

## Διακρατικές Συνεργασίες

Η διακρατικότητα συνιστά ένα ουσιαστικό στοιχείο της Κοινοτικής Πρωτοβουλίας EQUAL. Οι Αναπτυξιακές Συμπράξεις (ΑΣ) έχουν δημιουργήσει σχέσεις συνεργασίας με εταίρους από άλλα κράτη μέλη με στόχο τόσο την ανταλλαγή τεχνογνωσίας όσο και τη μεταφορά καλών πρακτικών μεταξύ τους. Οι Αναπτυξιακές Συμπράξεις που συμμετέχουν στις Διακρατικές Συνεργασίες προέρχονται από Ελλάδα (σε 6 Συμφωνίες Διακρατικής Συνεργασίας (ΣΔΣ)), Ιταλία (σε 2 ΣΔΣ), Ισπανία(σε 2 ΣΔΣ), Σλοβακία, Αυστρία, Γερμανία, Πολωνία, Ολλανδία, Βέλγιο και Λετονία.

Η ΣΔΣ εισάγεται από τις ΑΣ στη βάση δεδομένων ETCIM (Equal Transnational Cooperation Internet Module) και στη συνέχεια εγκρίνεται ηλεκτρονικά από όλες τις συμμετέχουσες σε αυτή ΑΣ και τις εμπλεκόμενες Διαχειριστικές Αρχές προκειμένου να καταστεί έγκυρη.

<b>Διακρατικές Συνεργασίες</b>	<b>Αναπτυξιακές Συμπράξεις</b>	<b>ΣΔΣ (Id)</b>
PROMOTING DEVELOPMENT OF CERTIFIED SKILLS VIA LIFE LONG LEARNING	<b>ΚΥΠΡΟΣ</b> → «ΔΙΠΑ» → <b>CY - 6</b> <b>ΕΛΛΑΔΑ</b> → «εκπ@ιδευτείτε» → <b>GR 232177</b>	<b>4797</b>
W.E.N. - WOMEN EMPOWERMENT NET	<b>ΚΥΠΡΟΣ</b> → «ΑΥΞΗΣΗ ΣΤΗΝ ΠΡΟΣΒΑΣΗ ΓΥΝΑΙΚΩΝ ΣΤΗΝ ΑΓΟΡΑ ΕΡΓΑΣΙΑΣ ΜΕΣΩ ΠΡΟΤΥΠΟΥ ΕΤΑΙΡΕΙΩΝ ΦΙΛΙΚΩΝ ΠΡΟΣ ΤΙΣ ΕΝΑΛΛΑΚΤΙΚΕΣ ΜΟΡΦΕΣ ΕΡΓΑΣΙΑΣ» → <b>CY - 3</b> <b>ΕΛΛΑΔΑ</b> → «ΚΑΛΛΙΣΤΗ» → <b>GR 232276</b> <b>ΙΤΑΛΙΑ</b> → “Oltre la linea d’ombra” → <b>IT IT-G2-CAM-123</b> <b>ΣΛΟΒΑΚΙΑ</b> → “OZ Orbis Institute” → <b>SK 18</b>	<b>4481</b>
VENET - VOCATIONAL EDUCATION NETWORK	<b>ΚΥΠΡΟΣ</b> → «ΤΟΜΗ» → <b>CY - 1</b> <b>ΑΥΣΤΡΙΑ</b> → “Beruf und Arbeit im Pakt (BAP)” → <b>AT 1A-18/313</b> <b>ΓΕΡΜΑΝΙΑ</b> → “Kompetenznetzwerk für Qualifizierung, Integration und Arbeit Werl / Soest QUINTA” → <b>DE XB4-76051-20-NW/206</b> <b>ΠΟΛΩΝΙΑ</b> → „Pierwsza Szycha” → <b>PL 13</b>	<b>4167</b>
(RE)START-ENCOURAGEMENT OF WOMEN'S EMPLOYMENT	<b>ΚΥΠΡΟΣ</b> → «ΝΕΟΙ ΔΡΟΜΟΙ ΓΥΝΑΙΚΩΝ» → <b>CY-2</b> <b>ΕΛΛΑΔΑ</b> → «ΔΙΚΤΥΟ ΓΙΑ ΤΗΝ ΑΡΣΗ ΤΟΥ ΚΟΙΝΩΝΙΚΟΥ ΑΠΟΚΛΕΙΣΜΟΥ ΤΩΝ ΓΥΝΑΙΚΩΝ» → <b>GR 232239</b> <b>ΙΤΑΛΙΑ</b> → “DEA- Donna E Avvenire” → <b>IT IT-G2-CAL-038</b> <b>ΟΛΛΑΝΔΙΑ</b> → “ONGEKEND TALENT” → <b>NL 2004/EQG/0010</b>	<b>4476</b>
HUMAN RESOURCES - EQUAL OPPORTUNITIES	<b>ΚΥΠΡΟΣ</b> → «ΠΑΝΔΩΡΑ» → <b>CY - 4</b> <b>ΙΣΠΑΝΙΑ</b> → “EQUILIBRIO” → <b>ES ES20040174</b> <b>ΕΛΛΑΔΑ</b> → «ΑΝΘΡΩΠΙΝΟ ΔΥΝΑΜΙΚΟ - ΤΣΕΣ ΕΥΚΑΙΡΙΕΣ» → <b>GR 232322</b>	<b>4868</b>
SEMELI	<b>ΚΥΠΡΟΣ</b> → «ΕΛΑΝΗ» → <b>CY-7</b> <b>ΙΣΠΑΝΙΑ</b> → <u>The Council of Education, Youth and Women of the Autonomic City of Melilla</u> → <b>ES ES20040288</b> <b>ΕΛΛΑΔΑ</b> → «ΠΑΡΕΜΒΑΣΗ ΣΥΜΦΙΛΙΩΣΗ» της <u>Δημοτικής Επιχείρησης Ανάπτυξης Δήμου Αιγάλεω (ΔΕΑΔΑ)</u> → <b>GR 232208</b>	<b>4840</b>

