

PROJECT ABSTRACT – 831551 – GENDER MATTERS

Call: REC-RGEN-WWLB-AG-2018
Project Number: 831551
Project Acronym: Gender Matters
Duration (months): 24

Project Title: Gender matters? Promoting equal gender representation in the media, politics and leadership positions

Coordinator: TERVEYDEN JA HYVINVOINNIN LAITOS
MANNERHEIMINTIE 166
00271 HELSINKI
Finland

Total Cost: €389.972,20
Grant Awarded: €311.860,00

Participant Name	Country	Participant Role	Grant Requested	%
TERVEYDEN JA HYVINVOINNIN LAITOS	FI	COORDINATOR	311.860,00 €	100,00%
			311.860,00 €	

ABSTRACT:

Objectives

- Raising awareness about the goals and benefits of balanced numeric participation and the equal substantive representation of all genders.
- Raising awareness about the intertwined nature of inequalities in the public debates, political decision making and leadership.
- Promoting more inclusive and intersectional understanding of gender.

Activities

- Awareness-raising campaign: Gender matters in the elections and in the political decision-making
- Webinar and trainings for the reporters and communication experts
- Mutual learning sessions with the media partners
- Information and tools for the parties and the Parliament
- Gender aware communication toolbox
- Easy-to-use materials of basic leadership data
- Studies on political parties, parliamentary committees, training needs and media content
- Kick-off seminar
- Workshop at national Gender Equality Days 2019
- Gender Equality Days 2020 as an international event
- Permanent gender equality network for reporters and communication specialists

Type and number of persons benefiting from the project

- Reporters and other communication experts (500-1000), parties, members of the Parliament (200), other politicians and decision-makers (300), gender equality actors (100), general public (5000-1000).

Expected results

- Increased awareness about the significance of gender equality in the leadership positions, political decision-making bodies and processes.
- Leadership and competence presented in a more gender aware way.
- Public debates more inclusive for women, gender minorities and other marginalized groups.
- Sexism, harassment, hate speech and restrictive gender norms noticed and less prevalent.
- Permanent structure for disseminating results and networking between key stakeholders.

Type and number of outputs to be produced

- 4 studies
- 1 campaign
- 1 webinar and 3 trainings
- 3 training modules and materials
- 2–4 mutual learning sessions
- 1 permanent network
- 3 lists of gender equality key
- 3 visualizations of indicators
- 3 concrete tools
- 3 seminars

PROJECT ABSTRACT – 831592 – WELP

Call: REC-RGEN-WWLB-AG-2018
Project Number: 831592
Project Acronym: WELP
Duration (months): 24

Project Title: Women's Empowerment In Leadership Positions

Coordinator: EUROPEAN WOMEN ON BOARDS
Rue de la Presse 4
1000 Brussels
Belgium

Total Cost: €621.764,16
Grant Awarded: €497.411,33

Participant Name	Country	Participant Role	Grant Requested	%
EUROPEAN WOMEN ON BOARDS	BE	COORDINATOR	497.411,33 €	100,00%
			497.411,33 €	

ABSTRACT:

Objectives:

- focus/empower professional women of all levels, and increase their self- awareness/self-confidence by enhancing skills & knowledge.
- challenge corporate sector to look at executive pipeline and increase number of women on European boards
- measure and track changes across Europe.

Activities:

- best practice and knowledge sharing
- communication & dissemination plans
- development/delivery - Cross Border Digital Strategy Mentoring Programme
- development/delivery - C-Suite Level School
- Gender Diversity Index

Type and number of persons benefiting from the project:

- 20 mentors, 20 mentees, 30 trainers, 60 trainees.
- The corporate sector as the project improves the executive pipeline and promotes gender equality in leadership positions.

- EWOB networks will also benefit from learnings and from the awareness raised via communications components i.e. minimum of 2,000 female leaders will be aware of the opportunities afforded by the trainings and the status of play highlighted by the index.

Expected results:

- 20 female professionals who can confidently tackle different topics relating to digital strategy creation who will be able to put themselves forward for leadership and board positions requiring these skills.
- 60 female professionals with strengthened skills required for C-suite level positions and Board roles, with added benefit of exposure to international networking.
- The index will highlight the examples of best practices in the corporate sector, spotlighting countries and companies that have achieved the most in terms of gender equality in leadership. The index will facilitate mapping, benchmarking and monitoring. It will be a tool for awareness raising.

