

Directory of projects 2000

**Medium-term Community Action Programme on
Equal Opportunities for Women and Men
(1996-2000)**

Employment & social affairs

Equality for women and men

European Commission
Directorate-General for Employment and Social Affairs
Unit EMPL/G.1

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A great deal of additional information on the European Union is available on the Internet. It can be accessed through the Europa server (<http://europa.eu.int>).

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Foreword

This Directory provides useful information on the projects supported by the Medium-term Community action programme on equal opportunities for women and men (1996-2000) during the financial year 2000. The projects run between July 2000 and June 2001.

The Community action Programme has greatly contributed to the achievement of gender equality at European and national level. It has been instrumental in putting gender-equality objectives on the decision-making agenda, supplying decision-makers and others interested in gender equality with information and tools, and supporting efforts at national level to bring about change.

The Programme has fostered a much needed drive towards cooperation and collective learning. NGOs, social partners and public authorities are just some of the key players brought together in joint projects to promote gender equality.

Some of the projects in this issue of the directory were launched in previous years and have now reached final implementation and dissemination phases. Other projects are brand new. Whatever their specialist area, they all have two things in common: exchange and cooperation between countries and different organisations, and the promotion of the full and equal participation of women and men in all spheres of society. An overview of the projects can be found on page 7. A complete picture of all the projects supported during the life of the Programme can be obtained by from the directories for 1996, 1997, 1998 and 1999 ⁽¹⁾. Please contact the project promoters directly should you require more information and/or the products they have produced.

The projects have played a major part in the Programme's success and achievements. Credit is also due to a number of key-players, including decision-makers, the Programme's Management Committee, the Commission's Advisory Committee, researchers, and the two expert groups assisting the Commission, one concerned with judicial and legal issues and the other with gender and employment.

The Programme's achievements over the past five years, have also drawn attention to the many areas where women and men still do not enjoy equal rights. The Commission has responded by adopting a Community Framework Strategy on Gender Equality (2001-2005) ⁽²⁾.

The new Community Framework Strategy for Gender Equality embraces all activities of the Community in order to eliminate inequalities.

It is accompanied by a new Gender Equality Programme ⁽³⁾ running for the same period. This Programme will support awareness-raising, analysis and evaluation activities, and promote transnational co-operation, networking and exchange of experience at Community level.

I would like to offer my thanks to all those who have helped in producing this Directory, above all the project promoters.

Marie C. Donnelly

Head of the Unit for Equality for Women and Men

(1) Available from the Unit for Equality for Women and Men, e-mail: eqop@cec.eu.int.

(2) COM(2000) 335 final of 7.6.2000

(3) Programme relating to the Community framework strategy on gender equality (2001-2005), OJ L 17 of 19.1.2001.

Introduction

This Project Directory presents the projects funded between 2000 and 2001 under the Medium-term Community Action Programme on Equal Opportunities for Women and Men (1996-2000). The projects are grouped by area of action, corresponding to the Programme's objectives, as follows:

- to promote the integration of the equal opportunities for women and men dimension in all policies and activities (mainstreaming),
- to mobilise all the actors in economic and social life to achieve equal opportunities for women and men,
- to promote equal opportunities for women and men in a changing economy, especially in the fields of education, vocational training and the labour market,
- to reconcile working and family life for women and men,
- to promote gender balance in decision-making,
- to make conditions more conducive to exercising equality rights.

The Directory contains three indexes designed to help you to find the information that you are looking for:

- an index of project titles in alphabetical order by theme,
- an index of the leading organisations in alphabetical order,
- an index by keyword.

Each project description contains keywords; the index of these keywords allows readers to easily pick out those projects which interest them most. Each description also contains details of transnational and national partners. The concept of transnational partnership constitutes one of the cornerstones of the Programme, and this is built into the structure of each project.

Leading organisations and (trans)national partners are grouped into four main categories:

1. **Public authorities and bodies**
This category comprises local, regional and national public authorities and elected bodies, such as local and national parliaments and their various committees and sections. It also comprises various other equal opportunities bodies, operating within a broader governmental or parliamentary framework.
2. **Social Partners/Enterprises**
This category comprises a large number of key actors, such as trade unions and employers' organisations, both at national and European levels. Private enterprise is also included in this category, as are Chambers of Commerce.
3. **Non-Governmental Organisations (NGOs)**
This includes both women's NGOs and NGOs with more general objectives and target groups, operating at various levels, and other networks and associations working in different sectors of society.
4. **Research, Education and Information centres and Media**
This category comprises universities, research centres, and experts providing the necessary expertise for carrying out projects.

The types of organisations involved in each project are indicated by their identifying number on the partnership table for each project.

The projects

Gender mainstreaming is the key focus of 13 projects supported here. But it also plays an important role in many of the other projects through, for example, specific campaigns or the development of networks to make the issue of mainstreaming better known amongst local, regional and even national policy makers and other targeted groups. Many of the projects focusing on gender mainstreaming are working on the methodology.

Eight projects are directly concerned with mobilising the actors in economic and social life to achieve equal opportunities. They look at women's health, the position of older women in society, education and training, young people, public institutions and urban living. In each case, using different methods such as seminars, publications and the Internet, the objective is to raise the awareness of all actors involved in the chosen area and to encourage them to integrate equality in all policies and actions.

The largest theme section, promoting equal opportunities for women and men in a changing economy, especially in the fields of education, vocational training and the labour market, has 19 projects currently funded. Work is being done to develop tools and practices with the private and public sector to better accommodate the needs of both their women and men employees and at the same time promote organisational growth. Some projects tackle job assessment and classification and equal pay. Other projects are looking at issues that are relevant to women entrepreneurs and women wanting to set up in business. Amongst the sectors that have been targeted are banking, the energy sector, the social services and health care, science and technology and the environment.

Reconciling working and family life for women and men is the core subject of eight of the projects supported within the framework of the Programme. These projects target men and women, their employers and their trade unions.

Six projects deal with promoting gender balance in decision-making. Here, the focus is management in the public and private sector, but also the world of politics where projects want to see a greater participation of women in political life on a local, regional, national and European level.

Equality rights is the subject of two of the projects. They look at better informing women of their rights and promoting a European platform for the improvement of equality legislation.

The Unit responsible for Equality for Women and Men at the European Commission (DG EMPL/G.1, Rue de la Loi 200, B-1049 Brussels) can provide more information on any of the projects included in this Directory.

E-mail: eqop@cec.eu.int

Web: http://europa.eu.int/comm/employment_social/equ_opp/index_en.htm

Fax: (+32.2) 296 35 62



**Promoting the integration of equal opportunities
for women and men dimension in all policies and activities
(mainstreaming)**

Gender Equality European Database of Mainstreaming Tools

Keywords:

Database
Developing methods/tools
Gender
Mainstreaming

Institution/organisation:

Amazone (Centre national belge pour l'égalité entre hommes et femmes)

Type of organisation:

4

Address:

Rue du Méridien 10
B-1210 BRUXELLES
Tel: (+32.2) 229.38.00
Fax: (+32.2) 229.38.01
E-mail: info@amazone.be
Web: www.amazone.be

Project leader:

Ariane Dierickx

Working languages:

French, Dutch, English

Description:

The main objective of this project is to facilitate the implementation of gender mainstreaming by compiling an inventory of tools and methods available in Europe for those working in the area equal opportunities. This inventory will include the best products available in this area. It will facilitate an exchange between those working in equality at national and transnational levels through a standardised source of information and will enable them to easily find the information they need most. It will also lead to improved dialogue between the authors of the material and their potential and actual users, leading to a greater exchange of good practice.

Target groups:

Decision-makers in the public and private sectors at political, economic and socio-cultural levels; grass roots actors in the area of equality; equal opportunities theoreticians (the future designers of new material); information centres, specialised or not in the area of equality.

Practical outcomes:

A European database accessible via the Amazone website bringing together in the form of an inventory the different tools and methods available across the European Union in the area of equal opportunities.

Institution/organisation:

Amazonie (Centre national belge pour l'égalité entre hommes et femmes)

Project title:

Gender Equality European Database of Mainstreaming Tools

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
E-Quality	Netherlands				✓
Initielles	France				✓
National					
Direction de l'Egalité des Chances - Ministère fédéral de l'Emploi et du Travail		✓			
Laboratoire d'Etude des Nouvelles Technologies de l'Information et de la Communication - Université de Liège					✓
Centrum Gelijke Kansenbeleid - Katholieke Universiteit te Leuven					✓
Centrum voor de Overheid - Katholieke Universiteit te Leuven					✓
Vereniging van Vlaamse Steden en Gemeenten		✓			

Equal Opportunities in Universities: Towards a Gender Mainstreaming Approach

Keywords:

Education and training to equality
Equality policies
Gender
Good practice
Mainstreaming
Men
Women

Institution/organisation:

Katholieke Universiteit Leuven

Type of organisation:

4

Address:

Katholieke Universiteit Leuven
Centrum voor Gelijke Kansenbeleid
Dekenstraat 2
B-3000 LEUVEN
Tel: (+32.16) 32 56 10
Fax: (+32.16) 32 57 02
E-mail: Elsy.VanRoy@gkg.kuleuven.ac.be
Web: www.kuleuven.ac.be/gkg

Project leader:

Elsy Van Roy

Working languages:

English, Dutch

Description:

The main aim of this project is to exchange information and experiences concerning equal opportunities policies and gender mainstreaming in the context of universities. The university will be approached from two perspectives: as an organisation with employer and employees and as an actor in the education, training and development of future employees (students) and other members of society. A tailor-made manual on mainstreaming strategy will be developed for universities. A set of four tools will also be designed to implement this overall mainstreaming strategy. These tools will include a protocol for measuring gender equality in universities, a design for the structure of implementation of gender equality in university policies and practices, a protocol for the evaluation of equal opportunities initiatives adjusted to university policies and a training and awareness programme within universities.

Target groups:

Academic decision-makers and university management staff; the whole university population (students, employees, professors, assistants, other academic personnel, administrative and technical personnel); men and women.

Practical outcomes:

A manual offering guidelines for universities to incorporate a gender mainstreaming approach; a seminar at the end of the project, for a large group of universities, other educational organisations, public and private services, and other business associations; the setting-up of an international network of universities and similar organisations, working on gender-mainstreaming strategy.

Institution/organisation:
Katholieke Universiteit Leuven

Project title:
Equal Opportunities in Universities: Towards a Gender Mainstreaming Approach

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
Maastricht University, Centre for Gender and Diversity	Netherlands				✓
University of Bonn, Equal opportunities Officer	Germany				✓
National Institute for Population Research	Italy				✓
University of Cardiff, School of Social Sciences	United Kingdom				✓
National					
Amazone vzw					✓
Université Catholique de Louvain, G.R.I.E.F. (Groupe Interfacultaire Etudes Femmes)					✓
City of Leuven, Dienst Welzijn		✓			
Vlaamse Vereniging van Steden en Gemeenten		✓			
Provincie Vlaams-Brabant, Cel Gelijke Kansen		✓			
Federaal Ministerie van Tewerkstelling en Arbeid Dienst Gelijke Kansen		✓			

Frauenbildungsnetz Ostsee – FBNO (Women's Education Network Baltic Sea)

Keywords:

Civil society
Gender
Mainstreaming
Networking

Institution/organisation:

EUROPA ZENTRUM ROSTOCK e.V.

Type of organisation:

3

Address:

Frauenbildungszentrum Ostsee
C/o Info-Point Europe
Lagerstraße 41/42
D-18055 ROSTOCK
Tel: (+49.381) 4907811
Fax: (+49.381) 4907811
[E-mail: frauenbildungsnetz@t-online.de](mailto:frauenbildungsnetz@t-online.de)
[Web: www.frauenbildungsnetz.de](http://www.frauenbildungsnetz.de)

Project leader:

Dr. Petra Krull

Working languages:

German

Description:

The project will develop a transnational network in the Baltic Sea Region, targeting the promotion of equal opportunities for women and men. It relies substantially on the recognition of "women's problems" as issues which affect the economy as a whole, and on the principle of the integration of the gender dimension as a whole, and on the principle of the integration of the gender dimension as a "standard parameter" in all decisions affecting society.

Target groups:

Women in general; women and men teachers and trainers; male and female decision-makers in political, economic and other social spheres.

Practical outcomes:

A flyer on the project (in German, English and Russian); brochures; a network database; a special collection of gender literature at the Info.Point.Europe in Mecklenburg-Vorpommern; study books (produced during project) about equality and mainstreaming in Sweden.

Institution/organisation:
EUROPA ZENTRUM ROSTOCK e.V.

Project title:
Women's Education Network Baltic Sea (Frauenbildungsnetz Ostsee)

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
Ledarkaps Akademin för kvinnor Göteborg	Sweden				✓
Equality Affairs Division, Ministry of Labour	Sweden		✓		
International Women's Management	Finland				✓
ÖSB	Austria				✓
National					
Frauen- und Gleichstellungsbeauftragte der Landesregierung Mecklenburg-Vorpommern		✓			
Landesfrauenrat Mecklenburg-Vorpommern e.V.					✓
Frauenbildungsnetz Mecklenburg-Vorpommern e.V.					✓
Frauen helfen Frauen e.V.					✓

CERES: Consolidation of gender mainstreaming in the rural areas

Keywords:

Developing methods/tools
Equality policies
Gender
Local politics
Mainstreaming
Partnership

Institution/organisation:

Dirección General de la Mujer, Consejería de Servicios Sociales, Comunidad de Madrid

Type of organisation:

I

Address:

Gran Vía, 12 - 2ª Planta
E-28013 MADRID
Tel: (+34 .91) 420.86.36
Fax: (+34 .91) 420.85.89
E-mail: asuncion.miura@comadrid.es /
ceres@jet.es
Web: <http://personales.jet/ceres>

Project leader:

Asunción Miura

Working languages:

French, Spanish, English

Description:

The CERES project, now in its third stage, aims to reinforce the networks established since 1996 for the application of mainstreaming in rural areas, by coordinating different local and regional policies and exchanging experiences with transnational and trans-regional partners. For the first time, all three rural communities in the Madrid Region area where CERES has been implemented will meet together (in total 23 municipalities: MISSEM, Las Vegas and Los Pinares), to open feedback channels among local authorities and women associations.

Target groups:

Public authorities (local and regional); women in the rural area of Madrid region.

Practical outcomes:

Three bulletins; transnational conference; CD-ROM; a document on the progress of the mainstreaming strategy.

