

Title	Organisation	Country	Amount Granted (EUR)	Rate of funding	Partner(s) Name(s)	description of the project
Equality in housing	Volkshilfe Österreich	AT - Österreich	99 980,07	80 %	Bundesarbeitsgemeinschaft Wohnungslosenhilfe , Klagsverband zur Durchsetzung der Rechte von Diskriminierungsopfern, Amt der Tiroler Landesregierung JUFF Fachbereich Integration, Gleichbehandlungsanwaltschaft, Bundesministerium für Arbeit, Soziales und Konsumentenschutz, nationale Kontaktstelle für Antidiskriminierung, Bundesministerium für Wirtschaft, Familien und Jugend; Antidiskriminierungsbeauftragte des Landes Tirol im Amt der Tiroler Landesregierung, Gleichbehandlungsbeauftragte im Lande Niederösterreich	Öffentlicher Wohnraum wird in einem Spannungsverhältnis zwischen der So ausgewogene Nachbarschaften einerseits und Gleichbehandlungsvorschriften andererseits. Die Frage der Vergabe ist politisch brisant und rechtlich keineswegs geklärt. bekannt, dass bei der Vergabe nicht gleichbehandlungskonform vorgegangen wurde. Das Projekt gliedert sich in drei ineinander verschränkte Durchführungsmodulare: Der rechtlichen und einem sozialwissenschaftlichen Teil. Die relevanten Normen zum öffentlichen Wohnraum werden analysiert, wie wenig oder wie gut die Antidiskriminierungsbestimmungen österreichischen Recht verankert oder umgesetzt sind. Auch die Beschwerdemöglichkeiten und Zuständigkeiten werden analysiert. Empfehlungen zum sozialwissenschaftlichen Teil werden quantitative und qualitative Erhebungen durchgeführt, ob und wie in der Vergabep Praxis Menschen aufgrund von Herkunft, Religion und Bregenz erhoben. Die vernetzte Weiterbildung richtet sich an Mitarbeiterinnen der Wohnungsvergabe von Genossenschaften, Gemeinden, GemeinderätInnen und NGOs die mit dem Thema Wohnen betraut sind. Gleichbehandlungsrecht, Antidiskriminierungsbestimmungen, Wohnungsvergabe und konkrete Fallbeispiele sind Inhalte der Weiterbildung und Mainstreaming Instrumente werden vorgestellt und erarbeitet. Handlungswesen gemeinsam entwickelt werden. Praxisprojekte der Teilnehmerinnen werden in der Politikberatung und Öffentlichkeitsarbeit: Die Öffentlichkeitsarbeit des Projektes wird in Form einer Fachöffentlichkeit im Wohnbereich. In 2-3 Bundesländern werden die Ergebnisse in Form einer Landtagsenquete vorgestellt und strukturiert vertiefend diskutiert.
Chancengleichheit , awareness raising und Unterstützung bei der Anwendung der Gleichbehandlungsgesetze	ZARA - Zivilcourage und Anti-Rassismus-Arbeit	AT - Österreich	114 823,27	79,99 %	Freiraum – Europa und Klagsverband zur Durchsetzung der Rechte von Diskriminierungsopfern	Das geplante Projekt zielt einerseits darauf ab Informationen über die Gleichbehandlungsgesetze in ausgewählten Gemeinden zu verbreiten. Im Rahmen der „Tage zur Chancengleichheit“ sollen mit Unterstützung der Gemeinden Tage zur Chancengleichheit durchgeführt werden. Dabei werden nicht nur gesetzliche Bestimmungen und deren praktische Umsetzung, sondern auch politische Entscheidungsträger_innen und unterschiedlichsten Gruppen über die Umsetzung diskutiert, sondern auch über den gesetzlichen Rahmen hinausgehende Maßnahmen auf Gemeindeebene bzw. Möglichkeiten zur Zusammenarbeit mit den Gemeinden. Andererseits nimmt sich das intendierte Projekt der Umsetzung der Gleichbehandlungsgesetzgebung an, indem es eine Studie durchführt. Diese Studie wird diese Begriffe aus verschiedensten wissenschaftlichen Perspektiven beleuchten ebenso wie Gerichtsurteile des EGMR, des EuGH und die Auswirkungen von Einzelfallentscheidungen der Gleichbehandlungskommission heranziehen, um zu klären wann eine Situation als Diskriminierung aufgrund der Religion oder der ethnischen Zugehörigkeit einzustufen ist bzw. wann diese Beurteilung nicht mehr klar möglich ist.