Type and number of deliverables to be produced:

- 3 x web pages
- 3 x mentoring training modules
- 1 x kick-off event/mentoring meeting
- 4 x mentor/mentee meetings
- 2 x webinars
- 1 x closing event/mentoring meeting
- 1 x admission committee/guidelines
- 1 x c-suite training materials
- 2 x half day kick-off session
- 6 x training days
- 1 x closing event C-level year 1
- 1 x communications plan
- 2 x factsheet/outline of findings
- 2 x awards event (8-10 awards – list to be defined with Ethics & Boards)

PROJECT ABSTRACT – 831596 – REGAL

Call: REC-RGEN-WWLB-AG-2018
Project Number: 831596
Project Acronym: REGAL
Duration (months): 24

Project Title: Regaining life for precarious women at work

Coordinator: BEWEGING
HAACHTSESTEENWEG 579
1030 BRUSSEL
Belgium

Total Cost: €468.352,91
Grant Awarded: €374.682,33

Participant Name	Country	Participant Role	Grant Requested	%
BEWEGING	BE	COORDINATOR	136.173,34 €	36,34%
FOCUS IRELAND COMPANY LIMITED BY GUARANTEE	IE	PARTICIPANT	60.007,31 €	16,02%
FUNDATIA THE OPEN NETWORK FOR COMMUNITY DEVELOPMENT	RO	PARTICIPANT	43.363,25 €	11,57%
GROUPE DE RECHERCHE ET DE REALISATIONS POUR LE DEVELOPPEMENT RURAL	FR	PARTICIPANT	87.446,39 €	23,34%
REDE EUROPEIA ANTI POBREZA PORTUGAL ASSOCIACAO	PT	PARTICIPANT	47.692,04 €	12,73%
			374.682,33 €	

ABSTRACT:

REGAL aims to link the Directive on the Work Life Balance Package with the provision in the EPSR stating that equal opportunities of under-represented groups shall be fostered. REGAL will go beyond the general nature of the package and tries to identify the vacuums for underrepresented groups in the current legislation and will propose solutions and seek indirectly to reduce the number of poor working women. Our NGO-partnership is based on a common expertise and practice on working with vulnerable people in close collaboration with trade unions, employers and policy makers. This practice assures a broad benefit from the project, not only for the 60 directly involved women in the project but for all relevant stakeholders in 5 EU countries.

This translates into the following specific objectives:

- ‘rights enabling’ and empowerment of vulnerable women through participatory methods; awareness-raising for 3 target groups: policymakers and civil society, employers and vulnerable female employees;

- evoke and disseminate concrete solutions created by vulnerable women in order to overcome the barriers on work-life balance and discriminatory work practices.

Activities will entail:

- competence enhancement of these women through rights' enabling, storytelling;
- participatory sessions in order to inventory problems, aspirations and concrete solutions leading to a free access toolkit;
- awareness raising through EU and national social media awareness campaigns;
- EU and 5 national stakeholders meetings.

These activities will lead to deliverables such as a large European website, 5 national FB pages, 5 national stakeholder-conferences, 5 books, EU-synthesis report, methodological toolkit.

REGAL should result in a better enforcement of the equal opportunities of under-represented groups, a decrease of vulnerable work-life conditions for vulnerable women and a better awareness of the rights by the 3 target groups: vulnerable women, employers/trade unions/civil society and policy makers.

PROJECT ABSTRACT – 831597 – BBBEYOND

Call: REC-RGEN-WWLB-AG-2018
Project Number: 831597
Project Acronym: BBBeyond
Duration (months): 24

Project Title: The Brussels Binder Beyond (BBBeyond): Giving Women in Europe a Voice

Coordinator: BRUEGEL AISBL
RUE DE LA CHARITE 33
1210 BRUXELLES
Belgium

Total Cost: €418.161,35
Grant Awarded: €333.129,08

Participant Name	Country	Participant Role	Grant Requested	%
BRUEGEL AISBL	BE	COORDINATOR	178.865,48 €	53,69%
THE BRUSSELS BINDER	BE	PARTICIPANT	102.176,00 €	30,67%
THE TRANSATLANTIC FOUNDATION	BE	PARTICIPANT	52.087,60 €	15,64%
			333.129,08 €	

ABSTRACT:

Effective policy comes from original ideas and equal representation of the diverse population it represents. Yet, 51% of the European population is currently ill-represented in policy, and more broadly in public debates, because of their gender. Brussels Binder Beyond (BBBeyond) thrives to bring awareness to this lack of diversity, while raising the profile of women experts in policy.

