimination</li> <li>• developing and testing positive action in employment</li> <li>• combating multiple discrimination</li> <li>• promoting representation and participation of young people and immigrants</li> <li>• diversity training.</li> </ul> <p>Activities will be <b>implemented</b> jointly by key ministries, self-governance and equality bodies and umbrella NGOs or dialogue-</p>

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			<p>promotion organisations addressing different types of discrimination.</p> <p>Y2E will take a multi-pronged approach to tackling <b>most types of discrimination (see below)</b>. All activities will incorporate gender mainstreaming.</p> <p><b>Positive measures in the workplace</b> will be promoted by:</p> <ul style="list-style-type: none"> <li>• developing and testing a "workplace consultant" model</li> <li>• preparing and testing a training module on discrimination counselling for trade union trustees</li> <li>• preparing promotional and other related material.</li> </ul> <p>A system for <b>measuring and monitoring hate-motivated crimes</b> and incidents will be developed, systems created for reporting and registering discrimination and police and prosecutors trained in how to use them.</p> <p>Indirect and structural discrimination in <b>education</b> will be studied, concerning transfers to special-needs education, the reasons for and consequences of this. On the basis of the findings, indicators will be established for measuring indirect discrimination in education, together with a system for monitoring them.</p> <p><b>National Diversity Day</b> will raise awareness of multiple types of discrimination. We will encourage participation by under-represented groups, especially young people and immigrants, by a special awareness programme on equal opportunities, rights and opinion-forming.</p> <p>Diversity training will be developed in <b>military service</b> for national servicemen and key professionals such as reservists and servicemen sent on international peacekeeping, rapid-response and civil crisis-</p>

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			<p>management duties.</p> <p>The activity will be continuously assessed, both internally and externally. Information on the project activities will be shared e.g. online at the <a href="#">Finnish national equality portal</a>.</p>
HR	<p><b>Office of Human Rights</b> Trg marsala Tita 8 10000 Zagreb</p> <p><a href="http://www.ljudskaprava-vladarhr.hr">www.ljudskaprava-vladarhr.hr</a></p> <p>Mr Maderic Luka Head of the Office for Human Rights</p> <p>Ms Iva Sisul Expert Assistant</p>	<p>244.841,68 80,00 %</p>	<p>The proposed project presents a selection of awareness-raising activities on discrimination. It aims to support the implementation of the <b>Antidiscrimination Act</b> through:</p> <ul style="list-style-type: none"> <li>• a series of <b>training courses</b> for specifically targeted groups (employees of equality bodies, judges, attorneys, mediators, trainers of civil servants and police, representatives of media and civil-society bodies, and business representatives)</li> <li>• <b>regional discussions</b> targeting representatives of regional and local authorities</li> <li>• <b>national</b> campaign</li> <li>• a 2-day national <b>conference</b>.</li> </ul> <p>These activities aim to <b>address different stakeholders</b>, fostering mutual understanding and joint efforts to combat discrimination. They will also raise <b>awareness of EU law</b> against discrimination.</p>
HU	<p><b>Ministry of Social Affairs and Labour</b> Alkotmány utca. 3 1054 Budapest</p> <p><a href="http://www.szmm.gov.hu">www.szmm.gov.hu</a></p> <p>Ms Edit Rauh State Secretary for Equal Opportunities</p>	<p><b>Together for equality 2008-2009</b></p> <p>300.000,00 80,00 %</p>	<p>The main goal of the proposed project is to broaden the scope of the previous <b>Together for Equality</b> project while building on the experiences of earlier awareness activities for antidiscrimination and equal opportunities, including EYEO '07.</p> <p>Some members of the ad hoc national working group on antidiscrimination for this call for proposals were chosen due to their work in the national expert working party for EYEO '07.</p>

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	Mr Endre Miklós Sik Senior Adviser		<p>The proposal adopted by the group on 6 May 2008 comprises <b>3 integrated programmes:</b></p> <ul style="list-style-type: none"> <li>• <b>spreading good practice in the media</b> - encouraging stakeholders in the commercial media to eliminate stereotypes and prejudices</li> <li>• <b>socially-responsible advertising</b> - promoting a culture of tolerance</li> <li>• <b>Equal Opportunities Day – festivals in Hungary's seven regions</b> - whole-day events for families, with participation by NGOs and other antidiscrimination bodies</li> </ul> <p>And <b>5 target-group-oriented activities:</b></p> <ul style="list-style-type: none"> <li>• <b>sexual orientation</b> - raising awareness among the <b>LGBT community</b> of discrimination and antidiscrimination law and policies in Hungary</li> <li>• <b>disability</b> - good practice for <b>integrated education</b> (disabled and non-disabled children together), to help practising and training teachers. The results will be demonstrated in a pilot training course</li> <li>• <b>age</b> - NGOs representing elderly people, to further strengthen cooperation between local NGOs (clubs) and the National Equal Opportunities Network following EYEO '07.</li> <li>• <b>race or ethnic origin</b> – conference, workshop and media events - to sensitise public opinion to policies supporting in particular guaranteed equal access for <b>Roma</b> to national and EU funding.</li> </ul>