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Equality as a path to progress	Ministry of Labour and Social Policy	BG - Bulgarija	268 404,71	80 %	Open Society Institute Foundation – Sofia and Commission for Protection against Discrimination of the Republic of Bulgaria	The MLSP will unite with the National Equality Body (CPD) and the Open Society Institute Foundation which will include workshops targeting various groups, surveys, a study, a report, a compendium of case law. Many of the project outputs will be a useful “systemic” message of antidiscrimination among all the actors concerned and the wider public. The building block for a sustainable comprehensive information tool for the future is tailor-made to the national needs but its results can be transferred to other countries. It will apply different strategies to the various target groups, taking into account their specific characteristics and also paying attention to the gender dimension. The selected outputs are diverse and specific, reflecting the need for an integrated approach. This approach includes communication techniques based on the previous experience of MLSP, CPD and OSI awareness-raising activities.
Ethnic friendly	IQ Roma servis, o. s.	CZ - Česká republika	147 247,41	80 %	Romea, o. s.	The objective of this project is the active promotion of the principles of equal treatment and the removal of external barriers to the integration of ethnic minorities (specifically Roma) in the labour market and public institutions. The cornerstone of the project is the development of the Ethnic-Friendly Employer (EFE) and the creation and trialling of the new Ethnic-Friendly Institution (EFI). By means of training and methodological guidance, the project will transfer its knowhow on disseminating the EFE concept and the certification mechanism to other organisations in the Czech Republic. In order to ensure that the project has a lasting impact, the project forces in raising awareness of the symbol. The EFI concept will be developed in cooperation with public bodies that are already holders of the EFE symbol. The EFE symbol will promote a culture of non-discrimination in officials' behaviour towards citizens. The project will include a methodology for assessing non-discriminatory procedures and the development of an organisational culture that does not stigmatise, including the implementation of appropriate training for officials. From the beginning the implementation will be carried out through the relevant associations of cities, municipalities and regions, and through pilot observations. Selected institutions will undergo at least one pilot survey. The Ethnic-Friendly symbol will be sponsored by the Ethnic Friendly Council, which will act as a steering committee and, where applicable, as an adjudicating board. Development of the symbol will be aimed at raising awareness of the principles of equal treatment and positive non-discrimination. As well as websites, there will be regular press releases raising the profile of the symbol, advertisements in periodicals aimed at the business sector, and pilot projects in practice in the employment of ethnic minorities. Two chosen examples of pilot projects will be made into 30-second videos intended for the wider public (e.g. on buses, the internet and national television).

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Chancengleich(heit) prüfen Diversity Mainstreaming für Verwaltungen	Bundesministerium für Familie, Senioren, Frauen und Jugend	DE - Deutschland	209 251,32	79,91 %	Arbeitsstelle für Vielfalt in der Behörde für Justiz der Freien und Hansestadt Hamburg und Land Brandenburg, Ministerium für Arbeit, Soziales, Frauen und Familie, Antidiskriminierungsstelle Brandenburg im Büro der Integrationsbeauftragten des Landes	Länder und Kommunen sollen für die Notwendigkeit und für die Anforderung Diskriminierungsschutz in ihren Verantwortungsbereichen sensibilisiert werden. Projektaktivitäten setzen sie sich mit folgenden Themen auseinander: Bede Möglichkeiten zur Umsetzung und Verankerung von Chancengleichheit, Handlungsbedarf und -möglichkeiten in den Verwaltungen. Der Zielgruppe how vermittelt werden, um sie in die Lage zu versetzen, Mainstreaming-selbst zu entwickeln und / oder aktiv umzusetzen. Projektaktivitäten: Auftaktv und Sensibilisierung der Zielgruppe. Bedarfe, Strategien und Instrumen Mainstreaming von Diskriminierungsschutz auf Länder- / kommunaler Eb diskutiert werden. (mehrteilige) Studie zum Thema Mainstreaming Schwerpunkt mittelbare Diskriminierung: Analyse bestehender Instrumen Umsetzung von Gleichbehandlung in vier Ländern / Kommunen Expertise Expertise zu Equality Mainstreaming und good-practice in Europa. Dreiteilig Hintergrund der Erkenntnisse der Studie soll die Zielgruppe sich intensiv mit konkrete, praxisnahe Lösungswege für die Umsetzung und Verankerung Verwaltungen entwickeln, ggf. umsetzen und als Multiplikatoren in ihre Ver wirken. Abschlussbericht zur Dokumentation des Projekts und der Ergebn Handreichung für Länder / Kommunen zu Umsetzungswegen von Diversity Verwaltungen. Verbreitung der Dokumente an Vertreter/innen in Länder und k Sensibilisierung und Anleitungen für die Umsetzung von Diversity / Equality t und –strategien.