RIGHT 2 ALL	<b>ΚΥΠΡΟΣ</b> → «ΙΣΟΤΗΤΑ ΚΑΙ ΑΛΛΗΛΕΓΓΥΗ ΓΙΑ ΤΟΥΣ ΑΙΤΟΥΝΤΕΣ ΑΣΥΛΟ – ΕΓΓΥΗΣΗ ΑΠΑΣΧΟΛΗΣΗΣ ΚΑΙ ΕΛΕΥΘΕΡΙΑΣ» → <b>CY – 5</b> <b>ΒΕΛΓΙΟ</b> → “Right to learn” → <b>BEnl 11</b> <b>ΕΛΛΑΔΑ</b> → «ΙΘΑΚΗ» → <b>GR 232375</b> <b>ΛΕΤΟΝΙΑ</b> → “Soli pa solim” → <b>LV 6</b>	4444
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## 1. PROMOTING DEVELOPMENT OF CERTIFIED SKILLS VIA LIFE LONG LEARNING (*TCA Id 4797*)

*ΑΝΑΠΤΥΞΙΑΚΕΣ ΣΥΜΠΡΑΞΕΙΣ – ΕΤΑΙΡΟΙ ΔΙΑΚΡΑΤΙΚΗΣ ΣΥΝΕΡΓΑΣΙΑΣ:*

- **ΚΥΠΡΟΣ** → «ΔΙΠΑ» → **CY - 6**
- **ΕΛΛΑΔΑ** → «εκπ@ιδευτείτε» → **GR 232177**

### **The common objectives of the DPs**

The main objective of the DPs is to exchange information, experiences and good practices regarding the acknowledgement of the knowledge obtained and the validation of skills and competencies of employees/ perspective employees of specific sectors, such as tourism, industry (material treatments), services (ERP systems) and New Economy. The common objectives are, therefore, the following:

- To exchange and compare ideas, strategies, methodologies and initiatives developed from previous experience for the approach of target groups and the enhancement of employability.
- To exchange good practices and develop common methodology and tools necessary for the certification of training packages and the knowledge acquired.
- To develop common methodology and tools in order to raise awareness for Life Long Learning and compare methodological approaches for the development of in-enterprises training modes, by using e-learning applications.
- To develop common methodology and tools for the promotion of networking between enterprises, vocational training centers, social partners, etc.
- To develop tools, models and other methodologies that will be created from the national plans and will be experimentally implemented to the countries participating in the transnational cooperation. The basic objective of this experiment is: the enhancement of the national plans and the development of a supporting- mechanism based on European criteria. This mechanism will refer to:
  - Tools for counseling regarding employability, training and validation of competencies.
  - Networking among the organizations dealing with career counseling and the persons involved.
  - Creation of new job posts.
  - Vigilance and movement of local societies in order to act towards the employability of underprivileged groups.
  - Support / upgrading of services dealing with unemployment in order to help people increase their employability.
  - Insertion of technology, as well as of innovative methods of training and skills accreditation.

### **ΠΡΟΫΠΟΛΟΓΙΣΜΟΣ ανά δραστηριότητα/ενέργεια (%)**

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	Σύνολο
CY-6	27.4%	15.5%	8.6%	8.6%	4.3%	4.3%	<b>68.7%</b>
GR-232177	9.0%	6.5%	5.2%	4.6%	2.6%	3.4%	<b>31.3%</b>
Total	36.3%	22.0%	13.8%	13.3%	6.9%	7.7%	<b>100.0%</b>

### **ΔΡΑΣΤΗΡΙΟΤΗΤΕΣ / ΕΝΕΡΓΕΙΕΣ:**

<u>1. Meetings for the exchange of know-how upon training tools and courses</u>	<p>This activity refers to the organization of meetings among the scientific staff of the two DPs for the exchange of experiences, good practices and other information regarding certified training courses designed and applied for the improvement of skills and competencies of unemployed workers (especially in Services, Industry, Tourism and New Economy) and employees with low skills and qualifications. Furthermore, these meetings will focus on the educational tools already tested at national and transnational level (e-learning programs, etc) for the promotion of the corporate Life Long Learning culture. Each DP will try to adopt the positive elements of each one of these tools and courses according to its priorities and dynamically incorporate it to the broadest project's context. Deliverable: Manual on the tools and courses designed for the improvement and the validation of professional skills and competencies. Timetable: · October 2005- Meeting in Cyprus for the exchange of information on training tools · April 2006- Meeting in Greece for the exchange of information on e-learning methods and programs applied at European level · October 2006- Meeting in Cyprus for the exchange of information about certified training programs · April 2007- Meeting in Greece for the conclusion of the work carried out so far and the elaboration of the manual.</p>
<u>2. Design of tools for the development of e-learning courses and the validation of knowledge</u>	<p>The main objective of this activity is to move a step forward from the exchange of know-how and to give the opportunity to the Greek and the Cypriot DP to commonly develop and promote the continuous enhancement of methodologies and tools for the design and application of specialized e-learning courses and the validation of knowledge from two correlative points of view: 1) The technology acquired for their development 2) Their effectiveness according to the specific needs of the target groups. Three workshops will be organized in order to facilitate a fruitful face-to-face cooperation between the partners involved and the elaboration of a Handbook which will include the detailed description (in terms</p>

	<p>of technology and content) of the tool/ tools adequate for the design of tailor made e-learning courses for the improvement of skills of the target groups of the two projects (as they have already described by the detailed plans). Deliverable: Handbook of tools for the design of e-learning courses and validation of training programs. Timetable: · Workshop 1- February 2006 · Workshop 2- July 2006 · Workshop 3- February 2007</p>
<u>3. Digital communication &amp; Cooperation environment</u>	<p>One of the main activities of the partnership for the best possible communication among the organizations involved and the maintenance of a high level of quality for the transnational products is the design and the function of advanced tools for the online communication of information, data and results from one partner to another. The particular tools foreseen are: · Common website for the announcement of the actions and the results carried out by the transnational partners, as well as the information about forthcoming events. · Digital communication and cooperation system. · Possible development of a database for the exchange of products and results, if necessary for the facilitation of the transnational objectives.</p>
<u>4. “E-learning organization” model</u>	<p>Both the DPs deeply understand the opportunity and the challenge that the usage of e-learning courses create for corporate learning and the development of the staff’s skills. This is why they will combine their knowledge and forces for the collection of information and the elaboration of a study for the actions needed to be carried out in order for an “e-learning organization” model to be adopted. This activity aims at the transfer of successful good practices for the use of new and emerging technologies for corporate learning through the transnational meetings and the information of the partners. Deliverable: Study for an “e-learning organization” model Timetable: The meetings required for the elaboration of the study will be combined with the seminars and/ or the workshops already scheduled.</p>
<u>5. Information-Dissemination plan for employers</u>	<p>One of the main objectives of the transnational partnership is the information and the sensitization of the enterprises and the employers, not only for the main activities of the two projects, but also for general issues regarding equality of employment opportunities for disadvantaged groups (women, people with disabilities, etc.). The employers will be informed about how they can be linked with useful databases or how they can contact the employment offices already established from employers-organizations. These paths will hopefully give the employers additional incentives for the increase of the target groups’ employability. Deliverable: Dissemination and information plan for enterprises (Cypriot DP) Timetable: July 2005- December 2006</p>
<u>6. Networking</u>	<p>As the continuation of the effort made for the dissemination of the</p>

