

# WOMEN AGREEMENT

Version: **2.0** - TCA Id code: **4010** - Round: **2**

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Secretary

Italy	WOMEN AGREEMENT	<a href="#">IT-IT-S2-MDL-053</a>
DPs involved		
Czech Republic	PROEQUALITY	<a href="#">CZ-73</a>
Czech Republic	PROEQUALITY	<a href="#">CZ-77</a>
Spain	CAMP DE TURIA CONCILIA	<a href="#">ES-ES20040312</a>
Poland	TELEPRACA SCALA RODZINE	<a href="#">PL-122</a>
Poland	PRACA DLA DWOJGA	<a href="#">PL-88</a>

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## A. Rationale and Objectives

### 1. Common interests/methodology/underlying problem

Common interests

The main common interests of this Transnational cooperation agreement (TCA) are the following ones:

- Awakening local and private bodies on equal gender work-opportunities in territorial planning
- Approach aimed at tackling vertical and horizontal segregation of women in the labour market
- Experimenting new way of harmonizing the professional and non-working life
- Good practice exchange
- Improve national projects with transnational inputs

Methodology

- To create a communication network for the exchange of both information and experiences to be mainstreamed and used beyond the project itself; - Disseminating and raising awareness of the public by using specific material and appropriate means of communication -To develop joined studies based on the analysis and comparison of different local situations, problems, systems and policies -Exchanging of knowledge, experiences and best practises.

Underlying problems

All the DPs working on this TCA underlined the problems of unemployed women, supporting their insertion in the labor market and reconciling family life with the job. In fact, despite of an increase in quality and quantity of women in the labor market , a pronounced gender segregated employment market remains. Moreover, the quality and way of organizing time and work doesn't meet with women's personal and social requirements and overlooks their peculiarities. This is the cause of women under-utilised professional potential, marginalisation, discouragement and self exclusion from the labour market. The transnational partners carry out instruments and methodologies for supporting the beneficiaries in the labor insertion. It is crucial to develop dissemination campaigns to the general public but especially to involve employers

and political representatives as well as decision makers in this issue in order to reach the gender equality in labor markets of the participating countries

## **2. Lessons learned from previous relevant actions**

Many national DPs members have had several experiences with European, national and local projects on Gender Equality in the labour market.

– The Italian partners ( IT 053) have a lot of previous experiences with managing communitarian initiatives and with operating in social sector, especially in favour of female.

The Polish partner (PL-122) has a lot of competences in – technical support for implementing new technology for developing new sources of job using them.

The Polish partner (PL-88) has a lot of previous experience – in realization of projects for the unemployed and people threatened by unemployment, especially for women as well as projects that promote entrepreneurship.

The Spanish partner (ES-ES-20040312) has a lot of – experience with previous EQUAL projects as well as members of the DP and has already developed a project to facilitate the access to work, especially for women.

The Czech partner ( CZ 73 – 77) has a relevant experience in – activity for human right and for the defense of women´s rule in the society.

From these previous experiences, it come out the importance of the following aspects:

- to create a synergy among different organisations and operators in order to create a territorial system of women´s employment support
- to increase awareness of gender equality issues in order to fight cultural stereotypes and horizontal and vertical segregation of the labour market
- to promote the integration of women in the labour market and in the social and political life with an “empowerment” methodology
- to set up and network special service centres at local levels to mainstream gender equality policies and practices
- to support women in untraditional areas of the labour market, especially in new technology sector

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

All national projects share these objectives:

- Improving the implementation of flexible ways of working
- Knowledge about women in labor markets in each country
- Exchanging of experiences and best practices realized by national projects aimed at harmonysing time and family life with work
- Exchanging of promotion mechanisms of gender equality and opportunities in the labour market
- Sustaining women with difficulties in entering and re-entering the labour market because of maternity leave, family duties, etc...
- Sensibilizing public bodies and employers to the equal opportunities issue
  - Good practice & methodology exchange
  - Acquiring deeper knowledge on pro-social legislative solutions applied on different partner regions
  - Spreading at EU level information, actions and results from all TCA member

## **4. The (common/complementary) products/deliverables foreseen**

The common products and results will be:

- Joint study concerning the issue of women´s situation in the labour market (legislation, statistical data, pilot experiences)
- Meetings with the aim of experience and knowledge exchange
- Creation of a guideline including examples of “best practices” in the area of reducing gender gap in the labour market (flexible work models, gender education, etc.)
- Final report and evaluation report on multilingual cd-rom, web-site and publications

- Final conference for the presentation of the results at an European level
- Communication actions and dissemination activities to increase transnational and local visibility

## **5. Added value on the strategy and intended results of each of the DPs involved**

The added value of the strategy and its impact on the results of the individual partners DPs will be:

- Mainstreaming of best practices implemented in the project through involvement of public and private organizations and bodies
- Mainstreaming of experiences and knowledge exchange through the web portal that will be used by each of the partner to inform and disseminate their experiences and future practices
- Wider and different range of points of view, methodologies and tools
- Creation of a transnational network between partners for future development of projects
- Strengthening of skills in carrying out transnational activities
- Internationally recognized dimension of each DP

In particular, partner PL-122 expects to acquire deeper knowledge on pro-social legislative solutions applied on Italian labour market and methodologies of courses organized by foreign partners. The knowledge, obtained by this way, will be used for formulating of proposals of legislative modifications at the area of the activity of partner PL-122. At the longer period, partner PL-122 plans to widen his educational offer with problems connected with above-mentioned issues and to direct this offer directly to local governments and employers associations.

In particular, partner PL-88 wants to enter co-operation between partnership companies and organizations to prepare and realize common projects, which will be concerning problems in the labour market. The partner PL-88 will also broaden knowledge about possible legislative solutions in the labour markets and flexible forms of employment.

In particular, partner ES-20040312 national Project will provide the following added value to the TCA:

- Constant feed back between national and transnational project
- Continuous and effective exchange of information
- Share proposals to improve work-life balance to achieve best practices
- A comparative study of the current legislation in each country
- Aim to collect, exchange and compare national best practices in the labour market, equal opportunities and work-life balance

In particular, partner IT-053 is expecting to introduce new instrument and mainstreaming aimed at giving value to women and contrasting the different form of gender discriminations.

In particular, partners CZ 77 and CZ 73 will provide knowledge about the situation of women in the Czech labour market. It will especially share a know-how on approaches to non-segregated education of boys and girls and gender-sensitive vocational counselling, on gender auditing and on legislative solutions in the area of wage discrimination. It will share a litigation methodology for gender-based labour market discrimination advocacy. In particular, it will provide a platform for discussion within its newly built think-tank and it will provide the knowledge and expertise of its gender experts from universities and NGOs involved in the ProEquality coalition.

The Partnership adds value as it offers new relationships between Member States at many levels, thus offering the opportunity of new perspectives. Local, and often national, pressures need to be put into a wider and more considered context and there is an increasing need to establish secure platforms for discussion, analysis and debate, which will prompt more effective innovation.

A large transnational partnership provides a unique opportunity for this, and it enhances the status and commitment of small and more local organisations.

This, in turn, gives the partnership a political identity on its own, from which to contribute to policy development more widely, thus becoming a problem solving platform based on the import and export of data and good practice models.

Effective transnational working uses synergy to support effective intervention.

This in turn will enhance the quality of the DPs work at national level.

## **6. Added value and financial viability of associated partner(s)**

No associated partner



## B. Work Programme & Working Methodology

### 1. Transnational activities foreseen

#### a. Overall transnational strategy

Our overall transnational strategy is aimed at developing a common project from which useful methodologies and concrete products and experiences will be derived. To achieve that goal the transnational strategy will be based on a active participation and enriching proposals between the international partners. Moreover, meetings will be organised in each country as an opportunity of experiences exchanges and methodologies sharing. To better achieve the results of the TCA, a work coordination and a balanced division of tasks is envisaged among the DPs according to experience and specialization criteria. The transnational strategy also foresees a set of actions aimed at producing and disseminating material appropriate to the target it is aimed at, or the methodologies that are used that can be different in each national DPs.

The implementation of the activities will be subject to a steady monitoring. The programme foresees midway and final assessment of the transnational work results. A constant feedback and review during the meeting and by Internet tools will allow orientating and better implementing the TCA.