MIA award & equality Lab	Danish Institute for Human Rights	DK – Danmark	239 999,66	80 %		<i>The MIA Award and Equality Lab project will focus on strengthening work discrimination and diversity, both internally as a workplace and externally, services. Through the MIA Award, DIHR will continue to intensify the effort to raise awareness of anti-discrimination legislation in Denmark. This will be potential candidates for the MIA-Award, company workshops, meetings information campaigns, press coverage and the Award ceremony. In Equality methods to measure discrimination among municipalities' employees and in services provided to citizens as well as develop methods and processes for Equality. The Equality Lab will be piloted in the two largest municipalities in Denmark however, the methods can also be applied in other parts of the labour market</i>
Raising awareness on equal treatment and combating intolerance in Estonia, focusing on LGBT and disability issues	Tallinn University of Technology	EE - Eesti	244 638,66	80 %	Eesti Puuetega Inimeste Koda (Estonian Chamber of Disabled People), MTÜ Eesti Gei Noored (Estonian Gay Youth), MTÜ Kollaboratoorium, MTÜ Pimedate Ööde Filmifestival (Black Nights Film Festival), MTÜ Tegusad Eesti Noored and Eesti Rahvusringhääling (Estonian Public Broadcasting)	The main focus of the action is raising tolerance towards LGBT and disabled will cover both categories as well as all other discrimination grounds (albeit include youth discussion events, development of the website, an equal treatment development of an equal treatment label for use by enterprises. The LGBT r take two strands: LGBT emancipation and empowerment and raising general towards LGBT people. Under the first strand special activities are planned awareness of relevant legislation and their organisational capacity. This inclu the international exhibition, one-day festival and seminars. Under the second raising activities for the general population. These include research into gaps LGBT people, the translation of a significant research publication about LGBT conference on Human Rights and LGBT rights (possibly during the Baltic LGBT Tallinn), cultural events (concert, exhibition), a newspaper supplement and general activities specific to disabled persons include both activities targeted at disabled awareness raising among the general public. The specific activities include seminar. More focus will be placed on raising the awareness of the general public supplement, advertising campaign and the disability teaching kits for schools measures that aim to improve the LGBT and disabled persons' social and political

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Establishment of observatory on combating discrimination	National Centre for Social Research	EL - Elláda	123 239,82	80 %	Economic and Social Council of Greece, EFXINI POLI-Local Authorities Network for Social, Cultural, Tourist, Environmental and Agricultural Development and Vocational Training Centre of the Labour Institute of GSEE (KEK-INE/GSEE)	<i>The project will organize and promote public debate in Greece regarding problems of discrimination, raise key issues that are crucial for the success of gaps and policy options, by implementing a set of initiatives that will focus policies targeted towards groups that face discrimination. To this end, the project of research activities, workshops and dissemination practices: 1. Development of a framework for the evaluation and assessment of relevant indicators in Greece. 2. Promoting equality. 3. Conducting of i) field research for the collection of data on networks that operate in areas covered by Efxini Poli. ii) Focus Group Interviews to constitute the Economic and Social Council of Greece (OKE), on the basis of discriminations. iii) a workshop with representatives from the target groups, enterprises and public authorities, in view of exchanging attitudes and ideas on discriminations. The results of the project will provide input for the Observatory, particularly useful, not only for bringing to the surface the multiple dimensions of the application of the existing legislation, but also to assist policy planning from the national and the international level.</i>
IRIS – Combating stereotypes and discrimination: actions promoting participation inclusion and diversity	GENERAL SECRETARIAT FOR YOUTH	EL - Elláda	116 000,00	80 %	SCHEDIA- Center for Artistic and Pedagogical Training, Human Rights Defence Centre – KEPAD and Greek Ombudsman	<i>The proposed programme aims to encourage the fight against discrimination and change through increased awareness and understanding of equality issues and or ethnic origin, age disability, gender, religion and sexual orientation. This will be done in the spheres of civic and school education via an array of actions. in the following areas: 1. Awareness raising and continuing training: workshops/seminars targeting educators (teachers, school advisors, parents associations and representatives of migrants associations) to prejudices and discrimination. 2. Sensitization of youth: workshops/activities for secondary education students., distribution of information material via free – of charge of educational materials: An educational manual for teachers, an inter-school campaign against discrimination in schools, a leaflet against all forms of discrimination and a booklet on Roma integration targeting local authorities. 3. Sensitization. Production of an audiovisual message against various forms of discrimination. 4. Production of the applicant's and partners' websites to cover actions and results of the project; 5. Forum for exchanging information; iii) information campaigns by the Ombudsman in the country where events will be organized in co-operation with local authorities. 6. Activities for Roma and immigrants: comprised by field investigations on hot-spots, meetings with local authorities and creation of internet resources for Roma integration issues.</i>
Promoting equality awareness raising, analysis and debate	Ministry of Equality - General Secretariat for Equality Policies	ES - España	120 000,00	80 %		<i>This project intends to drive forward collaboration, creation of synergies and the aim of promoting strategies to fight discrimination and foster equal treatment at the level, inspired by EU directives and the national legal framework, through awareness raising, analysis, debate and exchange of experiences.</i>

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Diversity Management - GESDI	DG IMMIGRANTS INTEGRATION. MINISTRY OF EMPLOYMENT AND IMMIGRATION	ES - España	149 480,34	79,71 %		The Diversity Management (GESDI) project aims to promote greater equality management of diversity in the working environment, reinforcing the positive impact of immigrants and ethnic minorities in businesses and professional spheres. To do this, it will work directly with professional entities such as companies, business organisations and public administrations that already operate diversity management processes, or are interested in establishing them. Similarly, good integration and ethnic and cultural diversity will be identified within the working environment at both national and European level. Assessment tools will be designed and developed to help organisations identify and manage immigrants and ethnic minorities within the company, as well as tools for assessing cultural diversity within current business models. These will be validated by two organisations or companies. All the activities developed will culminate in the publication of "Cultural Management in Professional Environments", which will contain: the results of the analysis of the management of cultural diversity and the situation of immigrants and ethnic minorities in organisations and companies; a compendium of successful cases within the company; specific policies and methods for integrating immigrants and ethnic minorities in the company; the appropriate management of cultural diversity in professional environments; and a list of good practices distributed amongst companies and key actors and will be presented at a conference in the final phase of the project.