	<p>transnational cooperation' s results, the partners will promote the networking among enterprises, vocational training centers, social partners and other organizations that have an active role regarding the inclusion of unemployed underprivileged people and/ or the improvement of their professional skills. Mainly via internet, but also with the possible organization of information and “detect common ground”- meetings, the partnership will give the opportunity to representatives of different organizations to meet up and exchange experiences and ideas related to the employability of disadvantaged groups. Deliverable: Linkage among different important organizations. Timetable: July 2005- June 2007</p>
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2. **W.E.N. - WOMEN EMPOWERMENT NET** ([\*TCA Id 4481\*](#))

*ΑΝΑΠΤΥΞΙΑΚΕΣ ΣΥΜΠΡΑΞΕΙΣ – ΕΤΑΙΡΟΙ ΔΙΑΚΡΑΤΙΚΗΣ ΣΥΝΕΡΓΑΣΙΑΣ:*

- **ΚΥΠΡΟΣ** → «ΑΥΞΗΣΗ ΣΤΗΝ ΠΡΟΣΒΑΣΗ ΓΥΝΑΙΚΩΝ ΣΤΗΝ ΑΓΟΡΑ ΕΡΓΑΣΙΑΣ ΜΕΣΩ ΠΡΟΤΥΠΟΥ ΕΤΑΙΡΕΙΩΝ ΦΙΛΙΚΩΝ ΠΡΟΣ ΤΙΣ ΕΝΑΛΛΑΚΤΙΚΕΣ ΜΟΡΦΕΣ ΕΡΓΑΣΙΑΣ» → **CY - 3**
- **ΕΛΛΑΔΑ** → «ΚΑΛΛΙΣΤΗ» → **GR 232276**
- **ΙΤΑΛΙΑ** → “Oltre la linea d’ombra” → **IT IT-G2-CAM-123**
- **ΣΛΟΒΑΚΙΑ** → “OZ Orbis Institute” → **SK 18**

**The common objectives of the DPs**

The strategic objective of the transnational cooperation agreement (TCA) focuses on the exploitation, within Community policies, of the role of local actors- as a chain of skills and resources - in developing equal opportunities.

The active role that local actors play in the development of equal opportunities, which is also foreseen by a number of Community programs, will become the core of the actions included in the trans-national cooperation program and the connecting topic with the Community policies.

The four DPs participating in the Transnational Action aim at developing a Transnational Program including actions aiming for:

- a. the target group, assessing needs, developing tools
- b. Local actors, this process of raising awareness will be about the economic and social benefits resulting from a higher and more qualified participation of women in employment and economic life in general, as well as the factors linked to gender that affect territorial planning and the organization of social services.
- c. Companies and trade unions, people in charge of the application of equal opportunities policies in their respective fields of action.
- d. Creating training instruments in order to go deeper into equality and reconciliation policies.
- e. Exchanging good practices, with regards to both methodology and the tools and processes that have been used in the participant territories regarding employment, as well as the fight against segregation due to gender or any other kind of discrimination.
- f. Going deeply into the results and choices proposed for facing problems common to the four territories, analyzing the solutions and different options, as well as becoming aware of the raising problems concerning equal opportunities, the effects on equality policies and uses of time.

g. Disseminating the results, by means of meetings and conferences, with the subsequent closing and presentation of the products derived from the Transnational Action.

These actions will become an additional part in the mainstreaming process and will be also connected to the actions foreseen by the trans-national cooperation program.

The DPs in the TP have the following common objectives:

To assist women in securing work in the labour market

To develop flexible and innovative ways in reconciling family and professional lives

To empower more women to participate more effectively in social, civic and professional life

To promote equality of opportunity for women in the work place.

Common procedures of follow-up and evaluation of the project  
Evaluation combines of the transnational project.

**ΠΡΟΫΠΟΛΟΓΙΣΜΟΣ ανά δραστηριότητα/ενέργεια (%)**

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	Σύνολο
CY-3	4.4%	1.1%	2.0%	7.0%	1.2%	15.7%
GR-232276	7.7%	6.0%	5.5%	11.2%	12.4%	42.8%
IT-IT-G2-CAM-123	8.4%	5.2%	5.7%	9.7%	7.2%	36.1%
SK-18	2.4%	0.4%	0.5%	0.3%	1.7%	5.4%
Total	23.0%	12.7%	13.7%	28.2%	22.5%	100.0%

**ΔΡΑΣΤΗΡΙΟΤΗΤΕΣ / ΕΝΕΡΓΕΙΕΣ:**

<p><u>1. Comparative analysis of bibliography review and previous researches on employment</u></p>	<p>This activity will produce 3 major outputs: 1. Development of a benchmarking tool that will enable us to assess the gender segregation used by companies. The tool will be using both qualitative and quantitative data 2. The comparative study Report- This report will include information on the on Women labour market. More specifically: • Indicators: Local policies on equal opportunities. • Good practices. - Organization changes within the local public administrations and companies. • Good practices. - Reconciliation of family and working life 3. The Guide will be a Guide on European Employment strategy aiming at women analyze, in the light of the European policies and programs concerning local development and employment the implications that, on a territorial scale, might interact with the issue of equal opportunities. In detail, the Guide will provide a series of indicators for an appraisal of equal opportunity policies. A special section will be dedicated to the issue of transferability to future EU member countries or to those involved in cooperation policies</p>
<p><u>2. Development of Methodological tools</u></p>	<p>There will be exchange of knowledge as far as methodological tools are concerned (for identifying the barriers faced by women). The national partners will use questionnaires and focus groups. Exchange of information and knowledge at the design/preparation stage of the tools to be used will enable the national partners to improve their tools as well as their research. The results of the different methodological tools will then be compared. One of the national partners (Project Kallitsi) will develop a diagnostic questionnaire in order to select the sample of women that will</p>

