

Development partnerships

In order to obtain support from EQUAL, projects must be organised as 'development partnerships'. A development partnership is a formal collaboration between several types of actors and interest groups, which work together on a project. A development partnership may for example be composed of an educational institution, a local authority, a private enterprise, an NGO and a trade union.

It is required that an individual Danish partnership cooperates with at least two partners from other countries. These will typically be other partnerships supported by EQUAL. The partners from other countries outside the EU (Phare, Tacis, and Meda countries) can also be included in partnerships, if they finance their work themselves. The idea is for the project to add to or develop experience or specific results which would have been impossible if it was a purely national project.

It is not necessary to establish contact with foreign cooperation partners prior to the time of application. Electronic databases will be set up to help projects find partners in other countries. The Danish National Labour Market Authority can also assist in establishing contacts with foreign partners.

The three project phases

The individual project must complete three phases. Phases 1 and 2 take place in sequence. Phase 3 (the dissemination phase) can take place either in parallel with, or after, phase 2.

1 Preparatory phase (max. six months) – projects find Danish and European cooperation partners and complete development of the contents of the project.

- 2** Implementation phase (typically two years) – cooperation partners carry out the projects.
- 3** Dissemination phase – cooperation partners report and implement project results.

The empowerment principle

It is important that projects are based on the so-called empowerment principle. This means that the partners should endeavour to involve all the relevant partners in all three project phases. Everyone who works with the practical performance of partnership activities should be involved in the decision-making process. Furthermore, it is important to involve target groups in order to ensure that their needs and wishes are fully reflected in the activities planned.

Equal opportunities for men and women

Equal opportunities for men and women must be an integrated part of projects in all initiative areas. This means that men and women must have equal access and opportunities in relation to the projects' preparation, organisation, and performance, and the final dissemination of the project results.

Applications

The first closing date for applications is 15 August 2001. A second closing date for applications is expected in 2004."

Further information on EQUAL Denmark is available at www.socialfonden.dk and at www.europa.eu.int/comm/equal and at the Danish National Labour Market Authority from: Karin Norris, tel (+45) 35 28 85 44, e-mail kno@ams.dk or Henning Eriksen, tel. (+45) 35 28 85 46, e-mail her@ams.dk

Facts concerning the Danish Equal programme

The EQUAL Programme in Denmark (2000-2006) covers the whole country

Denmark will receive approximately DKK 222 million (29.9 million Euro) from the European Commission for the period 2000-2006

- 33,5 per cent will be allocated to Theme 1
- 33,5 per cent to Theme 2
- 15 per cent to Theme 3
- 10 per cent to Theme 4

Projects are selected by a central (Danish) approval committee

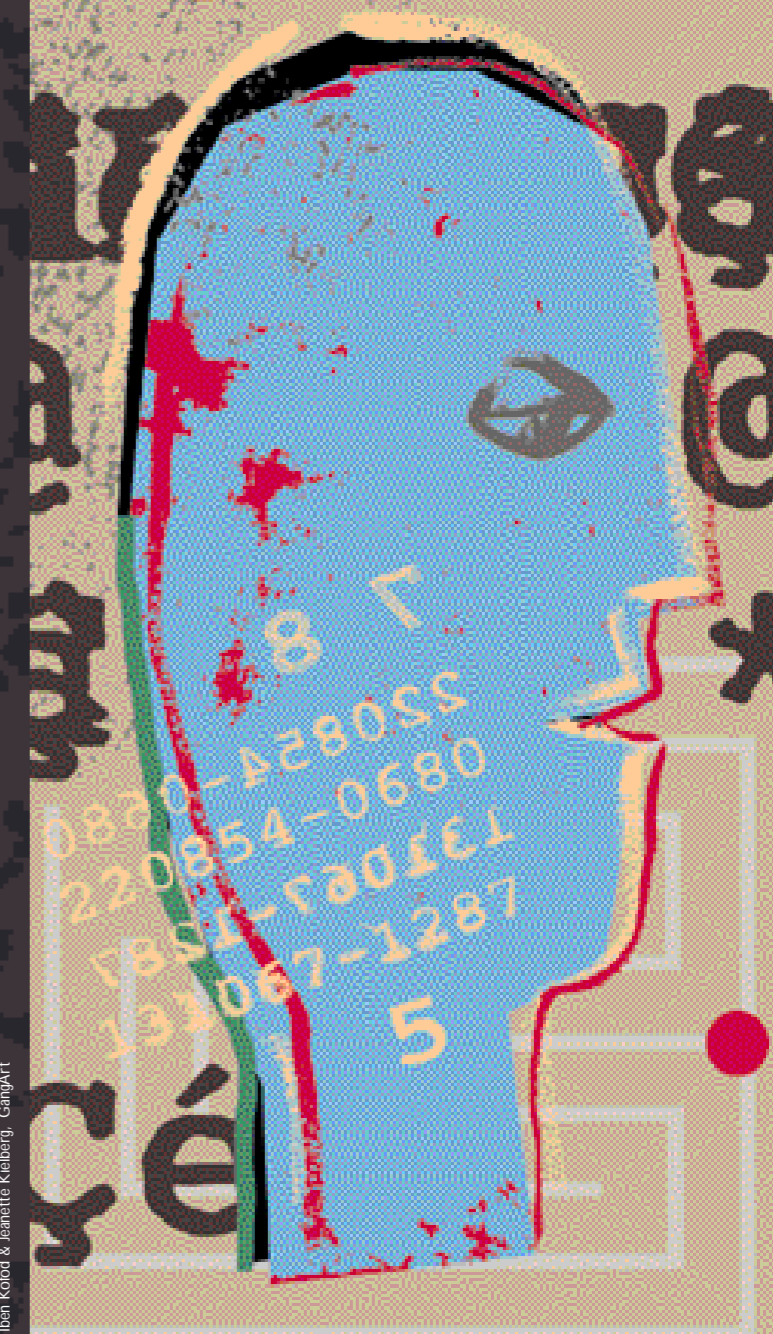
EQUAL projects receive separate support for the preparatory phase, where Danish and European cooperation partners are found and the project is developed in detail