Institution/organisation:

Dirección General de la Mujer, Consejería de Servicios Sociales, Comunidad de Madrid

Project title:

CERES "Consolidation of gender mainstreaming in the rural areas"

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
ASTER	France			✓	
Câmara Municipal de Ferreira do Alentejo	Portugal	✓			
Equal Opportunities Commission –Scotland	United Kingdom	✓			
Délégation Régionale aux Droits des Femmes (Rhone-Alpes)	France	✓			
London Borough of Lewisham - Policy and Equalities Unit	United Kingdom	✓			
UMAR	Portugal			✓	
University of Edinburgh - Department of Sociology	United Kingdom				✓
National					
Mancomunidad "Los Pinares"(10 Municipalities)		✓			
Mancomunidad "Las Vegas" (7 Municipalities)		✓			
Mancomunidad de MISSEM (6 Municipalities)		✓			
Direcciones Generales and public institution of Madrid Región		✓			
Fundación "Mujeres"				✓	
Diputación provincial de Almería		✓			
Diputación Provincial de Jaen		✓			

ELAS (local campaign for solidarity actions)

Keywords:

Local politics
Mainstreaming
Training

Institution/organisation:

Servicio Galego de Igualdade (Consellería de Familia e promoción do emprego, muller e xuventude)

Type of organisation:

I

Address:

Praza de Europa 15 A – 2º
Area Central
Polígono de Fontiñas
E-15707 SANTIAGO DE COMPOSTELA
Tel: (+981) 545.365
Fax: (+981) 545.365
E-mail: sgpihm@xunta.es

Project leader:

Aurora Montes Santa-Olalla

Working languages:

Spanish, Galician, English

Description:

The action will promote gender equality in local areas through the implementation of the mainstreaming principle in local and regional policies. The specific objectives are:

- To promote an intersectorial co-operation in local government.
- To carry out studies on the situation of women in the areas participating in the project.
- To facilitate the exchange of experience and good practice on the implementation of equal opportunities policies at local, regional and European levels.
- To transfer these activities to other areas.
- To deliver training in equal opportunities to decision-makers and experts in local and regional government.
- To support the participation of women in social and political life.
- To create a network for co-operation among local and regional government on the implementation of gender equality.

Target groups:

Local politicians and experts; women.

Practical outcomes:

Training the target groups to implement European policies in the areas of equal opportunities and gender mainstreaming.

Institution/organisation:

Servicio Galego de Igualdade (Consellería de Familia e promoción do emprego, muller e xuventude)

Project title:

ELAS (local campaign for solidarity actions)

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
VIRTECH	Bulgaria		✓		
IUF	Sweden				✓
FLORA	Belgium				✓
Comissão para a Igualdade	Portugal	✓			
Mediterranea Onlus	Italy				✓
National					
Mancomunidad de:					
Municipios "Terra Cha		✓			
Mancomunidad do Morrazo		✓			
Ayuntamiento de Moaña		✓			
Ayuntamiento de Marín		✓			
Ayuntamiento de Bueu		✓			
Ayuntamiento de Laza		✓			
Ayuntamiento de Verín		✓			
Ayuntamiento de Castrelo do Val		✓			
Ayuntamiento de Oímbra		✓			
Ayuntamiento de Riós		✓			
Ayuntamiento de Vilardevós		✓			
Ayuntamiento de Cualedro		✓			
Ayuntamiento de Monterrei		✓			
Ayuntamiento de Arteixo		✓			
Ayuntamiento de Carballo		✓			
Ayuntamiento de Coristanco		✓			
Ayuntamiento de Laracha		✓			
Ayuntamiento de Ponteceso		✓			
Asoc. de Mujeres Chavorri			✓		
Asoc. Cultural "Soutullo"			✓		
Asoc. de mujeres rurales y de Consumo "Entre nós"			✓		
Asoc. de mujeres rurales y de Consumo "Airiños da terra"			✓		
Asoc. de mujeres rurales "Adiante"			✓		
Asoc. de mujeres rurales y de Consumo "Tres de maio"			✓		
Asoc. de mujeres "O Carne"			✓		
Asoc. M.R. "Santa Isabel"			✓		
Asoc. M.R. Pastoriza			✓		
Asoc. "Amigas da Terra Cha"			✓		

HERA - "Making Gender Mainstreaming Visible"

Keywords:

Decision-making
Developing methods /tools
Dissemination actions
Equality policies
Gender
Local politics
Mainstreaming
Networking
Partnership
Regional politics
Training

Institution/organisation:

Fundación Mujeres

Type of organisation:

3

Address:

Paseo de la Castellana 113,7º derecha
E-28046 MADRID
Tel: (+34.91) 5568384, (+34.91) 5568269
Fax: (+34.91) 5568251
E-mail: Hera2001@fundacionmujeres.es
Web: www.fundacionmujeres.es/hera2001

Project leader:

Celia Gómez Gonzalez

Working languages:

French, Spanish, English

Description:

The aim of the HERA 2001 project is to make mainstreaming visible at all levels: local, regional and national throughout the European Union. To achieve the objectives of the project requires the training of personnel involved in decision-making. The project will offer a teletraining programme via the Internet. The project will also produce and disseminate a "Guide of Assessment Indicators on Gender Mainstreaming" and set up a European network for the exchange of information and ideas between organisations involved in gender mainstreaming. A European Conference will be held in Santander (Spain) to close the Hera 2001 project.

Target groups:

Public authorities (local and regional); research centres; NGOs.

Practical outcomes:

Tele-training; website; the "Guide of Assessment Indicators on Gender Mainstreaming"; a European network of organisations involved in gender mainstreaming; brochure.

Institution/organisation:

Fundación Mujeres

Project title:

HERA - "Making Gender Mainstreaming Visible"

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
UMAR - União de Mulheres Alternativa e Resposta	Portugal			✓	
EOLG Employers Organisation for local Government	United Kingdom	✓			
EOC Equal Opportunities Commission –Scotland	United Kingdom	✓			
County Administrative Board of Stockholm	Sweden	✓			
CIF Centre d'Information des femmes et de familles	France	✓			
La Luna	Italy			✓	
National					
Dirección General de la Mujer - Madrid Region		✓			
Instituto de Investigaciones Feministas: Universidad Complutense de Madrid					✓
Instituto Vasco de la Mujer (Regional Body for Women, Basque Country)		✓			
Diputación Provincial de Cádiz		✓			
Santander Council		✓			
Parla Council		✓			
Pinto Council		✓			

**MERIDIS - Methodology for the Observation of Discriminations:
Good Practice for Labour Inspection**

Keywords:

Awareness-raising
Developing methods/tools
Dissemination actions
Exercising equality rights
Good practice
Mainstreaming

Institution/organisation:

ANCORPARI – Associazione Nazionale
Consigliere di Parità (National Association
of Women Equality Agents)

Type of organisation:

4

Address:

Galleria Unione 5
I-20122 MILANO
Tel and fax: (+39.02) 72002852
E-mail: ancorparitalia@yahoo.it

Project leader:

Grazia Cotti Porro

Working languages:

English, Italian

Description:

The aim of this project is to build a lasting main-streaming action in labour inspection by integrating an equal opportunities dimension in the policies and daily activities of labour inspectors. The main objective is the elaboration of a manual on “Good Practice for Labour Inspection” on the observation of discrimination at work together with information on equality directives and laws. The manual will make proposals for a European model of labour inspection with a gender perspective.

Target groups:

Labour inspectors; company trade union representatives; private and public sector equality agents; labour consultants; entrepreneurs and human resources managers.

Practical outcomes:

Publication of 4000 copies of the good-practice manual in the languages of the partners; seminars for 150 inspectors in all the Italian Labour Directorates; a one-day seminar for the equality agents of ANCORPARI; a survey on the implementation of good practice and a final report on the survey; a national and transnational international congress for the dissemination of the project results and materials.

Institution/organisation:

ANCORPARI – Associazione Nazionale Consigliere di Parità (National Association of Women Equality Agents)

Project title:

MERIDIS - Methodology for the Observation of Discriminations: Good Practice for Labour Inspection

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
Hellenic Republic – Ministry of Labour and Social Affairs, Labour Inspectorate (SEPE)	Greece	✓			
IEP - Instituto de Economia Publica de Valencia	Spain				✓
National					
MLPS - Ministero del Lavoro e della Previdenza Sociale		✓			
MLPS - Direzione Regionale del Lavoro della Lombardia		✓			
FABI - Federazione Autonoma Bancari Italiani			✓		
Fondazione Cesar					✓
Provincia di Mantova - Commissione Provinciale per le Pari Opportunità		✓			

Ricette per il mainstreaming – Terza fase/Mainstreaming recipes – third phase

Keywords:

Awareness-raising
Campaigning
Civil society
Developing methods
Dissemination actions
Empowerment
Equality policies
Gender roles
Good practice
Mainstreaming
Policy-influencing
Politics
Public administration
Women

Institution/organisation:

Arcidonna O.N.L.U.S.

Type of organisation:

3

Address:

Via Alessio Di Giovanni 14
I-90144 PALERMO
Tel: (+39.091) 345799/344403
Fax: (+39.091) 301650
E-mail: mainstreaming@arcidonna.it
Web: www.arcidonna.it

Project leader:

Roberta Messina

Working languages:

English, French, Italian, German, Spanish, Portuguese,
Finnish, Swedish

Description:

The project aims to promote mainstreaming and good practices in equal opportunities, using the internet as a tool. The website produced during the second year of the project will be expanded to include three new sections. The first section, women in decision-making will give visibility to women elected to office in local authorities; the second will look at women's role in a changing economy, with the accent on two specific areas, new forms of working and lifelong learning (the stress will be on job rotation with the trade union support) and women entrepreneurs. The third section will be an online project laboratory to give users from local authorities the possibility to "build" their own equal opportunities project. Useful links and updates on calls for proposals will also be included. A "light" version of the website will allow its use in Eastern and Southern countries, where the latest generation computers and software may not be available. The website will be promoted by a publicity campaign and press conferences held all over Europe.

Target groups:

Public administrators (elected or named counselors); public sector managers; public and private sectors promoters of equal opportunities (experts in local government, women's NGOs) able to deliver awareness raising modules; young people in secondary education; education and equal opportunities experts in non-EU countries.

Practical outcomes:

Extended website; a manual on mentoring "Women in decision-making".

Institution/organisation:

Arcidonna O.N.L.U.S.

Project title:

Ricette per il mainstreaming – Terza fase/Mainstreaming recipes – third phase

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
IEA	United Kingdom			✓	
Turku Women's Centre	Finland			✓	
Fondo Formacion	Spain			✓	
CDG	Germany		✓		
Lansstyrelsen I Stockholms	Sweden	✓			
Fundacion Mujeres	Spain			✓	
OSB	Austria		✓		
SPI	Germany		✓		
Region de Murcia	Spain	✓			
Eu Job Rotation	Denmark			✓	
Netzwerk	Austria			✓	
Presidência do Conselho de Ministros, Comissão Para a Igualdade e para os Direitos das Mulheres	Portugal	✓			
ABF	Sweden			✓	
Encounter	Sweden		✓		
National					
Comune di Palermo		✓			
Provincia Regionale di Catania		✓			
Provincia Regionale di Siracusa		✓			
Comune di Casteldaccia (PA)		✓			
Comune di Petrosino (TP)		✓			
Comune di Francavilla di Sicilia (ME)		✓			
Comune di Aci Castello (CT)		✓			
Comune di Grammichele (CT)		✓			
Provincia di Reggio Calabria		✓			
Provincia di Bologna		✓			
ANCI		✓			
Centro di iniziativa Europea – MI				✓	
Pari e Dispari – MI			✓		
CISL – CT		✓			
CGIL – CT		✓			
Consigliera Regionale di Parità – Regione Sicilia		✓			
Consigliera di parità – UPLMO Ragusa		✓			
Consigliera di parità – UPLMO Siracusa		✓			

A Step Towards Equality

Keywords:

Attitude change
Awareness-raising
Civil society
Decision-making
Developing methods/tools
Education and training to equality
European policies
Gender
Information
Mainstreaming
Networking
Partnership

Institution/organisation:

Fernão Mendes Pinto Association

Type of organisation:

3

Address:

Rua Dr. José Galvão, n° 211
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P-3140-853 MONTEMOR-O-VELHO
Tel: (+351) 239 687 520
Fax: (+351) 239 687 529
E-mail: afmp.ds@mail.telepac.pt
afmp@esoterica.pt

Project leader:

Victor Manuel Forte Camarheiro

Working languages:

English, Portuguese

Description:

The project "A Step Towards Equality" was conceived bearing in mind the importance of equality between men and women not only in general policy but also in all aspects of community life, namely in the training, education and socialisation processes. The project will: publish a Bibliographic Anthology on Equal Opportunities (names of experts in different areas and a list of books on the theme); set up discussion groups involving employers, politicians, technicians, trade union representatives, teachers; produce pedagogical material for children and young people; set up Information Centres; organise training for equality agents; publish a Resource Guide listing the programmes and initiatives exclusively directed at women and making proposals for the effective promotion of equal opportunities; create a local, regional, national and transnational network on equal opportunities between men and women.

Target groups:

Politicians; trade union representatives; training professionals; teachers; business people; decision-makers in NGOs; young people in schools; women; the general public.

Practical outcomes:

Involving politicians, training professionals, teachers, business people, decision-makers in NGOs, and trade union representatives in discussions on equality and mainstreaming principles to encourage them to look for concrete measures to aid its implementation; the creation of a local, regional, national and transnational network; the production of pedagogical materials for schools; the creation of Information Centres and a Resource Guide for women; publishing a Bibliographic Anthology on Equal Opportunities.

Institution/organisation:

Fernão Mendes Pinto Association

Project title:

A Step Towards Equality

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
IKAB – Institut für angewandte Kommunikationsforschung in der außerschulischen Bildung (e.V)	Germany				✓
Angell Town Community Project Limited	United Kingdom			✓	
Ibis.Acam, S.A	Spain			✓	
National					
Centro de Emprego da Figueira da Foz		✓			
Centro de Estudos Sociais – Faculdade de Economia da Universidade de Coimbra					✓
União Geral de Trabalhadores			✓		
APAV – Associação de Apoio à Vítima				✓	
Sindicato dos Trabalhadores da Função Pública da Zona Centro			✓		
Conselho Empresarial do Centro			✓		
Câmara Municipal de Oliveira do Bairro		✓			

“Equal Opportunities – Integral Part of the Czech Policy on the Way to European Union”

Keywords:

Developing methods/tools
Dissemination actions
Education and training to equality
Employment
Equality policies
Gender roles
Human resources
Information
Mainstreaming
Mentoring
Networking
Partnership
Public sector
Training

Institution/organisation:

EuroProfis

Type of organisation:

4

Address:

Malá Štěpánská 11
CZ-120 00 PRAGUE 2
Tel: (+420.2) 2492 1262, (+420.2) 2492 8272
Fax: (+420.2) 2491 9106
E-mail: europrofis@mbox.vol.cz

Project leader:

Dr. Danica Pražáková, Mag. Filip Zeman

Working languages:

English, German, Italian, Russian, Czech

Description:

This project aims to speed-up and improve the way in which equal opportunities policy is being tackled in Czech Republic Ministries. The goal is to train selected civil servants to implement gender mainstreaming policy. Application of this policy is one of the eligibility conditions for the Czech Republic to join the European Union. The target group of civil servants will be informed about equal opportunities policy for men and women and the conditions for its creation and implementation will be tackled. In addition, strategies for institutional and organisational measures will be examined. A dialogue between these civil servants and EU experts will be encouraged.

Target groups:

Heads of Department in Czech Ministries (40 participants).

Practical outcomes:

Analysis of equal opportunities in the Czech Republic and adaptation of successful equality projects; a practical handbook; four transnational workshops.

Institution/organisation:

EuroProfis

Project title:

“Equal Opportunities – Integral Part of the Czech Policy on the Way to European Union”

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
ÖSB – Unternehmensberatung, GmbH	Austria				✓
Frauenbildungsnetz Mecklenburg-Vorpommern	Germany			✓	
GenderLink	Austria			✓	
Center for the Gender Equality	Norway	✓			
National					
Ministry of Labour and Social Affairs of the Czech Republic		✓			

International Women's Forum "TIME is LIFE – Equality between female principles and values"

Keywords:

Attitude change
Awareness-raising
Conference/event
Decision-making
Gender roles
Information

Institution/organisation:

Agentura GAIA

Type of organisation:

3

Address:

Lublaňská 18
CZ-120 00 PRAGUE 2
Tel: (+420.2) 2492 1080
Fax: (+420.2) 2492 0342
E-mail: gaia@ecn.cz

Project leader:

Marie Haisová

Working languages:

English

Description:

This project has organised an International Women's forum running parallel to the World Bank and International Monetary Fund meetings which took place in Prague in Autumn 2000. The main purpose of the forum was to present environmental issues from a gender perspective, such as clean air and healthy food. The forum aimed to facilitate discussions on women's values when tackling these issues and how they are underrepresented in decision-making. The forum also tackled other aspects of women's lives, for example, the sharing of family responsibilities. The overall objective is to highlight the need for more women in decision-making positions, both in the Czech Republic and other EU countries.