	<p>participate in the piloting of the project. This diagnostic questionnaire will be used by Channels for Access to improve the selection process of its sample of women 1. Development of a complete guide of methodological tools (questionnaires, interview techniques, role play etc) 2. Edition of the guide 3. Workshop -Presentation of the Greek DPs module for the staff of supporting structures and public services</p>
<p><u>3. Development of a systematic approach to the problems women face in entering the labour market</u></p>	<p>The projects are to a great extent complementary. Both projects work on both the target group i.e. women and the market place i.e. employers. However the main focus of the projects are different. While Kallisti focuses in the development of a guide (that will be also offered electronically) that will enable individualised training and counselling system for women (ie it works mostly on the target group), Channels for Access focuses in providing motives to employers for employing women (through alternative methods of employment). “Oltre la linea d’ombra” focuses in providing the social way for employing women that are victim of prejudice and that are exit from jail. Using transnationality we aim to create a framework that will provide a systematic approach to the solution of the problem. This framework will be communicated to employers, employment organisations and authorities, support structures etc through the creation of a short manual /leaflet that will explain the framework. The objective here is to give a schematic representation of the approach that will be easy to adopted by companies and other national or European bodies 1. The complete framework in electronic and printed form 2. Workshop in Slovakia 3. The leaflet as a joint development tool</p>
<p><u>4. Dissemination Campaign</u></p>	<p>1. Dissemination Plan 2. A multimedia application CD-Rom aiming at employers 3. Conference in Cyprus during which the results of the four projects will be presented as well as the join results of the transnationality</p>
<p><u>5. Co-ordination, management and Evaluation</u></p>	<p>• TCA Secretariat (Rotation) • -Steering Committee- Working groups – • The TCA secretariat will: • Establish and maintain a communication platform (mainly through the Intranet among the DPs) • Draft minutes and reports • Organise meetings and events • Disseminate common results • Liase with policy makers • Organise the evaluation of common work • Make the arrangements for output and quality control The on-going assessment of the transnational work will be based on the effort to: - Obtain deeper insight of the causes and nature of the exclusion, discrimination and inequality at</p>

	<p>the labour market, - Identify factors leading to good practice, and Establish a baseline for benchmarking strategies, activities and results. The Monitoring procedure will focus on measuring and observing the performance against the planned outputs while the Evaluation process will make judgements about what is possible to be learnt concerning the quality, importance and value of the transnational activities. The main objectives set as central parts of the monitoring and evaluation plan Resources (adequacy of the in terms of aims and will be the following: Activities and Events (effectivity and applicability of the objectives) Participation (widespread and inclusion of the planned activities) Reactions (usefulness of the participation in the transnational partnership) Awareness and Learning reactions provoked by the transnational partnership) (information flow effectivity from the transnational DP to the all relative Actions actors on new ways of thinking about labour market issues) (applicability and effectivity of the specific actions, especially those that play an important role to influencing labour market policies and practices) Impacts (eligibility of the impacts of the implementation of the transnational strategy to the environment in which it operates). The transnational co-ordinator will monitor and evaluate processes, experiences, outcomes, products, collaboration perspectives and added value of activities by using all the appropriate methods (indicators, interviews, questionnaires, methods of capturing and disseminating of results).</p>
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### 3. VENET - VOCATIONAL EDUCATION NETWORK ([TCA Id 4167](#))

*ΑΝΑΠΤΥΞΙΑΚΕΣ ΣΥΜΠΡΑΞΕΙΣ – ΕΤΑΙΡΟΙ ΔΙΑΚΡΑΤΙΚΗΣ ΣΥΝΕΡΓΑΣΙΑΣ:*

- **ΑΥΣΤΡΙΑ** → “Beruf und Arbeit im Pakt (BAP)” → **AT 1A-18/313**
- **ΚΥΠΡΟΣ** → «ΤΟΜΗ» → **CY – 1**
- **ΓΕΡΜΑΝΙΑ** → “Kompetenznetzwerk für Qualifizierung, Integration und Arbeit Werl / Soest QUINTA” → **DE XB4-76051-20-NW/206**
- **ΠΟΛΩΝΙΑ** → „Pierwsza Szychta” → **PL 13**

#### **The common objectives of the DPs**

The major common goal of the transnational cooperation is the mutual exchange and endorsement of already existing knowledge on the key issues of the transnational cooperation (e.g. professional networking on the labour market, innovative qualification- and training methods, targeted placement of participants into employment) and of newly acquired experiences and results during the project period, resulting in a common product. The product shall be a concept of a Vocational Education Network as a systematic idea, which is transferable to all other European countries and all interested institutions and organisations. This innovative qualification-system will be presented on a VENet internet-platform (VENet is the abbreviation of Vocational Education Network. <http://www.venet.eu.com>). The transnational development of a vocational network system includes measures of the individual DPs concerning network-management, psychosocial support for the trainees and their targeted placement into the labour-market. All transnational partners will be involved intensely into the transnational process of exchange and development. The DP from Cyprus will add substantial knowledge and experience especially on the field of computer-based matching of employees and employers profiles and needs. As for the partners from Austria, Germany and Poland, the focus lies on the development of an innovative system for network-oriented occupational qualification.