YES – Equality is priority 4	Ministry of the Interior	FI - Suomi/Finland	299 994,00	64,03 %	Finnish Disability Forum, Finnish League for Human Rights, Finnish Youth Cooperation Allianssi, Sexual Equality SETA, Finnish Defence Forces, Ombudsman for Minorities, Ministry of Education, Ministry of Employment and the Economy, Ministry of Justice and Ministry of Social Affairs and Health	Equality is Priority 4 project will include activities targeted to the fields of Gender Equality, Disability and Diversity. The project will be implemented by the partnership of key ministries and equality bodies, umbrella NGOs representing different grounds of discrimination, and other stakeholders. The concrete activities under the four priority areas are: 1) Equality mainstreaming is promoted by developing the equality impact assessment tool, equality campaigning and training for the implementation of the first Roma Policy; 2) Measurement of discrimination is further developed by carrying out research on discrimination in recruitment, and by further developing local advisory and support services for victims of discrimination; 3) Diversity management in the public and private sector is promoted by an awareness-raising campaign targeted especially at SMEs and the public sector. The diversity studies in the universities and business schools will be included in the project. 4) A project component will be developed to measure the benefits of diversity in economic life; 4) A project component will be developed to promote the implementation of the first Policy Programme on Disability in Finland. The project has been established for the implementation of the European Disability Action Plan on the Rights of Persons with Disabilities. The project is subject to continuous monitoring and evaluation. Information on the project will be available on the national equality website.

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Mesure des discriminations et collecte de données, notamment liées à l'origine : un guide à l'usage des employeurs	Haute autorité de lutte contre les discriminations et pour l'égalité	FR - France	109 750,00	73,70 %	Commission Nationale de l'informatique et des Libertés	Pour l'Europe la mise en œuvre effective de politiques d'égalité suppose de sur les populations exposées aux discriminations. En France la collecte et l'identification des personnes exposées aux discriminations (notamment celles liées à certaines conditions que les acteurs ont besoin de se voir préciser. Avec HALDE (Haute autorité de lutte contre les discriminations et pour l'égalité Nationale Informatique et Libertés) mettront en place un partenariat inédit afin de mettre à profit leurs expertises sur les besoins qu'elles ont identifiés, les réponses qu'elles ont élaborées. Elaborer, avec les employeurs publics et privés, un guide leur permettant, à l'usage des employeurs, de reconnaître les discriminations et d'évaluer les progrès accomplis. Ceci répond aux attentes des employeurs auprès du COMEDD (Comité pour la mesure et l'évaluation des discriminations) dont le rapport, remis le 5 février 2010 au Commissaire à l'Égalité des territoires, a confirmé l'urgence de clarifier les règles d'utilisation des données. Organiser les pistes auxquelles il faudra donner une réponse opérationnelle par le biais de pratiques et de retours d'expériences permettant un apprentissage mutuel des acteurs en jeu. 3- Mettre en œuvre des outils de mesure et d'évaluation des enjeux de la mesure des discriminations. 4- Diffuser largement ce guide à travers des séminaires, site internet accessible à tous, relais médias, ateliers d'information, ateliers régionaux, mobilisation des partenaires de la HALDE et de la CNIL) et appuyer la transposabilité.
Promoting diversity in the Croatian labour market	Office for Human Rights, Government of the Republic of Croatia	HR - Croétiá (local name: Hrvatska)	142 182,51	79,51 %	Association for Education and Help to Victims of Discrimination and Institute for Labour Market Development	The Project will address the inclusion of socially vulnerable groups (persons with disabilities, ethnic/religious minorities, youth/elderly, women) in the Croatian labour market. It will aim to enhance the capabilities of key stakeholders, such as employer representatives (particularly those working in human resource management, trade unions and employees of the Croatian Employment Service, who work closely with employers and counselling of unemployed, regional authorities. In addition, the project will promote examples of good practice through the establishment of a "Diversity in the Workplace" public campaign targeted at employers, with the overall aim of improving the implementation of existing legislation in the field of anti-discrimination and promoting equality. Furthermore, by including EU experts in the development and implementation of the project, we aim to foster the exchange of information and knowledge on the EU and national approaches to non-discrimination.