Two large application rounds are expected for the EQUAL programme. The first deadline for applications is 15 August 2001, for projects starting in November 2001. The second application round will probably be in 2004

About DKK 100 million for approximately 25 projects is expected in the first round

The Social Fund Office at the National Labour Market Authority is responsible for the administration of EQUAL

equal opportunities
across borders



Design: Iben Kolod & Jeanette Kielberg - GangArt

EQUAL IN DENMARK

EQUAL

EQUAL OPPORTUNITIES ACROSS BORDERS

The objective of the EQUAL programme under the European Social Fund is to create transnational cooperation in order to promote new practices in combating discrimination and all types of inequality in connection with the labour market. The EQUAL programme provides support to projects for those who are seeking access to the labour market, and those who are already in work. The initiative builds on experiences from the two community initiatives 'Employment' and 'Adapt' which took place in 1994-2000.

The emphasis of EQUAL will be on finding new and forward-looking solutions. The programme must be innovative. The design, performance, and selection of projects and the application of results are to be experimental and creative.

EQUAL Denmark contains four themes:

Theme 1) Improvement of integration and opportunities in the labour market for immigrants, their descendants, and refugees

Initiative area a: increase the participation rate in connection with the labour market

Initiative area b: reduce unemployment

Initiative area c: promote permanent and more stable relations to the labour market

The primary target group for these initiatives is unemployed and employed immigrants, their descendants, and refugees, of employable age, who originally come from countries outside Scandinavia, the EU, and North America.

As a point of departure, each project is to include more than one of the following activities:

- Education/training, consultancy and guidance
- Labour-market supervision and analysis
- Adaptation of structures, supporting systems, and networks
- Information, promotion of good practice, and mainstreaming

Also under this theme area, EQUAL projects must deal with two out of five barriers to the main target groups' links to the labour market: (1) Language (2) Labour and educational barriers (3) Attitudes (4) Cultural differences (5) System barriers.

This theme corresponds to theme A of the European Commission guidelines.

Theme 2)

Reducing gender gaps on the labour market

Initiative area a: more equal distribution of men and women in business areas demonstrating advances in employment

Initiative area b: more equal distribution between men and women within the job hierarchy

Initiative area c: more equal distribution between men and women in selected areas currently dominated by women

Initiative area d: particularly innovative projects

The primary target groups are men and women of employable age who are unemployed, in work, or applying for educational/training courses.

Priority is placed on projects which:

Contribute to developing methodology and quality in the current Danish mainstreaming strategy with regard to reducing gender gaps in the labour market.

Develop and possibly consolidate existing knowledge and experience in reducing gender gaps in the labour market which has been gained from completed projects, publications, analyses, and similar.

This theme corresponds to theme H of the European Commission guidelines.

Theme 3) Improvement of integration and opportunities in the labour market for the socially marginalised, including the disabled

Initiative area a: increase the participation rate in connection with the labour market

Initiative area b: reduce unemployment

Initiative area c: promote permanent and more stable relations to the labour market

The primary target group for these initiatives is employed or unemployed people with handicaps, or those who are most socially disadvantaged and of employable age and who, due to lack of qualifications, physical, psychological, and/or social conditions, have difficulties in completing an education/training programme or who have difficulties in finding and keeping a job.

As a point of departure, each project is to include more than one of the following activities:

- Education/training, consultancy and guidance.
- Labour-market supervision and analysis.
- Adaptation of structures, supporting systems, and networks.
- Information, promotion of good practice, and mainstreaming.

This theme corresponds to theme E of the European Commission guidelines.

Theme 4) Improvement of integration and opportunities in the labour market for those seeking asylum

Initiative area a: improve (quality) or increase (quantity) labour-market oriented education/training schemes available to people seeking asylum inside or outside the asylum centres.

Initiative area b: improve (quality) or increase (quantity) a wide range of employment enhancement schemes which in the long term contribute to promoting opportunities in the labour market for asylum seekers.

Activities should primarily aim at future employment in the Danish labour market, but they may also aim at employment in the country of origin.

The primary target group is people of employable age seeking asylum from all countries. Special priority will be given to women and young people between the age of 17 and 25 years.