#### **ΠΡΟΫΠΟΛΟΓΙΣΜΟΣ ανά δραστηριότητα/ενέργεια (%)**

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	Σύνολο
AT-1A-18/313	6.2%	6.2%	9.4%	6.0%	26.2%	<b>53.9%</b>
CY-1	2.0%	6.2%	1.8%	1.8%	4.1%	<b>15.9%</b>
DE-XB4-76051-20-NW/206	2.0%	2.0%	1.8%	1.9%	4.1%	<b>11.8%</b>
PL-13	2.0%	2.0%	1.8%	5.1%	7.5%	<b>18.4%</b>
Total	12.0%	16.3%	14.9%	14.9%	41.9%	<b>100.0%</b>

## ΔΡΑΣΤΗΡΙΟΤΗΤΕΣ / ΕΝΕΡΓΕΙΕΣ:

<u>1. VENet Definition</u>	Definition of VENet with its components as basis for further activities of testing, evaluation and development. It is important to find out the proper parts of VENet that will be use- and successful on a European level. Leading DP: Germany.
<u>2. VENet Internet-Platform</u>	The VENet Internet Platform ( <a href="http://www.venet.eu.com">http://www.venet.eu.com</a> ) supports the general idea of VENet. Serves the distribution and dissemination of the TCA-results. Offers information-, communication- and support-services regarding the Vocational Educational Network model. Leading DP: Cyprus.
<u>3. VENet Meanstreaming</u>	Within the framework of this activity all interested organisations/countries will be systematically informed about VENet. Modern marketing practices will be used to disseminate the successful outcomes of the transnational partnership. Interested organisations outside the TCA-partnership will be involved in open cooperations to improve their knowledge about VENet and to utilize the TCA-results for their specific needs. Thus the number of partners contributing to the development of VENet can be increased in an on-going process. The original TCA-partners from Austria, Cyprus, Germany and Poland will always be at the core of the project and coordinate all relevant activities. The target groups will be Equal-DPs, Territorial Employment Pacts, EUREGIOs, European social enterprises, institutions and organisations of vocational education etc. Leading DP: Austria.
<u>4. VENet Support-System</u>	The support-system is supposed to assist all users of VENet who are interested in utilizing the VENet-model or parts of the Vocational Educational Network system for their own purposes. It will consist of online support-instruments (e-mail, internet-forum) and printed information (manual), which can be acquired on demand. Individual support on the location of interested organisations shall be possible. Leading DP: Poland.
<u>5. VENet Final Activity</u>	In favour of the sustainability of VENet a final event will be organised at the end of the transnational project-period to disseminate the results of the transnational cooperation in a European context. The outcomes of the transnational cooperation will be presented and discussed by the transnational partners at the final event. On this occasion the transnational partners will be assisted by leading external experts regarding the key issues of the transnational cooperation. The event shall enhance the continuity and utilization of VENet on a European level that exceeds the four partner-countries Austria, Cyprus, Germany and Poland. Leading DP: Austria.

#### 4. (RE)START-ENCOURAGEMENT OF WOMEN'S EMPLOYMENT

(TCA Id 4476)

ΑΝΑΠΤΥΞΙΑΚΕΣ ΣΥΜΠΡΑΞΕΙΣ – ΕΤΑΙΡΟΙ ΔΙΑΚΡΑΤΙΚΗΣ ΣΥΝΕΡΓΑΣΙΑΣ:

- **ΚΥΠΡΟΣ** → «ΝΕΟΙ ΔΡΟΜΟΙ ΓΥΝΑΙΚΩΝ» → **CY - 2**
- **ΕΛΛΑΔΑ** → «ΔΙΚΤΥΟ ΓΙΑ ΤΗΝ ΑΡΣΗ ΤΟΥ ΚΟΙΝΩΝΙΚΟΥ ΑΠΟΚΛΕΙΣΜΟΥ ΤΩΝ ΓΥΝΑΙΚΩΝ» → **GR 232239**
- **ΙΤΑΛΙΑ** → “DEA- Donna E Avvenire” → **IT IT-G2-CAL-038**
- **ΟΛΛΑΝΔΙΑ** → “ONGEKEND TALENT” → **NL 2004/EQG/0010**

#### The common objectives of the DPs

- To exchange information and experiences: to become acquainted with the ideas, the strategies and the activities of the members of the Transnational Cooperation Agreement (TCA).
- To experiment with innovative and complementary actions and to exchange information, experiences and tools. To exchange innovative methods and ways of ensuring the active participation of the members of the TCA (mainstreaming).

The beneficiaries of the present TCA are disadvantaged women (unemployed women, long term unemployed women, women experiencing domestic violence, lone parent families, trafficking victims, immigrant women, disabled women, women with special needs).

#### ΠΡΟΫΠΟΛΟΓΙΣΜΟΣ ανά δραστηριότητα/ενέργεια (%)

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	Σύνολο
CY-2	2.7%	0.5%	0.5%	0.5%	0.4%	0.5%	11.5%	0.0%	<b>16.8%</b>
GR-232239	21.7%	2.4%	3.8%	4.1%	5.4%	2.7%	3.2%	3.8%	<b>47.1%</b>
IT-IT-G2-CAL-038	4.3%	0.5%	0.3%	0.5%	1.4%	0.5%	1.6%	0.0%	<b>9.2%</b>
NL-2004/EQG/0010	12.2%	4.1%	3.5%	0.9%	0.3%	4.1%	1.9%	0.0%	<b>26.9%</b>
Total	40.9%	7.6%	8.1%	6.1%	7.4%	7.8%	18.3%	3.8%	<b>100.0%</b>