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			<ul style="list-style-type: none"> <li>• <b>religion</b> - conference presenting religious <b>diversity in Hungary</b>, including a survey on the prevailing situation. To (i) facilitate dialogue between churches, denominations, religious and other bodies and NGOs and (ii) increase acceptance of religious diversity.</li> </ul>
IE	<p><b>The Equality Authority</b> 2 Clonmel Street Dublin 2</p> <p><a href="http://www.equality.ie">www.equality.ie</a></p> <p>Mr Niall Crowley Chief Executive Officer</p> <p>Ms Rachel Mullen Development Officer</p>	<p><b>Building a legacy from the European year of equal opportunities for all 2007</b></p> <p><b>300.000,00</b> <b>78,45 %</b></p>	<p><b>Goal</b> - to create a legacy in Ireland from EYEO '07. Building on EYEO's achievements, this initiative will support a broad coalition of interests to achieve coordinated approaches to promoting equality and addressing persistent inequalities.</p> <p><b>Activities</b></p> <p>Raising <b>awareness</b> of:</p> <ul style="list-style-type: none"> <li>▪ rights and obligations under equality legislation</li> <li>▪ the benefits of equality and the business case for equality and diversity strategies</li> <li>▪ how good practice can help promote equality, combat discrimination and accommodate diversity.</li> </ul> <p>Promoting <b>good practice</b> by:</p> <ul style="list-style-type: none"> <li>▪ sharing information on it</li> <li>▪ developing guidance and support for implementing it</li> <li>▪ promoting the case for it.</li> </ul> <p><b>Training</b> that:</p> <ul style="list-style-type: none"> <li>▪ builds understanding of rights and obligations under equality legislation</li> <li>▪ develops capacity to implement these rights</li> <li>▪ builds capacity for good practice</li> <li>▪ enhances a knowledge base on equality and diversity.</li> </ul>



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			<p><b>Target audience</b> - public- and private-sector bodies, NGOs, universities, local authorities and trade unions.</p> <p><b>Activities</b> are planned under 3 strands:</p> <ul style="list-style-type: none"> <li>▪ Networking for Institutional Capacity for Positive Action</li> <li>▪ Developing Initiatives for Positive Action</li> <li>▪ Developing Equality Data.</li> </ul> <p><b>Summary of planned activities</b></p> <ol style="list-style-type: none"> <li>1. Develop the work of the <b>public sector equality network</b></li> <li>2. Develop a <b>capacity within private sector</b> bodies to accommodate diversity and promote equality for employees, with particular emphasis on the culturally integrated workplace</li> <li>3. Develop the capacity within <b>Chambers Ireland</b> to promote planned and systematic approaches to workplace equality</li> <li>4. Build on initiatives to promote planned and systematic approaches to workplace equality in the <b>Athlone</b> region</li> <li>5. Plan and deliver a programme of <b>learning events to help NGOs</b> representing the interests of groups experiencing inequality</li> <li>6. Develop the initiative with <b>statutory information providers</b> on innovative ways of providing information on rights and redress mechanisms</li> <li>7. Develop the <b>inter-university network</b></li> <li>8. Help <b>ICTU</b> continue their initiatives to embed equality within the trade union movement</li> <li>9. Help the <b>Local Government Management Services Board</b> develop equal status policies for local authorities</li> </ol>

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			<p>10. Help <b>NGOs</b> build on initiatives from the "burning issues" work programme</p> <p>11. Ensure <b>solid data</b> exists to support initiatives for positive action.</p>
IS	<p><b>Icelandic Human Rights Centre</b> Hafnarstræti 20 101 Reykjavik</p> <p><a href="http://www.humanrights.is">www.humanrights.is</a></p> <p>Guðrún D. Guðmundsdóttir Director Guðrún Dögg Guðmundsdóttir Director</p>	<p><b>Equality now promoting diversity and equality in Iceland</b></p> <p>108.836,38 77,78 %</p>	<p>a) <b>Seminar on antidiscrimination laws in Iceland</b></p> <p>To help official efforts to develop effective, comprehensive legislation prohibiting all 5 main types of discrimination. Will discuss current situation, especially in context of EU antidiscrimination laws and possible transposition of EU directives in Iceland, with special emphasis on multiple forms of discrimination.</p> <p>b) <b>Mapping media portrayal of the five discriminated groups</b></p> <p>By InfoCredit - in broadcast and print media - at the beginning, middle and end of the project.</p> <p>c) <b>Survey (questionnaire) on attitudes towards the 5 groups in Icelandic society</b></p> <p>To map current prejudices in Icelandic society towards the elderly, minority religions, immigrants, disabled persons and homosexuals.</p> <p>d) <b>Situation testing project</b></p> <p>Study aiming to shed light on access to services and discrimination on the five grounds in the public sphere. Will also explore discriminatory hiring practices and attitudes in employment agencies, including attitudes towards women wearing a headscarf.</p> <p>e) <b>NGO conference and exhibition - discrimination in Iceland</b></p>

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			<p>Discussing the different grounds, antidiscrimination and awareness campaigns and best practice in Iceland. Lecturers from NGOs active in combating discrimination based on the five grounds, plus gender.</p> <p>e) <b>Exhibition of antidiscrimination campaigns from last 50 years</b></p> <p>Held in conjunction with the NGO conference.</p> <p>f) <b>Micro-film festival</b></p> <p>Will show 8 short films dealing with issues relating to discrimination based on one or more of the five grounds plus gender.</p> <p>g) <b>Equality photo contest</b></p> <p>In summer 2009, involving all municipal youth work schools in Iceland. Theme - "Equality for All". Winning photos printed as postcards with slogans and distributed for free in public places. A similar contest was successfully held in summer 2007 for EYEO.</p> <p>h) <b>Poster campaign</b></p> <p>Using prize-winning photograph "Love Difference" by Andrea Delta. The poster represents the six main themes and is designed to make people aware of, and reflect on, stereotypes.</p> <p>i) <b>Seminars on discrimination, terminology and stereotypes</b></p> <p>Six open meetings, led by NGOs representing each type of discrimination, plus gender.</p> <p>j) <b>Study on children's attitudes towards classmates with mental</b></p>

