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EQUAL

EQUAL - Tackling discrimination and inequalities in the labour market

Community Initiative EQUAL
in the Czech Republic

This programme is
co-financed by
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and by the Ministry
of Labour and Social Affairs
of the Czech Republic



NV National
Training
Fund

National Support Structure
EQUAL
Czech Republic

Contents

Page

<input type="checkbox"/> Introduction	2 - 3
<input type="checkbox"/> Employability <input type="checkbox"/> Thematic field A	4 - 8
<input type="checkbox"/> Employability <input type="checkbox"/> Thematic field B	9 - 10
<input type="checkbox"/> Entrepreneurship <input type="checkbox"/> Thematic field C	11 - 12
<input type="checkbox"/> Adaptability <input type="checkbox"/> Thematic field E	13
<input type="checkbox"/> Adaptability <input type="checkbox"/> Thematic field F	14 - 15
<input type="checkbox"/> Equal Opportunities for women and men <input type="checkbox"/> Thematic field G	16

Czech Development Partnerships and their projects selected for Action 2

First candidate country joins EQUAL

The Czech Republic (CR) joined the first round of the EQUAL Initiative as the first candidate country in June 2001, more than a year later than the EU member states. The core national structures, including Managing Authority (Ministry of Labour and Social Affairs - MoLSA), Monitoring Committee, National Support Structure and Evaluation Committee were nominated. EQUAL in CR is co-financed by the State budget and by Phare.



Getting started - Action 1

Action 1 in CR started in January 2002 and finished in June 2002. There were 76 project proposals submitted for Action 1. The Monitoring Committee selected 20 best proposals. During this Action the Ministry of Labour and Social Affairs financed the development partnerships' (DP) final constitution, designing of their projects and conclusion of Transnational Co-operation Agreements (TCA). The Evaluation Committee then selected 10 best projects for Action 2.

Action 2 - How long and how much?

The beginning of Action 2 is individual for each DP depending on the date of signature of the grant contract with MoLSA (Oct.-Nov. 2002). This Action lasts in CR max. 30 months. The average grant awarded to a Czech DP for Action 2 amounts to EUR 665.000.

Action 3 Support for the best

Action 3 will start in the course of Action 2 and will finish together with Action 2. Only 4-5 DPs with the best outcomes in Action 2 will be financed under Action 3. The grant awarded in this Action will amount to about EUR 200.000.

Project themes

The ten selected projects cover 6 out of 9 EQUAL thematic priorities (A, B, C, E, F and G). The Monitoring Committee had previously agreed to support projects in 7 thematic priorities (A-G). The most frequent theme is A with 4 projects, followed by C with 2 projects and B, E, F and G with one project each. The themes of the projects are as follows:

A

Facilitating access and return to the labour market for those who have difficulty in being integrated or re-integrated into a labour market which must be open to all

- Support to activation of job-seekers' abilities
- Creation of a methodology for handicapped people employment waste separation
- Supported employment
- Integrated counselling for disadvantaged job-seekers

B

Combating racism and xenophobia in relation to the labour market

- Intercultural education

C

Opening up the business creation process to all by providing the tools required for setting up businesses and for the identification and exploitation of new possibilities for creating employment in urban and rural areas

- Fostering entrepreneurship
- Training and guidance for starting-up entrepreneurs

E

Promoting lifelong learning and inclusive work practices which encourage the recruitment and retention of those suffering discrimination and inequality in connection with the labour market

- Flexible workplace

F

Supporting the adaptability of firms and employees to structural economic change and the use of information technology and other new technologies.

- Integration programme for redundant employees in the steel industry

G

Reconciling family and professional life, as well as the re-integration of men and women who have left the labour market, by developing more flexible and effective forms of work organisation and support services

- Creating conditions for balancing work and family life

Concise descriptions of all the projects are attached.

A bit of geography...

The Czech project promoters come from the following regions: North Moravia Silesia, North Bohemia (both these regions are in the greatest need in CR), Prague, Brno (2 major cities) and the Zlín region. If the projects prove successful, they can be transferred to other regions.

Each Czech DP had to conclude a TCA with at least 2 DPs from the EU member states. The Czech DPs concluded their TCAs with partners from 11 member states. Most transnational partners come from Germany (7), followed by the Netherlands and Austria (5) and the UK and France (4).