#### b. Typology of activities

Transnational activities intended	Rating
Exchange of information and experiences	*****
Parallel development of innovative approaches	*
Import, export or adoption of new approaches	*
Joint development	**
Exchange of trainees/trainers/staff	***

#### c. Description of the activities/tasks

Name of the activity	Description
<u>1. Exchanges</u>	Initiatives (such as meetings, visits, e-mailing, web site) aimed at sharing methodologies, exchanging of information, on-going experiences, good practices etc. Elaborating approaches in order to raise awareness of public institution in promoting policies in favor of equal gender opportunity Approaches aimed at sensitizing employers in reinserting unemployed women, also introducing flexible labour market instruments Approaches aimed at giving value to women's characteristics, abilities and competences Exchange of trainers/expertise/operators between IT-053 and PL-88 DPs, with a training activities in Italy and in Poland, that will be certified by each host organization.
<u>2. Dissemination and transnational communication</u>	Dissemination activities are foreseen all along the project: in order to encourage the debate and disseminate good practices. The communication and dissemination activities will be carried out with these tools: e-mail, forum, a transnational home page linked with each national project website for internal and external communication, public events (as conferences), all form and means of communication addressed to local territories, a final report including a synthesis of the work carried on together and by each group. Moreover we foresee a creation of an Transnational Press Room: web based service that will continuously collect all news, forum, best practices identified, references documents, and other resources from the different partner territories, addressed to media professionals and general public ; EU

Reconciling Congress: Big event where to meet not only technicians or politicians but also beneficiaries from different regions. Plenary sessions and parallel workshops would be organized. Mainstreaming to local authorities through the organization of specific workshops addressed to them. Local social agents transfer.

3. Development of joint products

1) Joint study concerning the issue of women situation in the labour market (legislation, statistical data, pilot experiences) Each national partner report will focus on the unemployed women condition: legislation, statistical data, pilot projects. 2) Guideline including examples of “best practices” in the area of reducing gender gap in the labour market (flexible work models, gender education, etc.)

4. Management and coordination

An efficient transnational coordination and management will be guaranteed by a clear distribution of tasks and responsibilities among partners and by the follow bodies: a transnational Secretary, a transnational team in each DP

5. Monitoring and evaluation

A punctual monitoring of the transnational work will be assured by each DPs . All the data concerned will be collected in a monitoring document and including in a final national and international evaluation report.

**2. Methodology for sharing information, results and working tools**

The implementation of the Transnational Action need specific interrelating tools and collaborative activities as:

- E-mail
- Transnational web portal : forum, chat
- Meeting in each territory
- Common evaluation of the productions and transnational activities

**3. Time schedule for milestones, outcomes and events**

Outcomes

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Exchanges (meetings, workshop and visits) from September to December 2007  
Development of joint products  
Study from July 2005 to December 2005  
Guidance from July 2005 to May 2007  
Dissemination and transnational communication from January 2006 to the end of the project  
Management and coordination from July 2005 to the end of the project  
Monitoring from July 2005 to the end of the project  
Evaluation from January 2007 to December 2007  
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Events When Where

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Meetings / Workshop  
Study  
Web site Draft and forum December 2005 Italy  
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Meeting  
Workshop  
Final web draft March 2006 Spain  
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Meeting June 2006 Poland  
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Meeting  
Workshop



Guidances  
Conference December 2006 Italy

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Meeting  
Workshop  
Conference May-June 2007 Spain

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Conference  
Meeting September 2007 Czech Rep.

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Final meeting  
Final report  
Workshop  
Conference Nov 2007 Poland

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## C. Financial Provisions

### 1. Breakdown of budget for each activity (€)

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<b>Total</b>
CZ-73	4 000	3 500				<b>7 500</b>
CZ-77	4 000	3 500				<b>7 500</b>
ES-ES20040312	45 500	5 000	25 000	10 356	10 356	<b>96 212</b>
IT-IT-S2-MDL-053	28 000	10 000	12 000	30 000	15 000	<b>95 000</b>
PL-122	15 000	11 000	3 000	2 500	1 500	<b>33 000</b>
PL-88	30 000	30 000	10 000	5 000	5 000	<b>80 000</b>
Total	126 500	63 000	50 000	47 856	31 856	<b>319 212</b>

### 2. Arrangements for cost sharing and avoiding double funding

1) Principle of Reciprocity: each DP covers the costs of one of the Joint Activities. No sharing costs are foreseen.