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			<p><b>disabilities</b></p> <p>k) <b>Reaching out - advice website for gay and lesbian immigrants + training for unions</b></p> <p>Continuation of the EYEO project <i>Reaching out</i>, providing the immigrant community with information on gay rights. Multilingual website can also be used by trade unions to hold training sessions.</p>
IT	<p><b>Istituto Don Calabria</b> Vicolo Pozzo, 23 37129 Verona</p> <p><a href="http://www.csben.it">www.csben.it</a></p> <p>Paolo Ferrari (director) Alessandro Padovani (director)</p>	<p><b>Opportunities to combat discrimination for minors and young offenders</b></p> <p><b>(Opportunità interne ed esterne per combattere la discriminazione nei confronti di minori e giovani autori di reato)</b></p> <p>99 242.00 79.88 %</p>	<p>KEY WORDS ethnicity, race, age, children, Roma, youth courts, vulnerability, awareness-raising, citizenship, responsibility, meetings, seminars, conferences, media</p> <p>TARGET AUDIENCE national authorities, local services, charities, NGOs and individuals</p> <p>DISCRIMINATION GROUNDS relevant to rehabilitation of young offenders (aged 15-25) – age, race, ethnicity, gender etc.</p> <p>GOALS</p> <ol style="list-style-type: none"> <li>improve cooperation between national and local government</li> <li>develop regional policies and involve relevant charities, associations and individuals</li> <li>overcome prejudice and cultural barriers that lead to exclusion, by raising awareness and getting people involved</li> <li>promote responsible behaviour in society at large (training on how to deal with young offenders and diversity management), stop alienation and delinquency, build trust-based relationships with young offenders and provide opportunities for integration and active involvement</li> </ol> <p>ACTIVITIES PHASE 1</p>

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			<ul style="list-style-type: none"> <li>• draw up <b>plan</b> and decide how project will be managed</li> <li>• <b>project launch</b> – national pilot group and local technical units to be set up</li> <li>• <b>initial meeting</b> to finalise arrangements for project management</li> <li>• arrangements for cooperation between <b>national institutions</b></li> <li>• arrangements for cooperation with <b>regional networks</b> set up at planning stage in the Veneto, Calabria and Sicily</li> <li>• arrangements for <b>printed information materials</b></li> <li>• decide on procedures for <b>central-local liaison</b></li> <li>• draw up <b>monitoring/self-assessment plan</b> and decide on how to implement it</li> </ul> <p>PHASE 2</p> <ul style="list-style-type: none"> <li>• construct <b>integrated system</b> of national and local measures against multiple discrimination</li> <li>• set up <b>forum</b> for people from relevant national institutions</li> <li>• set up <b>three citizenship forums</b> to discuss creation of large-scale networks linking all resources in a given region</li> <li>• <b>press conference</b> for launch</li> </ul> <p>PHASE 3</p> <ul style="list-style-type: none"> <li>• <b>raise awareness</b> of non-discrimination and social integration among target groups</li> <li>• <b>distribute project materials</b> with help of networks of charities, NGOs etc.</li> <li>• meet editorial team for "Vita" <b>magazine</b> on material for publication</li> <li>• <b>radio programmes</b> in Caltanissetta and Verona, with listener feedback (by e-mail and text message)</li> <li>• <b>book of photos</b> and 2010 <b>calendar</b> (with photos and text by young offenders)</li> <li>• Palermo – secondary school, "measure discrimination" <b>questionnaire</b> and youth <b>seminar</b> "Through the eyes of the peer</li> </ul>

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			<p>group”</p> <ul style="list-style-type: none"> <li>• Catanzaro – <b>seminar for youth workers</b> dealing with legal and social aspects of adolescence, alienation and delinquency, with Catanzaro youth court, young persons’ legal centre for Calabria and Basilicata and Italian teachers’ association, with funding from the Calabria regional authorities</li> <li>• Catanzaro – <b>meeting/interview with journalists</b> dealing with social affairs, “Dialogue for socially responsible communication”</li> <li>• Catania – <b>meeting with victims' associations</b> – Catania office for legal and social arbitration</li> </ul> <p>PHASE 4</p> <ul style="list-style-type: none"> <li>• <b>distribute results of project</b> (catalogue, calendar, folder, handbook) through national and local networks and justice ministry’s <u>youth justice website</u> Cosenza – round table at <u>Rexpò</u> and attendance at 2009 annual meeting on social responsibility</li> <li>• Venezia – <b>closing press conference</b> on theme of standing together and civic rights and responsibilities.</li> </ul>
LT	<p><b>Office of the Equal Opportunities Ombudsman</b> Seimyniskiu 1A 09312 Vilnius</p> <p><a href="http://www.lygybe.it">www.lygybe.it</a></p> <p>Ms Ausrine Burneikiene Equal Opportunities Ombudsperson Ms Julija Sartuch Adviser</p>	<p><b>Closer look at multiple discrimination</b></p> <p>239.438,48 80,00 %</p>	<p><b>Project goals</b> (building on EYEO '07)</p> <ul style="list-style-type: none"> <li>• raise public awareness of the nature, causes and effect of discrimination</li> <li>• stimulate debate among different social groups and stakeholders</li> <li>• distribute information on EU and national policy and legislation</li> <li>• strengthen political and legal commitments to fight discrimination.</li> </ul> <p><b>Target groups</b></p> <ul style="list-style-type: none"> <li>• NGOs representing different social groups</li> </ul>