Facilitating access and return to the labour market for those who have difficulty in being integrated or reintegrated into a labour market which must be open to all

Promoter:

Regional Development Agency of the Ústí region, Most
(joint-stock company)

Project title:

KOMPAS - Support Programme of Activation of Own Abilities of Job Seekers without Secondary Education and with Difficult Employability



Main objectives:

- side-run institutionalisation of re-training and secondary education and initiating legislative changes relating to its economic support
- creation of a systematic approach to the removal of handicaps in the largest marginal category of job seekers (long term unemployed people without qualification)
- supporting their assertion in the labour market

Target groups:

- long term unemployed people without qualification (without secondary education)
- handicapped persons who will exercise their occupation in branches without negative impact on health
- teachers and lecturers in side-run re-training and secondary education

Activities:

- preparation of basic conditions for carrying out side-run re-training and secondary education
- elaboration of a manual for side-run two-year apprenticeship fields and a modular re-training programme
- pilot verification of the completed methodology
- specification of the conditions for effective work with regards to the Roma minority
- motivation and activation of the target group of unemployed people
- provision of a re-training scheme in the form of residency and type of working positions suitable for the target group entering the labour market
- publicity and preparation of final proposal of organisation, methodology and legislative modification for quick implementation of the system in the Czech Republic

Outputs:

- methodologies of communication between unemployed and teachers
- manuals for side-run secondary education and re-training
- manuals for apprenticeships
- trained lecturers
- proposal of organisational changes for labour offices and secondary schools

Development partnership (34 partners)

- the Ústí region
- educational institutions
- labour offices
- economic chambers
- employers
- NGOs

TCA no. 256, title: Wege zur Arbeit (Ways to Employment)

Secretary: Zukunftswege, Germany

Other partners: fit for service, Germany

Netzwerk Arbeit, Austria

SCHULDEN-SHREDDER Arbeitsaufnahmehindernis Schulden, Austria

Facilitating access and return to the labour market for those who have difficulty in being integrated or reintegrated into a labour market which must be open to all



Promoter:

Charity Opava (humanitarian church organisation)

Project title:

Creation of a Methodology for Employment of Groups with Employability Difficulties in Environmental Activities
Separation of Waste

Main objectives:

- to elaborate a system of creation and permanent operation of jobs for vulnerable groups of inhabitants, especially physically handicapped people, at protected workplaces in an ecological activity - separation of waste
- to extend employment potentials of the target group

Target groups:

- especially under-qualified unemployed physically handicapped persons (modified work abilities up to seriously physically handicapped persons)
- other marginalised groups of job applicants such as:
 - ◆ members of ethnic minorities
 - ◆ people returning from imprisonment
 - ◆ women after maternity leave
 - ◆ people over 50 years

Activities:

- proving in reality that low-qualified physically handicapped and other members of the target group can be employed in perspective activities in the field of dismantling, sorting, pre-treatment and ecological disposal of specific kinds of waste
- creating a detailed methodology of establishment and permanent continuation of protected jobs for ecological activities
- operating several protected workplaces as a complex of social services serving to integration and activation of clients
- social work related to individual, especially physical potentials of the service recipients, their motivation, work habits, education and complete social context in the work and personal life

Outputs:

- web site on social economics and implementation of new services in environmental management
- recommendations on best investment into social economics
- finding social organisations for ecological services
- preliminary agreement on effective co-operation and experience exchanges

Development partnership (26 partners):

- NGOs
- church organisations, charities-labour offices
- Research Institute of Labour and Social Affairs
- university, vocational school
- city, region

TCA no. 237, title: SENECA - Social Economy Network for Environmental Cooperation Activities

Secretary: REPANET Reparaturnetzwerk Österreich, Austria

Other partners: ELWARE, Finland

NTESA PER LO SVILUPPO DELLA COOPERAZIONE SOCIALE, Italy

FARE IMPRESA SOCIALE NELL'AMBITO DELLE FONTI ENERGETICHE RINNOVABILI, Italy

Facilitating access and return to the labour market for those who have difficulty in being integrated or reintegrated into a labour market which must be open to all

Promoter:

Rytmus, Praha (NGO)

Project title:

Supported Employment



Main objectives:

- to offer a comprehensive systematic solution to employment of disadvantaged groups of persons (incl. those with different types of disabilities and socially disadvantaged persons) on the open labour market using the method of supported employment through the system of Supported Employment Agencies
- to initiate the changes of legislation in the area of the State employment policy
- to expand supported employment to other regions
- to introduce supported employment studies at higher-education schools and universities