#### ΔΡΑΣΤΗΡΙΟΤΗΤΕΣ / ΕΝΕΡΓΕΙΕΣ:

<u>1. Management, monitoring of transnational actions and partners work meetings</u>	Objective: To ensure good communication and effective cooperation between those members of the DP and of the TCA who take part in the common project. Content: • Definition of management rules regarding transnational Cooperation between the partners. • Establishing lists of contacts between all the national partners and the principal responsible persons working on this project. • Writing and distributing newsletters
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	by e-mail, reporting on the progress of the transnational project. • Coordinating management meetings and ensuring an effective communication by distributing the minutes and agendas of meetings. Deliverable: • Management rules • A list of contacts. • Occasional newsletters (to be uploaded on TCA websites) • Management work meetings, agendas and minutes of the meetings.
<u>2. Presentation and conclusions of Family Support Centres/Facility Centres</u>	Objective: To present the results of the Centers that operate during the project in the 3 partner countries. Deliverable: • A common final report arising from the Operation of Centres (Lessons taught, problems encountered, case studies)
<u>3. Audiovisual products</u>	Objective: (RE)START: stories of women: To produce audiovisual products in order to inform and disseminate the bests practices of each project. Deliverable: • Audiovisual report in the form of a documentary
<u>4. A TCP web site</u>	Objective: The site will be used as a communication and promotional tool, which will contain an overview of the TCP including: structure, common objectives and products foreseen and the description of activities and tasks of the TCP. Deliverable: • A web site (in English)
<u>5. Flexible working methods</u>	Objective: To present the “flexible working methods” that will be developed during the projects. Recommendations will be presented during the transnational meeting in Athens. Deliverable: • A final recommendation report regarding Flexible working methods • Methodology of “Needs assessment” • Methodology of “Skill Balance”
<u>6. Exchange of Studies</u>	Objective: During the project most partners will conduct studies. Some of these will share a common problematic for, or will present alternative solutions. Deliverable: • Studies
<u>7. Education packages</u>	Objective: During the projects every partner will develop educational/ training packages for employers, beneficiaries, counsellors, etc. These packages will be presented in a workshop or relevant event for beneficiaries in Cyprus. Deliverable: • A common educational package (one from each country)
<u>8. Evaluation</u>	Objective: To evaluate the benefits of the transnational cooperation and to ensure that the products and results envisaged will be available at the end of the project. Content: - To Monitor the process and experiences by writing and presentation of reports to the Management Commission. - Production of a monitoring and evaluation report based on the self-assessment questionnaires and on the description of case-studies. Deliverable: • An interim and final evaluation report

## 5. HUMAN RESOURCES - EQUAL OPPORTUNITIES *(TCA Id 4868)*

### ΑΝΑΠΤΥΞΙΑΚΕΣ ΣΥΜΠΡΑΞΕΙΣ – ΕΤΑΙΡΟΙ ΔΙΑΚΡΑΤΙΚΗΣ ΣΥΝΕΡΓΑΣΙΑΣ:

- **ΚΥΠΡΟΣ** → «ΠΑΝΔΩΡΑ» → **CY – 4**
- **ΙΣΠΑΝΙΑ** → “EQUILIBRIO” → **ES ES20040174**
- **ΕΛΛΑΔΑ** → «ΑΝΘΡΩΠΙΝΟ ΔΥΝΑΜΙΚΟ - ΤΣΕΣ ΕΥΚΑΙΡΙΕΣ» → **GR 232322**

### The common objectives of the DPs

- Exchange of knowledge and data (state of the “art of knowledge”) in the fields of: a) legal framework as regards equality policies in public and private spheres and b) policies (in different levels: European, national and regional; and different sectors: private and public regarding gender discrimination (examples: segregation, “pay gap”, access to training/education, promotion, etc.).
- Utilization of human resources –specially female labour force: either women that are outside the labour market or have difficulties on accessing it and women that are inside the labour market and face difficulties on securing and promote their work position (horizontal segregation, acquisition of skills and competences, empowerment and self-management as regards their employability)
- Reduce gender gaps and support job desegregation
- Improve the situation of women (employed-unemployed) on the labour market
- Share innovative experiences and results from integrating disadvantaged women into the labour market by opening up new prospects of employment and implementing innovative methods
- Increase the use of gender mainstreaming in enterprises by implementing gender equality and desegregation policies
- Facilitate sharing of good practice and transferring lessons learnt to decision makers and practitioners
- Raise awareness in policy and practice as well as in the general public about the gender segregation dimension of inequalities on the labour market as well as of the way how to reduce it (e.g. via social and awareness campaigns)

### ΠΡΟΫΠΟΛΟΓΙΣΜΟΣ ανά δραστηριότητα/ενέργεια (%)

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	Σύνολο
CY-4	1.4%	1.9%	0.6%	1.7%		1.4%	0.6%	2.3%	<b>10.0%</b>
ES-ES20040174	4.6%	6.7%	6.9%	11.6%	13.9%	14.5%	3.5%	6.4%	<b>68.0%</b>
GR-232322	3.4%	3.6%	2.3%	7.9%		1.7%	0.1%	2.9%	<b>22.0%</b>
Total	9.5%	12.2%	9.8%	21.2%	13.9%	17.7%	4.2%	11.6%	<b>100.0%</b>

## ΔΡΑΣΤΗΡΙΟΤΗΤΕΣ / ΕΝΕΡΓΕΙΕΣ:

<u>1. Data gathering</u>	The partners –Spanish and Greek DP’s- will gather data (based basically on desk research) that reflects the problematic that women face when accessing and entering in the labour market. Cyprus DP will gather data based on difficulties that women face when combining work and family life concerning both groups that are targeted in the project (unemployed and employed women). All data (from each country) will be organized in thematic tokens: policies (European, national and regional levels); good practices; secondary research data (quantitative and qualitative). Once the thematic tokens are done the three partners will process and elaborate “key issues” to be presented and discussed in depth in a Forum organized and coordinated by the Greek DP (See activity 3). Coordination: Greek DP
<u>2. Experiences sharing and study visits</u>	Share and interchange the experience gathered by the three partners (DP’s) during the implementation of the first stage of the project (Activity 1). The three partners will constitute a “working-group” (named “Equality Experts” that will be formed by experts of the three DP’s in equality policies) that will be in charge of this stage. There will be one meeting (in Cyprus) in which common themes will be discussed. The main purpose will be to discuss, put in common the information gathered during the first stage and establish comparative models of the three countries amongst the situation of the labour market in relation to policies and practices concerning gender segregation and inequality within the labour market. Coordination: Cyprus DP.
<u>3. Forum and presentation of results</u>	A Thematic Forum as a part of a Human Resources Management Forum which will be held in Greece in which the “working-group” (Equality Experts) will present the results of the work done (data gathered, basic themes, common and differentiating aspects, common prospects, recommendations, etc.) during the activity 2. Coordination: Greek DP.
<u>4. Transnational Guide “Women and segregation –inside and outside the labour market-“</u>	A guide (CD format) will be elaborated by the end of the Transnational Project on the subject of guidelines and recommendations towards all agents and actors (women unemployed and employed; H.R. managers, policy makers, syndicates, manpower organizations, councilors, etc.) to overcome gender segregation in the labour market. This product will be based on the results gathered by activities 1, 2 and 3 of the TCA and the work developed at a national level by each DP (Greek DP: field research with company H.R. managers, awareness campaign targeted to social partners; Cyprus DP: awareness campaign, networking and development of equality