Target groups:

Women decision-makers; teachers; school directors; working women; students; women in political decision-making; women's NGOs; the media, women in general.

Practical outcomes:

The International Women's Forum; press conferences; a handbook/brochure; exhibitions; articles in the media.

Institution/organisation:

Agentura GAIA

Project title:

International Women's Forum "TIME is LIFE – Equality between fe-male principles and values"

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
ATTAC	France			✓	
PROYECTOS COMUNITARIOS	Spain				✓
Deutscher Gewerkschaftsbund	Germany		✓		
Women in Europe for a common future	Netherlands			✓	
National					
Civic Inspiration					
Family and Child					
Academia					✓
AK Agentura spol. S.r.o.				✓	

Managing E-Quality and Train the Trainer

Keywords:

Attitude change
Awareness-raising
Decision-making
Developing methods/tools
Education and training to equality
Human resources,
Reorganisation of work
Train the trainers

Institution/organisation:

Office for Women's Issues,
Ministry of Social and Family Affairs, Hungary

Type of organisation:

I

Address:

Roosevelt Square 7-8
H-1051 BUDAPEST
Tel: (+36.1) 312 2008
Fax: (+36.1) 312 5260
Web: www.szcsm.gov.hu

Project leader:

Zoltán Lévai
Erzsébet Zöldy-Szita

Working languages:

English, German, Hungarian

Description:

The Hungarian Ministry of Social and Family Affairs joined the transnational programme Managing E-Quality in its phase III "Walk Through". As the programme has already been developed in the first two phases, the Hungarian project could concentrate on its introduction, translation, adaptation and implementation in completely new surroundings, namely in an accession country. The main bulk of the project involved the translation and adaptation of training materials: MEQ-Toolbox and MEQ-Manual, which were then used at an "introductory-training". A Managing E-Quality Train-the-Trainer seminar was held by two experts from the transnational partner GenderLink for trainers from the national network of labour centres and members of the Office for Women's Issues. An introductory MEQ Training was delivered by two Hungarian MEQ Trainers for heads of department in all Hungarian ministries. Further training is currently being planned.

Target groups:

Human resources trainers; public officers in managerial positions.

Practical outcomes:

Translation and adaptation of training materials; train the trainers session; introductory training for heads of department in Hungarian ministries.

Institution/organisation:

Office for Women's Issues, Ministry of Social and Family Affairs, Hungary

Project title:

Managing E-Quality and Train the Trainer

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
Genderlink	Austria				✓
mbA, Training, Research, Development	United Kingdom				✓
Balancing Consult	Germany				✓

DECIS – Development of institutional capacities to integrate equal opportunities

Keywords:

Capacity-building
Dissemination actions
Education and training to equality
Good practice
Information
Mainstreaming
Public administration

Institution/organisation:

Ministry of Labour and Social Protection/
Directorate for equal opportunities

Type of organisation:

I

Address:

Str. Dem. I. Dobrescu 2B., sc. B, cam. 108
RO-701119 BUCURESTI sector I
Tel: (+40.1) 313.40.04
Fax: (+40.1) 313.40.04
E-mail: desegal@dial.mmms.ro
desegal@net4u.ro

Project leader:

Daniela Semenescu

Working languages:

English

Description:

The DECIS project aims to bring together the results of scientific research-action on gender with actions for promoting the principle of equal opportunities between men and women within Romanian public bodies. The project has three strands: methodological - creating a methodology for the implementation of equal opportunities; experimental - identification and implementation of good practices; and human resources - improving the abilities of the target groups involved. The methodological strand will involve the delivery of four training and evaluation seminars and workshops for the exchange of information, techniques and methods useful to the integration of equal opportunities. The experimental strand will consist of formulating and implementing new measures for changing traditional practices at central public administration level and, ultimately, at local level. The human resources strand, improving the abilities of the target groups involved, is a key element of the project.

Target groups:

Lawyers, judges, civil servants at central and local level; trade-union representatives; employers representatives; representatives of the civil society.

Practical outcomes:

Publication of four issues of an information bulletin on equality; a trilingual glossary of terms in the area of equality; a 30-minute video entitled "For a real partnership".

Institution/organisation:

Ministry of Labour and Social Solidarity/Directorate of equal opportunities between men and women

Project title:

DECIS – Development of institutional capacities to integrate equal opportunities

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
Universidad Jaume I	Spain				✓
BMT, Management and Marketing consultants Ltd.	Netherlands		✓		
Ministry of the Interior, Public Administration, Decentralisation, General Secretariat for Gender Equality	Greece	✓			
National					
“Equal Opportunities for Women Foundation” (SEF)				✓	
Foundation for Education and Social Protection				✓	

2

Mobilising all the actors in economic and social life to achieve equal opportunities for women and men

European Women's Health Network (EWHNET)

Keywords:

Awareness-raising
Dissemination actions
Gender
Good practice
Health
Networking

Institution/organisation:

Landesvereinigung für Gesundheit
Niedersachsen e.V. (Association for Health
Promotion in Lower Saxony)

Type of organisation:

3

Address:

Fenskeweg 2
D-30165 HANOVER
Tel: (+49.511) 3500052
Fax: (+49.511) 3505595
E-mail: lv-gesundheit.nds@t-online.de
Web: www.gesundheit-nds.de

Project leader:

Ute Sonntag

Working languages:

English, German

Description:

A series of good practice guides by country and a webpage provide an insight into the health systems of the nine EWHNET member countries (Austria, Finland, Germany, United Kingdom, Greece, Ireland, Italy, the Netherlands and Sweden). Information is given on the women's health movement, on national organisations and projects working in the field of health in these countries and on models of good practice. A 62-page report of an international workshop "Gender and Ageing: Quality in Diversity" held in 1999, looks at how differences between women and men can be taken into account when dealing with the health care of the elderly.

Target groups:

Agencies, decision-makers and organisations that influence policy and practice in the health services at local, regional, national and transnational level; those working in health care, health education, health promotion, research and prevention, elderly care.

Practical outcomes:

Country reports; workshop papers; good practice guides; webpage.

Institution/organisation:

Landesvereinigung für Gesundheit Niedersachsen e.V.
(Association for Health Promotion in Lower Saxony)

Project title:

European Women's Health Network (EWHNET)

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
Frauengesundheitszentrum Graz	Austria			✓	
f.a.m. Frauengesundheitszentrum Vorarlberg	Austria			✓	
F.E.M.-Gesundheitszentren Wien	Austria			✓	
Büro der Wiener Frauengesundheitsbeauftragten	Austria	✓			
Institute of Occupational Health	Finland				✓
The Centre for Women's Health	United Kingdom			✓	
Institute of Equality	Greece			✓	
Research Centre of Women's Affairs	Greece			✓	
National Women's Council of Ireland	Ireland	✓			
Centro Prevenzione Salute Mentale Servizio di Psicologia					
Clinica e Psicoterapia Per la Donna e L'adolescente	Italy			✓	
Federatie vrouwenzelfhulp	Netherlands			✓	
Netherlands School of Public Health; Unit Gender and Health	Netherlands				✓
Department of Community Medicine; Lund University	Sweden				✓
National					
Landesvereinigung für Gesundheit Niedersachsen e.V.				✓	
Arbeitskreis Frauengesundheit in Medizin, Psychotherapie und Gesellschaft, AKF e.V.				✓	
Medusana Stiftung gGmbH				✓	
Feministisches Frauengesundheitszentrum Frankfurt; Dachverband der Frauengesundheitszentren in Deutschland e.V.				✓	
University of Osnabrueck, Research Unit on Education and Feminist Studies					✓
IZFG Internationales Zentrum für Frauen Gesundheit GmbH					✓

**Konferenz: "Chancengleichheit älterer Frauen in Politik und Gesellschaft"
(Conference: "Equal Opportunities for Older Women in Politics and Society")**

Keywords:

Civil society
Conference/event
Decision-making
Empowerment
Equality policies
Equality process
Exercising equality rights
Gender
Good practice
Mainstreaming
Networking
Promotion of women
Women

Institution/organisation:

Bundesarbeitsgemeinschaft der
Seniorenorganisationen (BAGSO) e.V.

Type of organisation:

3

Address:

Schedestrasse 13
D-53113 BONN
Tel: (+49.228) 249 99 30
Fax: (+49.228) 249 99 320
E-mail: kontakt@bagso.de
Web: www.bagso.de

For information on project:

Av. de la Renaissance 1
B-1000 BRUSSELS
Tel: (+32.2) 735 99 39
Fax: (+32.2) 735 10 76
E-mail: KatrinMarkus@belgacom.net

Project leader:

Katrin Markus

Working languages:

German, English, French

Description:

The aim of the project is to promote equal opportunities for older women in the European Union. This will be achieved by means of a two-day conference to which policy decision-makers and representatives of women's organisations and those representing the elderly in the Member States will be invited. The aim of this conference will be, on the one hand, an exchange of experience concerning nationally proven practices and needs relating to the political participation of older women and representation of their interests in politics and society and, on the other hand, joint preparation of recommendations for action. These recommendations will be developed in working groups on the themes of "Mobilisation for political participation" and "Representation of the interests of older women in national policies". The findings will then be discussed in the plenary session.

Target groups:

Groups representing the interests of older women in politics and society.

Practical outcomes:

The findings and results of the conference will be published in the form of a brochure in three languages (German, French and English).

Institution/organisation:

Bundesarbeitsgemeinschaft der Seniorenorganisationen (BAGSO) e.V.

Project title:

Konferenz: "Chancengleichheit älterer Frauen in Politik und Gesellschaft"
 (Conference: "Equal Opportunities for Older Women in Politics and Society")

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
Europäisches Zentrum für Wohlfahrtspolitik und Sozialforschung	Austria				✓
De Senectute	France				✓
National					
Institut für Soziale Infrastruktur (ISIS)					✓

Keywords:

Decision-making
Dissemination actions
Good practice
Networking

Institution/organisation:

Institut Català de la Dona

Type of organisation:

I

Address:

Viladomat 319, entl.
E-08029 BARCELONA
Tel: (+34.93) 495 1600
Fax: (+34.93) 321 6111
E-mail: icd@correu.gencat.es
Web: www.gencat.es/icdona

Project leader:

Maite Fandos i Payà

Working languages:

Spanish, French, English, Italian, Catalan

Description:

The project aims to improve the virtual knowledge forum created on www.donamed.org. Here experiences from European organisations and institutions relating to good practice in equal opportunities between women and men have been collected and disseminated. The current transnational project team will be enlarged in the three countries involved in the project, to reinforce the collection of good practice, compare and exchange experiences and information and make new proposals on best practices. In the virtual knowledge forum, contents have been grouped under five themes: integration of mainstreaming; equal opportunities in education; vocational training and the labour market; conciliation of family life with work; women entrepreneurship; women in decision-making.

Target groups:

Society in general; public administrations; networks; information and advice centres for women; universities; employers and trade unions.

Practical outcomes:

Visualisation of experiences (electronic inventory of best practice experiences links with other international experiences and initiatives); trans-frontier networking; diffusion and dissemination of experiences (an electronic newsletter, a virtual space for discussion on the five themes).

Institution/organisation:
 Institut Català de la Dona

Project title:
 DON@EUROMEDITERRANEA

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
Consorzio ISIDE	Italy		✓		
G.E.I.E. Dialogue	France		✓		
Comune di Firenze	Italy			✓	
Comune di Roma	Italy			✓	
Provincia di Oristano	Italy			✓	
Arcidonna	Italy				✓
National					
Secretaría sectorial de la mujer y de la juventud de la región de Murcia		✓			

CESEC II (Carrefours Européens au Service de l'Egalité des Chances – phase II)

Keywords:

Database
Developing methods/tools
Education and training to equality
Gender
Mainstreaming
Networking

Institution/organisation:

Carrefour Rural Européen Femmes (CREF)

Type of organisation:

3

Address:

Foyer Rural C.E.P.A.G.E.
11, Avenue Alexandre Baretty
F-06260 PUGET-THÉNIERS
Tel: (+33.4) 93 05 19 31
Fax: (+33.4) 93 05 14 71
E-mail:
Carrefour.Rural.europeen.femmes@wanadoo.fr
ng.cref@wanadoo.fr
Web: www.europesolutionegalite.com

Project leader :

Nathalie Grilli

Working languages:

French, English

Description:

Now in its second phase, the project CESEC will build on the achievements of phase one by adding more transnational partners. The objective is to mobilise all actors in political, economic and social actors on the question of equality for women and men and to promote the intergration of this in all their policies and actions. Different tools were developed during the first phase of the project: a database grouping French, Italian and Spanish organisations with an interest in equal opportunities accessible via the internet; technical assistance for project developers looking for European subsidies to encourage them to integrate a gender dimension in their work; a methodological guide about the integration of equality in these projects; a transnational publication featuring examples of good practice in the area of equality; seminars and dissemination actions. In the second phase the publication will be replaced by an Internet site that includes a “women’s way” interactive section presenting examples of good practice from projects with a gender dimension that have had a positive impact on women in the partner regions. Training sessions on the integration of equality in project development will also be organised.

Target groups:

Associations; local collectives and administrations; training bodies; agricultural organisations; employers organisations; women.

Practical outcomes:

Enlargement of the database to include the two new partner countries (Greece and Germany); technical assistance on the development of European projects; an interactive “women’s way” section on the project website; training sessions and development of training materials.

Institution/organisation:

Carrefour Rural Européen Femmes (CREF)

Project title:

CESEC II (Carrefours Européens au Service de l'Egalité des Chances – phase II)

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
Carrefour Rural Européen Guadajoz-Andalucía	Spain			✓	
Carrefour Rural Européen CECLIR Castilla-Léon	Spain			✓	
Carrefour Rural Européen CRIE - Valencia	Spain			✓	
Carrefour Rural Européen La Rioja	Spain			✓	
Carrefour d'Emilia	Italy			✓	
Carrefour Mecklenburg-Vorpommern	Germany			✓	
Carrefour Macedonia	Greece			✓	
Centro de Información para la Mujer de los Ayuntamientos de Baena, Baza y Espejo (Andalucía)	Spain	✓			
Dirección General de la Mujer (Junta Castilla y León)	Spain	✓			
Dirección General de relaciones agrarias con la Unión europea (Generalitat Valenciana)	Spain	✓			
Associations de femmes et Consultants Women Center (La Rioja)	Spain			✓	
Délégation départementale aux droits des femmes (Germany)	Germany	✓			
Délégues de l'association des femmes rurales Wolgast/Anklam and Greifswald-Land	Germany	✓			
National					
Carrefour Rural Européen Pyrénées Languedoc Roussillon				✓	
Délégation Régionale aux Droits des Femmes de la région P.A.C.A.		✓			
Délégation départementale aux Droits des Femmes des Alpes-Maritimes et des Alpes de Haute Provence		✓			

Kites' Web: Network for young equal opportunities

Keywords:

Awareness-raising
Dissemination actions
Networking
Young people/children

Institution/organization:

Presidenza del Consiglio dei Ministri,
Dipartimento per le Pari Opportunità

Type of organisation:

I

Address:

Via del Giardino Theodoli 66
I-00186 ROMA
Tel: (+39.06) 6779 5268
Fax: (+39.06) 6779 5385
E-mail: d.larocca@palazzochigi.it

Project leader:

Isabella Peretti

Working languages:

English, Italian

Description:

The objectives of this project are to bring young people closer to institutions and to keep them informed on the principles of equality; to encourage the development of new initiatives; to disseminate information and encourage the exchange of experience on "good practices" developed by projects in the cultural, educational/training and social sphere. The project will promote interaction between institutions, associations and educational, cultural and social centres via the Internet by creating project webpages with Webzine, Forum, Newsletter, Notice Board and feedback facilities to the Ministry for Equal Opportunities. It will provide a forum for the pooling of information on the theme of equal opportunities. The webpages will be hosted on the Ministry's Internet site.