Target groups:

- the most disadvantaged people entering the labour market
- specifically, people with disabilities (mental, physical and multiple disabilities)
- persons suffering from mental illnesses
- former drug addicts and persons otherwise socially disadvantaged

Activities:

- expanding the existing supported employment agencies and creating new ones
- introducing the programme of supported employment in selected partner organizations
- expert work within individual expert groups
 - Strategic consulting group* – consulting on important issues associated with the inclusion of supported employment into the tools of the State Employment Policy;
 - Expert methodology group* – activities associated with the creation of the Comprehensive Methodology of Supported Employment including manuals for work with other target groups in supported employment;
 - Education group* – creating the content of a study programme on supported employment at universities;
 - Group for public relations* – activities in the area of asserting the method of supported employment at the Government policy level
- research work activities, verifying economic and social benefits of supported employment empowerment of target groups (communication with the service users through the so-called empowerment or self-advocacy groups, participation of target groups in the process of creating the Comprehensive Methodology and the manuals for work with target groups, and in the evaluation of social aspects of supported employment)
- creating an information portal and web pages about supported employment issues
- methodology guidance and supervisions in supported employment agencies
- courses for job coaches, courses for supervisors, as well as courses for supported employment agencies in the area of public relations work
- seminars and a conference on supported employment

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Outputs:

- suggestions for the amendment to the Employment Act through the National Action Plan for Employment which would incorporate supported employment in the tools of the Pro-active Employment Policy
- a Comprehensive Methodology including the manuals for work with the specified target groups
- an increase of successfully placed people in the labour market
- a model of regional cooperation of all actors active in supported employment teaching supported employment at higher-education schools and universities including a curriculum of supported employment studies and a compendium of lectures
- training of teachers
- self-steering model for clients
- a web site and a CD-ROM

Development partnership (30 partners)

- labour offices
- Supported Employment Agencies
- job seekers
- special schools
- the Research Institute of Labour and Social Affairs
- training agencies

TCA no. 358, title: Opportunity 4 eU

Secretary: Worth for Work, Finland

Other partners: E-quality Career Time, Belgium
VrijBaan, the Netherlands

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Facilitating access and return to the labour market for those who have difficulty in being integrated or reintegrated into a labour market which must be open to all

Promoter:

Faculty of Education, Masaryk University Brno (university)

Project title:

Integrative Counselling for Handicapped Persons on the Labour Market in a Context of National and European Cooperation



Main objectives:

- to support integration of the disabled people into the labour market
- to create effective monitoring groups based on the principle of the development partnership, which would be able
- to connect counselling - institutions from the school system and health and social services
- to improve the possibilities of graduates from special schools to find employment

Target groups:

- special school students, who are not interested in continuing their education
- students of the special grammar schools
- graduates of the special schools
- Roma teenagers educated in the special schools in the area of the city of Brno
- families of these students

Activities:

- providing complex counselling services to the target groups in connection with the process of education and testing of the target groups especially in the area of knowledge, skills and habits applied in the work process
- testing of other skills important for students' access to the labour market such as communication and skills that influence the work process and preparation to this process
- comparison of approaches and results of transnational partners
- preparation of new methodological materials
- extension of teaching programmes at special school to improve access to the labour market
- family monitoring
- setting up of a ergo-therapy centre

Outputs:

- methods for the integrated counselling system
- extension of the integrative counselling system
- qualitative criteria for institutions from the work integration field
- improved management of transfer from school to labour market
- comparative research in the Czech Republic, Austria and Germany with the topic "Integration of disabled people into the open labour market"
- economical and social evaluation of the innovative way in the integrative counselling system in the context of Active Policy of Employment in the Czech Republic

Developmental partnership (8 partners)

- | | |
|-------------------------|---|
| ■ educational institute | ■ labour office |
| ■ special schools | ■ NGO helping mentally handicapped |
| ■ vocational school | ■ Social Service Institute for Physically Handicapped Youth |

TCA no. 1709, title: Transition from school to work TSW

Secretary: INTEQUAL, Integration Jugendlicher mit Behinderung NÖ, Austria

Other partners: OPEN DOORS - Schlüsselqualifikationen und Chancengleichheit für behind. Menschen, Germany
Keine Behinderungen trotz Behinderung, Germany
Empowerment door transitie, the Netherlands



