Transnational Co-operation Agreement (TCA)

1. Description of transnational project

1.1 Name of transnational project: *Inclusive Employment Model*

1.2 Rationale and objectives:

The project addresses the problem of integration into the labour market of individuals and families at risk of social exclusion, particularly from rural and small settlement communities. The vulnerable individuals and families from deprived communities face challenges on their way to the labour market beyond lack of vocational skills. These are: lack of employability and life management skills; scarce opportunities to reconcile private life and job requirements; low territorial and occupational mobility; much greater need in peer (community) support. In Bulgaria, Lithuania, as in many other countries of the EU, approach to the integration into the labour market of the vulnerable individuals and families from deprived communities does not essentially differ from that applied in big cities. The approach is administrative and narrow by nature. Although it focuses on offering variety of opportunities for the vulnerable such as - free vocational training, job search counselling, unemployment and social assistance benefits, target groups from communities often do not take full advantage of these opportunities. Often the vulnerable are engaged in low quality employment (one off; short -term dead end jobs that do not offer sustainable breadwinning and career opportunities). It happens because integration measures are weakly interlinked, miss important components such as – strengthening employability skills; building individual capacity to reconcile private life (family obligations) that allow to find and hold quality job, be responsive to job requirements, flexible in achieving career goals.

- **Problem addressed, common interests, methodology.**

Both projects *Ensure sustainable employment for marginalized communities by reconciling work and private life* and *FIND* develop mutually enriching innovative approaches to the integration of the vulnerable into the labour market aimed at building individual capacity to successfully reconcile private life and quality job requirements by strengthening employability and life management skills. Innovative employment and social service model is a main tool that provides conceptual, methodological and practical framework for addressing project goal within transnational partnership.

Methodology of transnational cooperation is rooted in the concept of sustainable human development.

The main methods of project implementation are: case study; comparative analysis; import of innovations; brainstorming discussions; transnational study visits.

- **Common transnational objectives of the partners.**

The general, umbrella goal of the project is -integration of people and families at risk of social exclusion into the labour market. The common transnational objectives of the project are:
1) develop and test advanced innovative Employment and Social Service Model (ESSM) in pilot area of UTENA district in Lithuania; import components of the ESSM related to reconciliation of private life and in company VAKANCIA in Bulgaria;

2) map out good practices and drawbacks; raise awareness of achievements and lessons learnt nationally and EU-wide; formulate recommendations on reconciling private life and job requirements in different socio-economic contexts; disseminate project results;

3) facilitate the transfer of good practices, experiences and innovative policies, in the field of reconciling work and private life.

The common interests of project partners are: to find out which elements of reconciling private life and job can be implemented in companies and communities in order to make the process of integration of vulnerable groups into the labour market more effective; learn from practical experience in partner countries how community-based dimension influences the process of integration of vulnerable groups into the labour market; disseminate good practice in partners countries and EU-wide.

- **Target group.**

Direct beneficiaries are: families at risk of social exclusion; unemployed, long-term unemployed, benefit recipients.

Indirectly communities, companies, NGOs, local governments, employers and societies in partner countries and EU at large will benefit from project implementation.

- **Products, outputs and deliverables.**

The main project outputs are:

1) Innovative Employment and Social Service Model, including approach to and methodology of reconciling private life and job;

2) Recommendations on wide application of measures aimed at reconciling private life and job.

The main final project results are: increased integration into the labour market of individuals and families at risk of social exclusion; increased awareness of innovative integration practices in partner countries and the EU.

1.3 **Work programme and working methodology:**

- **Planned transnational activities.**

1) organise transnational study visits: three in Lithuania and one in Bulgaria;

2) carry out online international conference on project deliverables;

3) regularly hold online round table discussions on milestone issues during the project implementation;

4) prepare joint recommendations on the application of project achievements;

5) present intermediary and final project results on line.
• **Time schedule for milestones, outcomes and events.**

1) Discussing guidelines for action and exchange of good practice in pilot communities - kick-off study visit of working group from Bulgaria to Lithuania (May 2019);

2) Mapping out concrete, based on practical experience gained in Bulgaria and Lithuania tools and measures aimed at reconciliation of private life. Form the foundation of Employment and Social Service Model (study visit of working group from Bulgaria, June 2019);

3) Exchange of achievements and drawbacks of the application of ESSM in pilot communities in Lithuania (study visit of working group from Bulgaria, September – October 2019);

4) Discussion on the application of measures aimed at reconciliation of private life and work with elements of ESSM in VACANCIA and pilot communities of Utena District (study visit of working group from Lithuania to Bulgaria, September 2019).