United against discrimination of LGBTIQ people	Domino	HR - Croétiá (local name: Hrvatska)	103 520,57	79,96 %	Center for Peace Studies and Zagreb Pride Organisation	The project will target the institutions and bodies responsible for combating discrimination on the basis of gender and sexuality (with a focus on sexual orientation and gender identity) and victims of this discrimination, with the aim of tackling homo/transphobic violence and improving the implementation of the existing anti-discrimination legislation and promoting equality. The project will develop systems for training, information and support (which will be known as 'available information for available support') for public defenders, ombudspersons' offices dealing with the prosecution of discriminatory acts, NGOs, victims of discrimination and, indirectly, members of the LGBTIQ population affected by discrimination. The project will consist of seminars, legal support, counselling, training, publication of educational and practical guides, translations and the dissemination of information on discrimination case law. The intended outcomes of the project are the uniform application of procedures in cases of discrimination, the active and unified use of national anti-discrimination law, quality protection for the victims and population affected by discrimination, improved communication between NGOs, the LGBTIQ population and institutional representatives, and the framework of legal changes and implementation that Croatia as an accession

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Together for equality 2010-2011	Ministry of National Resources	HU - Magyarország	300 000,00	80 %		The project proposal differs slightly from previous years due to changes to the Government and partly to the new opportunities of the Hungarian Government in January 2011. It consists of a data-collection/survey activity to better understand discrimination and to enhance the dissemination of information on equality; a series of events with the National Equal Opportunities Network (NEON) to promote awareness of discrimination and equal opportunities as well as equality beyond legislation; a conference with the work-title 'Crossroads' to analyse and develop national policy in the non-discrimination field. As the three integrated activities of the project cover the fields of discrimination of the Amsterdam Treaty – similarly to the Hungarian Year of Equal Opportunities for All – 2007 – they also reinforce the operation of the network and provide an opportunity for the affected social groups to continue developing their interests and extend ongoing partnerships and cooperation.
Embedding equality in a time of change	The Equality Authority	IE - Ireland	224 161,36	79,50 %	Institute of Public Administration, Irish Congress of Trade Unions, Courts Service, Foras Áiseanna Saothair and Health Service Executive	Funding is sought for Action I: EQUALITY INNOVATION FUND The Equality Authority will support 2 projects in the Equality Innovation Fund in which civil society bodies bid competitively for funding to develop innovative thinking on equality; • to showcase good practice on equality. Action II: EMBEDDING EQUALITY The Equality Authority will support 2 projects in the public sector body to apply equality tools (equality impact assessment / equality action planning / equal status policy implementation) in practice. The Equality Authority will support a good practice workshop for public sector officials to highlight key lessons in equality practice. The Equality Authority is working with the Institute of Public Administration for civil and public servants on equality mainstreaming (follow on action plan). EQUALITY RESEARCH The Equality Authority plans to prepare a research report on Equality Policies, Flexible Working Arrangements and their Impact, analysing the results of the Workplace Survey, to examine links between investment in equality strategies and their impact. Action IV: SAY NO TO AGEISM 2011 CAMPAIGN The Equality Authority will support an awareness campaign to combat ageism and promote age-friendly service provision. Action V: AGE-FRIENDLY SERVICE PROVISION The Equality Authority will support a planned on age-friendly service provision for the insurance sector. ACTION VI: INFORMATION The Equality Authority plans to translate information on equality into formats accessible for people with disabilities. A folder and leaflet will be disseminated in a promotional campaign. Action VI: GUIDELINES FOR AGE-FRIENDLY TREATMENT IN COURTS The Judicial Studies Institute plans to produce guidelines for managing diversity in their courts.

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The path to equality : promoting diversity and breaking down stereotypes in Iceland	The Icelandic Human Rights Centre	IS - Iceland	255 824,54	80 %	National Association for People with Intellectual Disabilities, The Icelandic Red Cross Akranes Division, The Icelandic Women's Rights Association, Reykjanes Municipality Social and Family Services, Reykjavík City, Human Rights Office, Ministry for Social Affairs and Social Security, University of Iceland Faculty of Social and Human Sciences and Akranes Municipality	The IRCA aims to develop a detailed model for social inclusion of immigrants in Akranes and create a tool that can be made accessible and put to effective use in co-operation with NGOs combating discrimination, the HREK will conduct a programme in schools and work places. The Programme will include the ERI (Equal Status and Equal Rights of Men and Women). RMSF will be conducting projects with immigrants to have them take part in projects and programmes in the community. UNAR will also conduct an anti-discrimination programme for the whole community. UNAR, the Human Sciences, WOMEN and IWRA will be conducting research on the status of immigrants, their participation in Icelandic society, how they are represented in the media and the attitude towards immigrants will also be conducted. The research and survey will be followed by a Conference next autumn. NAPID will form a group of people with learning disabilities and courses from FM in learning the UN Convention on the rights of persons with disabilities and introduce the Convention to other people with disabilities. Finally, an awareness campaign will be conducted by the ICEHR through the media i.e. an ad-, poster and postcard campaign will be breaking stereotypes for which the Human Rights Office will be in co-operation with the Academy of Arts for co-operation. The Human Rights Office will conduct seminars on all five discrimination points.