Our consortium is made of two renown think tanks - Bruegel and The German Marshall Fund of the United States (GMF), as well as of the Brussels Binder (BB). BBBeyond builds on the initial BB initiative (www.brusselsbinder.org) – a Brussels-based and crowd-funded database of women policy experts which aims to increase gender balance in public fora. BBBeyond expands on the BB project insofar as it will promote equality and diversity by inviting female speakers into the public eye, by promoting their expertise and by increasing awareness of the issue.

Using the BB, we aim to extend the sphere of influence of BBBeyond, by reaching out to organisations in other member states so as to further promote the use of similar practical tools. Our aim is to create not only a repository of women experts databases in Europe, but also a positive and solution-focused environment that fosters debate, knowledge transfer and best practices exchange among like-minded organisations.

Our project will

- a) Grow a Europe-wide expert community online;

- b) Gather stakeholders around the issue
- c) Raise awareness of the initiative;
- d) Enhance the BB functionalities and exponentially increase its use;
- e) Develop quality control tools, and recommendations for knowledge transfer and good conduct;
- f) Advocate for innovative convening.

This benefits relevant actors directly: women policy experts receive increased visibility, conference organisers have an easy way to improve the diversity of their panels' composition, and policy-making communities - and therefore EU citizens, gain from new perspectives and fresh analysis.

PROJECT ABSTRACT – 831612 – PARENTS AT WORK

Call: REC-RGEN-WWLB-AG-2018
Project Number: 831612
Project Acronym: Parents at work
Duration (months): 24

Project Title: Engaging employers and improving gender discrimination detection to ensure adequate protection for parents at work

Coordinator: INSTITUUT VOOR DE GELIJKHEID VAN VROUWEN EN MANNEN - INSTITUT POUR L'EGALITE DES FEMMES ET DES HOMMES
ERNEST BLEROT 1
1070 BRUSSELS
Belgium

Total Cost: €712.980,59
Grant Awarded: €552.543,64

Participant Name	Country	Participant Role	Grant Requested	%
INSTITUUT VOOR DE GELIJKHEID VAN VROUWEN EN MANNEN - INSTITUT POUR L'EGALITE DES FEMMES ET DES HOMMES	BE	COORDINATOR	266.650,40 €	48,26%
COMISSAO PARA IGUALDADE NO TRABALHO E NO EMPREGO	PT	PARTICIPANT	74.623,20 €	13,51%
KOMISIYA ZA ZASHTITA OT DISKRIMINATSIYA	BG	PARTICIPANT	97.024,00 €	17,56%
ZAGOVORNIK NACELA ENAKOSTI	SI	PARTICIPANT	114.246,04 €	20,68%
			552.543,64 €	

ABSTRACT:

Objectives

- mutual learning between partners
- raise awareness and inform employers on pregnant/parent workers' rights + on work-life balance (WLB) measures
- improve investigative techniques in pregnancy/parenthood discrimination cases
- raise awareness of labour inspectorates (LIs) on discrimination of pregnant/parent workers
- improve visibility of LIs and Equality Bodies (EBs)

Activities

- 4 partner meetings + bimonthly online meetings
- development of long-term strategy
- 3 mutual learning sessions on collecting good WLB practices + engaging employers
- collecting good practices nationally
- development of a toolkit and learning material for employers

- development of a guide on employer engagement + WLB measures
- national conference for employers
- 1 mutual learning session on investigation techniques
- mapping investigative techniques nationally
- 1 international conference for EBs and LIs + dissemination of a summary
- development of a manual and training material for LIs
- 2 day legal capacity building training for LIs
- dissemination of informative leaflet

Type and number of persons benefiting from the project

- Pregnant/parent workers
- Employers/employer organisations
- Labour law inspectors
- EU Equality Bodies

Expected results

- increased awareness and knowledge of LIs
- enhanced enforcement of workers' rights
- increased awareness and knowledge of employers/employer organisations of WLB measures
- increased visibility + knowledge of EBs

Type and number of deliverables to be produced

- 4 mutual learning sessions
- 1 international conference
- 4 national conferences
- 4 press releases/press conferences
- 4 learning materials for employers
- 4 packages of educational material and toolkits for employers
- 4 website pages, 2000 visits/year
- 60 good practices
- 1 guide with good practices
- 3 training PPT's for LIs
- 3 2-day trainings
- 3 leaflets, 4000 copies
- 3 evaluations + 3 mapping reports on investigative techniques
- 3 manuals for Lis