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			<ul style="list-style-type: none"> <li>• regional and local mass media</li> <li>• employers</li> <li>• decision-makers</li> <li>• civil servants</li> <li>• general public.</li> </ul> <p>The <b>methods</b> vary by target group, to respond to their specific needs:</p> <ul style="list-style-type: none"> <li>• <b>training</b> for NGOs and regional and local mass media representatives</li> <li>• diverse social <b>advertising campaign</b> in each region of Lithuania</li> <li>• development of a <b>national plan</b> for equality data collection</li> <li>• development of <b>local examples</b> of the business case for diversity.</li> </ul> <p><b>Implementation partners</b></p> <ul style="list-style-type: none"> <li>• Equal Opportunities Ombudsman and Lithuanian Department of Statistics</li> <li>• NGOs</li> <li>• Lithuanian Centre for Human Rights</li> <li>• Human Rights Monitoring Institute.</li> </ul> <p><b>Expected results</b></p> <ul style="list-style-type: none"> <li>• giving NGOs <b>litigation skills</b> and knowledge of the issues</li> <li>• making regional <b>mass media</b> aware of discrimination issues</li> <li>• establishing an integrated national system for <b>collecting equality data</b></li> <li>• developing strategic frameworks for diversity in <b>Lithuanian companies</b></li> <li>• greater commitment by Lithuanian businesses to deploy</li> </ul>

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			<p><b>diversity plans</b></p> <ul style="list-style-type: none"> <li>• more <b>education of the general public</b> on the issues</li> <li>• maintenance of <b>public debate</b>, especially in Lithuania's regions.</li> </ul>
LU	<p><b>Office of the Commissioner for Foreigners</b> 12-14 avenue Emile Reuter 2919 Luxembourg</p> <p><a href="http://www.cge.etat.lu">www.cge.etat.lu</a></p> <p>Ms Christiane Martin Government Commissioner for Foreigners Ms Laure Amoyel Expert</p>	<p><b>Stop and think - think and stop discrimination</b> 299 977,45 80 %</p>	<p>This project was modelled on the European anti-discrimination agenda campaigns (2001-2006), the PROGRESS programme and the national strategy for the European year of equal opportunities for all (2007). The goal is to <b>raise public awareness of all the types of discrimination</b> cited in Directives 2000/43/EC and 2000/78/EC. It will feed public debate and more specialised discussions. It includes various activities and encourages some people who are not very active in the field to do more awareness-raising and information-sharing. We are targeting a number of groups for the first time, or doing more for the them:</p> <ul style="list-style-type: none"> <li>○ <b>for employers</b>, and others working in the field of careers and employment – an "Égalité des chances professionnelles" label as subset of the "Entrepreneuriat socialement responsable" label</li> <li>○ for public sector <b>social workers</b> – an online anti-discrimination training platform</li> <li>○ for professionals working in <b>socio-educational organisations</b> and groups of children – a project on teaching children to live together in a diverse environment</li> <li>○ for <b>publishers</b> and <b>groups of children</b> and <b>adolescents</b> – analysis of children's stories and workshops, and a handbook to help teachers and parents organise storytelling workshops and use stories to teach children how to be good citizens</li> <li>○ for <b>health professionals</b> - targeted training</li> <li>○ for <b>lawyers</b> and civil society - round table discussions on how the European Court of Human Rights deals with discrimination cases</li> <li>○ for <b>municipalities, unions, associations</b> and the general public – information evenings on national laws implementing EU</li> </ul>



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			<p>directives</p> <ul style="list-style-type: none"> <li>○ <b>actors, directors</b> and <b>writers</b> – commissions for onstage performance</li> <li>○ for the <b>general public</b> – information and awareness campaign by the Centre for equal treatment.</li> </ul>
LV	<p><b>The secretariat of the special assignments minister for social integration</b> Brivibas Street 39 1010 Riga</p> <p><a href="http://www.integracija.gov.lv">www.integracija.gov.lv</a></p> <p>Ms Evita Kirilova Acting head of the secretariat Ms Vineta Polatside Head of Unit</p>	<p><b>Latvia equal in diversity IV</b></p> <p>295.656,32 80,00 %</p>	<p><b>Project activities</b></p> <ol style="list-style-type: none"> <li>1. <b>Preparation</b> Collecting necessary information and materials, identifying the main stakeholders, experts, lecturers etc. and working out a detailed plan of all activities. Technical issues will also be resolved by the project's steering committee, working groups and councils.</li> <li>2. <b>Training</b> Seminars, discussions, courses, conferences etc. will be organised for different target groups (tailored to the needs identified for each group in previous awareness campaigns and projects): teachers, university staff, politicians, judges and legal practitioners, schoolchildren and students, media representatives, representatives of NGOs etc.</li> <li>3. <b>Interactive public awareness activities</b> Targeting specific groups: large-scale national campaigns, media campaigns, exhibitions, contests, public events etc.</li> <li>4. <b>Publication of information materials</b> Training and information materials, summaries and analyses of discussions, and a website (e.g. brochure for foreign students, manuals for teachers, handbook of good practice by NGOs in Latvia, resource book and toolbox for politicians, postcards, posters etc.).</li> </ol>

