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Country	**Organisation and address**	**Amount awarded and rate of funding**	**Title**	**Description**
Austria	**Ludwig Boltzmann Gesellschaft - Institut für Menschenrechte** Freyung 6, 1. Hof, Stiege 2 1010 Wien http://www.univie.ac.at/bim	€ 92.869,76 79,98 %	DIVERSITY AND EQUAL OPPORTUNITIES AT WORK	In Austria, people belonging to groups covered by anti-discrimination legislation still face massive obstacles when it comes to enforcing their rights in practice. This project sets out to remove those obstacles and promote diversity and equal opportunities through well-targeted measures aimed at **businesses**. Getting employers and staff to talk about equal opportunities is a core element. In pilot companies, the aim is to initiate organisational-development processes guided by the equality mainstreaming approach. This involves addressing all grounds for discrimination, and multiple discrimination. We work with **individual companies** to: – analyse the status quo – draw up customised targets – formulate concrete measures and – identify factors that help or hinder. We are also **developing practical guidelines** on diversity and equal opportunities for businesses. A **framework strategy** for equal opportunities in businesses will then be drafted, drawing on the guidelines and pilot companies' experience (which they can exchange via a network). These measures form the basis for positive, effective implementation of anti-discrimination law and could help employers put in place equality policies that go beyond legal requirements towards corporate social responsibility (CSR). Through a combination of **written guidelines** and **advice** from the project team, the project will provide political decision-makers and others with realistic, practical guidance on European and national anti-discrimination law.

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Austria	**Zeit!Raum - Verein für soziokulturelle Arbeit** Sechshauserstrasse 68-70 1150 Vienna http://www.zeitraum.org	€ 90.919,44 78,97 %	FROM SCHOOL TO WORK WITH NO DISCRIMINATION!	This project aims to help 14-19 year-olds with the transition from school to working life (e.g. early school leavers who go into vocational training, get a job or are still trying to decide what to do after school) – by raising awareness through workshops. The workshops focus on the 5 types of discrimination and EU and national laws to counter them. This target group is particularly vulnerable to discrimination and unequal treatment and is poorly informed about their rights. The activities and results include: 1. 2-day workshops across Austria 2. a new toolkit for teachers and other advisors working with young people both in and outside school 3. expanding an existing handbook on (non)discriminatory behaviour and use of language 4. a new online advisory service for young people 5. updating the website http://www.youth-progress.at

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Bulgaria	**Ministry of Labour and Social Policy** 2, Triaditza Str. 1051 Sofia http://www.mlsp.government.bg	€ 244.829,31 79,98 %	PROGRESS TO EQUALITY: EFFECTIVE AND INNOVATIVE PRACTICES TO COMBAT AND PREVENT DISCRIMINATION	5 integrated types of activities: A. A Kick-off meeting and press-conference B. Spreading good practice - Three regional workshops for employers, managers in small businesses and trade unions - Three national workshops for the legal profession (criminal and civil law) - Three national workshops for educators - One national workshop for media - One national workshop for law enforcement bodies (Police). C. Promoting equality and raising awareness TRUE-equality week - info-days in big cities & international closing conference D. A national representative study Comprehensive picture of the national specifics and aspects of multiple discrimination. E. Publications: 1: **Diversity toolkit for media**, reflecting and presenting national and EU examples of hate speech and positive practices in the media 2: **Fair treatment toolkit** aimed at police officers, local authorities and educators 3: **National effective anti-discrimination legal practices** - Vol. II 4: **The business case for diversity guidelines** - shedding light on access to quality jobs and decent employment 5: **Leaflet presenting the project**, its aims and objectives, key events, targets, products and results. The project events are intended to raise awareness, plan joint action, identify, analyse and exchange good practices and mutual learning.