Combating racism and xenophobia in relation to the labour market

Promoter:

People in Need, Praha (NGO)

Project title:

Variants Intercultural Education

Main objective:

- implementation of intercultural education (as a form of gaining respect for socio-cultural diversity and fostering tolerance towards minority groups) into the educational system in the Czech Republic and into the system of life-long education
- to help with the improvement of the social positions of people coming from different socio-cultural environment, and contribute to the facilitation of their entering the labour market

The project is divided into 8 thematic areas:

- Primary Education
- Secondary Education
- Higher Education (tertiary education)
- Regional Pedagogical Centres
- School Inspection
- Adult Education
- Children's Homes and Reformatories
- Community Education

Target groups:

- educators working in the above-mentioned areas (primary school teachers, primary school management staff, secondary school teachers, guarantors of intercultural education in regional pedagogical centres, educators from children's homes and youth custody centres, co-ordinators of community education, potential trainers of intercultural education)
- field-workers working in socially excluded localities inhabited predominantly by Romany population
- employees of administration and local authorities
- students of Adult Education and Human Resources Management (current and future personnel managers)
- asylum seekers and immigrants with permanent residence in the Czech Republic

Activities:

- primary education – development of a “standard of an intercultural friendly school”
- implementation of a course of intercultural education for primary school teachers
- preparation of a file of supporting texts for intercultural teaching in primary schools
- secondary education – creation, verification and accreditation of a pilot course of intercultural education for secondary school teachers to be implemented in pedagogical centres
- enlargement of the “Manual of intercultural education, not only for secondary school teachers”
- tertiary education – development, verification and implementation of a pilot course of intercultural education for universities
- pedagogical centres – carrying out an analysis of educational needs in the field of intercultural education, development of seminars for “guarantors of intercultural education”
- school inspection – creation of methodology for the evaluation of the implementation of the intercultural education (ICE) principles into the teaching discourse in primary and secondary schools
- carrying out a course of intercultural education for inspectors
- adult education – development of courses, their carrying out and passing on

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- Outcomes:

- Development partnership (21 partners)

- TCA no. 1849, title: Institut du Développement Social (Social Development Institute)

Secretary: Aequalis, France

Other partners: Verschiedene Herkunft - Gemeinsame Zukunft, Austria

PREVENIR LES DISCRIMINATIONS DANS LE LOGEMENT SOCIAL, France
Key-forces, Sweden

- 10

Opening up the business creation process to all by providing
the tools required for setting up in business and
for the identification and exploitation of new possibilities
for creating employment in urban and rural areas



Promoter:
Trexima, Zlín (Ltd.)

Project title:
The Way to Entrepreneurship (TWaEn)

Main objective:

- to inspire people to start their own business or to help them carry out their vision
- to facilitate access to information on the requirements of starting one's own enterprise and getting the concession in a chosen area
- to guarantee that this information will be up-to-date and always accessible by means of the Internet application

Target groups:

People having some troubles with placing themselves in the labour market such as:

- women with children under 10 years of age
- graduates
- older people usually over 50 years of age
- handicapped people
- experienced workers who lost their jobs after bigger manufacturing or service companies decline
- employment offices and trade associations

Activities:

- setting up an Internet open forum of the project
- defining the structure and the relations between information databases for entrepreneurs, filling these databases in
- creating the methodology and carrying out the self-operating advisory system for business skills identification and development, for processes of entrepreneurial starting up and development and for pilot testing of the advisory tools
- creating and handing over the recommendations for the support of the business area to the policy makers training the instructors in using the methodology and the tools for self-operating and assisted advisory processes

Outputs:

- a card index of entrepreneurship containing:
 - a) aggregation of requirements such as qualification, health etc. to start and develop a business
 - b) recommendations for gaining or completing the necessary qualification and other needs
 - c) information about entrepreneur's duties and how to fulfill them
- a self-operating Internet and info-kiosk based system, allowing to evaluate the individual preconditions for starting a business in the chosen area, and to develop the entrepreneurial skills
- a tool for developing communication inside the business federations and their communication with the State and the educational sphere as well as the candidates for entrepreneurship

Development partnership (6 partners):

Partners are following organizations: Trexima, the Chamber of Commerce of the Czech Republic, the National Association for Business Development, Labour office Písek, the City of Vsetín and Business Innovation Centre ČVUT Praha.