PROJECT ABSTRACT – 831629 – GENDER_PUBLIC DEBATE

Call: REC-RGEN-WWLB-AG-2018
Project Number: 831629
Project Acronym: GENDER_PUBLIC DEBATE
Duration (months): 22

Project Title: Capacity building for women candidates and media stakeholders in public debates in Greece

Coordinator: CENTRE FOR EUROPEAN CONSTITUTIONAL LAW
AKADIMIAS 43
10672 ATHINA
Greece

Total Cost: €259.837,03
Grant Awarded: €207.869,62

Participant Name	Country	Participant Role	Grant Requested	%
CENTRE FOR EUROPEAN CONSTITUTIONAL LAW	EL	COORDINATOR	77.019,75 €	37,05%
ETHNIKO KAI KAPODISTRIAKO PANEPISTIMIO ATHINON	EL	PARTICIPANT	78.471,23 €	37,75%
HELLENIC REPUBLIC MINISTRY OF INTERIOR	EL	PARTICIPANT	52.378,64 €	25,20%
			207.869,62 €	

ABSTRACT:

Overall objective: to reinforce the capacity of

- Greek female politicians and candidates in the public sphere and
- media stakeholders (journalists, media studies students, bloggers) to recognize, address and prevent gender discrimination in public debates.

Specific objectives:

- To sensitize 120 media stakeholders to identify, respond to and prevent sexism and gender discrimination in the media and to raise their capacity to address such incidents and promote gender balanced journalism
- to empower and enhance the capacity of 100 women politicians and candidates to identify and respond to incidents of sexism and discrimination in public debates and confront it in public and
- to disseminate the results of the project and engage stakeholders in a long term approach to promote discrimination free media.

Activities:

- Management and coordination
- 4 experiential workshops for media stakeholders; development of educational modules, material and research report; best practice guide, case stories, language examples and proposed solutions.
- 4 empowerment workshops for women politicians and candidates; TNA to assess needs; guide with practical advice, case stories, language examples and proposed solutions.
- Dissemination: website, press releases, TV spot, dissemination of guides and research report, concluding conference.

Type and number of persons benefiting from the project

- 120 media stakeholders (journalists, media studies students, bloggers); 100 female politicians and candidates

Expected results

- R1: 120 media stakeholders trained and sensitized in discrimination free journalism
- R2: Enhanced skills of 100 women politicians and candidates in confronting sexism in public
- R3: Practical tools for addressing sexism and discrimination in media and public debates
- R4: Sustainable alliances for further action with stakeholders

Type and number of deliverables

- TNA report, Training modules and material, Workshops, Equal opportunities on gender representation report, Practical Guides, website, TV spot, Informative leaflets, Conference

PROJECT ABSTRACT – 831630 – EQUAL

Call: REC-RGEN-WWLB-AG-2018
Project Number: 831630
Project Acronym: EQUAL
Duration (months): 24

Project Title: A gender-sensitive Parliament: Advancing women’s engagement in Maltese political structures

Coordinator: OFFICE OF THE PRIME MINISTER
ST PAUL STREET
VLT1210 VALLETTA
Malta

Total Cost: €350.510,24
Grant Awarded: €280.407,00

Participant Name	Country	Participant Role	Grant Requested	%
OFFICE OF THE PRIME MINISTER	MT	COORDINATOR	203.452,00 €	72,56%
MALTA CONFEDERATION OF WOMEN'S ORGANISATIONS	MT	PARTICIPANT	31.692,00 €	11,30%
UNIVERSITA TA MALTA	MT	PARTICIPANT	45.263,00 €	16,14%
			280.407,00 €	

ABSTRACT:

Objectives

- Taking a snapshot of gender imbalance within political parties in Malta through gender auditing
- Raising awareness about the importance of female participation in politics, through raising public and stakeholder support for positive measures for equal participation of men and women
- Creating discussion at national level on measures that ensure equality for women and men in public debates, in leadership positions in politics
- Producing a White Paper including measures to ensure gender equality in the political sphere in Malta following consultation with local stakeholders.