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Croatia	**Centre for Peace Studies** Pierottijeva 3 10000 Zagreb http://www.cms.hr	€ 133.069,81 79,58 %	SUPPORTING THE IMPLEMENTATION OF THE ANTI-DISCRIMINATION ACT II	**1st cluster:** Increasing the capacity of judges and lawyers to implement the legislation. **Training activities** adopting a regional approach (4 courses for judges and prosecutors in 4 different regional centres) and involving more lawyers and legal practitioners, especially those who provide legal assistance to NGOs. **Second cluster**: Developing national policy to combat discrimination and guidelines for upgrading it: - transparent **consultation process for developing antidiscrimination policy** * include state and civil sector organisations dealing with vulnerable groups * detect main problems facing people of different race, ethnic minorities (especially Roma and Serbs), people with disabilities, LGBTT population, young people, the elderly, religious groups * identify most vulnerable groups (those exposed to multiple discrimination - focus on gender aspects contributing to discrimination of vulnerable groups). - on the basis of these findings, draft guidelines for upgrading national anti-discrimination policy and propose anti-discrimination mainstreaming in other national policies - deliver proposals to Government office for human rights and Ministry of justice. - disseminate information on EU and national policy and legislation in **yearbook on anti-discrimination practice** (overview of novelties in antidiscrimination legislation in EU, judicial practice and best practices in combating discrimination through non judicial/legislative means, specially awareness raising and education).
Croatia	**Croatian Employment Service** Radnicka cesta 1 10 000 Zagreb http://www.hzz.hr/	€ 119.868 80 %	SUPPORTING EQUALITY IN CROATIAN LABOUR MARKET	The proposed project consists of three components: I. **identify main features of discrimination** on grounds of disability, race and ethnic origin, age, sexual orientation and religion in the Croatian labour market. II. **help labour market stakeholders** more efficiently include anti-discrimination issues in labour market policies. III. **promote diversity among employers** in Croatia.

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Cyprus	**Cyprus Police** Antistratigou Floraki 1478 Nicosia http://www.police.gov.cy	€ 89.968,30 80 %	CYPRUS POLICE AGAINST DISCRIMINATION FOR DIVERSITY	Activities organised by the Cyprus police against discrimination and for diversity. **Target group**: Police officers - especially immigration officers who interact daily with people vulnerable to discriminatory behaviour 1. **Meeting** of project team; 2. **Conference**: Police experts from Ireland, the UK, the Netherlands and Norway to review discrimination/diversity issues in training, experiences and best practices. Workshops to be organised; 3. **Seminar** for senior police officers, covering issues of discrimination and diversity from a holistic approach, including management of diversity and policy formulation; 4. **Police training curriculum** to be developed jointly by an NGO, the police, and an academic consultant. Training material to include video interviews of people with negative and positive experiences with the police to illustrate issues and guide discussion on non-discriminatory practices; 5. **Incorporation of the new curriculum in the existing Police Academy training programmes**; 6. **Implementation** of training: a)Training of all trainees (all levels) at Police Academy Sept. to Dec. 2010 delivered jointly by NGO and police b)Three specialised seminars on diversity and discrimination with participation of NGOs, national contact point on discrimination, Police Equality Committee, Authority for Equality and Against Discrimination, and Office for Combating Discrimination; 7. **Train the trainers -** Seminar to ensure continuity and sustainability. Conducted by two EU police experts; 8. Design and publication of **information brochure and poster** in 3 languages 9. **Police Diversity Day**, event open to the public: dissemination of awareness-raising material; 10. **Study** on the role, position and function of women in the police for 2010; 11. **Conference** on the role of women in the police past and present.

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Cyprus	**The Office of the Commissioner for Administration (Ombudsman)** Era House, 2 Diagorou Str. 1097 Nicosia http://www.ombudsman.gov.cy	€ 176.743,78 79,04 %	ORGANISE A CAMPAIGN TO INFORM AND SENSITISE THE GENERAL PUBLIC AND SELECTED STAKEHOLDERS ON DISCRIMINATION ISSUES, IDENTIFY THE NEEDS OF CERTAIN VULNERABLE GROUPS, AND PROMOTE GOOD PRACTICE IN COMBATING DISCRIMINATION	1) **Media campaign**: TV spot and 2 Radio spots to raise awareness and sensitise the general public to discrimination on the grounds of race, age and sexual orientation 2) **Codes of good practice**: (a) for the media, on presenting news/issues that concern people of different racial or ethnic origin. (b) for employers, on combating discrimination against people with disabilities 3) Funding for the production of a **theatre play** on discrimination 4) Funding for an NGO working on gender issues to conduct a **survey** to identify the vocational training needs of migrant women in Cyprus 5) **Lecture** on the (positive) role of literature in the integration of immigrants in Cyprus 6) **Seminar** on the rights of EU citizens living in Cyprus 7) **Information leaflets** on the powers and roles of the ombudsman's office in the field of equality 8) **Website** for the Equality Body 9) **One day event** on the history, culture and minority rights of the 3 religious/ethnic minorities living in Cyprus - the Armenians, the Maronites and the Latins 10) **Seminar** on integrating gender issues into migration policy and practice 11) **Seminar** for union members on anti-discrimination legislation 12) **Help the Labour Institute fund** (a) the maintenance and upgrading of its anti-discrimination website, (b) a survey on discrimination against migrant workers in the field of employment.
Czech Republic	**University of West Bohemia** Universitni 8 30614 Plzen http://www.zcu.cz/	€ 82.692,97 79,94 %	SELECTED ASPECTS OF PROHIBITION OF DISCRIMINATION	a) **University course** on legal aspects of non-discrimination b) **Text book** and study materials on anti discrimination c) **Study trips** to inform on anti discrimination and its application in legal practice d) Final **international conference**.
Denmark	**Danish Institute for Human Rights** Strandgade 56 1401 Copenhagen K http://www.humanrights.dk	€ 217.263,89 80 %	DIVERSITY LAB 2010 - FOR SMALL BUSINESSES - AND MIA AWARD COMPETITION	The project will focus on strengthening relations and interaction with important actors on the Danish labour market, setting an agenda for diversity and raising awareness of anti-discrimination legislation in Denmark. This will be done through the Diversity Lab project, focusing especially on small businesses, the MIA-award (including mapping potential candidates for the award), workshops, testing diversity tools, diversity training sessions, information campaigns, press coverage.