TCAs: 1) no. 736, title: CEFT

Secretary: Cyfenter Development Partnership, Great Britain

Other partners: EXZEPT - Erleichterung von Existenzgründungen durch Akzeptanz!, Germany
Ondernemerschap als een reëel alternatief, the Netherlands

2) no. 824, title: Europa emprende (Europe Carries Business)

Secretary: Almería por el empleo, Spain

Other partners: Stimuleren Ondernemerschap in de regio Twente, the Netherlands
EBC - Equality in Business Creation, the Netherlands

Opening up the business creation process to all by providing the tools required for setting up in business and for the identification and exploitation of new possibilities for creating employment in urban and rural areas

Promoter:

Kazuist, Trinec (Ltd.)

Project title:

Training and Guidance for Starting-up Entrepreneurs by „SBC“ (Start-Business-Centres) Network

kazuist

spol. s r.o.
TRINEC

Main objectives:

- activation of entrepreneurs' potential within discriminated groups
- strengthening the self-employment process
- strengthening the SME creation process
- development of progressive educational methods and programmes for entrepreneurs already starting up and for people showing interest in entrepreneurship
- development of progressive methods of entrepreneurs' counselling
- decrease of the risk connected with the beginning of the entrepreneurial activity
- creation of the network of implementation centres
- improvement of relevant access to information for discriminated groups
- contribution to ensuring the equality on the labour market

Target groups:

- people from discriminated groups interested in beginning entrepreneurship:
 - ◆ Aged to 30 years
 - ◆ Aged over 45
 - ◆ People endangered by the loss of occupation
 - ◆ People coming back to the labour market
 - ◆ People with lower possibility of commuting to work
 - ◆ Disabled people
- beginning entrepreneurs:
 - ◆ Entrepreneurs active for less than one year

Activities

- creation of the network of "Start-Business-Centres"
- development of methodical, informational and advisory support to the "SBC" network
- creation of database of new forms of business (entrepreneurial) activities
- enforcing equal rights principles in the labour market
- evaluation of pilot project results training and educational courses and programmes, new advisory and information methods

Outputs:

- created network of Start-Business-Centres
- workshops
- motivation and information flyers
- new motivation programmes for the beneficiary groups
- network of mentors
- progressive educational program "Virtual Company"
- interactive "Step by Step to Business" site
- standard package of counselling services
- database of entrepreneurial possibilities in the region

Development partnership (10 partners)

- private advisory and educational subjects oriented on small and medium enterprises
- educational institutions
- employment office
- non-profit advisory association
- common profit organisation
- regional development agencies

TCA no. 1442, title: Entreprendre pour Tous (Business for All)

Secretary: DORA Dispositif ouvert de ressources et d'accompagnement pour les projets d'AC, France

Other partners: LOCRIDE PER TUTTI, Italy
Oficinas para a Igualdade, Portugal

**Promoting lifelong learning and inclusive work practices
which encourage the recruitment and retention
of those suffering discrimination and inequality
in connection with the labour market**



Promoter:
DHV CR, Praha (Ltd.)
Project title:
Flexible Workplace

Main objectives:

- to improve the employment situation of disadvantaged groups in the labour market
- to increase enterprise competitiveness by promoting the implementation of work sharing and job rotation methods, connected with up-skilling in the framework of life-long learning, and in accordance with the principles of equal opportunities between men and women
- development of guidelines and methodologies for their implementation in practice under the conditions of the Czech Republic, including specification of roles of different actors and corresponding financial flows

Target groups

- unemployed, especially those without work experience or qualification, or those with inappropriate qualification
- employees, especially those at risk of unemployment

Activities:

- legal, attitudinal and organisational analysis of the context of flexible forms of work
- preparation, implementation and evaluation of pilot projects of work sharing
- dissemination of the project and its results, including proposals of measures for the active employment policy

Outputs:

- report on awareness and attitude survey between employers, employees and job seekers
- analysis of barriers and conditions for implementation of work sharing methods
- methodologies of work sharing and job rotation with respect to gender mainstreaming
- organisations, employees and unemployed involved in the pilot projects of work sharing and job rotation
- results of pilot testing of these approaches and procedures
- information and guidance provided to employers, employees and job seekers
- handbook Good practice guide in work sharing and job rotation

Development partnership (23 organisations):

- central and regional public administration
- social partners
- education, training and guidance providers
- NGOs

TCA no. 1848, title: The Sapiens Network

Secretary: i – WORK, Great Britain

Other partners: JobRotation-Neue Wege z. berufl. Bildung durch Weiterentwicklung d. Instrumentes, Germany
A.I.R. (ACCOMPAGNEMENT, INSERTION, RECRUTEMENT), France
Blanchardstown EQUAL Development Group, Ireland
REDE DE ARTESÂOS, Portugal

Supporting the adaptability of firms and employees to structural economic change and the use of information technology and other new technologies

Promoter:

RPIC-ViP, Ostrava (Ltd.)