Activities

- Gender Auditing of political parties
- Online platform & 24 focus groups meetings
- 2 international conferences
- Presentation of White Paper
- Awareness raising campaign

Type and number of persons benefiting from the project

- 30 academia
- 67 national Members of Parliament
- 45 Civil Society Organisations
- 10,000 women
- 40 Media multipliers
- 21 international experts
- 7 Political parties
- 200,000 Maltese/EU citizens

Expected results

- Increased awareness about the under-representation of women in leadership positions in politics at national and EU level through the development of a voluntary audit tool that will facilitate evaluation and reflexivity in view of their internal structures and operations
- Increased awareness amongst the general public on the benefits of balanced participation of women and men in politics
- Action from central government to address and achieve gender quality in public life through the presentation of a White Paper
- Increased knowledge on effectiveness of measures to promote gender equality through sharing of knowledge and best practices among national & European experts and stakeholders through conferences, consultations & publications.

Deliverables to be produced

- 31 deliverables including reports, meetings, conferences, focus group meetings, online platform, white paper, exchange of best practices, dissemination on multiple media platforms & communication tools.

PROJECT ABSTRACT – 831633 – INGENDER

Call: REC-RGEN-WWLB-AG-2018
Project Number: 831633
Project Acronym: INGENDER
Duration (months): 24

Project Title: Investing in Gender (INGENDER): Accelerate gender equality in the workplace. Enhance transparency of private sector efforts to achieve gender equality in the workplace and supply chains of companies in the European Union.

Coordinator: STICHTING EQUILEAP FOUNDATION
MAURITSKADE 63
1092 AD AMSTERDAM
Netherlands

Total Cost: €344.665,19
Grant Awarded: €275.731,00

Participant Name	Country	Participant Role	Grant Requested	%
STICHTING EQUILEAP FOUNDATION	NL	COORDINATOR	23.291,00 €	8,45%
GLOBAL DIALOGUE	UK	PARTICIPANT	41.912,00 €	15,20%
STICHTING EQUILEAP INVESTMENT SERVICES SUPPORT	NL	PARTICIPANT	210.528,00 €	76,35%
			275.731,00 €	

ABSTRACT:

Objectives:

The objective of Investing in Gender (INGENDER) is to accelerate gender equality in the workplace. The specific is to enhance transparency of private sector efforts to achieve gender equality in the workplace and supply chains of companies in the European Union.

Activities:

- Carry out research on the Gender Equality Performance (GEP) of 250 listed companies in 10 EU Members States
- Publication of the research results at national, regional and European level
- Conferences for awareness raising and knowledge dissemination

Type and number of persons benefiting from the project:

- 250 Companies,
- 40 Civil Society Organizations (CSO's),
- 20 EU policy makers,
- 10 local authorities,

- 10 National authorities.

Expected results:

- A Gender Equality ranking of 250 EU companies enhances the transparency of GEP's at the national, regional and European level.
- 250 Companies will gain knowledge and awareness of the performance and impact of their GEPs through access to robust data, information and unique recommendations.
- Civil society organisations, employees' and professional associations, trade unions and other stakeholders will increase their knowledge and will be better-equipped to advocate and lobby.
- Private sector companies and public authorities will improve knowledge and be better informed about the benefits of a balanced participation of women and men in leadership and the workforce and successful strategies to improve GEPs.
- Relevant actors will increase their awareness and understanding of the barriers experienced by the corporate sector in implementing legislations and policies towards achieving gender equality in the workplace

Type and number of deliverables to be produced:

- Research on the performance of the GEPs of 250 EU listed Companies
- Publication of the results in Country reports, Regional reports, and an European report
- 5 Conferences with at least 120 people of CSOs, EU policy makers, local authorities and National authorities

PROJECT ABSTRACT – 831636 – DIONE

Call: REC-RGEN-WWLB-AG-2018
Project Number: 831636
Project Acronym: DIONE
Duration (months): 24

Project Title: DIONE : Dismissal & unfavourable treatment of WOmEn in Greek Workplace : Adopting an INtegrated and SystEmic approach of intervention

Coordinator: EEO GROUP SA
Mavrokordatou 1-3
10678 Athens
Greece

Total Cost: €183.072,72
Grant Awarded: €146.458,18

Participant Name	Country	Participant Role	Grant Requested	%
EEO GROUP SA	EL	COORDINATOR	40.266,24 €	27,49%
AKMI ANONIMI EKPAIDEFTIKI ETAIRIA	EL	PARTICIPANT	19.222,34 €	13,12%
HAROKOPIO UNIVERSITY	EL	PARTICIPANT	27.392,00 €	18,70%
MINISTRY OF LABOUR AND SOCIAL AFFAIRS	EL	PARTICIPANT	20.544,00 €	14,03%
SYMPLEXIS	EL	PARTICIPANT	39.033,60 €	26,65%
			146.458,18 €	