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MK	<p><b>Polio plus - Movement against disability</b>            Ul Rudi Cajevac 33/3            1000 Skopje</p> <p><a href="http://www.polioplus.org.mk">www.polioplus.org.mk</a></p> <p>Mr Savreski Zvonko            President            Ms Natasa Postolovska            Manager</p>	<p><b>Macedonia without discrimination</b></p> <p>159.940,00            79,99 %</p>	<p><b>Overall goal</b> – to eliminate discrimination in society</p> <p><b>Specific goal</b> - to further develop in Macedonia an environment that is conducive to developing and implementing effective antidiscrimination laws in line with EU law in the field.            Applicant and its partners, including the Ministry, have pledged to implement part of the activities in 2008.</p> <p><b>Results expected after 2008 implementation</b></p> <ul style="list-style-type: none"> <li>• greater <b>awareness</b> of equality and benefits of diversity among young people and the general public</li> <li>• better <b>legal environment</b> and capacities of relevant stakeholders</li> <li>• effective <b>partnership</b> between national and local authorities, civil society and communications specialists, working to establish mechanisms for monitoring and protection.</li> </ul> <p><b>Priority fields of action</b> (according to working group)</p> <ul style="list-style-type: none"> <li>• awareness-raising</li> <li>• institutional development.</li> </ul> <p><b>Activities to be implemented</b> under this call for proposals</p> <ol style="list-style-type: none"> <li>1. <b>Raising awareness</b> - through promotional materials (TV adverts, films etc.), creative assistance for professional photographers, developing software applications, debates on the different types of discrimination and employment and challenging young people to promote diversity.</li> <li>2. <b>Institutional development</b> - through capacity building in</li> </ol>

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			Macedonia, analysis and a study visit to an EU equality body, as well as data collection to measure discrimination.
MT	<p><b>KNPD - Kummissjoni Nazzjonali Persuni B'Dizabilita</b> Istituto Vincenzo Bugeia, Centru Hidma Socjali SVR 1012 St Venera</p> <p><a href="http://www.knpd.org">www.knpd.org</a></p> <p>Joseph M. Camilleri Chair Anne-Marie Callus Manager</p>	<p><b>Access for all - success for all</b></p> <p>147.701,73 80,00 %</p>	<p>The project will be implemented in cooperation with the National Commission for the Promotion of Equality, and activities will run from <b>December 2008 to November 2009</b>. The dates below may change depending on speaker availability or other factors.</p> <p><b>December 2008</b> – KNPD's National Disability Week</p> <ul style="list-style-type: none"> <li>• poster depicting theme of the week</li> <li>• national conference with Lydia la Rivière-Zijdel, international gender and disability consultant</li> <li>• advertising campaign</li> </ul> <p><b>January 2009</b> - half-day meeting with guidance counsellors offering career advice for disabled and ethnic-minority students</p> <p><b>January-November 2009</b> - equality training in schools about and by disabled persons and ethnic minorities</p> <p><b>January-November 2009</b> - individual meetings between employers and disabled people in the context of KNPD's current revision of its National Employment Policy</p> <p><b>April 2009</b> - Disabled People's Parliament, with the participation of Yannis Vardakastanis, president of the European Disability Forum</p> <p><b>May 2009</b> - advertising campaign on use of the parking card for disabled people</p> <p><b>June 2009</b> - equality training day for KNPD, NCPE and other capacity-building organisations</p>

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			<p><b>July 2009</b> – disability equality training for trainers course with Raymond Johnston from People First (self-advocacy)</p> <p>Activities going on throughout the project:</p> <ul style="list-style-type: none"> <li>• <b>backdrop to be used for all activities</b> with a corresponding poster</li> <li>• <b>promotional messages</b> on equal opportunities and non-discrimination</li> <li>• <b>merchandise with the campaign slogan</b> for distribution during all activities</li> <li>• <b>publications in accessible formats</b> (large print, audio, easy-to-read and sign language DVD) to inform disabled people and their families about their rights</li> </ul> <p>A wide range of activities will take place, ranging from meetings with specific stakeholders to general publicity campaigns.</p> <p>The various project activities target <b>discrimination based on:</b></p> <ul style="list-style-type: none"> <li>• disability and race/ethnic origin</li> <li>• disability only</li> <li>• race/ethnic origin only</li> </ul> <p>Activities targeting both types of discrimination will emphasise the common aspects of discrimination faced by disabled people and discrimination based on race/ethnic origin. Other activities will address issues specific to each sector.</p>