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Estonia	**TALLINN UNIVERSITY OF TECHNOLOGY** Ehitajate tee 5 19086 Tallinn http://www.ttu.ee	€ 185.714,19 80 %	COMBATING DISCRIMINATION AND PROMOTING TOLERANCE AND EQUALITY IN ESTONIA	**General activities**: **International conference** bringing together stakeholders, policymakers and government officials. Focus on multiple aspects of equal treatment, specifically on the effectiveness of the Estonian implementing legislation for EU directives 43/2000 and 78/2000, the capacity and work of the equality body and certain aspects of discrimination. **Training seminars** for legal professionals (judges, sworn attorneys, prosecutors, etc) to raise awareness of the Equal Treatment Act and how to use the legislation effectively to defend people's rights to equal treatment. **Specific activities**: **Multi-component equal treatment campaign** focusing on combating discrimination in areas where awareness is low, e.g. race and sexual orientation. Activities include traditional media campaign elements (billboards, television clips, website) and social networking, film festival programmes, a thematic magazine enclosed in a weekly newspaper, comic series, etc. The central connecting element is the website, which will continue to exist after the campaign as a general non-discrimination resource and platform for future activities.

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Finland	**Ministry of the Interior** Kirkkokatu 12 P.O. Box 26 00023 Government (Helsinki) http://www.equality.fi	€ 287.889,33 62,48 %	YES - EQUALITY IS PRIORITY 3	The project builds on previous national and trans-national awareness-raising activities co-funded by the Progress Programme and the Community Action Programme. Activities are proposed around the following **themes**: - non-discrimination mainstreaming - positive action - measurement of discrimination - multiple-discrimination. Activities will be **implemented in partnership** by key ministries, self-governance and equality bodies and umbrella NGOs and organisations promoting dialogue. The following **grounds of discrimination** are addressed: - ethnic origin - age - disability - sexual orientation and gender identity - religion or belief - gender on multiple bases. Gender mainstreaming is included in all activities. **Non-discrimination mainstreaming**: - training and sharing information on equality - planning and producing supportive training material - transferring good practices from private companies to public sector workplaces - supporting the active citizenship of ethnic minorities. **Positive action**: - studying reasonable accommodation measures - supporting national servicemen with immigrant background. **Measurement of discrimination**: - a pilot experiment establishing local advisory and reporting services for victims of discrimination **Multiple discrimination**: - a study on discrimination faced by children and teenagers. The project is subject to continuous internal and external evaluation. Information on the project activities will be shared e.g. on the Internet: national equality portal http://www.equality.fi.
France	**Observatoire des inégalités** 35 rue du canal 37000 Tours http://www.inegalites.fr	€ 98.145,21 66,82 %	Platform for statistical studies on discrimination	1) Development of the platform to promote the best quantitative techniques for measuring discrimination 2) Training on discrimination and its relationship to inequality 3) Completion of new studies on discrimination

