



# Combating Gender Discrimination and Supporting Womens Empowerment

*Relevant Projects*



## 1. JUMP: Juggling Motherhood and Profession

Ref No	Project title		JUMP: Juggling Motherhood and Profession					
Name of legal entity	Country	Overall project value (EUR)	Proportion carried out by legal entity (%)	No of staff provided	Name of client	Origin of funding	Dates (start/end)	Name of consortium members, if any
KMOP	Italy, Greece, Spain, Croatia	230,640.00	11	3	European Commission	EC / ERASMUS+ Programme	01/11/2016-31/08/2019	Ufficio Pio della Compagnia di San Paolo (IT) – Coordinator, ETA BETA s.c.s. (IT), Università degli studi di Torino (IT), Fundación Senara (ES), CESI- Centar za edukaciju, savjetovanje i istraživanje (HR), EEO Group S.A. (GR)
Detailed description of project						Type of services provided		
<p>The objective of the JUMP project is to develop coaching/training tools (PHASE 1) addressed to social professionals to assist them in their daily activities with women belonging to disadvantaged groups (e.g. women with low income, low-educated women, unskilled mothers, mothers being the sole head of the household, etc.).</p> <p>These modules, designed also following existing best practices, will allow social professionals to better identify recipients' recurrent underlying challenges (parenting issues, socio/cultural/linguistic hindrance to labour market integration, etc.) as well as recipients' valuable assets that can be mobilised to boost their capabilities (relational capital, skills acquired through motherhood, potentialities related to their socio/cultural specificities, etc.).</p> <p>Learning modules will be then used (PHASE 2) by a large sample of social professionals from Italy, Spain, Greece and Croatia to develop individualised coaching paths addressed to disadvantaged mothers (ca 150) with the aim to increase their resiliency skills, activate processes of self-evaluation, provide relational assets and information to be used as capability boosters, and provide skills and self-reflective capacities to re-arrange care tasks, when needed, in order to achieve labour market outcomes.</p> <p>Dissemination and outreach activities will be developed throughout the whole project, also through the broadcasting of webinars and the organization of high-impact in regional conferences (in Italy, Croatia and Greece).</p> <p>JUMP sees the participation of different types of organizations as research institutions, welfare providers, non profit organizations dealing with adult training and assistance, social profit organizations. The partnership focuses on Southern Europe (I, ES, GR) and one South-Eastern European country (HR) and has an impressive curricula of working with women employability, training and assistance. Its' furthermore worth mentioning how an active participation of social professionals from all partner institutions is planned, both in the modules design and in the testing phases; furthermore, a sample of recipients (vulnerable women with small children) will be actively involved in the second phase of the project, being the final beneficiaries of the developed coaching methodology.</p> <p>JUMP will exert a significant impact both within partner organizations (that will adopt the developed working approach within their regular working practices) and in the different stakeholder communities thanks to the partnership close links and outreach capacity with a broad range of players.</p>						<p>The main services provided by KMOP include the following:</p> <ul style="list-style-type: none"> <li>• Provision of a selection of practices</li> <li>• Co-definition of priorities/topics to be specifically investigated regarding social workers' (working) practices</li> <li>• Definition of the common framework for the social workers and employers sample selection</li> <li>• Selection of a sample of social professionals and carrying out interviews at local level</li> <li>• Identification of a sample of employers and carrying out interviews</li> <li>• Provision of feedback on data and preliminary outcomes</li> <li>• Participation in a State-of-the-art Scientific Review, with activities such as co-definition of key topics, data collection for Greece and contribution to the analysis of data and provision of summary.</li> <li>• Participation in the development of JUMP training modules, including co-defining the best delivery mechanisms and tools for each group of topics.</li> <li>• Selection of the sample of women that will benefit from JUMP approach, as well as selection of 15 social workers who will use the tools.</li> </ul> <p><b>Project Staff</b>            Project Manager, 11/2016-08/2019            Researcher, 55 working days            Trainer, 48 working days</p>		