Target groups:

Young women and men.

Practical outcomes:

Website; consolidation of a national network and a European network between associations, institutions and young people.

Institution/organisation:

Presidenza del Consiglio dei Ministri, Dipartimento per le pari opportunità

Project title:

Kites' Web: Network for young equal opportunities

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
WERRC (Women's Education Research and Resource Centre)	Ireland				✓
Service des droits des femmes, Ministère de l'Emploi et de la Solidarité	France	✓			
International Office of Women's Studies, Utrecht University	Netherlands				✓
National					
Associazione IRENE				✓	

Polite II: Equal opportunities and textbooks

Keywords:

Awareness-raising
Conference/event
Education and training to equality
Information

Institution/organisation:

Poliedra Progetti Integrati

Type of organisation:

2

Address:

Corso Unione Sovietica 612/3/E
I-10135 TORINO
Tel: (+39.011) 3912642
Fax: (+39.011) 3912601
E-mail: balocco@poliedra.it
Web: www.poliedra.it

Project leader:

Ivana Pelloso

Working languages:

French, English, Italian

Description:

Polite, now in its third year of activity, has focused on the introduction and the reinforcement of a gender perspective in school textbooks. It has developed a work model that involves promotion and dissemination activities via the Internet, public institutions (both in the sphere of equal opportunities and education), the scholastic world and the world of publishing that is now in the process of implementing a voluntary code of good practice on this topic. The project's activities this year are: awareness-raising in schools by providing and disseminating information and through classroom experimentation using the tools produced by the project; increasing the exchange with partner countries; providing new tools for those involved in the production of textbooks (schoolbook publishers, editorial staff, authors); and the organisation of events with impact on the media.

Target groups:

Authors and publishers of school; textbooks; teachers, students and school directors.

Practical outcomes:

Second Vade-mecum for school textbook authors; transnational workshops; guidance seminar for editorial staff of school textbook publishing companies; a conference; improvement of the website.

Institution/organisation:

Poliedra Progetti Integrati

Project title:

Polite II: Equal opportunities and textbooks

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
Comissão para a Igualdade e os Direitos das Mulheres	Portugal				✓
Emakunde, Instituto Vasco de la Mujer	Spain	✓			
National					
Dipartimento per le Pari Opportunità presso la Presidenza del Consiglio		✓			
Cisem (Centro per l'Innovazione e la Sperimentazione educativa Milano)					✓
Associazione Italiana Editori					✓

W-Move - Redesigning and experimenting woman-friendly urban mobility in our cities

Keywords:

Policy influencing
Women's studies

Institution/organisation:

Association Ora d'aria ONLUS

Type of organisation:

3

Address:

Via della Mercede
I-52-00187 ROMA
Tel: (+39.06) 69924595
Fax: (+39.06) 69291708
E-mail: oradaria@mclink.it

Project leader:

Carmen Bertolazzi

Working languages:

Italian, French, Spanish, English

Description:

A number of regions within the European Union have joined forces in this project to look at the impact of metropolitan life on women at work. They will examine how and if it is a contributory factor to gender discrimination in the workplace. They will compare notes, transfer best practice, consult with local groups and individuals and come up with concrete proposals primarily aimed at local decision-makers.

Target groups:

Working women; decision-makers.

Practical outcomes:

Website; conferences; publicity brochures; research papers.

Institution/organisation:
Association Ora d'aria ONLUS

Project title:
W-Move - Redesigning and experimenting woman-friendly urban mobility in our cities

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
ACTIVA	Spain		✓		
SETCA-FGTB	Belgium		✓		
National					
Comune di Roma		✓			
Regione Toscana		✓			
Provincia autonoma di Trento		✓			
Forme Locali S.r.l.					✓
Ingenia BIG S.r.l.					✓

Partageons l'égalité - Gleichheit delen - Gleichheit teilen - Let's share equality

Keywords:

Education and training to equality
Networking

Institution/organisation:

Ministère de la Promotion Féminine

Type of organisation:

I

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Tel: (+352) 478 5814
Fax: (+352) 241 886
E-mail: maddy.mulheims@mpf.etat.lu

Project leader:

Maddy Mulheims

Working languages:

French

Description:

The aim of the project is to develop a gender culture in society by raising awareness. The methods used to achieve this are:

- creation of a network of transnational experts in gender equality in education and training
- Training of trainers
- Publicity spots for television and cinema

Target groups:

Teachers; trainers; equality representatives; employers; youth leaders.

Practical outcomes:

Tools for gender training; publicity spots for television and cinema; a network of gender equality expert.

Institution/organisation:

Ministère de la Promotion Féminine

Project title:

Partageons l'égalité - Gleichheit delen - Gleichheit teilen - Let's share equality

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
Frauenbüro der Landeshauptstadt Saarbrücken	Germany	✓			
Bundesministerium für Unterricht und kulturelle Angelegenheiten	Austria	✓			
Charlotte Bühler Institut für praxisorientierte Kleinkindforschung	Austria				✓
Christliche Frauenliga, Eupen	Belgium			✓	
Amt für kommunale Arbeitsmarktpolitik, Saarbrücken	Germany	✓			
National					
Administration communale de Steinsel		✓			
Centre d'information et de Documentation des Femmes "Thers Bodé"				✓	
Institut Supérieur d'Etudes et de Recherches Pédagogiques, ISERP					✓
Ministère de l'Education nationale, de la Formation professionnelle		✓			
Ministère du Travail et de l'Emploi		✓			
Ministère de l'Economie		✓			
Ministère des Classes Moyennes		✓			
Chambre des Employés Privés			✓		
Chambre des Métiers			✓		
Chambre de Travail			✓		
Onafhängege Gewerkschaftsbond Lëtzebuerg, OGB-L			✓		
Lëtzebuenger Chrëschtlech Gewerkschaftsbond, LCGB			✓		
Confédération Générale de la Fonction Publique, CGFP			✓		
Ecole Supérieur du Travail, EST					✓
Institut d'Etudes Educatives et Sociales, IEES					✓
Ministère de la Famille, de la Solidarité sociale et de la Jeunesse		✓			



**Promoting equal opportunities for women and men in a changing economy,
especially in the fields of education, vocational training and the labour market**

ETUC Expert Network on Equal Pay

Keywords:

Awareness-raising
Campaigning
Collective bargaining
Desegregation
Developing methods/tools
Dissemination actions
Equal pay
Exercising equality rights
Good practice
Networking
Trade union

Institution/organisation:

European Trade Union Confederation (ETUC)

Type of organisation:

2

Address:

Bd du Roi Albert II, 5
B-1210 BRUSSELS
Tel: (+32.2) 224 04 11
Fax: (+32.2) 224 04 54
E-mail: bhertogs@etuc.org
Web: <http://www.etuc.org>

Project leader:

Beatrice Hertogs

Working languages:

English, French

Description:

The ETUC's transnational women's network on equal pay project will establish a pan-European network which contributes to making equal pay a reality, by raising awareness of the issue, its possible causes, creating solutions/tools for overcoming the problem and trying to influence decision-makers and collective bargaining negotiators. The network will endeavour to mobilise actors in economic and social life within each region involved in the project. At national level, ETUC affiliates will publicise the project to relevant NGO's and government officials as part of the overall awareness campaign. The creation of an Equal Pay website will also be a core element of the project and will ensure that the projects' message reaches a wide audience.

Target groups:

ETUC affiliates, particularly the members of the ETUC women's committee; those involved in the collective bargaining process.

Practical outcomes:

The establishment of a framework for cross-border cooperation of women trade-unionists; raised awareness of equal pay concerns in the participating regions; establishment of common goals and measures to promote action locally, regionally, nationally and at European level; increased opportunities for influencing national decision-makers as a result of having developed a Europe-wide approach to the equal pay issue; as a result of the above, to have fostered and monitored the integration of equal opportunities at the workplace – mainstreaming; a bi-lingual Equal Pay website.

Institution/organisation:

European Trade Union Confederation (ETUC)

Project title:

ETUC Expert Network on Equal Pay

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
ÖGB	Austria		✓		
FGTB	Belgium		✓		
LO	Denmark		✓		
SAK	Finland		✓		
CFDT	France		✓		
DGB	Germany		✓		
GSEE	Greece		✓		
ICTU	Ireland		✓		
CGIL	Italy		✓		
OGB	Luxembourg		✓		
FNV	Netherlands		✓		
UGT	Portugal		✓		
UGT	Spain		✓		
LO	Sweden		✓		
TUC	United Kingdom		✓		

Gender Equality Fostering Professional Growth

Keywords:

Dissemination actions
Employment
Enterprise
Media
Women

Institution/organisation:

General Electric

Type of organisation:

2

Address:

Avenue Ariane 5
B-1200 BRUSSELS
Tel: (+32.2) 776 06 60
Fax: (+32.2) 776 06 63
E-mail: rocio.mendez@corporate.ge.com
Web: www.ge.com

Project leader:

Rocío Méndez

Working languages:

English

Description:

The aim of the project is to raise awareness of activities being carried out to promote the role of professional women in the labour market, their retention and promotion in companies and their career path choices.

Target groups:

Women in decision-making positions; young qualified women; human resources managers and company management; private companies; women's organisations; universities; secondary schools.

Practical outcomes:

Production and dissemination of a video on the activities developed by the project to promote equal opportunities in the working environment; giving examples of how companies and organisations foster professional women's development through tools and culture change.

Institution/organisation:

General Electric

Project title:

Gender Equality Fostering Professional Growth

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
Deutscher Frauenrat	Germany			✓	
Opportunity Now	United Kingdom			✓	
London Guildhall University	United Kingdom				✓
North London Leadership	United Kingdom		✓		
National					
VHTO				✓	

“Equal payment for work of equal value” - BRD

Keywords:

Equal pay
Equality policies
Equality rights
European policies
Gender
Information
Networking
Politics
Trade union

Institution/organisation:

ISA CONSULT GmbH, Beratungsgesellschaft
für Innovation, Strukturpolitik und Arbeit

Type of organisation:

2

Address:

Westring 26 a
D-44787 BOCHUM
Tel: (+49.234) 91 32 1 51
Fax: (+49.234) 91 32 1 10
E-mail: mkopel@isa-consult.de
Web: www.isa-consult.de

Project leader:

Mechthild Kopel

Working languages:

German, English

Description:

The project aims to initiate a dialogue and stimulate an exchange of experiences between female trade-unionists from Hungary, Italy, Austria and Germany on the issues of pay and the grading of “female” occupations. The dialogue and exchange both have as a starting point income differences and “equal pay for work of equal value”. As a result of the discussions, the project will propose a strategy for achieving equal pay that simultaneously benefits economic and social growth. Documentation will be prepared for the discussions, making recommendations and suggesting possible strategies.

Target groups:

Female trade-unionists active in the area of women’s policy and collective bargaining; enterprises and company management in Northrhine-Westfalia; Hungarian government officials.

Practical outcomes:

Documentation for two workshops with recommendations and strategies for improving the contribution of women in companies and in collective bargaining processes; a conference entitled “Equal payment for work of equal value” for employers and Hungarian government officials.

Institution/organisation:

ISA CONSULT GmbH, Beratungsgesellschaft für Innovation, Strukturpolitik und Arbeit

Project title:

“Equal payment for work of equal value” - BRD

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
ETOSZ – Dienstleistungsverein für die Beratung der Interessenvertretungen	Hungary		✓		
ÖGB – Österreichischer Gewerkschaftsbund	Austria		✓		
CGIL - Confederazione Generale Italiano de Lavoro	Italy		✓		
Landesbund der Arbeiterräte Munkastanacsok Orszagos Szovetsege	Hungary		✓		
SZEF - Kooperationsforum der Gewerkschaften	Hungary		✓		
LIGA - Freie Liga Gewerkschaften	Hungary		✓		
ASZSZ - Bund Autonomer Gewerkschaften	Hungary		✓		
MSZOSZ - Ungarischer Landesbund der Gewerkschaften	Hungary		✓		
ÉSZT - Bund der intellektuellen Gewerkschaften	Hungary		✓		
Kinkerkrankenhaus Pál Heim	Hungary		✓		
National					
DGB-Landesbezirk Nordrhein-Westfalen			✓		
Bundesministerium für Familie, Senioren, Frauen und Jugend		✓			

Future working-time arrangements in Europe: by women, for everyone

Keywords:

Gender
Good practice
Reconciliation
Working time

Institution/organisation:

DGB-Bundesvorstand, Abteilung Frauenpolitik;
ISA Consult GmbH/Team GbB

Type of organisation:

2 & 4

Address:

DGB-Bundesvorstand
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Fax: (+49.30) 24060-761
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ISA Consult GmbH/Team GbB
Leipziger Str. 59
D-60487 FRANKFURT/MAIN
Tel: (+49.69) 713788-3
Fax: (+49.69) 713788-49
[E-mail: bherzog@isa-consult.de](mailto:bherzog@isa-consult.de)

Project leader:

Maria Kathmann (DGB-Bundesvorstand,
Abteilung Frauenpolitik)
Beate Herzog (ISA Consult GmbH/Team GbB)

Working languages:

German

Description:

This project will facilitate an exchange of experiences between male and female trade unionists from Germany, Ireland, Spain and Italy on working time arrangements. The project will focus on working time versus company demands and will look possible solutions to harmonise these in the form of innovative models. Recommendations on collective bargaining and legislation will also be compiled and a transnational network set up.

Target groups:

Female and male trade unionists active in women's and collective bargaining policy in the partner countries; women researchers on working time; representatives of working time projects; public and private sector employers.

Practical outcomes:

A handbook will be published including best practice models, methods of implementation; recommendations for legislative and collective bargaining measures.