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NO	<p><b>The equality and Antidiscrimination Ombud.</b> Postboks 8048 Dep. N-0031 Oslo</p> <p><a href="http://www.ldo.no">www.ldo.no</a></p> <p>Ms Bjørg Unstad Head of Unit Mr Christopher Gambert Adviser</p>	<p><b>Fostering good practices in the Workplace</b></p> <p>300.000,00 80,00 %</p>	<p>The campaign involves:</p> <ul style="list-style-type: none"> <li>• <b>regional training seminars</b> for union representatives and businesspersons, as a follow-up to activities undertaken during EYEO</li> <li>• <b>awareness-raising activities</b> for the general public and specific target groups regarding the directives and their transposal into Norwegian law</li> <li>• the promotion and distribution of <b>good practice</b> in employment and access to services.</li> </ul> <p><b>Target groups</b> include public and private employers, union and employer organisations, public-service employees and the general public.</p> <p>The Norwegian Equality and Antidiscrimination Ombudsman will manage and carry out the campaign.</p> <p><b>Goal:</b></p> <ul style="list-style-type: none"> <li>• <b>spread information</b> about existing equality and antidiscrimination legislation and employers' duties under such legislation</li> <li>• <b>share good practice</b> between employers and service providers.</li> </ul>
PL	<p><b>Ministry of Labour and Social Policy</b> Ul. Nowogrodzka 1/3/5 00-513 Warsaw</p> <p><a href="http://www.mpips.gov.pl">www.mpips.gov.pl</a> <a href="http://www.kobieta.gov.pl">www.kobieta.gov.pl</a></p>	<p><b>Making progress counteracting discrimination promoting diversity</b></p> <p>230.158,46 80,00 %</p>	<p><b>Making progress - counteracting discrimination, promoting diversity</b> comprises two main actions: (1) ethnobus and (2) training and promotion.</p> <p>Both seek to increase awareness of the importance of equal treatment. The actions are derived directly from European values and Polish</p>

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	Ms Agnieszka Chlon-Dominczak Undersecretary of the State in the Ministry of Labour and Social Policy		<p>antidiscrimination law based on European antidiscrimination directives.</p> <p><b>Action 1 - Ethnobus</b></p> <p>Developed by:</p> <ul style="list-style-type: none"> <li>• The State Ethnographical Museum in Warsaw and the Ministry of Labour and Social Policy</li> <li>• Ministry of Interior and Administration</li> <li>• Ministry of National Education</li> <li>• Ministry of Culture and National Heritage</li> <li>• Polish Teachers' Union</li> <li>• Mazowieckie Voivodeship Board</li> <li>• non-governmental organisations dedicated to promoting equality, tolerance and multiculturalism</li> </ul> <p>The following have already confirmed they will participate:</p> <ul style="list-style-type: none"> <li>• the B'nai B'rith Association in Poland</li> <li>• Muslim League in Poland</li> <li>• Campaign Against Homophobia</li> <li>• Union of Polish Romanies</li> <li>• eFKa Women's Foundation</li> </ul> <p>A state-of-the-art bus, with multimedia and other equipment, will drive across Poland with <b>educational materials, catalogues, folders, films</b> and <b>exhibitions</b> that promote equality, multiethnicity and multiculturalism.</p> <p>The project will be implemented in 2009. The ethnoBUS will <b>visit some 180 small and medium-sized towns</b>, and its route will be covered extensively in national and local media. Maria Kaczyska, Poland's First Lady, has been asked to be the honorary patron.</p>

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			<p>The Ministry of Labour and Social Policy seeks, through cultural programmes, to promote better public understanding of the benefits of equality and diversity and works to counter all types of discrimination in society.</p> <p>Because bodies dealing with equality and multiculturalism operate in large cities only, their work reaches a small number of people only. There is a real need to create <b>practical tools</b> that could be used to organise smaller and larger <b>events throughout Poland</b>.</p> <p>By combining the experience and strengths of many <b>minority organisations</b> with the support of ministries and a partnership with the <b>Polish Teachers' Union</b>, we can create a programme with great coverage and impact.</p> <p><b>Action 2 – Promotion and training</b> – has 3 modules:</p> <p>(1) The <b>piaskownica</b> (sandpit) <b>spot</b>, commissioned as part of EYEO '07, will be shown in a network of cinemas and targets people 18 years and up in towns of less than 500,000 people.</p> <p>(2) <b>12 one-day training sessions</b> for some 300 people on identifying and combating discrimination. Goal - to provide participants with the tools they need to do so and to increase awareness of potential discrimination against various social groups.</p> <p>(3) <b>6 meetings of the Committee for Equal Treatment</b>, at which issues connected with discrimination, acceptance, tolerance and diversity will be discussed. Experts in the field will attend – politicians, clerks, NGO representatives, scientists and journalists.</p>

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RS	<p><b>Centar za unapredjivanje pravnih studija</b> Goce Delceva 36 190177 Beograd</p> <p><a href="http://www.cups.org.yu">http://www.cups.org.yu</a></p> <p>Mr Vladimir Vodinelic Director Mr Sasa Gajin Coordinator</p>	<p><b>Awareness raising activities related to the implementation of the law on prohibition of discrimination of people with disabilities</b> 131.916,88 74,99 %</p>	<p>Project activities relate to discrimination against people with disabilities and bodies helping them, and will take place in 4 phases:</p> <p><b>Phase 1</b> – Reporting and publishing the annual report on implementation of the law prohibiting discrimination against the disabled</p> <p><b>Phase 2</b> – Supporting implementation of the law, to attain equality for disabled people's groups)</p> <p><b>Phase 3</b> – Supporting implementation of the law, to address architectural barriers and accessibility of public services)</p> <p><b>Phase 4</b> – Two-day international conference on application of international and EU standards on the social and legal position of the disabled</p>
SE	<p><b>The equal opportunities ombudsman</b> Post : Box 3397 Visit : Drottningatan 92-94 10368 Stockholm</p> <p><a href="http://www.jamombud.se">www.jamombud.se</a></p> <p>Ms Anne-Marie Bergström Equal Opportunities Ombudsman Ms Eva Nikell Public Relations Manager</p>	<p><b>The equal workplace</b> 288.559,10 80,00 %</p>	<p>This campaign seeks to raise awareness about <b>Sweden's new antidiscrimination act</b> by bringing together the:</p> <ul style="list-style-type: none"> <li>• Equal Opportunities Ombudsman (JämO)</li> <li>• Ombudsman for ethnic discrimination (DO)</li> <li>• Ombudsman for discrimination based on sexual orientation (HomO)</li> <li>• Disability Ombudsman (HO)</li> </ul> <p><b>Focus</b> - the <b>labour market</b> and the creation and development of an equal workplace.</p> <p><b>Main target group</b> - employers and unions, and their associations.</p>