	<p>agreements; Spanish DP: field research about women and segregation, awareness campaign target to social actors and agents, networking). Coordination: Spanish DP. 4.1 Experience sharing and working meeting A working meeting will be held in the Balearic Islands to discuss about the evolution of the Transnational Guide (activity 4) and the diffusion of it.</p>
<p><u>5. Transnational Web-site</u></p>	<p>In order to share and disseminate information a transnational web-site will be established on which information from each DP will be stored. The web-site will have two main areas: a) Partners Area: will be only used by the members of the Transnational Partnership and b) Public Area: in which there will be updated information (news, events, etc.), texts, images, databases, forums, resources, reports and materials produced during the project, etc. The Spanish DP partner will be responsible of the transnational administration of the web-site. Coordinator: Spanish DP. 5.1 “Working-Group” The Working-group will be in charge of choosing the themes, materials and information that will be presented in the web-site. The working group will work on the basis of the web-site (internal management) trough tools as forum, working virtual environments and Chats. Coordinator: Spanish DP.</p>
<p><u>6. Diffusion and awareness campaign</u></p>	<p>The TCA will jointly develop the concept of the awareness campaign and the communication strategy followed in each country making use of the best way to achieve the goal of making visible the results of the TCA. In order to fulfill this goal the TCA will use the best and more efficient platforms to communicate the objectives, experiences and results of the project. The main target of the awareness campaign will be to make visible to the citizens of each country the gender inequality and segregation in the labour market, and activate the participation of the different social actors and agents. Coordinator: Greek DP.</p>
<p><u>7. International Virtual Conference</u></p>	<p>Using the web-site (Activity 5) organize a virtual conference focused on “Gender segregation and labour market: policies and practices in Europe” in which experts in the field will present experiences, research results, etc. and the members of the TCA will present the main results of the project. Coordinator: Spanish DP.</p>
<p><u>8. Evaluation</u></p>	<p>The evaluation will permit control, explain, validate, manage, etc. the process followed by the TCA and increase the rigor of the work developed. The results of the evaluation will be published in the web-site and an internal report will be send to each member. Coordination: Greek DP.</p>

## 6. SEMELI (TCA Id 4840)

ΑΝΑΠΤΥΞΙΑΚΕΣ ΣΥΜΠΡΑΞΕΙΣ – ΕΤΑΙΡΟΙ ΔΙΑΚΡΑΤΙΚΗΣ ΣΥΝΕΡΓΑΣΙΑΣ:

- **ΚΥΠΡΟΣ** → «ΕΛΛΑΝΗ» → **CY-7**
- **ΙΣΠΑΝΙΑ** → The Council of Education, Youth and Women of the Autonomic City of Melilla → **ES ES20040288**
- **ΕΛΛΑΔΑ** → «ΠΑΡΕΜΒΑΣΗ ΣΥΜΦΙΛΙΩΣΗ» της Δημοτικής Επιχείρησης Ανάπτυξης Δήμου Αιγάλεω (ΔΕΑΔΑ) → **GR 232208**

### The common objectives of the DPs

The common objectives are the following:

- Development of a learning process within a transnational environment to be pursued by an exchange of information.
- Development of a transnational Web-site.
- Development, formation and exchange of strategic tools, and empowerment of women's career through the reconciliation of professional and family life.

Specific objectives are:

- To develop methodologies that will assist, mainly unemployed women and guide them in order to insert themselves in the labor market.
- Sharing of methodologies and strategies to raise awareness on social/labor issues so women can equally integrate themselves in the labor market..
- Construction of common indicators.

### ΠΡΟΫΠΟΛΟΓΙΣΜΟΣ ανά δραστηριότητα/ενέργεια (%)

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	Σύνολο
CY-7	1.1%	0.7%	0.0%	0.7%	2.7%	0.9%	2.2%	1.8%	0.0%	1.8%	<b>11.9%</b>
ES ES20040288	3.1%	0.0%	3.1%	5.4%	11.2%	6.3%	5.4%	8.1%	8.1%	3.1%	<b>53.9%</b>
GR-232208	0.0%	3.6%	5.4%	2.7%	6.7%	4.5%	5.4%	3.6%	0.9%	1.4%	<b>34.2%</b>
Total	4.3%	4.3%	8.5%	8.8%	20.7%	11.7%	13.0%	13.5%	9.0%	6.3%	<b>100.0%</b>

### ΔΡΑΣΤΗΡΙΟΤΗΤΕΣ / ΕΝΕΡΓΕΙΕΣ:

<u>1. Comparative Social Study for Women</u>	The realization of a comparative social study on women by members of the transnational agreement, where the common problems will be analyzed and solutions will be brought up. Spanish and Cyprus DP's will produce a study which will be useful for women's organizations, universities, trade unions, chambers of commerce and other authorities. Cyprus will
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	organize a workshop for this activity. The languages will be Greek and Spanish with a wide abstract in English.
<u>2. Development of Methodology of Conciliation plans - Policy Plans</u>	Greek and Cyprus DP's will record the social structures and public / private business in their responsibility area, and they evaluate their operation concerning the difficulties of conciliation professional and family life of women. Greek and Cyprus DP's suggest policy plans supporting feminine employment. There will be close cooperation between both partners The language will be Greek with summaries in English and Spanish.
<u>3. Discussion Forum</u>	Greek and Spanish DP's will create a permanent forum where ideas, experiences and good practices will exchanged at a transnational level. Social Awareness will be the main issue of this forum. It will be a forum of dialogue between businesses, feminine organizations and unemployment movements, training centers, education institutions, research centers, beneficiaries etc.... The dialogue will be organized in a thematic way. Information will be exchanged by Internet, e-mail and other telecommunication means. Greek and Spanish DP's will present the results in the transnational conference. The communication languages will be English, Greek and Spanish.
<u>4. Transnational Web Page</u>	Through the web-site information will be given to all the associated DP's and their projects, there will also be updated information on the coordinators, experts, technical staff and beneficiaries. The joint realization of the transnational web-site will help spread in a systematic way all the information gathered from the development of all the proposed activities within the transnational frame. The web-site will provide/include: periodic download of documents and the publication of news related to the transnational association. Spanish DP offers the hosting of the transnational web site (Server, hardware etc.) and Greek DP has the responsibility for the design and maintenance of the pages. Spanish, Cyprus and Greek DP's will contribute periodically with information, reports, news, announcements etc. The web site will be in English
<u>5. Guide on good practices for equal opportunities and conciliation of professional and family life of women</u>	All partners will create a wide guide of good practices, where information and experiences will be gathered in order to exchange the most relevant and efficient information on the transnational agreement. The guide will be developed both in Spanish and Greek including an extended summary in English providing: - A wide introduction about Equal Opportunities and the Gender mainstreaming as strategies against segregation. - A section for the reconciliation of professional and family life of