5) Formulation of recommendations on sustainable reconciliation of private life and work (January 2020);

6) Presentation of recommendations on reconciliation of private life and work online. (April 2020).

1.4 **Organisation and decision-making.**

• **contribution and responsibilities of each partner:**

  *Human Development Research Centre* is responsible for: a) preparation and description of Employment and Social Service Model (ESSM); b) testing of the model in pilot area (Utena District); c) review of testing results; preparation of recommendations; d) organisation of transnational meeting in Lithuania; e) dissemination of information online.

  *VAKANCIJA LTD* is responsible for: a) preparation the exchange of experience and good practices between partners in the field of reconciling work and private life; b) presenting the company's good practices and selecting good partnership practices to be used in further trainings on reconciling work and private life and creating sustainable employment for marginalised communities; c) dissemination of information.

• **joint development (of products, strategies, methods, etc.).**

• **arrangements for decision-making:** the decisions are taken jointly for the common project activities.

• **working language(s)** – English.

1.5 Budget for transnational work (please analyse the budget by activity and by partner, in €)

<table>
<thead>
<tr>
<th>Partner-project names¹</th>
<th>Attr/n save darbo rinkoje FIND</th>
<th>Ensure sustainable employment for</th>
</tr>
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</table>

¹ Indicate the name of each project which is partner in the TCA.
<table>
<thead>
<tr>
<th>Partner-project TPIs</th>
<th>TPI-1199</th>
<th>TPI-1838</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Activity</strong>¹³</td>
<td><strong>Budget</strong></td>
<td><strong>Budget</strong></td>
</tr>
<tr>
<td>Activity 1</td>
<td>900,00 X 2 =1800,00 EUR</td>
<td></td>
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<tr>
<td>Study visit to Bulgaria-exchange of ideas (2 persons, 5 days);</td>
<td></td>
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<tr>
<td>Activity 2</td>
<td>10693,34 EUR</td>
<td></td>
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<tr>
<td>Development and piloting of innovative Employment and Social Service Model</td>
<td></td>
<td></td>
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<tr>
<td>Activity 3 Conclusion and recommendations (two languages Lithuanian and English)</td>
<td>3000,00 EUR</td>
<td></td>
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<tr>
<td>Activity 4 Study visits to Lithuania - exchange of good practices and models, summarising project gains and lessons learnt (grass root study visit to Zarasai, Anyksciai, Utena community) (3 visits for 5 persons for 6 days)</td>
<td>930,00 EUR</td>
<td>3 x 7506,00 = 22518,00 EUR</td>
</tr>
<tr>
<td>Total⁴</td>
<td>16423,34 EUR</td>
<td>22518,00 EUR</td>
</tr>
</tbody>
</table>

Where the project is working with simplified cost options, this should be explained and appropriate detail given, e.g. the total amount.

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² Indicate the TPI number (Transnational Project Identifier), which is the identification number of the partner project in the ESF partner database.

³ Please, replace [Indicate the number] by the TPI number of the partner project in the ESF partner database.

³ List the main activities in the transnational work programme, such as: study visits, peer reviews, material preparation, piloting, training, translation, dissemination, evaluation etc.

³ Please replace [Name of Activity 1] by the proper activity name.

³ Add as many lines as needed.

⁴ If you added activity lines or partner-project columns, make sure that the grand-total include all the intermediate lines/columns.
2. Signatures of partners

Each partner undertakes to carry out the tasks and fulfil the duties set out above as part of the transnational project, on the condition that they are granted ESF funding set out in 1.5 above.

If for whatever reason any of the partners is not granted this support, this TCA must be amended or cancelled. Subject to the agreement of their respective Managing Authorities, the resulting ‘orphan’ partners may amend the TCA, optionally including new partners, and explore with their Managing Authorities how the grant contracts can be amended.

Signed by all the partners:

2.1 Partner 1:
Name of organisation: Vakancia Ltd.
Address: 60 Tsar Assen str., 1463 Sofia, Bulgaria
Website: http://www.vakancia.bg/
Signed by legally authorised representative: [signature]
Place and date of signature: Sofia, January 29th 2019
Name of representative: Georgi Miloshev Georgiev
Position of representative: Manager
Telephone: +359 878575200
E-mail: office@vakancia.com

2.2 Partner 2:
Name of organisation: HUMAN DEVELOPMENT RESEARCH CENTRE
Address: Aukštalnio str. 108 -1, Utena, LT-28175 Lithuania
Signed by legally authorised representative: [signature]
Place and date of signature: Vilnius, January 29th 2019
Name of representative: Jolanta Rimkutė
Position of representative: Director
Telephone: + 370 685 44474
E-mail: rtc@rtcprojektai.lt