National Networks Against Discrimination	National Office Against Racial Discrimination (UNAR) UNAR	IT - Italy	193 189,60	79,60 %		The "National Networks Against Discrimination" project ("Reti territoriali contro la discriminazione") is managed by a National Working Group (NWG) which is coordinated by the National Office Against Racial Discrimination (UNAR), which itself was born of the project entitled "Progress Plus" ("Diversità come Valore"). The NWG brings together the main organisations and associations active in the five classical fields of discrimination (sexual orientation, race, religion & beliefs, and age). The NWG seeks to harmonise the civil and administrative instruments against discrimination in a single instrument; to help to provide information and raise awareness of discrimination in the regions involved in setting up observation centres; to promote the recently created anti-discrimination field offices; to strengthen mainstreaming of discrimination using a multi-ground approach, so as to ensure that the principles are incorporated in all policy areas and local administrative arrangements; and to coordinate activities against multiple discrimination. The NWG intends to use workshops and seminars, training activities and information/training activities designed to further 1) the observatories in those regions which lack such services, by means of inter-organisational capacity-building within the local field offices, in order to create or strengthen instruments providing protection against the various forms of discrimination and instruments providing protection against the various forms of discrimination. In parallel, it is intended that the project will include a pilot survey of the effects of discrimination in the housing sector and will promote, on the basis of the Opportunities and Equality at Work, an inclusive human resources culture in order to develop talents in all their diversity.

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Development of skills and tools for non-discrimination mainstreaming	Office of the Equal Opportunities Ombudsperson	LT - Lietuva	170 703,55	77,35 %	Institute of Labour and Social Research - Lithuanian Social Research Centre	The proposed activities for this project are: 1) Collection of Equality Data, 2) Tools and 3) Awareness raising campaign. 1. In 2009 the national action statistics for the year 2011-2014 was drafted. However, the approval of discussed on a political level. Since activities in the national plan are ha actions, in the framework of the current project it is envisaged to imple measures - qualitative analysis of common statistical indicators for quality dat on experienced discrimination and perform the survey; development the indicators. 2) An overview of equality and mainstreaming situation in Lithuania conclusions drawn that will help outline the principles of the national mainstre process will be carried out among decision-makers and NGOs and lay bac one of the key equality and non-discrimination tools. Training sessions for NG organised to strengthen necessary skills and deepen knowledge on the issu campaign will be organised on the regional and national levels. In the regions by project experts and NGOs for municipal administrations, local business NGOs and general public. On the national level TV and outdoor advertising be run.
Lutter contre les discriminations	Office luxembourgeois de l'accueil et de l'intégration	LU - Luxembourg	249 338,41	80 %	Institut national pour le développement durable, 4motion, Association de Soutien aux Travailleurs Immigrés, Confédération Caritas Luxembourg, Infohandicap, Institut de Formation Sociale, Perspectives 45 and Sesopi CI	,Cette campagne vise à sensibiliser sur tous les motifs de discrimination 2000/43/CE et 2000/78/CE. Elle souhaite poursuivre le débat à la fois avec le des publics plus spécialisés en lui proposant diverses activités. Le présent objectifs suivants : - faire connaître les droits - accéder à la justice - créer matière - prévenir les discriminations - obtenir des données chiffrées sur l'am Luxembourg - ouvrir le débat avec le grand public / rendre visible cette th public et des publics plus concernés tels que les communes ou les Commissi des chances et à l'intégration
Living fully in society	Kummissjoni Nazzjonali Persuni B'Dizabilita	MT - Malta	93 386,08	80 %		The following activities will be carried out: a National Disability Week, wh adverts, public service announcements, billboards and a campaign poster; a Disabled People's Parliament in which a member of the European Parliament a Human Rights Walk, the production and reprinting of KNPD publications,th for primary school students on mental health and reprinting of the Holoq pack of a story booklet on a child with communication difficulties, the transla Employer's Forum on Disability (UK) book entitled 'Welcoming Disabled C adaptation of Employer's Forum on Disability (UK) book entitled 'The new Di revision and reprinting of KNPD Fact Sheets on the services it provides, disabled persons; research on and meetings with various stakeholders and Supported Living in Malta; seminars on the employment of disabled representatives within the public sector and seminar regarding disabled wome of Disability Equality Training in schools and other entities to raise awarene people; the recruitment of a project administrator to work on the administrativ the project. The Project will also include the improvement of KNPD's public re out by an external expert to be selected through a call for tenders.