## 2. WORLBAL - Work-life balance in the context of changing families and labour market in Greece

Ref No	Project title		WORLBAL - Work-life balance in the context of changing families and labour market in Greece					
Name of legal entity	Country	Overall project value (EUR)	Proportion carried out by legal entity (%)	No of staff provided	Name of client	Origin of funding	Dates (start/end)	Name of consortium members, if any
KMOP	Greece	196,111.50	55	13	General Secretariat for Research and Technology (GSRT)/ Ministry of Education, Research and Religion	European Economic Area (EEA) Grants	22/09/2015 – 31/12/2016	National Centre for Social Research, Greek League for women rights, Social Science Research Institute University of Iceland
<b>Detailed description of project</b>						<b>Type of services provided</b>		
<p>The overall objective of the proposed project is to assess women's needs and expectations and to identify how they experience reconciliation of work and family-life in Greece in times of crisis. The proposed project has the following objectives:</p> <ol style="list-style-type: none"> <li>I. <u>A descriptive objective</u>: to highlight the changes brought about in women's lives by the economic crisis, to describe changes in family structure and factors that have influenced their employment and family life; to provide evidence for the effectiveness of European work and family life reconciliation policies.</li> <li>II. <u>An explanatory Objective</u>: To provide empirical evidence for the needs and expectations of specific categories of women, i.e. women entrepreneurs, women scientists self-employed/ wage employees, unemployed women scientists; to go deeper into the personal experience of women of several parts of Greece and describe their needs and strategies in order to get integrated into the labor market.</li> <li>III. <u>A practical and policy-oriented objective</u>: To map first the nature of policy development in Greece to promote childcare services, time to care in the form of leaves, and flexible or reduced working hours for each country and in relation to assumptions regarding individualization and debates about choice; to explore methods and good practices to promote women's effective life-work balance in Greece; to promote the discussion on various parameters that affect women's labor and family life; to establish how, and to what extent, policy makers are informed of, and are involved in, the development and implementation of the various work-life balance arrangements; including whether there are procedures in place for taking their views into account;</li> </ol> <p>Project results include:</p> <ul style="list-style-type: none"> <li>• New scholarly understanding about the influence of economic crisis on change of family structure and changes in the work-life balance;</li> <li>• Improved evidence-based knowledge on categories of women, assessing their work-life balance strategies and identifying their real needs and expectations for the future;</li> <li>• Original first-hand knowledge about the influence of the recession on Greek families and the real needs and expectations of women regarding family and labor life.</li> </ul> <p>The research results disclosed the inefficiencies of the current work-life policies in Greece and provided a baseline for developing a gender equality and social justice. Going beyond the results of previous studies, the project identified family structure change in particular during the years of the economic crisis. Thus the project feeded into recommendations about effective policies to reinforce the work-family life reconciliation policies in Greece by using systematically up-to-date data on parental leave, laws regarding the protection of pregnancy and maternity as well as the protection of pregnant women at workplace.</p> <p>A more inclusive life-work balance will help decrease gender inequalities in Greece and open up equal and new opportunities for women. To enhance the outreach impact and boost project sustainability in longue durée, the project team received feedback from high-level policy makers, the media and, most crucially, from women themselves but also the respective organizations and networks that support them. Special attention was thus be paid to the exploitation tasks of the project results which included an international conference for policy-makers, researchers, the development of a website on work-life balance, and the publication of a book.</p>						<p>The main services provided by KMOP include the following:</p> <ul style="list-style-type: none"> <li>• Review of existing literature-research-EU policies/ Identification of relationships between categories of women and labour market/ Identification of factors affecting women's work-life reconciliation.</li> <li>• Empirical research on women's employment trajectories, private life, individual needs, preferences and expectations (Field research questionnaire, Analysis Plan &amp; Integrated report on the research findings).</li> <li>• Case Studies on the work-family reconciliation, which comprises of an in-depth, qualitative analysis of work-family balance and women's aspirations either employed or unemployed, providing a more thorough study of several categories of women (entrepreneurs, scientists, self-employed/wage employees and unemployed women) with regard to work- life balance and professional aspirations and difficulties.</li> <li>• Assessment and evaluation of public policies and practices</li> <li>• Policy synthesis and recommendations</li> </ul> <p><b>Project Staff</b>            Project Manager, 10/2015-12/2016            Financial Manager, 10/2015-12/2016            Scientific Coordinator, 10/2015-12/2016            Project Team/ Social Worker, 10/2015-11/2016            Project Team/ Social Scientist, 10/2015-11/2016            Project Team/Economist, 10/2015-12/2016            Project Team/Political Scientist, 10/2015-12/2016            Researcher, 10/2015-10/2016            Research Scientist, 12/2015-10/2016            Statistical Analysis Scientist, 12/2015-10/2016            Policy Analyst, 06/2016-11/2016            2 Coordination Team Staff, 10/2015-12/2016</p>		