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FYROM	**Helsinki Committee for human rights of the Republic of Macedonia** Dame Gruev, 8/5 1000 Skopje http://www.mhc.org.mk	€ 82.088,57 79,38 %	INTRODUCING INDICATORS FOR MEASURING DISCRIMINATION AT LOCAL LEVEL (THROUGH INFORMATION, EDUCATION AND MEASURING INDICATORS)	Short term objectives: - **Incorporate anti-discrimination policies and programmes in municipalities**, through concrete actions in favour of non-discrimination of all citizens. - **Create indicators for measuring discrimination** and successful implementation of non-discrimination activities. - Introduce these indicators to members of parliament and advocate their implementation in connection with gender equality mechanisms at national and local level, ombudspersons at national and local level, and human rights. - Map the existing gaps in procedures and mechanisms at local level. - Recommend legislative and policy changes. - Raise awareness among the communities and local authorities on issues of discrimination and equality. - Create strong regional network between NGOs, local and national bodies from countries involved in the project. - Conduct training for local self-government stakeholders in the process of protection of human rights and achieving an equitable and just society. - Achieve better protection of citizens' rights.
Greece	**NATIONAL CENTRE FOR SOCIAL SOLIDARITY** 135 Vassilissis Sofia's Avenue 11521ATHENS http://www.ekka.org.gr	€ 72.569,54 80 %	WORKING WOMEN IMMIGRANTS AND EQUALITY: PERSPECTIVES FOR A COHESIVE SOCIETY	1. **Website** with useful information for working women immigrants 2. **Research** on best practices in Greece and other European countries concerning equal treatment of women immigrants in the field of employment 3. **Leaflets** (in 6 languages) with information on the employment rights of women immigrants 4. **TV and radio spot** and **press promotion** to raise awareness of employers and the general public 5. **Training women immigrants** so they can inform other women immigrants 6. **Raising awareness of employers** of the rights of working women immigrants 7. **Conference** on occupational status, employment rights of women immigrants, best practices in Greece and other European countries.

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Hungary	**Ministry of Social Affairs and Labour** Alkotmány u. 3. 1054 Budapest http://www.szmm.gov.hu	€ 259.848,72 80 %	TOGETHER FOR EQUALITY 2009-2010	Two-fold approach: 1. **General anti-discrimination themes** - renewing the discrimination measurement system in Hungary with studies, data- and knowledge base and dissemination of results - events on the Day of Equal Opportunities, multiplying the 2010 Hungarian FDAD campaign 2. Activities connected to **specific grounds for discrimination** - mainstreaming equal opportunities into fund-schemes for the Roma population (**race or ethnic origin**) - launching a national campaign on accessibility (**disability**) - building a GATEWAY between generations through training and the development of volunteer work in social care (**age**) - developing a pilot training on LGBT issues in family policy, education, employment and penal policy (**LGBT**) - reviewing the state of freedom of conscience and religion in a conference commemorating the 20th anniversary of the adoption of the relevant legislation (**religion or belief**).

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Iceland	**The Icelandic Human Rights Centre** Hafnarstræti 20 101 Reykjavik http://www.humanrights.is/	€ 237.053,04 80 %	EQUALITY INTO REALITY; ACTION FOR DIVERSITY AND NON-DISCRIMINATION IN ICELAND	The project has three parts: 1. **Legal** * High-quality **research and training** - to deepen knowledge and capacity in **equality law** among practitioners and scholars - to help the national authorities adopt comprehensive anti-discrimination legislation modelled on the EU equality directives. *** International conference**, a **publication**, a **university course** on equality law and a **course for legal practitioners**. * A handbook and web-page will be published - based on materials developed for the Commission. 2. **Non-legal training** *** Multicultural training** in all 5th and 6th grades in Reykjavik (pilot project for other municipalities). - to further positive communication, combat prejudice and racism in Reykjavik as part of the City's equality policy - visits to every class and training materials for a diversity training programme to increase the students' understanding and tolerance of people of different cultures and origin. * **Diversity training programme** conducted by the Human Rights Office of the City of Reykjavik. - for **municipal staff** and owners and staff of **businesses in the hospitality industry** (many establishments ignore penal code provisions prohibiting discrimination in access to public places) * Training to inform **immigrant women of their rights** in Iceland - to combat multiple discrimination based on gender and ethnic origin and/or race - also involves interviews, studies and a seminar. 3. **Awareness-raising** through the media, through an ad, poster and postcard campaign, including a competition on the theme.
Ireland	**The Equality Authority** 2 Clonmel Street Dublin 2 http://www.equality.ie	€ 266.196,16 80 %	PROMOTING EQUALITY FOR ALL IN A TIME OF CHANGE: ADDRESSING THE NEW CHALLENGES OF AN ECONOMIC DOWNTURN	Action Ia: Public education initiative - Information pack on **employment rights** Action Ib: Public education initiative - Strategy to identify **ageism** Action II: **Measurement of discrimination** - High-level research conference Action IIIa: Good practice in **systems of redress** - Major legal conference Action IIIb: Good practice in systems of redress - Improving access to information on case-law Action IVa: Making equality relevant to economic recovery - Developing and testing an **Equality Benefits Tool** Action IVb: Making equality relevant to economic recovery - **Civil Society Equality Innovation Fund**.