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			<p><b>Secondary target group</b> - NGOs and businesses in the antidiscrimination field.</p> <p><b>Discrimination types</b> covered are:</p> <ul style="list-style-type: none"> <li>• gender</li> <li>• ethnic origin</li> <li>• religion or other belief</li> <li>• sexual orientation</li> <li>• disability</li> <li>• age and gender identity or expression</li> </ul> <p>The strategy includes:</p> <ul style="list-style-type: none"> <li>• <b>distributing information</b> about rights and obligations and tools to support practical efforts to promote equality in the workplace</li> <li>• <b>information seminars</b> with local and regional social partners, NGOs and other stakeholders</li> <li>• <b>a national launch event</b> with some 600 representatives from the target group to provide relevant, up-to-date information and tools for dissemination in order to boost equality efforts in Swedish workplaces.</li> </ul>
SI	<p><b>Studentski kulturni center</b> Stari trg 21 1000 Ljubljana</p> <p><a href="http://www.skuc.org">www.skuc.org</a></p> <p>Ms Karmen Jernejcic General Secretary Ms Natasa Sukic</p>	<p><b>Diversity management in employment</b> 142.446,95 80,00 %</p>	<p>The <b>diversity management in employment</b> project is a response to the failure to implement (or fully implement) existing law and equal-opportunity measures on Slovenia's job market, which results in:</p> <ul style="list-style-type: none"> <li>• multiple forms of discrimination going unrecognised</li> <li>• inability to combat discrimination and introduce preventive measures</li> </ul>

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			<p>This phenomenon remains invisible, and statistics are lacking due to <b>victims' remaining silent</b> and <b>employers' failing to recognise discrimination</b>. Existing antidiscrimination legislation is useless if not implemented.</p> <p>The project aims to increase awareness and to train trade unions and employers on:</p> <ul style="list-style-type: none"> <li>• the destructive impact of discrimination, whatever the type, in employment</li> <li>• efficient measures for recognizing and combating it</li> <li>• techniques to raise awareness, inform and empower victims of discrimination</li> </ul> <p>The second major target group is the <b>general public</b>.</p> <p><b>Project activities</b> include:</p> <ul style="list-style-type: none"> <li>• the <b>development of a handbook</b> with guidelines for introducing diversity management and equal opportunities policy in employment for trade unions/employers</li> <li>• <b>training employers and unions</b> in implementing diversity management</li> <li>• <b>awareness-raising campaign</b> for general public</li> </ul> <p>Other goals are the development of a <b>method for managing diversity in employment</b>, to prevent and combat inequality and discrimination.</p> <p>In a wider sense, the project aims to raise the awareness of all <b>stakeholders</b>:</p> <ul style="list-style-type: none"> <li>• trade unions</li> <li>• employers</li> </ul>

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			<ul style="list-style-type: none"> <li>• workers</li> <li>• jobseekers</li> <li>• state employment offices</li> <li>• employment agencies</li> <li>• government equality bodies</li> <li>• labour courts and labour inspectors</li> <li>• general public</li> <li>• private citizens</li> </ul>
SI	<p><b>Mirovni institute</b> Metelkova 6 1000 Ljubljana</p> <p><a href="http://www.mirovni-institut.si">www.mirovni-institut.si</a></p> <p>Mr Lev Kreft Director Ms Neza Kogovsek Coordinator</p>	<p><b>Progressing towards equality an intersectional approach to discrimination protect</b> 139.626,44 80,00 %</p>	<p>This project focuses on the intersection between the 5 main types of discrimination and between gender discrimination and the other types. The goals of the project are to:</p> <ul style="list-style-type: none"> <li>• <b>gather information</b> on multiple discrimination</li> <li>• <b>raise awareness</b> of multiple discrimination, which creates vulnerable subgroups within larger vulnerable groups</li> <li>• <b>encourage partnerships</b> between organisations and people tackling one type of discrimination only (disability, sexual orientation, etc.), to help them realise that people suffering multiple types of discrimination have different needs than other members of their protected group (an elderly disabled woman; a Roma homosexual, a Roma disabled woman, etc.)</li> </ul> <p>Various activities related to multiple discrimination will take place. These include a <b>preliminary analysis</b>, based on semi-structured interviews, of the occurrence of multiple discrimination in Slovenia and <b>8 workshops</b> on multiple discrimination (4 for local NGOs and 4 for new and sitting judges).</p> <p><u>NGOs</u> Local activists from various organisations will come together to learn</p>