ABSTRACT:

The overall objective of the DIONE project is to address current and emerging challenges in terms of dismissal of women during and after pregnancy as well as unfavourable treatment due to parenthood leave, by establishing a virtual one-stop-shop, supporting all not only women who have been victims of discriminatory approach, but also competent public authorities & otDIONE aims at addressing current and emerging challenges in terms of dismissal of women during and after pregnancy as well as unfavorable treatment for women and men due to take leave. DIONE embraces an integrated ICT¹-based and systemic approach my involving a interdisciplinary consortium of partners that will work towards common solutions in a social legal and political context that is characterized by uncertainty, turbulence and upset.

An integrated platform that serves the role of reporting, self evaluating and providing training, mentoring and networking activities is foreseen so as a virtual one-stop shop for women being dismissed and treated in private and public sector unfairly will be established.

This platform will provide the following services:

- Self assessment toolkit for
- Reporting database for workplace misconduct

- Database of case studies /best practices
- Mentoring scheme platform
- Repository of laws, legal decisions
- Tracking system (s)
- Training material for HR experts
- Motivation scheme for small companies

The partnership envisages to cover the widest possible spectrum of parameters involved linking legal, ethical, social and personal parameters and by adopting a systemic approach in the theme. Since this will be a national project, participating partners will include entities from Greece, with the following competences:

- Solid background in the specific needs and challenges of the target group
- Strong capacity building competences
- ICT expertise for the development of the platform
- 4. Institutional competence in terms of regulating the labour market

PROJECT ABSTRACT – 831662 – MAYORESS

Call: REC-RGEN-WWLB-AG-2018
Project Number: 831662
Project Acronym: Mayoress
Duration (months): 24

Project Title: Mayoress! Promoting Women in Local Leadership

Coordinator: EUROPÄISCHE AKADEMIE FÜR FRAUEN IN POLITIK UND WIRTSCHAFT BERLIN
EV
SCHUMANNSTRASSE 5
10117 BERLIN
Germany

Total Cost: €200.000,12

Grant Awarded: €160.000,00

Participant Name	Country	Participant Role	Grant Requested	%
EUROPÄISCHE AKADEMIE FÜR FRAUEN IN POLITIK UND WIRTSCHAFT BERLIN EV	DE	COORDINATOR	160.000,00 €	100,00%
			160.000,00 €	

ABSTRACT:

The project of the European Academy for Women in Politics and Business | EAF Berlin aims to improve the representation of women in local leadership/mayors' offices. Together with experts and practitioners, and in interaction with female candidates and mayors from Germany and its neighboring countries France, Poland and Austria, the project aims to:

- empower female candidates and mayors, and to establish sustainable networks
- promote cross-border exchange on good practices and strategic concepts
- develop recommendations for political stakeholders (parties, associations, legislators) on implementing actions and policies at the national and European level
- raise awareness for the need of a better gender balance in local leadership.

Activities will start in Germany: in 2-3 Federal states, transferable empowerment measures (trainings and networking activities, peer mentoring,) are being developed and tested for female candidates and newly elected women. The partner organizations will assist these activities.

In a second step, an European Mayoress Campus will provide professional input, workshops, and interactive networking opportunities. It will address around 100 participants, mainly from the four partner countries (female mayors, political stakeholders, multipliers).

Within the framework of an international Expert Forum, results will be developed for further recommendations on strategic and practical level.

The project will be carefully evaluated and accompanied by intensive public relations. It is carried out by the EAF Berlin as a non-profit research and consulting organization together with the Austrian Association of Municipalities, the Polish think tank "Institute of Public Affairs", and the French Association of Mayors "Association des maires ruraux de France". The Association of the German Cities actively supports the project, which is co-financed by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth.