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Italy	**Ufficio Nazionale Antidiscriminazioni Razziali** Largo Chigi, 19 00187 Rome http://www.pariopportunita.gov.it	€ 297.008,00 79,58 %	DIVERSITÀ COME VALORE	The "Diversità come valore" (Diversity as a value) project emerged from the work of the National Working Group (NWG), which is run by the National office against racial discrimination, connected to the Prime Minister's Office. The NWG is made up of major national federations and networks fighting discrimination on grounds of sexual orientation, race/ethnic group, disability, religion/belief and age. The NWG promotes local awareness of the legal instruments providing protection against discrimination and fosters a mainstreaming approach to ensure that equal opportunities and discrimination issues are taken into account when local policies and administrative measures are planned, implemented and evaluated. Other measures include: lobbying of main decision-makers in all policy fields – from welfare and healthcare to housing and transport (5 workshops), training (6 seminars) and media campaigns (radio, buses, railway stations, free press), public events and a website. The NWG's aim is to: encourage harmonisation of antidiscrimination measures ordered by civil and administrative regulations; set up monitoring, information and legal assistance centres for the victims of discrimination; and create a permanent mechanism for civil dialogue to ensure that groups suffering discrimination and support organisations are properly involved in designing measures, projects and policies.
Lithuania	**Institute of Labour and Social Research** Rinktines 48 A 09318 Vilnius http://www.dsti.lt	€ 120.000,00 80 %	AGAINST DISCRIMINATION AND INTOLERANCE: SEARCHING FOR POSSIBILITIES OF EFFECTIVE COLLABORATION	Creation of **National Equality and Diversity Forum (NEDF)**, with a database. - to ensure cooperation between NGOs working with different groups - to provide opportunities for regular exchange of information, experience sharing - to make efficient use of available resources. If the NEDF is successful, it is likely to influence decision-making in anti-discrimination policy, and will enhance the influence of discriminated groups on decision making. Preparation and publication of: - **Compendium** of legal & political documents regulating anti-discrimination policy - **Social report** on the grounds of various forms of discrimination. These will provide a vehicle for disseminating information about EU and national policy and legislation on anti-discrimination and about the situation of discriminated groups. It is hoped that the **awareness-raising campaign** will change attitudes towards vulnerable groups. **Social advertising** will increase tolerance, destroy stereotypes and promote diversity.

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Luxembourg	**OLAI** **Office Luxembourgeois de l'Accueil et de l'Intégration (Luxembourg office for integration)** 7-9 avenue Victor Hugo 1750 Luxembourg http://www.olai.public.lu/	€ 116.231,92 80 %	TACKLING DISCRIMINATION	This campaign aims to increase awareness of the types of discrimination addressed in Directives 2000/43/EC and 2000/78/EC. It follows the model established by previous campaigns in the context of EU programmes to combat discrimination (2001-2006), PROGRESS and the national strategy during the European Year of Equal Opportunities for All. The goal is to continue the debate simultaneously with the general public and more specialised audiences by organising a range of activities. This project seeks to: - make Luxembourgers aware of their right to equal treatment - create tools and indicators to identify the extent of the phenomenon and prevent discrimination - continue networking efforts and even cooperate with partners - continue to create expertise and introduce stakeholders to European-level priorities such as positive measures, integration and multiple discrimination
Luxembourg	**INDR Institut National pour le développement durable et la responsabilité sociale des entreprises (national institute for sustainable development and corporate social responsibility)** B.P.3024 1030 Luxembourg http://www.indr.lu	€ 144.480,00 80 %	PROMOTION OF EQUAL OPPORTUNITIES IN THE WORKPLACE	Promotion of equal opportunities in the workplace – individual activities in specific companies and awareness-raising through training, brochures about the law, and conferences