Institution/organisation:

DGB-Bundesvorstand, Abteilung Frauenpolitik;
ISA Consult GmbH/Team GbB

Project title:

Future working-time arrangements in Europe: by women, for everyone

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
ETUC – European Trade Union Confederation	EEC		✓		
CGIL – Confederazione Generale Italiana Del Lavoro	Italy		✓		
UGT – Unión General de Trabajadores, Comisión Ejecutiva Nacional del pais Valenciano	Spain		✓		
TUC –Trades Union Congress	United Kingdom		✓		
National					
DGB-EXPO 2000, Büro der Gewerkschaften			✓		

GEA-Net – Girls for an ecological Europe

Keywords:

Awareness-raising
Desegregation
Developing methods/tools
Ecology
Education
Networking
Science and technology
Young people/children

Institution/organisation:

Life e.V. – Frauen entwickeln Ökotechnik

Type of organisation:

3

Address:

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D-10178 BERLIN
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Fax: (+49.30) 308798-25
E-mail: eichelkraut@life-online.de
Web: www.geanet.net
www.life-online.de

Project leader:

Rita Eichelkraut

Working languages:

German, Italian, English, Spanish

Description:

“Girls for an Ecological Europe” is an Austrian, German, Spanish and Italian initiative that aims to facilitate access for girls and young women to the world of natural sciences, technology and ecology, increasing their opportunities in the labour market. The project will coordinate an exchange of experiences between those who work with girls within school and in their free time and colleagues from environmental associations, universities, administrations and enterprises at the European level to encourage them to take an interest in ecological and technical topics. This GEA-Network “Girls&Ecology&Action” will create an influential lobby at international level to promote equal opportunity between boys and girls as well as the participation of women in the political and professional decision-making process.

Target groups:

Women; girls; decision-makers.

Practical outcomes:

A GEA-Online website; a GEA Magazine; a video entitled “Environmental Action Summer 1998”; and an exhibition “Our Energy changes the World” (in 4 languages).

Institution/organisation:

Life e.V. – Frauen entwickeln Ökotechnik

Project title:

GEA-Net – Girls for an ecological Europe

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
Sunwork – Bildungsalternativen für Mädchen und Frauen	Austria			✓	
BBJ Bruxelles – Sede Italiana	Italy		✓		
Universidad de Sevilla, Facultad de Ciencias de la Informacion	Spain				✓
Universidad de Cádiz, Facultad de CC. de la Educación	Spain				✓
Legambiente	Italy			✓	
Comune di Castell Ritaldi	Italy	✓			
Istituto della Mucheres	Spain	✓			
National					
Senat für Arbeit, Soziales und Frauen		✓			
Senat für Schule, Jugend und Sport		✓			
Wannsee Forum				✓	
Mädchentreff Bielefeld e.V				✓	
Lilith e.V.				✓	
Verein für emanzipatorische Mädchenarbeit				✓	
Frauenförderwerk Dresden ÖKO – Frauen				✓	
Verein Deutscher Ingenieure VDI, Frauen im Ingenieurberuf				✓	
For more partners: www.geanet.net					

Interdependenz zwischen Frauenförderung und arbeitsorganisatorischen Innovationsprozessen in Wirtschaft und Verwaltung: European Gender Mainstreaming Management

Keywords:

Employment
Human resources
Mainstreaming
Reconciliation

Institution/organisation:

Landeshauptstadt Stuttgart

Type of organisation:

I

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Marktplatz I
D-70173 STUTTGART
Tel: (+49.711) 2166418
Fax: (+49.711) 2163573
E-mail: ursula.matschke@stuttgart.de
Web: www.equality-life-work.org

Project leader:

Dr. Ursula Matschke

Working languages:

English, German

Description:

In times of global competition, precious human resources cannot afford to remain untapped. This and the reconciliation of work and family life as a key factor in economic growth have led to the design of this project. The project will carry out the following activities: evaluate innovative personnel and organisational policy from a gender perspective; transnational workshops will look at the work of the partners in different fields, for example, teleworking, skills management and mentoring. At the same time, partners will discuss common problems such as how to tackle cultural change in enterprises; study visits between partners will take place to further exchange practical information and experience; a local network will look at cooperation in the form of a private-public partnership, for example, joint development of school education and improving the quality of life for working women.

Target groups:

Actors from economic, administrative and social life such as political bodies, administration, political boards and heads of enterprise.

Practical outcomes:

A transnational conference; workshops; study visits; website; CD-ROM; leaflets.

Institution/organisation:

Landeshauptstadt Stuttgart

Project title:

Interdependenz zwischen Frauenförderung und arbeitsorganisatorischen Innovationsprozessen in Wirtschaft und Verwaltung: European Gender Mainstreaming Management

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
Hämeenlinna	Finland	✓			
Goteborg	Sweden	✓			
Torino	Italy	✓			
Svenska Kommunalarbetareförbundet	Sweden		✓		
Social Development Company	Finland				✓
Volvo Truck Corporation	Sweden		✓		
National					
Fraunhofer IAO					✓
Neue Pergamon Krankenhausmanagement GmbH			✓		
ÖTV Hauptverwaltung Stuttgart		✓			
DaimlerChrysler Konzern			✓		

Umsetzung des Grundsatzes der Entgeltgleichheit durch diskriminierungsfreie(re) Arbeitsbewertung an Hochschulen (Implementation of the principle of equal pay by a more discrimination-free job evaluation in universities)

Keywords:

Developing methods/tools
Equal pay
Equality process
Gender
Women

Institution/organisation:

Sozialforschungsstelle Dortmund

Type of organisation:

4

Address:

Evingerplatz 17
D-44339 DORTMUND
Tel: (+49.231) 8596-0
Fax: (+49.231) 8596-100
E-mail: sfs@sfs-dortmund.de

Project leader:

Dr. Gertrud Kühnlein

Working languages:

German, English

Description:

The aim of the project is to elaborate recommendations for a system of job evaluation which could widely avoid gender-specific pay inequalities. The chosen example is the work of secretaries within public scientific institutions (Universities, Institutions of higher education) and to compare wages for this work to wages of secretaries in the private sector. A second aim of the project is to develop and tentatively apply a new, discrimination-free instrument of job evaluation respecting the standards of the European Court of Justice and German Labour Courts of Justice. Further, the project includes a comparative analysis of typical men's and women's work in German universities. Hence the project hopes to contribute to the implementation of the principle of equal pay for work of equal value for men and women and aims to improve gender-equality in the labour market.

Target groups:

Women and men working in universities and private companies; trade unions and employer organisations in the public sector.

Practical outcomes:

Two international meetings to compare the standards of research, judgement and scientific debate; proposal for a new - discrimination-free - system of job evaluation; a brochure.

Institution/organisation:
Sozialforschungsstelle Dortmund

Project title:
Umsetzung des Grundsatzes der Entgeltgleichheit durch diskriminierungsfreie(re) Arbeitsbewertung an Hochschulen (Implementation of the principle of equal pay by a more discrimination-free job evaluation in universities)

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
Dr. Edeltraud Ranftl, DABO	Austria				✓
Dr. Juliet Webster	United Kingdom				✓
National					
Bundeskonferenz der Frauen- und Gleichstellungsbeauftragten an Hochschulen (BuKoF)					✓
Gewerkschaft Öffentliche Dienste, Transport und Verkehr (ÖTV)			✓		

S.H.A.R.E. – Supporting Harmonic Awareness Regarding Equality

Keywords:

Access to employment
Awareness-raising
Conference/event
Database
Decision-making
Desegregation
Dissemination actions
Education
Education and training to equality
Employment
Equality policies
Equality rights
European policies
Gender
Information
Media
Partnership
Pilot actions

Institution/organisation:

E.KAT.O: Greek Consumer Organization

Type of organisation:

3

Address:

Dimokritou 10
GR-543 52 THESSALONIKI
Tel: (+30.31) 857 007 / 866 800
Fax: (+30.31) 867 456
E-mail: ekato@ekato.org
Web: www.ekato.org

Project leader:

Dr. Tanya Soutana Kyriakdes

Working languages:

Greek, English

Description:

S.H.A.R.E. is a gender equality programme to promote equality and the full participation of women and men in the economic, social, cultural and political life of the country. Its main objective is to provide clear information regarding equal opportunities in the labour market. It is working to provide strengthened and more equitable public policy by conducting equality analyses and promoting the application of equality in policy-making. It supports measures to put equality issues on the public agenda and plays a vital role in supporting the work of other organizations working on equality issues.

Target groups:

Working women and men; those joining the labour market.

Practical outcomes:

Promoting equal opportunities for both women and men in the labour market; promotion of the equal participation of women and men in political and public life; transferring knowledge and skills.

Institution/organisation:

E.KAT.O: Greek Consumer Organization

Project title:

S.H.A.R.E. – Supporting Harmonic Awareness Regarding Equality

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
International Training Centre for Women – ITW	Netherlands			✓	
Union de Consumidores – UCE	Spain			✓	
The Consumers' Association of Ireland	Ireland			✓	
FEDERCONSUMATORI- Assozione Nazionale Consumatori E Utenti	Italy			✓	
Associação Portuguesa de Direito do Consumo	Portugal			✓	
National					
Hellenic Management Association					✓
Institute for the Development of Women Managers & Entrepreneurs					✓
Federation of Women Home Industries					✓

ACCION +**Keywords:**

Access to employment
Advice and support systems
Local development
Networking
Products and services
Reconciliation
Women's entrepreneurship

Institution/organisation:

Instituto Asturiano de la Mujer. Consejería
de la Presidencia de la Comunidad
Autónoma del Principado de Asturias

Type of organisation:

I

Address:

Plaza del Sol, 8
E-33009 OVIEDO
Tel: (+34.9) 8 510 6717
Fax: (+34.9) 8 510 6701
E-mail: insmujer@princast.es

Project leader:

Begoña Fernández Fernández

Working languages:

English, Spanish

Description:

This project aims to identify strategies and methodologies to promote the spirit of enterprise among women. The project focuses on two specific fields: women in rural areas where access to information, training and advice is restricted and sectors of economic activity where women are under represented. Through the exchange of transnational information and good practice this women's business network will help to maximise women's business potential in terms of employment, motivation, business creation and advice on self-employment and will mobilise and inform public administrations and social and economic agents.

Target groups:

Social and political departments in public administration; women; training and employment agencies; business associations; business women; the general public.

Practical outcomes:

A webpage on the project to forge contacts with other projects working in similar fields; a good practice guide on paper and CD-ROM; a transnational Women's Business Network and Women's Business Association; informative brochures.

Institution/organisation:

Instituto Asturiano de la Mujer. Consejería de la Presidencia de la Comunidad Autónoma del Principado de Asturias

Project title:

ACCION +

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
CITE DE L'INICIATIVE	France				✓
CHANCE E.V.	Germany		✓		
IRECOOP VENETO	Italy			✓	
National					
Ayuntamiento de Avilés		✓			
Fundación Mujeres				✓	

**ALEA: Towards Equality Through Collective Agreements
in the European Social Co-operatives**

Keywords:

Collective bargaining
Decision-making
Desegregation
Employment
Human resources
Trade union

Institution/organisation:

Federación Valenciana de Empresas Cooperativas de Trabajo Asociado (FVECTA)

Type of organisation:

2

Address:

Arzobispo Mayoral 11, bajo
E-46002 VALENCIA
Tel: (+34.963) 521386
Fax: (+34.963) 511268
E-mail: fvecta@fvecta.astro.es
Web: <http://www.astro.es/fvecta>

Project leader:

Genoveva Albert Herrero

Working languages:

English, Spanish

Description:

The provision of social services in Europe is often an activity developed by social economy enterprises, and particularly by social co-operatives. These organisations have a special interest in the professional and personal development of the people working in the co-operative as well as in the promotion of equal rights and opportunities. Traditionally, the social services sector in Europe is an economic sector where female workers are in the majority. But the number of female managers and decision-makers in the sector does not reflect this. Also, jobs in this sector are usually not well defined and the skills needed to develop these jobs have not been identified. As a result, workers are often low skilled and badly paid and opportunities for accessing are training infrequent. Collective agreements and collective negotiation can provide an excellent opportunity to improve this situation. The objective of the project is to collect information from collective agreements and legislation in different European countries on the promotion of equal opportunities in the social services sector and to develop of a publication about best practices concerning equal opportunities in the sector.

Target groups:

Women working in social service enterprises in Europe; male workers in social services enterprises.

Practical outcomes:

A report in three languages (Spanish, Swedish, Italian and a summary in English) containing best practices and experiences of measures implemented in Europe to promote equal opportunities in the social services sector with a special focus on European social co-operatives; a transnational seminar on the same theme; webpages with information about project.

Institution/organisation:

Federación Valenciana de Empresas Cooperativas de Trabajo Asociado (FVECTA)

Project title:

ALEA: Towards Equality Through Collective Agreements in the European Social Co-operatives

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
Kooperativ Konsult	Sweden				✓
SIS, Sisitema Imprese Sociale - Milan	Italy		✓		
National					
CCOO - Comisiones Obreras PV			✓		
Dirección General de Servicios Sociales, Consellería de Bienestar Social, Generalitat Valenciana		✓			

“I.D.e.A.” (Innovation, Decentralization and Autonomy)

Keywords:

Decision-making
Gender roles
Good practice
Promotion of women
Public administration

Institution/organisation:

Ministerio dell Pubblica istruzione

Type of organisation:

I

Address:

Viale Trastevere 76 a
I-00153 ROMA
Tel: (+39.06) 58493169
Fax: (+39.06) 58493728
E-mail: digtecn.div4@istruzione.it

Project leader:

Angela Palamone

Working languages:

English, Italian

Description:

This project aims to develop and test a training model for employees in the central and local administrations of the Ministry of Public Education. The Ministry is currently undergoing a decentralization process. This change from a centralized system to decentralized administrations with more responsibility gives rise to the need for new professional profiles that combine traditional tasks and functions with new demands and competences and present an opportunity for women. There are more women than men working in these administrations, but women are currently largely excluded from decision-making positions.

Target groups:

Employees in central and local administrations of the Ministry of Public Education.

Practical outcomes:

A questionnaire on professional profiles in the partner countries; analysis and examination of the results and creation of a “European” model profile; testing the model on a sample public (30 participants); a CD-ROM on the project; webpages publicising the materials and activities of the “Commission of Equal Opportunities of the Ministry of Public Education” and providing a forum for exchange of information.

Institution/organisation:
Ministerio dell Publica istruzione

Project title:
"I.D.e.A." (Innovation, Decentralization and Autonomy)

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
Universitat Politècnica de Catalunya - Programa Dona	Spain				✓
Rectorat Clermont-Ferrand	France	✓			
Ministère de l'Education, de la Formation Professionnelle et des Sports	Luxembourg	✓			
Ministry of Education, Research and Church Affairs	Netherlands	✓			
National					
State Business Secondary School "Enrico Tosi"					✓
LIUC - Cattaneo Castellanza University					✓
Regional School Direction for Lombardy					✓

**Le donne nei posti di responsabilità all'interno del mondo bancario
(Women in Positions of Responsibility in Banking)**

Keywords:

Awareness-raising
Banking and finance
Decision-making
Women

Institution/organisation:

F.A.B.I. - Federazione Autonoma Bancari Italiani

Type of organisation:

2

Address:

Via Tevere,46
I-00198 ROMA
Tel: (+39.06) 8415751
Fax: (+39.06) 8559220
E-mail: federazione@fabi.it
Web: www.fabi.it

Project leader:

Carlo Giorgetti

Working languages:

English, Italian

Description:

After carrying out a comparative analysis and study of the relationship between vocational training and decision-making roles in the banking sector, this project will design a campaign, with products on paper and CD-ROM, to raise the awareness of banking bodies on the promotion and access of women to decision-making positions in the sector and to help their employees to plan their own career paths.

Target groups:

Women working in the banking sector; decision-makers in the banking sector.

Practical outcomes:

A handbook and CD-ROM containing the comparative analysis carried out by the project and models of best practice to promote the equal participation of women and men at decision-making level in the banking sector; seminars and workshops.