PROJECT ABSTRACT – 831665 – POWERWOMEN

Call: REC-RGEN-WWLB-AG-2018
Project Number: 831665
Project Acronym: PowerWomen
Duration (months): 22

Project Title: Nudging women to power

Coordinator: SIHTASUTUS POLIITIKAUURINGUTE KESKUS PRAXIS
TARTU MNT 50
10115 TALLINN
Estonia

Total Cost: €197.115,40
Grant Awarded: €157.680,00

Participant Name	Country	Participant Role	Grant Requested	%
SIHTASUTUS POLIITIKAUURINGUTE KESKUS PRAXIS	EE	COORDINATOR	157.680,00 €	100,00%
			157.680,00 €	

ABSTRACT:

Objectives

- The general objective of the project is to improve women's access to high-level political decision-making.
- The specific objectives are:
 - 1) to increase knowledge, awareness and understanding of the importance of gender equality in public policy making and how the media as well as political organizations can help to empower women in achieving higher positions as well as visibility and credibility in public domains;
 - 2) to develop and provide usable solutions, suggestions, best practices and toolkits to improve the situation.

Activities

The following activities will be carried out:

- Systematic literature review, policy review, media analysis and interviews with politicians to give strong evidence-base for the project.
- Building on the research results interactive seminars for politicians and journalists will be organized to compile and design the behavioural toolkits.
- Dissemination activities to disseminate the findings and to engage the primary stakeholders throughout the research process.

Type and number of persons benefiting from the project

- The direct target groups of the project are Estonian journalists (10 to 15) and national policy makers (30 to 40).
- The wider target group will be all journalists, policy makers, women interested in decision-making and society as a whole benefitting from more equal representation of women and men in politics.

Expected results

- The awareness and knowledge of the direct target groups on importance of women participating in high-level politics and on gender-balanced representation of politicians in media will be raised.
- The awareness and knowledge of all journalists, policy makers, women interested in decision-making and society as a whole on importance of women participating in high-level politics and on gender-balanced representation of politicians in media will be raised.

PROJECT ABSTRACT – 831669 – REC-RGEN-WWLB-AG-201

Call: REC-RGEN-WWLB-AG-2018
Project Number: 831669
Project Acronym: REC-RGEN-WWLB-AG-201
Duration (months): 24

Project Title: “Parents@Work: Changing Perceptions!”

Coordinator: LECHNER, REITER & RIESENFELDER SOZIALFORSCHUNG OEG
LINIENGASSE 2A/1
1060 WIEN
Austria

Total Cost: €172.364,16
Grant Awarded: €127.006,00

Participant Name	Country	Participant Role	Grant Requested	%
LECHNER, REITER & RIESENFELDER SOZIALFORSCHUNG OEG	AT	COORDINATOR	97.006,00 €	76,38%
BUNDESKANZLERAMT	AT	PARTICIPANT	0,00 €	0,00%
CESI -CENTAR ZA EDUKACIJU SAVJETOVANJE I ISTRAZIVANJE CESI	HR	PARTICIPANT	30.000,00 €	23,62%
			127.006,00 €	

ABSTRACT:

Objectives:

- Make hidden discrimination visible and make employers and employees aware of such (hidden) discriminatory practices;
- Support gender equality based recruitment and career development processes;
- Support Gender Equality Bodies and other counselling actors in their counselling work and in awareness-raising activities and
- Change different implications of (possible) parenthood for women and men for their recruitment and career development.

Activities:

- Research to reveal (hidden) discrimination of parents (to be), women AND men
- Educational material and tools for the Equality Bodies and other counselling organisations to support their work
- Broader awareness raising: workshops with stakeholders, video-clips, newsletters, website, online actions
- National and international Mutual learning meetings

Type and number of persons benefiting from the project:

- employees in companies: 250,000
- employee representatives in selected companies: 100
- experts/practitioners of counselling organisations: 45
- parents / parents-to-be: 500,000

Expected results:

- Improvement of the knowledge of Equality Bodies and other counselling organisations
- Improvement of knowledge and awareness of caregivers who are discriminated against at workplace or when applying for a job
- Tools for enterprises to rethink and adapt their recruitment process, re-entry process and career development process
- Awareness of a broader public for the topic

Type and number of deliverables to be produced:

- 1 Website (in English, German and Croatian)
- 3 Brochures of common findings of the qualitative research, 3 Brochures of the common findings of company research, 3 Brochures about overall findings (German, Croatian and English)
- 2 Reports about Case Studies, 2 Reports about "Revealing (hidden) discrimination, 2 internal reports to the Equity Bodies (each in German and Croatian)
- 8 video-clips
- 3 Workshop handbooks
- 12 different Leaflets for companies
- Online presence and action
- 4 Newsletters