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Malta	**National Commission for the Promotion of Equality** Gattard House, National Road HMR 9010 Blata l-Bajda http://www.equality.gov.mt	€ 216.054,59 80 %	STRENGTHENING EQUALITY BEYOND LEGISLATION	**Long-term objectives:** good practices in anti-discrimination and diversity in different sectors. The project is designed to reach out to specific target groups to sensitise and stimulate specific action by stakeholders as their contribution towards a de facto equal environment. **Activities:** - launching **press conference** highlighting 2009 PROGRESS activities - **training sessions for specific target audiences**, including employers, educators, parents, mediators/arbitrators, media, police and army officers - **training for the media**: media one-to-one training organised between NCPE and the media organisation, plus a seminar to stimulate and empower journalists on the themes of non-discrimination and equality, highlighting their potential role and its effects. - **research** on underreporting, national minimum curriculum, preferred minority media, compilation of a NAP on racism and xenophobia. - **awareness-raising** campaigns - **equality competition** in schools - training for children using forum theatre - inter-diversity group for young people - evaluation of the project's effectiveness, benchmarked according to the Eurobarometer and EU-MIDIS reports.
Malta	**Kummissjoni Nazzjonali Persuni b'Dizabilita'** Istituto Vincenz Bugeia Centru Hidma Socjali SVR 1012 St Venera http://www.knpd.org	€ 69.996,69 80 %	DIFFERENT PERSONS, DIFFERENT NEEDS, ONE SOCIETY	The following activities will be carried out: - a joint press conference with NCPE to launch the two projects - a national disability awareness-raising week, including newspaper adverts, public service announcements, billboards and a campaign poster - a national conference and a disabled people's parliament on national employment policy - the Parliament will be transmitted live on television - production of educational material for disability equality training and a training weekend for trainers in conjunction with this training material - publication and presentation of accessible formats of the UN Convention, the Equal Opportunities Act and the Employment Policy; - publication and presentation of the Book of Signs - a seminar on the anti-discrimination directive.

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Norway	**The Equality and Anti-Discrimination Ombud** Postboks 8048 Dep 0031 Oslo http://www.LDO.no	€ 292.793,00 80 %	FOSTERING GOOD PRACTICES IN THE WORKPLACE 2010	**Purpose:** to spread information about existing equality and anti-discrimination legislation, employers' obligations and good practices to employers and service providers The action involves: - **regional training seminars** for representatives from labour unions, the business sector, and their advisors, in continuation of activities undertaken as part of the project "Fostering Good Practices in the Workplace", and in follow-up to activities undertaken during the 2007 EYEO; - **awareness-raising activities** aimed at specific target groups and the general public regarding the Directives and their implementation in Norwegian law - identification and promotion of good practices in the area of employment and access to services. **Target groups** include public and private employers, social partners, service employees, and the general public. **Project leader**: the Norwegian Equality and Anti-Discrimination Ombud (LDO).
Portugal	**Comissão para a Cidadania e Igualdade de Género - Commission for Citizenship and Gender Equality** Av. da República, 32 - 1º 1050-193 LISBOA http://www.cig.gov.pt	285.897,00 79,88 %	TACKLING DISCRIMINATION LOCALLY, AIMING TO ATTAIN EQUALITY GLOBALLY	Activity 1 - promote equality through **assemblies** "Equality in diversity – towards fair society" Activity 2 - **mobile exhibit** "Equality in diversity – towards fair society" Activity 3 - promote international days related to each of the six forms of discrimination Activity 4 - develop & disseminate free distribution materials Activity 5 - inclusive poetry and prose contest Activity 6 - study on policies and measures in the municipalities about discrimination factors and production of a guide on how to implement and monitor municipal plans for equality Activity 7 - closing conference.

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Serbia	**Ministry of Labour and Social Policy, Government of the Republic of Serbia** Nemanjina 22-24, 11000 Belgrade http://www.minrzs.gov.rs	€ 219.008,59 79,88 %	MAINSTREAMING ANTIDISCRIMINA-TION ISSUES IN THE FIELD OF SOCIAL PROTECTION IN SERBIA	The project will target children and young people in particular, and will cover discrimination on grounds of age, disability, ethnic origin and gender. **Research** into: - the state of anti-discrimination policy and practice in Serbia as compared to EU - the attitudes of professionals, service practitioners, children and young people. - how social protection practitioners understand the links between antidiscrimination policy and social protection practice. **Training activities** to mainstream anti-discrimination policy into local social protection strategies. All **local strategies will be cross checked** for anti-discrimination measures and in cases where no such measures are planned, they will be included. Local social policy boards, consisting of NGO members, public services representatives and other actors will be trained to plan and implement anti-discrimination measures in the social protection priorities. **National seminars** for teachers, social protection practitioners and legal practitioners to help the government to implement its new legislation on anti-discrimination. **Public awareness campaign**, including school contests with essays, paintings or drawings depicting social value of anti-discrimination. At national level, support for equality bodies to implement measurements of anti-discrimination through cross-border learning and a study visit to an EU country.