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Think equal	National Commission for the Promotion of Equality for Men and Women	MT - Malta	199 835,53	80 %		The proposed action targets youths, professionals and academics who will be multiplier effect. Youths will be sensitised, trained and empowered on the discrimination and diversity through promotional materials such as adverts, posters, seminar, artistic exhibitions and competitions and a music concert. / discrimination will be organised for professionals and academics and will bring papers, as well as professionals and academics from various backgrounds to a network and debate. The project will also include qualitative studies on discrimination of LGBT persons and racial groups in Malta within identified spheres as well as to identify the current perception of equality and diversity held by youths and professionals. Professionals who work with victims and potential victims will be helped to produce an information booklet and compilation of case law, both including FAQs.
Effectively monitoring discrimination	Art.1, national association against discrimination	NL - Nederland	156 121,09	79,96		Several organisations in The Netherlands collect data on incidents where people are discriminated against. However, registration, categorisation and exchange of data is not optimal. The three most important problems are: (1) lack of insight in overlapping categories, (2) limited categorisation, (3) different definitions used in categorisations. The objective of the project is to study the registration, categorisation and exchange of data on reported discriminatory incidents with the most important organisations that collect data on reported discriminatory incidents. In expert meetings the results of the study will be shared with scientists specialised in registering and categorising this kind of data. Recommendations will be made on registration, categorisation and exchange of data on reported discriminatory incidents. A training course will be developed for organisations that register this kind of data. Recommendations will be made on registration, categorisation and exchange of data on reported discriminatory incidents in The Netherlands. In addition, a comparative study of the registration, categorisation and exchange of this data in The Netherlands and Germany. The insights and recommendations from this study will be made available to other European countries.
Promoting equality in public services	The Equality and Anti-Discrimination Ombud	NO - Norway	300 000,00	80 %		The action is designed to increase the awareness of public authorities (local, regional and national) of their legal obligation, as public service providers, to actively promote equality. The project will increase the awareness of what constitutes equality in service delivery and will involve the identification and sharing of good practices. A sub-project will develop new knowledge through field research with nurses at health stations. It seeks specific insights into how different tools can be used to promote an equality perspective at the selected health station, by using in-depth interviews and a user survey. The findings of the field research will be written up in a report to be used in one-day training seminars for public authorities, interest organizations and service providers. The goal is to show how this professionalization of services and the equality perspective can be used in the education of public health nurses through a one-day workshop for students. The guidance to public authorities will be produced and distributed at training seminars. The project's website. The training seminars and student workshop will also be used for the collection of equality challenges and good practices carried out by the Equality and Anti-Discrimination Ombud.

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People with mental disabilities do have rights	National Council for Combating Discrimination	RO - România	90 410,72	80 %	Association Institute for Public Policy	The aim of the project is to stimulate the development of a coherent national strategy to combat discrimination and the exclusion of people with disabilities from the labour market. The sub-group of adults with mental disabilities in Romania is of particular focus as they are most exposed to discriminatory treatments and abusive legislation. In Romania, 10% of adults with mental disabilities (mental and psychic handicap) living in Romania are placed under legal guardianship by their relatives or legal representatives. In the current legal framework, as well as to the reticence of employers, the vast majority of these people are not employed to any kind of employment, although they could perform several activities that correspond to their skills and capabilities. Only 0,014% out of the total number of people with mental disabilities were employed in December, 2009 and we expect this number to decrease due to the current economic crisis. In this context, the present project aims to raise public awareness on the abusive and discriminatory practices, self determination for persons with mental disabilities, by investigating the current situation of the matter in Romania and by developing mainstreaming tools for all stakeholders (public authorities, disability and human rights NGOs, employers, target group representatives).
Roadmap to equality – empowerment and access to justice	The Equality Ombudsman/Diskrimineringsombudsmannen	SE - Sverige	296 377,79	79,80 %		The promotion of equal rights and opportunities is a very important part of the Swedish social policy in accordance with the Paris Principles of the United Nations the Equality Ombudsman's mandate and within a broad framework of active methods to ensure that Swedish society is a society free of discrimination. Inherent in this vision is the need to empower groups of people who experience a very high risk of discrimination. The project will help them to organise – i. e. need to have better knowledge about their rights, need to act on their own capacity – in order to more effectively assert their rights and opportunities to access justice. Change does not come about merely because laws are passed. The project will ensure that the And the targets of discrimination have to be part of this redress process and implemented effectively.