Institution/organisation:

F.A.B.I. - Federazione Autonoma Bancari Italiani

Project title:Le donne nei posti di responsabilità all'interno del mondo bancario
(Women in Positions of Responsibility in Banking)

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
GPA	Austria		✓		
Union Network International	Switzerland		✓		
National					
Universita' degli Studi di Torino					✓
Centro Formazione e Studi Sociali "P. Desiderato"					✓

Artemisia: Promoting gender mainstreaming in higher arts education, cultural industries, and the cultural sector in Europe

Keywords:

Capacity-building
Mainstreaming
Media and arts
Networking

Institution/organisation:

European League of Institutes of the Arts

Type of organisation:

3

Address:

Waterlooplein 219
NL-1011 PG AMSTERDAM
Tel: (+31.20) 6203936
Fax: (+31.20) 6205616
E-mail: elia@elia.ahk.nl
Web: www.elia.ahk.nl

Project leader:

Truus Ophuysen

Working languages:

English, French, Dutch

Description:

The project aims to promote gender mainstreaming in higher arts education and the cultural sector in Europe and to generate new enthusiasm for gender equality. Although there are now more female than male art students, this gender balance is not yet adequately reflected in higher academic positions, artistic success, prestigious awards and income levels of women artists. Led by a large European Arts organisation, representing around 360 educational institutes in more than 40 countries, this project creates opportunities for networking, carrying out surveys, training and visibility. Advice will also be offered on how to integrate a gender dimension in projects submitted for funding under European Programmes such as Socrates, Leonardo, Culture 2000 and the Structural Funds.

Target groups:

University Deans, teaching staff, international officers in Higher Arts Education; cultural organisations and employers in the cultural sector in Europe; national and European policy-makers; students and graduates of higher arts education.

Practical outcomes:

A training seminar with key persons from the sector; a Handbook with facts and figures, examples of good practice, as well as advice on European projects published on the project website and on CD-ROM.

Institution/organisation:

European League of Institutes of the Arts

Project title:

Artemisia: Promoting gender mainstreaming in higher arts education, cultural industries, and the cultural sector in Europe

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
ERICArts	Germany				✓
Konstnärnämnden	Sweden			✓	
Hogeschool Gent	Belgium				✓
Instituto Politécnico de Lisboa	Portugal				✓
National					
Netherlands Research School of Women's Studies Universiteit Utrecht					✓

Women in Time

Keywords:

Access to employment
Advice and support systems
Awareness-raising
Developing methods/tools
Education and training to equality
Education/training sector
Employment
Equality process
Good practice
Human resources
Networking
Promotion of women
Science and technology
Women

Institution/organisation:

ÖSB Unternehmensberatung GmbH

Type of organisation:

4

Address:

Meldemannstrasse 12-14
A-1200 WIEN
Contact address:
Blumauer Strasse 3-5
A-4020 LINZ
Tel: (+43.732) 65 55 64
Fax: (+43.732) 65 55 43
E-mail: m.moser@oesb.at

Project leader:

Maria Moser-Simmill

Working languages:

German, English

Description:

The project will carry out research on a national and transnational level to identify positive criteria for the access of women to jobs in the Information technology (IT) sector. This research is to be carried out on different levels (individual, organizational, qualification, work placement). Pilot projects will be held in two IT companies in Styria in order to recruit more women. Evaluation of the transnational and national experiences and results will be presented at a workshop. The lessons learned will be summarized in a set of guidelines for the successful recruiting of women in the IT sector.

Target groups:

Female employees and human resource managers in IT-companies.

Practical outcomes:

A research study; promotional material including the guidelines in the form of a leaflet.

Institution/organisation:
 ÖSB Unternehmensberatung GmbH

Project title:
 Women in Time

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
Frauentechzentrum – Association, Verein zur Förderung der Weiterbildung von Frauen e.V.	Germany			✓	✓
Arcidonna – Association	Italy				✓
National					
Land Steiermark – Brigitte Zuenelli (Wirtschaftsressort – Abteilung für Berufsschulen)		✓			
AMS Steiermark – Kindermann-Wlasak (Frauenreferentin)		✓			
Nowa – Netzwerk für Berufsausbildung – Heide Cortolezis					✓
Das Gründerinnenzentrum der Steiermark – Nadja Willingshofer					✓

SARA - Increase gender equality in ICT education and professions

Keywords:

Awareness-raising
Pilot actions
Young people/children

Institution/organisation:

Oulu Polytechnic, Institute of Technology

Type of organisation:

4

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Fax: (+358.8) 312 6400
E-mail: pekka.silven@oamk.fi
Web: <http://sara.oamk.fi>

Project leader:

Pekka Silvén

Working languages:

English, Finnish

Description:

By the year 2002, there will be an estimated deficit of 1.5 million Information and Computer Technology (ICT) professionals world-wide. Only an average 10 percent of tertiary level IT/engineering students are female. This project focuses on increasing female participation in ICT training and professions. The project will develop and pilot a programme to encourage pupils and young adults to make ICT education and profession choices. It includes a series of grass-roots awareness courses and innovative actions to encourage young people to overcome traditional barriers to gender when making their career and education choices.

Target groups:

Women in general who are deciding their future education and career; persons who influence career choice: teachers, tutors, parents, career advisors.

Practical outcomes:

The material developed by the project including the approaches and methods used will be disseminated nationally and at European level through the partner organisations; a document produced at the end of the project entitled "Best practises of equal opportunities enlightening actions among ICT professions in Europe".

Institution/organisation:

Oulu Polytechnic, Institute of Technology

Project title:

SARA - Increase gender equality in ICT education and professions

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
Telechance	Austria		✓		
Agora	Italy		✓		
VVS Noord- en Oost	Netherlands		✓		
IPB Ltd	Belgium				✓
Arbeiterkammer Burgenland	Austria	✓			
Frauen-Referat der Landesregierung NÖ	Austria	✓			
Noorderpoort College	Netherlands				✓
Exact Business Center Noord	Netherlands		✓		
MKB Noord (inst.for small and medium-sized enterprises)	Netherlands	✓			
Piacenza Provincial Administration	Italy	✓			
National					
Education Services Department of Oulu		✓			
Economic Information Office		✓			
Professional Engineers in Finland				✓	
PKC Group				✓	
National Board of Education			✓		
JOT Automation		✓			
NK Communications			✓		
Nokia			✓		

ENEQO III - Equal Opportunities in the Energy Sector - Dissemination and Promotion

Keywords:

Awareness-raising
Desegregation
Dissemination actions
Mainstreaming
Networking

Institution/organisation:

Sydkraft AB

Type of organisation:

2

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Tel: (+46.40) 25 54 80
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E-mail: per-ake.dahlstrom@sydkraft.se
Web: www.sydkraft.se/eneqo/

Project leader:

Per-Åke Dahlström

Working languages:

English, Swedish

Description:

The objective of this project is to promote equal opportunities and attract more women to the Energy sector. This will be done by getting the issue on the agenda at conferences and seminars, both national and international and by creating publicity opportunities. The project has also initiated a European Network, supported by Eurelectric, in order to promote equal opportunities in the sector. The project is characterised by a very broad partnership – enterprises, trade unions, employers' and sectoral associations.

Target groups:

Actors in the energy sector; companies; managers; women; trade unions; opinion makers.

Practical outcomes:

Putting equal opportunities on the agenda of seminars, conferences; contributing to a European network promoting equal opportunities in the Energy sector; increasing awareness of the need for change in Energy companies; a pamphlet in eight languages.

Institution/organisation:

Sydkraft AB

Project title:

ENEQO III - Equal Opportunities in the Energy Sector - Dissemination and Promotion

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
ESB, Electricity Supply Board	Ireland		✓		
TEEU, Technical Engineering & Electrical Union	Ireland		✓		
The Chamber of Commerce and Industry of Toledo	Spain		✓		
EZH, Electriciteitsbedrijf Zuid-Holland	Netherlands		✓		
The Union of Technical Employees	Finland		✓		
The Union of Salaried Employees in Industry in Finland	Finland		✓		
National					
Swedish Union of Clerical and Technical Employees In Industry			✓		
Swedish Association of Graduate Engineers			✓		
Swedish Association of Managerial and Professional Staff			✓		
Swedish Electricians' Union			✓		
The Swedenergy AB			✓		
The Swedish Energy Employers Association			✓		

Towards Equal Opportunities (Equal Opportunities on the Labour Market)

Keywords:

Access to employment
Advice and support systems
Attitude change
Awareness-raising
Conference/event
Developing methods/tool
Education and training to equality
Employment
Empowerment
Equality policies
Equality rights
European policies
Flexibility
Gender
Good practice
Information
Networking
Partnership
Pilot actions
Promotion of women

Institution/organisation:

Czech Women's Union

Type of organisation:

3

Address:

Panská 7
CZ-111 53 PRAGUE 1
Tel: (+420.2) 24211017
Fax: (+420.2) 24233708
E-mail: csz@volny.cz

Project leader:

Ph.Dr. Zdenka Hajná

Working languages:

English, Czech

Description:

The aim of this project is to empower women and contribute to the elimination of discrimination against women in the labour market. An international conference will be held for the partners, invited experts, representatives of women's NGOs, social partners, policy makers, institutions, and educational and research bodies. The objective of the conference is to exchange information and experience and transfer good practice between those participating. A pilot training of trainers seminar will take place for members of the women's NGO network and other partners including labour offices at regional and local level. The project will also undertake an opinion poll to gauge public attitude on equality in the labour market in the Czech Republic and will produce a handbook to be used as a teaching aid. Access to employment, working conditions and pay will all be monitored and individual consultancy will be offered via the CWU's network. The project findings and results will be disseminated via a project website.

Target groups:

Women; social partners; minorities; labour offices; education bodies; the media.

Practical outcomes:

An international conference; a handbook; a pilot training of trainers seminar; an opinion poll; dissemination of project findings in the media and via a project website.

Institution/organization:

Czech Women's Union

Project title:

Towards Equal Opportunities (Equal Opportunities on the Labour Market)

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
IUC Europe	Denmark			✓	
Europahuset Sandviken	Sweden			✓	
National					
Humanitas-Profes				✓	
Human Rights Education Centre					✓
Czech Helsinki Committee				✓	

FEW: Female Entrepreneurs: Women as subjects in Regional Development**Keywords:**

Advice and support systems
Dissemination actions
Employment
Enterprise
Good practice
Regional politics

Institution/organisation:

UTVIKLINGSSENTERET I MIDT-TROMS

Type of organisation:

4

Address:

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Fax: (+47) 7785 1230
E-mail: adm@utv-senteret.no/
hege.lepri@utv-senteret.no
Web: www.utv-senteret.no

Working languages:

English, Norwegian

Description:

The project's main objective is to explore how to better assist and advise women entrepreneurs by exchanging good practice between three local projects in Norway, Sweden and Italy. Entrepreneurship is seen by the project as a means to help women become subjects of regional development, instead of objects of regional policies. Each project will be evaluated and the results discussed and disseminated through a transnational network. The Norwegian project is setting up a network for women entrepreneurs in the rural area of Troms; the Swedish project is revitalising an existing network for women; and the Italian project will set up a database available to women with all the information necessary for starting a business and other general interest areas.

Target groups:

Women in rural areas; women entrepreneurs; regional politicians; regional policy makers; job counsellors advising young women.

Practical outcomes:

The project will result in several local activities such as seminars and public presentations; two meetings and a final conference will be held with the partners; a final report will be published highlighting good practice in the field.

Institution/organisation

UTVIKLINGSSENTERET I MIDT-TROMS

Project title:

FEW: Female Entrepreneurs: Women as subjects in Regional Development

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
City Council of Prato	Italy	✓			
IUF - Institutet Ungdom och Framtid	Sweden				✓
Liera - kvinnoettverk i Norrbotten	Sweden	✓			
National					
Troms fylkeskommune, Plan og Næringssetaten		✓			

VIEW – Visible European Women

Keywords:

Developing methods/tools
Dissemination actions
Good practice
Mentoring
Networking
Women's entrepreneurship

Institution/organisation:

Women's Regional Association Buzau

Type of organization:

3

Address:

24 Bistritei St.
RO-5100 BUZAU
Tel: (+40.38) 720851
Fax: (+40.38) 710851
E-mail: cdpt@softnet.ro

Project leader:

Cornelia Bar

Working languages:

English, Romanian

Description:

The project aims to promote the integration of the equal opportunities for women and men dimension in all policies and activities and its realization in a changing economy, especially in the fields of labour market and vocational training (mainly in the entrepreneurial sector). A survey on women entrepreneurs was conducted at national level in Romania by WRA. The survey was followed by exchange of data and experiences within a transnational network in the first 6 months of the project. The next step will be to disseminate mentoring "good practice" in a "European Guide to women entrepreneurs network" and a "European Guide to Mentoring". A workshop and transnational conference will be organised by WRA in Romania to present the above guides.

Target groups:

Unofficial networks of women entrepreneurs; women entrepreneurs associations; service centres and structures supporting women's businesses; enterprises run by women; women who want to start up their own enterprise.

Practical outcomes:

A survey on women entrepreneurs in Romania; a "European Guide to Mentoring" (on paper and on the Internet) to be used in vocational training; a "European Guide to women entrepreneurs network" (on paper and on the Internet); the design of an Internet site on the project; a transnational seminar to disseminate the project results.

Institution/organisation:

Women's Regional Association Buzau

Project title:

VIEW - Visible European Women

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
Comitato Impresa Donna CAN Emilia Romagna	Italy			✓	
National					
Ministry of Labour and Social Protection - Department of Equal Opportunities		✓			



Reconciling working and family life for women and men

**Familienkompetenzen als Potenzial einer innovativen Personalentwicklung:
Neue Möglichkeiten für Chancengleichheit (Family skills as a potential for innovative human
resources development: new chances for equal opportunities)**

Keywords:

Developing methods/tools
Good practice
Human resources
Mainstreaming
Promotion of women
Reconciliation

Institution/organisation:

Katholische Arbeitnehmer-Bewegung (KAB)

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Pettenkoferstr. 8
D-80336 MÜNCHEN
Tel: (+89.550) 25 49 – 27
Fax: (+89.550) 38 82
E-mail: Christine.nusshart@kab-sued.de

Project leader:

Christine Nußhart

Working languages:

German, English

Description:

The project will enable informally acquired “life skills” to be transferred from the family environment to the working environment. The project will produce tools to identify, assess and integrate family skills into corporate human resources work in order to link organisational needs with the social and equality needs of men and women. These tools include a skills balance sheet for individuals and material for human resource personnel in companies. The skills balance sheet will help working women and men, those returning to work and also participants in training programmes to identify and integrate, on an individual basis, the knowledge, aptitudes and life skills they have acquired in the family. It will also give companies information on how these skills can be used in a corporate context. The material for human resource personnel will facilitate the identification of informally acquired skills and give guidance on how to integrate the skills balance sheet into a company’s human resources work.

Target groups:

Human resources personnel in the private and public sectors; working mothers/fathers; those returning to working life; equal opportunity officers; members of national parliaments; administrative bodies.

Practical outcomes:

The testing and dissemination of the skills balance sheet prepared during the first phase of the project as a tool to record and assess social skills. The testing, development and dissemination of material for human resources personnel in businesses and administrations. These products are already available in a pilot version. They are being tested jointly with companies and administrative and training bodies. The results of this testing will be integrated into the final versions to be published in June/July 2001.