	women as a necessary condition for integration and advancement in the labor market. -Specific policies at local level and new ways of social structures activation in this field.
<u>6. Exchange of experience and experts</u>	Exchange of methodologies, experiences and realization of common activities through meetings between experts, coordinators of the different DP's, in order to learn "in situ" each project. The meetings / study visit between technical staff and experts will concern the facilitation of women's insertion and advancement in the labor market and the structures that support of feminine employment. The outcome of this activity will be a report with methodologies and consulting tools in Greek, Spanish and an extended summary in English.
<u>7. Transnational Conference</u>	Cyprus DP is going to organize a transnational conference about the re-apportionment of social roles in the family as a condition for the integration and advancement of women in the labor market. The conference will last two days and will have thematic workshops for European Strategies on Equal Opportunities and Gender Equality, Family Life, Labor Market and Entrepreneurship. Spanish and Greek DP's will participate with lectures and experts.
<u>8. Transnational Seminars</u>	Spanish and Greek DP's, will organize two seminars which will lead to an exchange of experiences, lectures by experts about equal opportunities and conciliation between family and professional life. The experts will be invited from external organizations specialized on the above matters. The trainees will be the staff of organizations of the three participating DPs. The outcome of this activity will be a training package in Spanish and Greek Language.
<u>9. Evaluation</u>	The transnational partners will meet and exchange interim reports concerning each national project. The evaluator from Spanish DP will be responsible for the interim and final report about the transnational character of the project. This evaluator will set up and implement evaluation procedures (questionnaires and documentation) agreed by the transnational coordinator of each DP. Interim report to be determined on Spring of 2006. Final Report to be determined at the end of the project. The reports will be in English language.
<u>10. Coordination - Steering Committee</u>	Spanish DP will be the TCA Secretary by mutual consent of all the participating parties. Steering Committee will be formed by transnational coordinators or other authorized persons of each DP. Steering Committee will have meetings every six months to have a total view of the projects progress.

## 7. RIGHT 2 ALL (TCA Id 4444)

### ΑΝΑΠΤΥΞΙΑΚΕΣ ΣΥΜΠΡΑΞΕΙΣ – ΕΤΑΙΡΟΙ ΔΙΑΚΡΑΤΙΚΗΣ ΣΥΝΕΡΓΑΣΙΑΣ:

- **ΒΕΛΓΙΟ** → “Right to learn” → **BEnl 11**
- **ΚΥΠΡΟΣ** → «ΙΣΟΤΗΤΑ ΚΑΙ ΑΛΛΗΛΕΓΓΥΗ ΓΙΑ ΤΟΥΣ ΑΙΤΟΥΝΤΕΣ ΑΣΥΛΟ – ΕΓΓΥΗΣΗ ΑΠΑΣΧΟΛΗΣΗΣ ΚΑΙ ΕΛΕΥΘΕΡΙΑΣ» → **CY – 5**
- **ΕΛΛΑΔΑ** → «ΙΘΑΚΗ» → **GR 232375**
- **ΛΕΤΟΝΙΑ** → “Soli pa solim” → **LV 6**

### The common objectives of the DPs

- To achieve an active partnership and a communication and evaluation system.
- To develop joint, innovative approaches with other transnational partners to widen the capabilities of this project.
- To ensure a sound transnational network that provides opportunities for partnerships at all levels
- To build community-based organizations that focus on the engagement of asylum seekers and refugees
- To share and develop common materials and activities
- To implement concrete strategies that promote empowerment, equal opportunities, partnership communication and the streamlining of information and innovation
- Support the population in exclusion through enforcing the rights and exercises of citizens, re-qualify abilities and knowledge, generate initiatives of services and encourage multicultural citizenship
- Activities: provide services close in proximity, provide technical support and consulting, produce materials based on expertise, provide socio-cultural mediators and a portfolio about women

### ΠΡΟΫΠΟΛΟΓΙΣΜΟΣ ανά δραστηριότητα/ενέργεια (%)

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	Σύνολο
BEnl-11	1.8%	9.4%		0.2%	12.9%	0.8%	<b>25.2%</b>
CY-5	2.5%	0.7%				0.2%	<b>3.3%</b>
GR-232375	6.4%	11.2%		1.3%	8.8%	5.0%	<b>32.7%</b>
LV-6	2.8%	11.6%		21.9%	1.3%	1.1%	<b>38.7%</b>
Total	13.6%	32.8%	0.0%	23.5%	23.0%	7.1%	<b>100.0%</b>

### ΔΡΑΣΤΗΡΙΟΤΗΤΕΣ / ΕΝΕΡΓΕΙΕΣ:

<u>1. Steering Committee</u>	Planning, scheduling, monitoring and evaluating of transnational activities; deciding for updating programmes, working methodology and organization arrangements a. Each DP must be represented b. Steering Committee meetings will be held at least every six months
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	and will be hosted by a different DP each time c. Each Steering Committee meeting will last for a minimum of two days
<u>2. Working Groups</u>	Specific thematic fields in which each country will take a leading role in order to develop a common methodology and test it within national parameters
<u>3. Training for Trainers</u>	Possibility of "training for trainers" sessions between two or more partners within the cooperation agreement
<u>4. Bilateral Meeting</u>	Possibility of bilateral meeting sessions between two or more partners within the cooperation agreement
<u>5. Transnational Coordination</u>	Each partner provides an amount for the transnational coordination in his or her country
<u>6. Transnational secretary and evaluation</u>	For each country, costs related to the transnational secretary in that period takes the role of the transnational secretary