Equal in diversity – getting there	Government of the Republic of Slovenia, Office for Equal Opportunities	SI - Slovenija	97 869,00	80 %		The aim of the project is to raise awareness among general public, public officials, NGOs, judges and prosecutors about the existence of the discrimination in our society and that there is no excuse for discriminatory behaviour. The aim is also to raise awareness about the causes and consequences of (multiple) discrimination, to train them on equality management and to educate them how and why to combat harmful practices based on their race and ethnic origin, disability, age, religion or belief, sex. The main activities of the project will be: - development of a national equality plan with clear objectives, activities and responsible national authorities in the field of non discrimination, - organization of trainings for national authorities, NGOs, judges and prosecutors, - participants will learn not only what is discrimination and how to recognize and prevent discriminatory practices, but will also be trained for better and more effective integration of the policies (equality mainstreaming) and for effective diversity management, - organization of a campaign (jumbo posters, TV and radio spots, dissemination of documentary film). The project will continue and build on activities started in 2010 under the national strategy for equality which was the first national project to cover all personal circumstances and to be implemented at the national level.

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Support for implementation of intersectional approach in antidiscrimination programmes for Roma, elderly and migrants - SIAPREM	Mirovni institut - Institut za sodobne družbene in politične studije Peace Institute	SI - Slovenija	129 553,56	80 %	Slovene Philanthropy - an Association for the Promotion of Voluntary Work and Slovenian Association of Pensioners Societies	The proposed project aims to explore and support the implementation of anti-discrimination policies and programs for three target groups: female migrants and elderly women. It will address discrimination on multiple grounds: ethnicity/race, class, gender, age and citizenship status. Within the project we will explore the experiences of discrimination and assess the needs of target groups in different areas of life (housing, education, political participation, family life, access to public services) on their experiences in the field of employment. In parallel, we will explore the needs of non-governmental and public services that offer support programs to elderly and face specific discriminatory situations involving gender, ethnicity/race and citizenship status. On that basis we will develop and pilot an educational module and public services on an intersectional approach as a diagnostic tool which can help to identify and properly respond in situations where a multitude of exclusionary factors intersect. The project's focus will be on the most vulnerable types of discrimination and disadvantages. The project's focus will be intersectional; therefore we will explore the actual empirical experiences of discrimination and develop strategies and legislation. From this, we will develop policy recommendations on anti-discrimination strategies and policies in terms of heterogeneity, diversity and inclusion. In the project design we, therefore, aim not only to act on principle, general and abstract, but also address also the level of concrete empirical situations of specific target groups and their implementation.
From law to practice: making the equality act work	Oxfam GB	UK - United Kingdom	174 593,60	80 %	Amina - The Muslim Women's Resource Centre	Oxfam believes the Equalities Act is a huge step forward in rationalising the law and to tackling discrimination in Britain. Its implementation in the next few years is a major challenge for any incoming Government. Oxfam believes that a crucial part of the implementation is the engagement of the voluntary and community sector. We will support people experiencing poverty and discrimination, so that they can hold public bodies to account for their responsibilities under the Act. Oxfam believes that preparing the voluntary sector organisations to be aware of, and respond to, legal mechanisms, will be a key part of this. Our proposal is to prepare for the implementation of the Act by providing awareness raising and accompaniment to organisations in the voluntary and community sector. We will address multiple discrimination, including socio-economic inequality, and the intersection of race and poverty. We have strong partnerships with over 70 community-based organisations across the country. Oxfam will organise events, disseminate good practice and support activities for these organisations. We will deliver this training and support based on our experience with the local implementation of the race and gender equality duties, in our previous projects. We will provide the suite of supporting material for the Equalities Act using UK/European best practice, toolkits and interactive resources plus new materials from training in the project. We will be a strengthened voluntary and community sector assisting in the delivery of the Act, with commitments from the ground up, to meet and complement the work undertaken by the statutory sector. In the long term, local populations especially in deprived areas will experience less discrimination.

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The equality matters for children	Children's Rights Alliance for England	UK - United Kingdom	119 438,05	68,18 %		<p>This action supports all four of the European Commission's objectives set out in the 2010 Equality Act: 1. Developing national policy beyond legislation – through its microsite and public consultations to raise awareness of children and young people's particular views and experiences, and add a new dimension to equality advocacy. Our innovative work with children and young people in developing 'A Measure of Respect' is something that could be replicated across the country. 2. Providing information – a concise and visually attractive guide on the Equality Act 2010 for directors of children's services and third sector managers, the first time information on the Act has been made available (including on previous equality legislation) 3. Identifying and supporting extensive networks, we will bring together diverse examples of action to prevent and address discrimination amongst the young: this information will be uploaded onto the microsite and included in the Equality Act 2010 guide. A barrister specialising in discrimination law will provide case examples from England and across the EU of equality legislation in action and its impact on children and young people's lives 4. Better implementation of equality legislation: the programme will draw regular media attention towards equality legislation, its impact on children's lives, and increase professional and public support for laws and actions that protect and promote the lives of remote and 'not about me/us'.</p>