Institution/organisation:

Katholische Arbeitnehmer-Bewegung (KAB)

Project title:

Familienkompetenzen als Potenzial einer innovativen Personalentwicklung: Neue Möglichkeiten für Chancengleichheit (Family skills as a potential for innovative human resources development: new chances for equal opportunities)

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
De Jong & Van Doome-Huiskes en Partners	Netherlands				✓
Fair Play Yorkshire & the Humber Region	United Kingdom			✓	
National					
Deutsches Jugendinstitut – DJI					✓

Best practices around Europe concerning the reconciliation of family and professional life

Keywords:

Family
Good practice
Legislation
Reconciliation
Working time

Institution/organisation:

Family and Child Care Center

Type of organisation:

3

Address:

75 Skoufa Street
GR-106 80 ATHENS
Tel: (+301) 3632172, (+301) 3641581
Fax: (+301) 3639758
E-mail: headway@ath.forthnet.gr

Project leader:

Vassiliki (Vivie) Papadimitriou

Working languages:

English, French, Greek

Description:

This project aims to collect and publish in a manual best practices and policy measures concerning the reconciliation of professional and family life in 12 European Union Member States. The information will cover areas like child support schemes, elderly and disabled care schemes/practices, incentives for further education for working parents, family friendly environment of enterprises. The information will be collected by the 12 project partners. It will be put together by the lead organisation with the assistance of a specially set up European-level Experts' Committee. The manual will be presented and distributed at a conference scheduled for the last month of the project (June 2001) during which discussion/exchanges will take place on concrete practices and policies currently in use.

Target groups:

Men and women in employment; parents; women's groups; family organisations; NGOs involved in advocacy work and lobbying; Government departments and agencies.

Practical outcomes:

Research and collection of policies and best practice from 12 countries on balancing work and family life; publication of a manual in English and Greek; conference; establishment of transnational partnerships.

Institution/ organisation:
Family and Child Care Center

Project title:
Best practices around Europe concerning the reconciliation of family and professional life

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
Austrian Institute for Family Studies	Austria				✓
Population and Family Study Center	Belgium				✓
Athene International Human Resource Development	Denmark				✓
The Populations Research Institute/The Family Federation of Finland	Finland				✓
German Youth Institute (DJI)	Germany				✓
Family Studies Center, University College Dublin	Ireland				✓
Cooperativa Sociale Mistya	Italy				✓
Netherlands Family Council	Netherlands				✓
Centro de Investigação e Estudos de Sociologia	Portugal				✓
Departamento de Ciencia Política y Sociología-Universidad Carlos III de Madrid	Spain				✓
Instituto de Economía Y Geografía	Spain				✓
Work Life Research Center	United Kingdom				✓
National					
General Secretariat for Equality		✓			

A.W.NET - Agriculture and Women Network

Keywords:

Awareness-raising
Childcare
Conference/event
Equality policies
Family
Networking
Partnership
Reconciliation
Women

Institution/organisation:

Federación de Asociaciones de Amas de Casa,
Consumidores y Usuarios de Huesca (FACCU)

Type of organisation:

3

Address:

Pza San Antonio 10, 1º D
E-22002 HUESCA
Tel: (+34.974) 24 01 10
Fax: (+34.974) 24 01 10
E-mail: ib310944@public.ibercaja.es

Project leader:

Isabel Leguina

Working languages:

Spanish, English, French

Description:

An information-dissemination network on the reconciliation of work and family life for women living and working in rural areas will be set up under this project. Through the network, women in rural areas can contact each other and exchange experiences and information. An international meeting is also planned in Huesca "Women in the Network", and meetings to share experiences on how to reconcile work and family for women in rural areas. Finally, a transnational meeting is planned with women from Sweden, Italy, United Kingdom and France and Spain.

Target groups:

Women working in rural areas.

Practical outcomes:

An information and dissemination network for women in rural areas on the reconciliation of work and family life; an international meeting on this theme; a transnational women's meeting.

Institution/organisation:

Federación de Asociaciones de Amas de Casa, Consumidores y Usuarios de Huesca (FACCU)

Project title:

A.W.NET - Agriculture and Women Network

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
Mälardalen Region Women's Lobby	Sweden			✓	
CNA Comitato Impresa Donna	Italy			✓	
Peterborough Women's Centre	United Kingdom			✓	
Centre Formation Professionnelle et Promotion Agricoles (CEPPA)	France				✓
National					
Instituto Aragonés de la Mujer (IAM)		✓			
Caja Rural de Huesca			✓		

Good practices for reconciling family life and the career

Keywords:

Awareness-raising
Childcare
Collective bargaining
Employment
Equality policies
Family
Gender roles
Good practice
Legislation
Media
Pilot actions
Reconciliation
Working time

Institution/organisation:

Instituto de la Mujer, Ministerio de Trabajo y Asuntos Sociales

Type of organisation:

I

Address:

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E-28027 MADRID
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Fax: (+34.91) 347 80 80
E-mail: fgalindo@mtas.es
Web: www.mtas.es/mujer

Project leader:

Dolores Perez-Herrera

Working languages:

Spanish, English

Description:

The aim of this project, now in its second year, is to create, publish and disseminate a tool to help reconcile family life with a career. Project partners worked together to investigate, share information and experience and disseminate good practices to promote a balanced distribution of career and family responsibilities between women and men. During the first year, information was collected and analysed through a series of workshops targeted at different groups. The first part of a good practice guide was completed based on these project findings. In this second year, the Guide will be finished and a transnational Conference will be held in June 2001, with the participation of economic and social agents from all partner countries to disseminate it. The Guide is expected to be published not only in Spanish and English but also in Danish, Finnish, German, Swedish and Italian.

Target groups:

Central, regional and local government and administrations; the legislature and the judiciary; trade unions; employers' organisations; educational, associations and service companies that promote reconciliation; the media; advertising; women and men.

Practical outcomes:

A Good Practice Guide for reconciling family life and a career.

Institution/organisation:

Instituto de la Mujer, Ministerio de Trabajo y Asuntos Sociales

Project title:

Good practices for reconciling family life and the career

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
Center of Research on Equality Issues	Greece	✓			
Comissão para a Igualdade e para os Direitos das Mulheres	Portugal	✓			
Comissão para a Igualdade no Trabalho e no Emprego (CITE), Ministério do Trabalho e da Solidariedade	Portugal	✓			
Dipartimento per le pari Opportunità	Italy	✓			
Ministry of Health and Social Affairs. Social Insurance Division	Sweden	✓			
The Danish Equal Status Council	Denmark	✓			
Federal Ministry for Economic Affairs and Labour	Austria	✓			
Office of Equality Ombudsman. Ministry of Social Affairs and Health	Finland	✓			
National					
DCM-USO. Departamento Confederal de la Mujer. Unión Sindical Obrera			✓		
Unión General de Trabajadores			✓		
Comisiones Obreras. Confederación Sindical			✓		
Dirección General de Acción Social, Menor y Familia del Ministerio de Trabajo y Asuntos Sociales		✓			
Dirección General de la Mujer de la Consejería de Servicios Sociales de la Comunidad de Madrid		✓			

Police Officers achieving a balance

Keywords:

Family
Flexibility
Reconciliation
Train the trainers

Institution/organisation:

An Garda Síochána (Irish National Police Service)

Type of organisation:

I

Address :

Garda Headquarters
Phoenix Park
IRL-DUBLIN 8
Tel: (+353.1) 666 2078/2349
Fax: (+353.1) 666 2084
E-mail: lynchea@iol.ie

Project leader:

Eddie Rock

Working languages:

English

Description:

The Irish National Police Service is leading this project that aims to promote the reconciliation of work and family life for police officers. They would like to make this issue one of the factors to be considered by police service policy-makers when deciding policy for the force. They see a special need to promote policies reconciling family and working life because of the difficult conditions police officers are faced with on a daily basis. Study visits and a seminar are planned to discuss the problem and come up with policy suggestions.

Target groups:

Police force policy-makers.

Practical outcomes:

A manual of best practice; a framework policy document on the issues targeted at police forces; a one hour teaching for trainers of personnel on in-service promotion courses.

Institution/organisation:

An Garda Síochána (Irish National Police Service)

Project title:

Police Officers achieving a balance

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
Merseyside Police	United Kingdom	✓			
Swedish National Police Board	Sweden	✓			
Regional Police of Haagladen, the Hague	Netherlands	✓			
European Network of Police Women (ENP)	Netherlands	✓			
National					
Equality Agency		✓			
Garda National Quality Bureau		✓			
Garda Human Rights Bureau		✓			
Department of Justice, Equality and Law Reform		✓			
Garda Representative Association		✓			
Association of Garda Sergeants and Inspectors		✓			

Work – Family reconciliation and best practices inside the enterprises

Keywords:

Conference/event
Good practice
Pilot actions
Reconciliation

Institution/organisation:

Provincia di Bologna

Type of organisation:

I

Address:

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E-mail: antonella.casella@nts.provincia.bologna.it
Web: www.provincia.bologna.it

Project leader:

Dr. Antonella Casella

Working languages:

Italian, French

Description:

Reconciling professional and family life is the main aim of this project. As a first step, it plans to carry out a comparative research in Oxfordshire and the Emilia Romagna regions that have similarities in terms of women's employment and low birth rate. The policies adopted by 20 enterprises to reconcile family and work will be analysed. The case studies will look at employment conditions, family leave provisions, childcare support, work timetables and organisational changes introduced. The Province of Bologna will test some of the models that emerge concerning work flexibility. A seminar to disseminate the results will be organised and a multi-lingual manual (Italian/English/French) will be published comprising the best practices.

Target groups:

Local administrators; public and private enterprises and heads of human resources in these companies; women's associations; employees of the Bologna Province and of municipalities belonging to the Province.

Practical outcomes:

Development of a "business training model" transferable to local, national and European levels in order to promote organisational changes to support the introduction of work flexibility; the application of work-family friendly best practices in Bologna Province; a final seminar on "family friendly" policies; the publication of a multi-lingual manual on the project's results with a special focus on best practice; a website.

Institution/organisation:

Provincia di Bologna

Project title:

Work – Family reconciliation and best practices inside the enterprises

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
Oxford Brookes University	United Kingdom				✓
STAKES - National Research and Development Centre for Welfare and Health	Finland				✓
Retravailler	France				✓
National					
Regione Emilia Romagna		✓			
Orientamento Lavoro Lombardia					✓
CISS - Cooperazione Internazionale Sud-Sud				✓	
Associazione TTG					✓
Arcidonna O.N.L.U.S.				✓	

EPOCH – Equality in the provision of care at home

Keywords:

Awareness-raising
Care
Conference/event
Empowerment
Exercising equality rights
Family
Gender roles
Good practice
Health
Information
Men
Women

Institution/organisation:

Alzheimer Europe

Type of organisation:

3

Address:

145, route de Thionville
L-2611 LUXEMBOURG
Tel: (+352) 29 79 70
Fax: (+352) 29 79 72
E-mail: info@alzheimer-europe.org
Web: www.alzheimer-europe.org

Project leader:

Dianne Gove

Working languages:

English

Description:

The aim of the project is to analyse the factors which lead to and maintain the gender imbalance with regard to the task of caring (for people with dementia) and to try to identify the steps which must be taken to ensure that male carers receive the support they need (if different to that needed by women). The project will also investigate possible problems linked to combining paid employment and caring. The information will be collected by means of a questionnaire and via e-mail discussions and contacts with the relevant authorities. A conference will be held to publicise the findings, which will be further disseminated through the publication of the conference proceedings. The project findings will also be published.

Target groups:

Male and female carers; male non-carers; the general public; relevant authorities (e.g. in the field of employment, taxation, health and insurance).

Practical outcomes:

Conference; conference proceedings; report on the project findings.

Institution/organisation:

Alzheimer Europe

Project title:

EPOCH – Equality in the provision of care at home

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
European Institute of Women's Health	Ireland			✓	
Ligue Alzheimer	Belgium			✓	
Deutsche Alzheimer Gesellschaft	Germany			✓	
Alzheimer Society of Ireland	Ireland			✓	
Fundación Alzheimer España	Spain			✓	
Alzheimerforeningen	Denmark			✓	
Nasjonalforeningen	Norway			✓	
Demensforbundet F.A.A.S	Iceland			✓	
Federazione Alzheimer Italia	Italy			✓	
National					
Association Luxembourg Alzheimer				✓	

Audit Beruf und Familie Ungarn (Audit Work and Family, Hungary)

Keywords:

Attitude change
Awareness-raising
Developing methods/tools
Equality process
Gender audit

Institution/organisation:

Munkástanácsok Országos Szövetsége

Type of organisation:

2

Address:

H-1021 BUDAPEST
Tel: (+361) 275 1445
Fax: (+361) 394 2802
E-mail: labora@mail.datanet.hu

Project leader:

Bittsánszky Sarolta

Working languages:

German, English

Description:

The Beruf & Family® audit applies an extensive list of criteria to a company's recruitment policies and measures to promote family life. The aim of the audit is to check the company's present situation and culture and to suggest human resource policy measures to promote the reconciliation of family and working life. It will do this by fixing objectives and suggesting a system of management aimed at optimising human resource policy geared to the family. A human resources policy that takes better account of family life can give companies and their employees long-term benefits without major financial expenditure.

Target groups:

Employer and employee organisations; chambers of commerce; trade associations; ministries.

Practical outcomes:

During this project phase Hungarian experts will work on and adapt the audit system already developed by the German partners to suit the Hungarian situation. The outcome will be an action tool for conducting audits in Hungary.

Institution/organisation:

Munkástanácsok Országos Szövetsége

Project title:

Audit Beruf und Familie Ungarn (Audit Work and Family, Hungary)

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
Neue Wege für die Arbeitswelt – Fauth-Herkner & partner	Germany				✓
Beruf & Familie gmbH der gemeinnützigen Hertie-Stiftung	Germany				✓
GenderLink	Austria				✓
National					
Ministerium für Familie und Soziales		✓			



Promoting gender balance in decision-making

Europäische Datenbank – Frauen in Führungspositionen
European Database - Women in Decision-Making

Keywords:

Database
Decision-making
Women

Institution/organisation:

FrauenComputerZentrumBerlin (FCZB)

Type of organisation:

3

Address:

Cuvrystraße 1
D-10997 BERLIN
Tel: (+49.30) 617 970 20/21
Fax: (+49.30) 617 970 10
E-mail: mail@fczb.de
Web: www.db-decision.de
www.fczb.de

Project leader:

Renate Wielpütz

Working languages:

German, English

Description:

The European Database, Women in Decision-Making, contains facts and figures on the political participation of women in the European Union and in Member States of the European Economic Area – Norway, Iceland and Liechtenstein. During 2000, the database was extended to cover data on key economic sectors such as information and communication technologies, banking and finance. Now data is being collected in the accession countries in Central and Eastern Europe. The database can be accessed via the Internet (www.db-decision.de) and is regularly updated (e.g. updates after elections). It offers information to politicians, scientists, social partners and the media, providing a fertile ground for analyses and studies throughout the European Union. It also features best practice examples to promote the participation of women in decision-making positions. Materials and progress reports are also available, including information on equal opportunities policies in EU Member States and on women's career paths into politics.

Target groups:

The media; politicians; management in the sectors surveyed; the general public; academics; personnel managers; statistics offices, institutions and/or persons responsible for researching or preparing relevant data; electors; and women in various sectors who are planning to be promoted to managerial positions.

Practical outcomes:

A database accessible via the Internet www.db-decision.de; a revised brochure entitled "Women in political decision-making positions – Facts and Figures 2000", available in German and English.