Each partner organisation is assigned a different TCA task financed from its own budget.

These activities can be of equivalent cost (reciprocity on equal terms) or might have different costs (reciprocity on differentiated terms). One DP can be financially responsible for more activities than other DPs.

2) The meetings are workshop and steering committee (2 day workshops and 1 day for steering committee).

3) In the 1st steering Committee we will organize concretely the all project with the partners who are passed in 2nd phase.

4) Every partner takes in charge his accommodation, travel expenses, lunch, dinner and all costs of subsistence for his delegation.

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## D. Organisational and Decision Making Arrangements

### 1. Contribution and responsibility of each DP

Each DP's partner is responsible for implementing the activities of the transnational agreements. At least one member for each project must take part in the coordination meetings and every projects must guarantee a continuity in personnel. Evaluation and monitoring of transnational activities will be carry on in common.

In particular, tasks will be divided as follow:

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#### Activities Responsibility

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1) Exchanges (meetings. Visits, )

Contents CZ 73 77

Logistic Hosting partner

Timetable and agenda CZ 73 77 with hosting partner

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2) Dissemination and transnational communication

Web site PL 122

Publications PL 88

Conferences PL 88 ES 312 CZ 73 -77

“Press room” ES 312

Cd rom PL 122

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3) Development of joint products

Study PL 88

Guidances PL 88

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4) Management and coordination

Secretariat/Coordinator IT 53

Co-ordination committee composed by member of each DPs

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5) Monitoring and evaluation IT 53

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## **2. Role and tasks of TCA secretariat and external expertise**

The responsibility for the Secretariat/Coordinator include:

TCA– secretary

secretariat of TCP–

The responsibility for co-coordination committee include decision about:

changes of TCA–

final products– approval/validation

## **3. Arrangements for decision-making**

Decisions will be discussed by a system of Internet communication and at coordination meetings

In case of discrepancy in opinions on planned activities, partners will make an effort to develop a compromise. Decisions concerning strategy of activities of transnational partnership will be taken by acclamation. Other decisions will be taken by normal majority of votes (i.e. with the consent of at least 3 DPs). Each partner has a guaranteed right to vote.

## **4. Working language(s)**

- EN



## **E. Monitoring and Evaluation Procedures**

### **1. Mechanisms for monitoring and evaluating of transnational experience and results**

The evaluation will be carried out by the partners themselves. Partners' representatives will, furthermore, carry out the evaluation of individual stages of joint activities' realization during transnational meetings.

Monitoring and evaluation will focused on:

- efficiency of DPs as a group during the cooperation ( organizing meetings, advance of the project, activities and products implemented by each DP before the meetings, ability in transferring similar material and exchanging of experiences, mastering a problem, providing information required, managing of the budget etc...)

- final results: achievement of objectives, timetable goals, satisfaction of the each DP's value-added, outcomes, etc...

To monitor and evaluate the topics above mentioned and the efficient of the group in comparison with the objectives will be used the follow tools:

- a portal facilitating the discussion and the entry of information on the part of all the partners

- scheduled meetings

- periodical transnational reports on the activities of DP's presented to the coordinating institution and other partners

- final questionnaire of evaluation and comments

Secretariat of the transnational partnership will coordinate, monitor and evaluate the process of realization of partnership's transnational tasks, individual as well as performed jointly.

### **2. Mechanisms for updating work programme, working methodology and organisational arrangements:**

- accumulating and presenting to partners opinions and suggestions of local authorities' and institutions' representatives on the project's realization process

- discussion during transnational meeting, concerning, methodology, organizational arrangements and possible adjustments into the work programme

- e-mail for updating or change of pressing issues

- auto-evaluation

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## **F. Other**

### **1. Hyperlink(s) to other information/material**

N.C.

### **2. Links to other linguistic versions of the TCA**

N.C.