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Slovakia	**Slovak National Centre for Human Rights** Kýcerského 5 81105 Bratislava http://www.snslp.sk	€ 230.036,93 80 %	EQUAL OPPORTUNITY IS WORTHWHILE (SERIES OF ACTIVITIES PROMOTING IDENTIFICATION OF EXAMPLES OF GOOD PRACTICES IN PREVENTING DISCRIMINATION AND ENFORCING EQUALITY)	**Activities**: - Three studies: * Economic study of benefits of diversity and implementation of non-discrimination mechanisms in the field of employment and the supply of goods and services * Study of good practices in anti-discrimination in businesses, municipalities and social partnership * Comparative European study: judicial deliberations on the merits of the equal treatment principle and non-judicial protection instruments against discrimination - Training activities for 4 target groups: 1. judges/legal practitioners/senior judicial officers/judicial trainees/NGO lawyers 2. businesses/employers/municipalities 3. NGOs/trade unions/trade union associations 4. journalists/editors of audio-visual media. - PR and media campaign: * 3 press conferences to provide information about project outputs. * a regular press room to prepare and distribute press releases during the project - media campaign, public events and closing conference
Slovenia	**Government of the Republic of Slovenia,** **Office for Equal Opportunities** Erjavceva 15 1000 Ljubljana http://www.uem.gov.si	€ 228.101,74 80 %	EQUAL IN DIVERSITY	**Purpose:** to raise awareness of the existence and consequences of multiple discrimination and combat discrimination on grounds of race and ethic origin, disability, age, religion or belief, gender and sexual orientation. **Methods**: - analysis of anti-discrimination measures to identify positive actions and good practices for combating multiple discrimination - seminars and workshops for policy and decision-makers (public authorities), NGOs, judges, business sector and trade unions - brochure - national media campaign (TV and radio spots, documentary, jumbo posters, T-shirts) - activities in municipalities (Daddies run) - web-side identifying positive actions **Expected outcome**: to strengthen capacity of all relevant actors to mainstream anti- discrimination and combat multiple discrimination.

VP/2009/004 - Support to national activities identifying good practices in combating discrimination and promoting equality - Project Descriptions				
Country	**Organisation and address**	**Amount awarded and rate of funding**	**Title**	**Description**
Spain	**DG IMMIGRANTS INTEGRATION. STATE DEPARTMENT ON IMMIGRATION AND EMIGRATION. MINISTRY OF EMPLOYMENT AND IMMIGRATION** C/ JOSÉ ABASCAL 39 28003 MADRID http://www.oberaxe.es	€ 141.304,62 79,95 %	ESCI III "AWARENESS-RAISING PLANS: LOCAL SUCCESS STORIES"	**Purpose:** to improve awareness of the benefits of a diverse society and promote local coexistence and social integration, through local **awareness-raising plans on equal treatment**, and by identifying **success stories and reference models** that can be transferred to other local areas in Spain or elsewhere in the EU. Success stories will be selected that demonstrate good practice in gender issues; awareness-raising among young people, neighbourhood coexistence, use of public areas and public services, etc. Success stories and good practices will be complied into a **Compendium**, selecting four model cases that could serve as a reference for other local organisations. The project will include an **analysis** of which elements of the documented experiences are transferable to other contexts and **recommendations** for implementing the approach elsewhere and at different scales.
Sweden	**The Swedish Red Cross** Box 175 63 118 91 Stockholm http://www.redcross.se	€ 296.525,05 78,01 %	ACT WITHOUT DISCRIMINATION-PROJECT/ AGERA - UTAN ATT DISKRIMINERA	**Purpose:** to foster cooperation and networking between representatives of Swedish civil society with a view to contributing to the development, implementation and dissemination of non discrimination legislation. The project will have a **gender mainstreaming** perspective and a special focus on **multiple discrimination** 1) building on the new legislation, identify **new ways of working against discrimination**, including studying NGOs right to take legal action 2) develop the field of **situation testing** 3) work with **complementary reports** and **mapping** 4) training and information to **improve advocacy skills** 5) establish and enforce **national networks** (training of trainers, seminars, national/regional conferences, situation testing, study NGOs right to take legal action, handbook, complementary report, mapping/survey/study, and information activities). **Evaluation:** process and external effect evaluation.

