



NATIONAL AGENCY FOR ENTERPRISE AND HOUSING



www.socialfonden.dk
EQUAL



EQUAL

– equal opportunities across borders

THE EUROPEAN UNION



The European Social Fund

Equal – equal opportunities across borders

EQUAL is a programme under the European Social Fund to support transnational cooperation projects aiming directly at developing and distributing new methods for combating discrimination and inequalities of any kind in the labour market.

Specifically, the projects should combat discrimination between men and women, Danes and non-Danes, as well as between people with many resources and people with few resources.

EQUAL gives financial support to projects aiming directly at creating equal opportunities for those who are already in the labour market, as well as for those who are trying to gain a foothold in the labour market.

Keywords for the EQUAL programme

There are some fundamental principles the EQUAL projects must comply with:

- The projects must be carried out in *partnerships* between several actors – both national and transnational. A national partnership may, for example, comprise an educational institution, a municipality, a private enterprise, a non-governmental organisation and a trade union.
- *Empowerment* is very important, all partners should be involved and the target group itself should participate actively in the project.
- *Gender mainstreaming* should be incorporated into the planning, implementation and communication of the projects.
- The projects must be *innovative* by searching for new and better solutions to the problems.
- The experience gained from the projects and the methods or products developed must be *mainstreamed* through active efforts to disseminate and integrate this experience elsewhere.



***Under the EQUAL Programme,
about DKK 100 million will be
distributed among four themes:***

- 1** *Improvement of integration and opportunities in the labour market for immigrants, their descendants and refugees – constitutes about 33 per cent of the total funds.*
- 2** *Reducing gender gaps in the labour market – constitutes about 32 per cent of the total funds.*
- 3** *Improvement of integration and opportunities in the labour market for the socially marginalised including the disabled - constitutes about 17 per cent of the total funds.*
- 4** *Improvement of integration and opportunities in the labour market for those seeking asylum – constitutes about 7 per cent of the total funds.*

Common goal, different methods and cohesive efforts

There are no fixed methods that must be used to fulfil the tasks. The only requirement is that the efforts are cohesive and transnational and work towards the common goal of removing any kind of discrimination and inequality in the labour market.

Within the four themes under the EQUAL Programme, the ideas below may serve as inspiration for applicants during the application phase. However, since EQUAL is an innovative programme it is important not to become stuck in these ideas only.

Theme 1

Integration of refugees and immigrants

- Promotion of the participation and maintenance of ethnic minorities in the educational system and in the labour market, including involvement/training of key players.
- Promotion of immigrants' knowledge of and interest in more business sectors, and encouragement of entrepreneurs with non-Danish backgrounds in new fields of business.
- Development of the inclusive labour market through social dialogue and diversity management.

Target group: immigrants, their descendants, and refugees.



Theme 2

Job desegregation

- Improvement of the number of female managers and/or the number of female entrepreneurs, and improvement of the attachment to the labour market of women with non-Danish backgrounds.
- Men's working life and choices in relation to job, careers and parental leave.
- Mainstreaming in the workplace.

Target group: men and women who experience discrimination and unequal terms due to their gender, as well as men and women who are having a hard time making family and career work at the same time.

Theme 3

Integration of the socially marginalised and the disabled

- Integration of disabled and socially marginalised citizens (eg. drug addicts and the mentally ill) through mentor schemes.
- Employment-related initiatives in socially deprived urban areas.

Target group: socially marginalised and disabled people.

Theme 4

Integration of asylum seekers

- Support of asylum seekers voluntarily returning to their home countries.
- Training and employability enhancement initiatives with a view to subsequent integration or voluntary return.

Target group: asylum seekers.

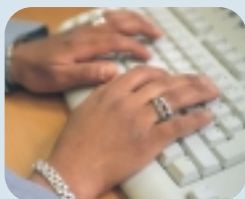
In addition, project ideas with regard to the combat of trade in women and the integration of Romas constitute a joint focus area for all four themes.

Do something new

The projects must be innovative by creating different and better solutions to problems related to discrimination.

This innovation must be present throughout the entire project, from idea phase, to implementation and to mainstreaming.

At the time of application, it is not required for the applicant to have the transnational partnerships finalised. The first step is the good idea.



The two processes of the application procedure

Each project has two application processes.

1. Preparation, implementation and mainstreaming

The application is made for one total appropriation for both preparation implementation and mainstreaming of the project.

If the project idea in itself is approved, an initial amount of DKK 250,000 will be appropriated for the preparation of the project with the establishment of cooperation between the Danish and European cooperation partners who will be jointly developing the project from then on.

Only then, a final decision can be made with regard to granting a final appropriation for the implementation of the project.

2. Extraordinary efforts to mainstream results and experience from the project

Later on in the process, it is possible to apply specifically for extra funds for mainstreaming in order to actively disseminate and anchor experience and results from the project – locally, regionally as well as nationally.

Time horizon of the projects: max. 3 years

Closing date for applications

The closing date for applications is Monday 21 June 2004 at 12.00 midday.

Read more (in Danish) here:
www.socialfonden.dk

EQUAL in Denmark

Denmark will receive about DKK 222 million for EQUAL projects from the European Commission over the period 2000-2006.

In the second application round there is about DKK 100 million to be distributed among 20-25 projects.

EQUAL projects may receive a maximum of 50 per cent of their total expenses. The remaining 50 per cent must be co-financed, including for example social benefits payments to participants, and public and private subsidies.

The closing date is Monday 21 June 2004 at 12.00 midday.

The administration of the EQUAL Programme in Denmark is based at the National Agency for Enterprise and Housing.

Further information

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Websites

www.socialfonden.dk
www.europa.eu.int/comm/equal
www.naeh.dk

You can obtain the brochure about the existing 19 EQUAL projects in Denmark: "EQUAL – Strength from differences" from the National Agency for Enterprise and Housing.

National Agency for Enterprise and Housing

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