Project title:

Integration Programme for Employees Made Redundant in
the Restructuring Process of the Czech Metallurgic Industry



Main objective:

- to minimize negative impacts of the Czech steel industry restructuring in the Moravian-Silesian NUTS 2 region by co-ordinated services of employment agencies, labour offices and other co-operating partners for employees of the steel companies who are endangered by redundancy and unemployment
- to utilize the innovative project results in other groups of unemployed and other sectors and regions in the restructuring and transformation processes

Target groups:

- employees of the steel companies who are endangered by redundancy
- employees endangered by redundancy from externalised companies
- starting up entrepreneurs and independent wage-earners from groups 1 and 2
- unemployed out of former steel companies employees
- advisors and lecturers of employment agencies (regional and company agencies)
- labour offices employees in Ostrava, Frýdek-Místek and Karviná regions
- experts from other institutions participating in development partnership within the project

Activities:

- employment agencies' services for employees that are made redundant
- co-ordination of services and processes of employment agencies with labour offices
- development of an information and communication system
- regional labour market analyses and forecasts
- requalification and integration programmes
- personnel services for employers
- assisting people who are considering starting entrepreneurial activities
- new forms of employment
- preparation of advisors and lecturers
- presentation, results dissemination and mainstreaming
- transnational co-operation within TCA

Outputs:

- improved and new methodologies of supportive activities for work with target groups
- improved and new methodologies for sharing responsibilities and for reinforcing capacity of services, particularly between employment agencies and labour offices
- improved and new advisory and information services
- new training and consultancy centre
- improved consultancy workplaces for work with employees made redundant
- improved and new employment agencies
- new materials and instruments for consulting activities with target groups

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Reconciling family and professional life, as well as the re-integration of men and women who have left the labour market, by developing more flexible and effective forms of work organisation and support services

Promoter:

Czech Women's Union, Praha (NGO)

Project title:

Conditions for Balancing Professional and Family Life Partnership in Family



Main objectives:

- in general, to improve women's position in the labour market through influencing public opinion so that principles of equal opportunities for women and men be positively perceived
- to contribute to the change of attitudes of the general public towards flexible forms of employment of women coming from disadvantaged groups
- to support creation of partnership in family relations and mutual acceptance
- strengthening of equal opportunities on the labour market not only by strengthening of women's self-confidence through life-long education, but also by motivating employers, who in consequence shall increase employability of women from target groups
- to start up long-run systematic changes related to modifications of behavioural models, models of social roles and respect for traditions

Target groups:

- disadvantaged groups of women that have limited access to employment and labour market (men must also be included since they often play a decisive role in continuation of the men-women stereotypes)
- social partners, educators, labour offices, counselling centres and employers
- the general public

Activities:

- analysis of the current situation and seeking new solutions
- preparation of recommendations for solutions, as well as preparation, implementation and evaluation of the pilot projects in pre-selected regions
- dissemination of information on the project and its results, media campaign
- activities targeted at family and the general public, recommendation for measures that may be applied in the employment policy
- influencing the employers by encouraging them to create flexible job opportunities

Outputs:

A report which will consist of:

- analysis results, data research, findings / expertise gained through the transnational partnership
- surveys results, findings related to identified introduction obstacles to flexible employment methods, conciliation of family and professional life of women by: women themselves, their family, employers
- proposals of educational / training methodologies for further training of disadvantaged groups of women
- validation of proposed methodologies in selected regions in the pilot stage of the project

Further outputs will include:

- counselling activities and publication of methodological manual

Development partnership (20 partners):

- | | |
|--------------------------------|---|
| ■ NGOs (women's organisations) | ■ educational, training and information |
| ■ trade unions | delivery oriented institutions |
| ■ research institutions | ■ counselling organisations |

TCA no. 1909, title: Born Equal

Secretary: Close the Gap, Great Britain

Other partner: Gender Equality Developers, Sweden