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Turkey	**ADMINISTRATION FOR DISABLED PEOPLE** Necatibey Cad. No: 49 Kizilay 06440 Ankara http://www.ozida.gov.tr	€ 170.467,26 80 %	FIGHTING AGAINST DISABILITY DISCRIMINATION IN TURKEY	1. Measurement of disability discrimination across Turkey A survey to get information about how people with disabilities perceive - discrimination as a concept - discrimination in different areas - legislation on discrimination - application and support mechanisms - experiences of discrimination - procedures used to fight discrimination at the individual level. Target population: members of civil society organisations of people with disabilities across Turkey. Method: questionnaire delivered in one-on-one interviews. 2. Symposium on fighting disability discrimination - to share the results of the survey and European anti-discrimination policies, EU legislative framework, good practices from EU countries and evaluation of the situation in Turkey - to develop recommendations on next steps that Turkey should follow. Participants: representatives of relevant public authorities, civil society organisations concerned with disability, human rights, vulnerable groups and academics.

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United Kingdom	**Advice Services Alliance** 6th Floor EC3A 8AA London http://www.asauk.org.uk	€ 159.822,09 79,83 %	PROGRESS TOWARDS EQUALITY: REACHING OUT TO COMMUNITIES	**Purpose:** improve the capacity of communities to deal with equality issues by: -building their awareness and understanding of discrimination issues - and by giving them the confidence and skills to take action. Local advice agencies are in a unique position to take the lead in this work with their expertise in equality law, understanding of clients, knowledge, confidence, skills and motivation, and familiarity with local equality issues. We will support local agencies to empower their communities by developing their ability to carry out equality outreach and prevention work: - Producing an **Equality Toolkit** which draws on **public legal education** principles to help agencies deliver local projects. Public legal education: * **promotes access to justice** by providing knowledge about the legal system and awareness of rights and how to enforce them * **develops legal capability** by improving the skills needed to anticipate and avoid problems * **helps build a sense of citizenship** and a shared understanding of the value of rights - Developing an "outcomes in communities" **criteria framework** which local agencies can use to plan their projects and which the project management team will use to assess and evaluate progress - Providing **materials aimed at local communities** - Maintaining and developing the "Is that discrimination?" website as a national focus for the local campaign work. - Providing a dedicated worker whom agencies can call on for expertise, encouragement and support. We will develop a **mechanism for identifying the most effective techniques** for delivering local outreach and prevention projects. We will then showcase and celebrate best practice examples in a **Best Practice report**, which together with the toolkit can be used by others to plan and evaluate their own projects.

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United Kingdom	**Equality and Diversity Forum** 207-221 Pentonville Road N1 9UZ London http://www.edf.org.uk	€ 139.890,86 79,99 %	MAKING A REALITY OF EQUALITY AND NON-DISCRIMINATION	The project goals are to: 1. raise awareness, particularly amongst NGOs, about existing equality rights 2. help close the gap between the rights people enjoy in law and practice in the workplace 3. promote good practice, particularly in the reconciliation of different equality rights 4. strengthen the capacity of other organisations to help secure equality rights in practice by providing them with accessible information and opportunities for debate and joint work The activities to achieve these goals are: - A major **conference** to build capacity amongst sub-national NGOs to use equality legislation in practice, covering rights guaranteed by European law and additional GB rights. - A series of **regional roundtables** involving employers, unions, employment experts and advice agencies to explore ways of closing the gap between the rights people have on paper and what happens in practice, and develop recommendations for better future practice. - A **report and conference about good practice** in managing potentially competing equality rights. The expansion of equality law has created greater scope for such conflicts, for example between religion or belief and sexual orientation equality. The report's recommendations for applying good practice more widely will be followed up by meetings with policy makers. - Significant expansion of the circulation of EDF's fortnightly **e-newsletter** - A series of **briefings** introducing key equality topics in a straightforward way. - Significant development of EDF's **website**, which brings material on equality produced by different organisations together in one readily accessible site - **Monthly meetings** to build capacity and maintain strong working relationships between key national agencies aiming to increase equality and non-discrimination in practice - **Support for the Westminster All Party Parliamentary Group on Equality**