Institution/organisation:

FrauenComputerZentrumBerlin (FCZB)

Project title:Europäische Datenbank – Frauen in Führungspositionen
European Database - Women in Decision-Making

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
Elke Beneke	Austria		✓		
Kristin Bergersen	Norway				✓
Nadine Du Bois	Luxembourg		✓		
Milja A.C. Bos	Netherlands		✓		
Valgerður H. Bjarnadóttir	Iceland	✓			
Florence Gérard	France		✓		
Helle Jacobsen	Denmark		✓		
Jaana Kateriina Kuusipalo	Finland				✓
Patricia Lee	Ireland		✓		
Petra Meier	Belgium				✓
Isabel Romão	Portugal	✓			
Maria Grazia Ruggerini	Italy		✓		
Penny Spelling, Liz Bavidge	United Kingdom		✓		
Katharina Taschke	Sweden		✓		
Fundacion Mujeres	Spain			✓	
Gleichstellungsbüro Liechtenstein	Luxembourg	✓			
KETHI – Research Centre for Equality	Greece				✓
National					
Federal Ministry for Family Affairs, Senior Citizens, Women and Youth		✓			
Berlin Senate for Employment, Social Affairs and Women		✓			

Women and the Construction of Europe

Keywords:

Awareness-raising
Decision-making
Equality law
European policies
Good practice

Institution/organisation:

CELEM - Coordinadora Española
para el Lobby Europeo de Mujeres

Type of organisation:

3

Address:

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Fax: (+34.91) 310 1872
[E-mail: ciudadanas@celem.org](mailto:ciudadanas@celem.org)
[Web: www.celem.org](http://www.celem.org)

Project leader:

Paloma Saavedra Ruiz

Working languages:

Spanish, English, Italian, Portuguese, French

Description:

This project aims to inform and raise awareness of the need to develop measures promoting gender parity democracy in the European Parliament. This will contribute towards achieving a gender balance in national parliaments. A seminar will take place entitled "Parity Democracy in European Parliamentary Elections" in which electoral systems will be analysed to see which ones facilitate a better representation of women. The seminar recommendations will be published and made available on a website.

Target groups:

European political parties; European women in jobs with high responsibility; European women's NGO's; socio-economic groups.

Practical outcomes:

Transnational seminar and publication of the seminar's findings; trilingual brochure for an information campaign including the seminar conclusions; and a website which will include the criteria for the presentation of candidates and ways of counting votes which are most favourable for the achievement of Parity Democracy in the European Parliament.

Institution/ organisation:

CELEM - Coordinadora Española para el Lobby Europeo de Mujeres

Project title:

Women and the Construction of Europe

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
Regimprensa, CRL	Portugal				✓
Associazione Irene	Italy			✓	
Generazioni	Italy			✓	
Engender	United Kingdom			✓	
AFEM	France			✓	
National					
A.P.R.A.M.P.				✓	
Asociación de Teólogas españolas				✓	
Asociación Mujeres jóvenes				✓	
Asociación Mujeres Juristas Themis				✓	
Asociación de Mujeres Opañel				✓	
Asociación para la Reflexión y la Acción Feminista				✓	
Comisión Investigación de Malos tratos a mujeres					✓
Consejo de la Mujer de la Comunidad de Madrid		✓			
Departamento Confederal de la Mujer de UGT			✓		
Diputación de Barcelona		✓			
Dirección General de la Mujer de Castilla-La Mancha		✓			
Dirección General de la Mujer de Extremadura		✓			
EMAKUNDE		✓			
Federación de asociaciones de Asistencia a Mujeres Violadas				✓	
Federación de asociaciones de Mujeres Separadas y Divorciadas				✓	
Federación de Mujeres Progresistas				✓	
Forum de Política Feminista				✓	
Fundación Dolores Ibárruri				✓	
Fundación Mujeres				✓	
Instituto Andaluz de la Mujer		✓			
Instituto Asturiano de la Mujer		✓			
Institut Balear de la Dona		✓			
Institut Catalá de la Dona		✓			
Instituto Europeo de Derecho			✓		
Lobby de Mujeres del principado de Asturias				✓	
Plataforma Andaluza de apoyo al Lobby Europeo de Mujeres				✓	
Secretaría Confederal de la Mujer de CC.OO.			✓		
Unión de Mujeres por Europa				✓	
Mancomunitat Intermunicipal L'Horta Sud		✓			
Ayuntamiento de Gijón		✓			
Ayuntamiento de Fuenlabrada		✓			
Ayuntamiento de Getafe		✓			

L'accès des femmes à la prise de décision en Europe méridionale – Les femmes et la Société Civile (Women's access to decision-making in Southern Europe - women and civil society)

Keywords:

Conference/event
Equality policies
Good practice
Mainstreaming

Institution/organisation:

AFEM - Association des Femmes de l'Europe Méridionale

Type d'organisation:

3

Address:

48 rue de Vaugirard
F-75006 PARIS
Tel: (+33.1) 43.25.54.98
Fax: (+33.1) 43.25.83.87
E-mail: assafem@aol.com

Project leader:

Ana Coucello

Working languages:

French

Description:

Improved access for women to the world of decision-making in all spheres including civil society is the main aim of this project which is forging links with women's associations established at national or European Level, working for women's rights in the five partner countries of the project. The focus of the work is to strengthen the role of women in decision-making bodies of the civil society to achieve parity and thus a more just and better balanced society.

Target groups:

Members of women's associations in the five project partner countries and mixed associations interested in defending women's rights and/or democratic parity; those responsible for political and civil society associations; education and training agents; the media.

Practical outcomes:

Publication of a vade-mecum of women's NGOs in the partner countries; publication of the AFEM Gazette; a conference "Women's Rights NGOs and civil dialogue in Southern Europe, a strategic element to promote women's access to decision-making".

Institution/organisation:

AFEM - Association des Femmes de l'Europe Méridionale

Project title:

L'accès des femmes à la prise de décision en Europe méridionale – Les femmes et la Société Civile (Women's access to decision-making in Southern Europe - women and civil society)

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
Instituto de la Mujer	Spain	✓			
Fundacion Asistencial de Dones Periodistes	Spain			✓	
Xarxa Europea de dones Periodistes	Spain		✓		
Instituto Catala de la Dona	Spain	✓			
CELEM	Spain			✓	
Instituto Andaluz de la Mujer	Spain	✓			
Ligue Héliénique pour les droits des femmes	Greece			✓	
Centre de recherches des femmes de la Méditerranée	Greece				✓
Rete Italiana Giornaliste Europee	Italy			✓	
Commissione Regionale per le pari Opportunita – Consiglio Regionale della Basilicate	Italy	✓			
Commissione Regionale per le pari Opportunita – Consiglio Regionale della Campagnie	Italy	✓			
Aliança para a Democracia Paritária	Portugal			✓	
Regimprensa (Noticias de Amadora)	Portugal		✓		
National					
Comité international de liaison des associations féminines				✓	
Coordination Française pour le Lobby européen des femmes				✓	
Union féminine Civique et Sociale				✓	

Elections municipales françaises de 2001: "Conseillères municipales, pourquoi pas?"
(Local elections in France 2001: "Why not become a local councillor?")

Keywords:

Awareness-raising
Civil society
Decision-making
Education and training to equality
Equality law
Equality policies
Equality process
Gender
Good practice
Local politics
Mainstreaming
Politics
Promotion of women
Public sphere
Social gender/contract
Southern Europe
Women
Women's studies

Institution/organisation:

ELLES AUSSI pour la parité dans les instances élues

Type of organisation:

3

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98 rue de l'Université
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E-mail: national@ellesaussi.assoc.com
Web: www.ellesaussi.assoc.com

Project leader:

Françoise Ramond

Working languages:

French, Spanish, Italian, Portuguese, English

Description:

This project will organise meetings in France to encourage women to stand as candidates at the March 2001 municipal elections. The meetings will comprise information sessions (covering for example the working of a local council and statistical information) and exchanges between women who have been elected and future candidates. The meetings will allow an exchange of experience on local life in France but also in Europe. A local woman politician who is a member of a partner organisation will also attend each meeting. In addition to this awareness raising campaign, a training programme for women candidates will be offered by the French partner, UFCS (Women's Civil and Social Union).

Target groups:

Women; the general public; young people; male politicians.

Practical outcomes:

A review and statistical analysis of the election results in terms of the number of women elected as local councillors and mayors in March 2001; publication of a leaflet in different languages.

Institution/organisation:

ELLES AUSSI pour la parité dans les instances élues

Project title:Elections municipales françaises de 2001: "Conseillères municipales, pourquoi pas?"
(Local elections in France 2001: "Why not become a local councillor?")

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
Kvinderadet Women's Council in Denmark	Denmark			✓	
FAMP (Federacion Andaluz de Municipios y Provincias)	Spain			✓	
Commissione Regionale per la parità e le pari opportunità: Basilicata	Italy	✓			
Likestillings	Norway			✓	
REMA (Rede de Mulheres Autarcas Portuguesas)	Portugal			✓	
National					
U.F.C.S. (Union Féminine Civique et Sociale)				✓	

European observatory on best practices to remove the “glass ceiling”

Keywords:

Awareness-raising
Desegregation
Dissemination actions
Enterprise
Equality policies
Gender
Good practice
Mainstreaming
Promotion of women

Institution/organisation:

Assembly of women for development and the struggle against social exclusion (ASDO)

Type of organisation:

4

Address:

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I-00195 ROMA
Tel: (+39.06) 36001480
Fax: (+39.06) 3221218
E-mail: cerfe@tiscalinet.it
Web: www.gruppo-cerfe.org

Project leader:

Marina Cacace

Working languages:

Italian, English

Description:

The creation of a European observatory on good practices and research on how to overcome the “glass ceiling” is the core of this project. As a first step, a network of experts will be constituted in the 15 EU Member States and a website set up, containing two electronic information banks of best practices and research outcomes. Studies will be conducted on women’s leadership styles and the added value that women bring to management. The objectives of the project are to identify and disseminate good practices which try to combat so called “vertical segregation”; to promote and disseminate the findings of scientific research on obstacles to the development of women’s careers; to raise the awareness of policy makers and managers on the importance of women as human resources in the management of enterprises and organisations, especially in male-dominated areas.

Target groups:

Managers; leaders of business associations and trade unions; directors of institutions and organisations implementing Member States’ employment and equal opportunities policy; research and documentation centres; women’s NGOs.

Practical outcomes:

An information bank made up of two databases (one on the good practices and the other on research results); three newsletters (also available in electronic format); a website; two papers drafted on the basis of the information collected in the databases, to be published on the website; a handbook on good practices.

Institution/organisation:

Assembly of women for development and the struggle against social exclusion (ASDO)

Project title:

European observatory on best practices to remove the “glass ceiling”

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
Nuffield Institute Centre for Leadership and Management, University of Leeds	United Kingdom				✓
Stockholm School of Economics, Dept. of Management and Organisation	Sweden				✓

Women at work in the regions

Keywords:

Action research
Decision-making
Mainstreaming

Institution/organisation:

Landstingsförbundet

Type of organisation:

I

Address:

Landstingsförbundet
S-118 82 STOCKHOLM
E-mail: lf@se
Web: www.lf.se

Project leader:

Lena Eckerström

Working languages:

English, Swedish

Description:

The aim of the project is to strengthen the expertise and know-how of women regional politicians on women's employment and working conditions so that they are able to take up these issues in decision-making assemblies.

Target groups:

Regional politicians from Sweden, Norway, Hungary, Italy and Spain; women's organisations; regional bodies which influence employment.

Practical outcomes:

An action plan.

Institution/organisation:

Landstingsförbundet

Project title:

Women at work in the regions

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
Akershus	Norway	✓			
Lombardia	Italy	✓			
Andalucia	Spain	✓			
National					
Östergötland		✓			
Dalarna		✓			
Västernorrland		✓			



Making conditions more conducive to exercising equality rights

Equality Rights: From Legislation to Everyday Life

Keywords:

Advice and support systems
Awareness-raising
Campaigning
Empowerment
Equality law
Equality rights
Exercising equality rights

Institution/organisation:

Research Center for Gender Equality (KETHI)

Type of organisation:

I

Address:

2, Mousaiou Str.
GR-105-55 ATHENS
Tel: (+30.1) 331 1685 -7
Fax: (+30.1) 331 1779
E-mail: kethi@kethi.gr
Web: www.kethi.gr

Project leader:

Vagelis KECHRITIS
E-mail: vkechri@kethi.gr

Working languages:

English, Greek

Description:

The main objectives of this project are to inform women of their equality rights; to empower women to make use of European legislation; to improve qualifications and expertise of lawyers and labour inspectors in the area of equality rights; to upgrade and improve the services of "legal advice agencies" established by trade unions, NGOs, Prefectures and Regional Offices; and implement a pilot "Legal Aid" programme within the Bar Association.

Target groups:

Employed and unemployed women; lawyers; labour inspectors; trade union officials, mediators/negotiators; advisory boards.

Practical outcomes:

A Good Practice Handbook for policy makers in four languages on the basis of a jointly prepared questionnaire; a campaign comprising a brochure for the general public and the setting up of five stands in the cities where KETHI has Branch offices to disseminate ten hours of radio programmes on equality rights; a legal manual on equality rights for individuals, NGOs and law professionals; ten seminars for lawyers, work inspectors and trade union officials.

Institution/organisation:

Research Center for Gender Equality (KETHI)

Project title:

Equality Rights: From Legislation to Everyday life

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
Deutscher Juristinnenbund	Germany			✓	
Centre National d' information et de documentation	France				✓
Centro di Iniziative Europea	Italy				✓
Legal Aid Fund for Women	Austria			✓	
National					
Athens Bar Association			✓		
Greek Federation of Bank Employee Unions			✓		
Panhellenic Federation of Catering and Tourist Industry Employees			✓		

Unidas en Europa - Together in Europe

Keywords:

Equality law
Equality policies
Equality rights
European policies
Gender
Legislation

Institution/organisation:

Mujeres Vecinales de España

Type of organisation:

3

Address:

CTRA. de Vicálvaro, 82
E-28022 MADRID
Tel: (+91.3) 240267
Fax: (+91.3) 240050
E-mail: mujeres@mujeresvecinales.org

Project leader:

Soledad Palacios Jara

Working languages:

Spanish, English

Description:

The aim of this project is to promote the integration and principle of "mainstreaming" at all political levels and actions. It will carry out a comparative study on equality laws in the Member States and at European Union level in order to take action to achieve real equality. The project will set up five transnational "focus groups" on good practice and a methodology will be developed with all the members playing an active role via the Internet and e-mail.

Target groups:

The general public who wish to know about their legal rights as expressed in national and Community legislation; national and European social councilors who work in the promotion of equal rights.

Practical outcomes:

A comparative study on national and Community legislation in the area of equal opportunities; a document promoting a European platform on the improvement of equality legislation at national level in each of the participating countries and at European Union level; an evaluation of the success of this document will be seen through the number of visits paid to the Internet site of Mujeres Vecinales; a forum for discussion will be created with five European "focus groups" looking at the reconciliation of family and working life and equality law in the Member States participating in the project and at European Union level; the conclusions of the "focus groups" will be presented in five languages (English, Swedish, Portuguese, Italian and Spanish); a series of posters and leaflets will also be produced about the project.

Institution/organisation:
Mujeres Vecinales de España

Project title:
Unidas en Europa - Together in Europe

Partnership	Country	Type of organisation			
		1	2	3	4
Transnational					
Associação cultural recreativa e social de SAMUEL	Portugal			✓	
Studieförbun det Vuxenskolan	Sweden				
ARCI	Italy				
National					
CELEM (Coordinadora española para el lobby europeo de mujeres)				✓	

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