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			<p>about multiple discrimination, share their experience and explore possibilities for joint action.</p> <p>Because local activists and NGO representatives are intimately aware of conditions in the field, we regard them as active participants in the workshops, and for that reason they will receive a small fee for attending.</p> <p><b><u>Judges</u></b> Holding specialised two-day workshops for judges will extend the discussion of multiple discrimination beyond civil society into judicial circles. Past sessions have shown that further training is very much needed. Namely, so far only a few sessions have been provided for a small number of judges. A large majority is still unaware of <b>developments in antidiscrimination law.</b></p> <p><b><u>Media campaign</u></b> A website, large posters and press conferences will raise public awareness of multiple discrimination.</p> <p>The first press conference will accompany the project launch. The second will present the project results, in parallel with an international conference.</p> <p>A publication will be widely distributed containing:</p> <ul style="list-style-type: none"> <li>• the results of the preliminary analysis</li> <li>• information obtained at the local training sessions</li> <li>• good practice</li> </ul> <p>A <b>1-day international conference</b> will close the project, focusing on multiple discrimination and the importance of recognizing and preventing it. The publication will also be distributed at the</p>

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			<p>conference.</p> <p>Multiple discrimination has not been discussed in public, and greater awareness is sorely needed.</p>
UK	<p><b>Royal association for Disability and rehabilitation</b> 12 City Forum, 250 City Road EC1V 8AF London</p> <p><a href="http://www.radar.org.uk">www.radar.org.uk</a></p> <p>Ms Liz Sayce Chief Executive</p>	<p><b>Achieving equality for disabled people in the public sector</b> 123.112,00 80,00 %</p>	<p>RADAR wants to identify, raise awareness and spread good practice guidance on using the <b>Disability Equality Duty (DED)</b>, introduced in 2006 to achieve core public service goals and culture change.</p> <p>The DED requires public authorities in Britain to promote equality and tackle institutional disability-related discrimination, partly by involving disabled people in creating a <b>Disability Equality Scheme (DES)</b>.</p> <p>The guidance will:</p> <ul style="list-style-type: none"> <li>• <b>include narratives</b> on how engagement, evidence gathering and action planning have fed into improvements in customer service, drawing on new labour pools and achieving public service goals (from reducing school exclusions to improving access and choice in health services)</li> <li>• <b>share learning</b> on how to go beyond tick-box compliance to really embed changes in business and culture</li> </ul> <p>Since Britain is one of few EU countries with positive duties, learning from this <b>project will be of interest across Europe</b> - and across equality strands. Many of the examples identified are likely to come from single equality schemes, and our work will touch where relevant on approaches to tackling multiple discrimination.</p> <p>We propose soliciting DED/DES-related feedback from a broad sample</p>

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			<p>of stakeholders, then using this to:</p> <ul style="list-style-type: none"> <li>(a) <b>prepare guidance materials</b> for public bodies on effectively implementing the DED and for disability organisations on influencing/co-producing work on it</li> <li>(b) <b>give profile to these materials</b> and stimulate progress on the DED through key products, partners, events, media and policy work</li> <li>(c) <b>feed into the development of antidiscrimination law</b> in Britain and the EU</li> </ul> <p>Primarily the feedback will be sought through <b>online surveys</b> of senior public sector staff and disability groups. Where these reveal good practice, <b>20 follow-up meetings</b> will be held - uniting key stakeholders, including ministers of UK government departments, to get a rich picture of good practice from different perspectives.</p> <p>RADAR will distil key messages from this to produce a <b>Handbook on DED good practice</b>. The need for it is evident, as recent research revealed only 54% DED compliance, which highlights the need to share best practice.</p> <p>It is all the more pressing given the UK Government's plans to introduce a <b>Single Equality Duty (SED)</b>, whose provisions are likely to include those of the DED - and whose fortunes will thus partly mirror the DED.</p> <p><b>10,000 copies of the handbook</b> and DVD will be distributed to public and disability bodies across Britain, and both will be downloadable from a new <b>RADAR webpage on DED/SED good practice</b>.</p> <p>Project learning will feed into the development of Britain's planned single equality legislation. It will support implementation of a key component, the SED, by increasing the ability of public and voluntary</p>

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			<p>bodies to work together to meet likely SED provisions on disability. There will be opportunities to inform future work on disability equality by government departments.</p> <p>RADAR will work in partnership with key Europe-wide campaigning bodies to widely distribute learning and so strengthen development of effective positive public-sector duties in other parts of the EU. This will also support implementation of the planned <b>EC directive on antidiscrimination outside employment</b>; and demonstrate the wider impact of the DED on other equality dimensions - in incorporating equality into core delivery of public policy, making public services more effective.</p>
UK	<p><b>Law Centres Federation</b> 293-299 Kentish Town Road NW5 2TJ London</p> <p><a href="http://www.lawcentres.org.uk">www.lawcentres.org.uk</a></p> <p>Ms Julie Bishop Director Ms Olaronke Flora Williams Equality and Diversity Manager</p>	<p><b>Everyone is equal</b> 111.120,30 79,99 %</p>	<p>This project will make the aims and goals of the <b>EU progress agenda</b> a reality for ordinary members of the UK population, especially those who are mostly affected by the issues that the progress agenda aims to empower.</p> <p>This is a bottom-up awareness project covering England, Scotland and Wales and calling on:</p> <ul style="list-style-type: none"> <li>• <b>specialist discrimination-advice practitioners</b> who have strong links and knowledge of local and regional issues facing socially excluded people</li> <li>• <b>law centres</b>, which have experience of going out into communities to raise the public's awareness of rights and remedies</li> </ul>