### 3. DIVERCITY - Preventing and combating homo- and transphobia in small and medium cities across Europe

Ref No	Project title		DIVERCITY - Preventing and combating homo- and transphobia in small and medium cities across Europe					
Name of legal entity	Country	Overall project value (EUR)	Proportion carried out by legal entity (%)	No of staff provided	Name of client	Origin of funding	Dates (start/end)	Name of consortium members, if any
KMOP	ES, GR, BE, GB, PL, DE	442,540.00	9,5	6	EC / DG JUSTICE	EC/ Rights, Equality and Citizenship Programme	01/12/2015 - 31/01/2018	University of Barcelona (ES) (lead), University of Girona (ES), Municipality of Neapoli-Sykies (GR), Middlesex University (GB), Université Libre de Bruxelles (BE), Transgender Europe (DE), Wrocklaw Unviersity (PL)
Detailed description of project						Type of services provided		
<p>This project aims at shedding light on the multiple dimensions of homo- and transphobia in small and medium cities in Europe, in order to share best practices and promote innovative measures to prevent and combat effectively this social problem, make visible the needs and lives of LGBT people and ensure their fundamental rights.</p> <p><u>Specific objectives:</u></p> <ul style="list-style-type: none"> <li>▪ To make a social diagnosis about discourses, representations and practices linked to homo and transphobia in small and medium cities, paying particular attention to hate crimes and hate speech. In order to facilitate the analysis of this problem, four basic dimensions/guiding areas will be examined: <ul style="list-style-type: none"> <li>- Policies and public services (education system, health services, social services, security and police attention, legal cover, etc.)</li> <li>- Public space (streets, squares, leisure centres, businesses, etc.)</li> <li>- Social relations and communication (friends, families, co-workers, classmates, online networks, associative life and traditional media), and internalized homo- and transphobia (self-incrimination, secrecy, isolation, degrading self-image, etc.)</li> <li>- Socioeconomic features (access to labour market, working conditions, purchasing power, sociocultural origin, legal status, etc.)</li> </ul> </li> <li>▪ Mapping practices and local policies to prevent and combat homo- and transphobia in order to identify promising initiatives and existing gaps. To this end, all different social actors will be considered: public bodies, enterprises, NGOs, social movements, etc.</li> <li>▪ Exchange of experiences, good practices and identified needs with the purpose of transferring best practices in other cities and finding innovative solutions to shared needs and problems.</li> <li>▪ Proposing and promoting organizational, legal and social measures to combat homo- and transphobia in small and medium cities.</li> <li>▪ Training law enforcement authorities, prosecutors and lawyers in defending victims of homo- and transphobia and identifying and reporting correctly homo- and transphobic crimes.</li> <li>▪ Raise awareness about the social risks of homo- and transphobia.</li> </ul>						<p>The main services provided by KMOP include the following:</p> <ul style="list-style-type: none"> <li>- Coordination of the dissemination and sustainability strategy implementation and the awareness raising and dissemination activities</li> <li>- Contribution in the elaboration of a fieldwork paper/methodology guide</li> <li>- Research in city of Thessaloniki and the national framework on existing legislation, policies and practices to prevent and combat homo- and transphobia including: <ul style="list-style-type: none"> <li>▪ 25 in-depth interviews with LGBT people and employees of local governments, public services and NGOs;</li> <li>▪ 2 focus groups with LGBT people and employees of local governments, public services and NGOs;</li> <li>▪ Observation of online LGBT communities and homo- and transphobic websites;</li> <li>▪ Survey among 100 citizens who live in Thessaloniki;</li> <li>▪ Analysis and identification of best practices and local policies;</li> <li>▪ Identification and analysis of the Greek legislation about homo- and transphobia.</li> </ul> </li> <li>- Contribution to the elaboration of EU social and legal report;</li> <li>- Contribution to the promotion of a European LGBT Network in small and medium cities.</li> <li>- Development of ethical code for local public bodies in order to prevent homo- and transphobia</li> <li>- Coordination of the Training component for law enforcement authorities, prosecutors and lawyers in defending victims of homo- and transphobia and identifying and reporting correctly homo- and transphobic crimes.</li> </ul>		

#### 4. EMPOWER - Educational Materials for Practitioners providing Opportunities for vulnerable Women's Employability and Resilience

Project title		EMPOWER – Educational Materials for Practitioners providing Opportunities for vulnerable Women's Employability and Resilience						
Name of legal entity	Country	Overall project value (EUR)	Proportion carried out by legal entity (%)	No of staff provided	Name of client	Origin of funding	Dates (start/end)	Name of consortium members, if any
KMOP	UK, GR, LT, IS	318,814.00	22	6	EC / DG Education & Culture	EC / ERASMUS+ Programme	31/12/15-30/08/18	INOVA (UK) (lead), RED CROSS (IS), SIF (LT)
Detailed description of project						Type of services provided		
<p>The project EMPOWER aims to respond to the increasing need for high quality support and training for vulnerable women at risk of exclusion from the labour market; The target group of women at risk of exclusion includes, but is not limited to women victims of domestic violence, women victims of human trafficking, homeless women and women who face immigration issues.</p> <p>The support envisaged under this project can take many different forms and may be professionally led (e.g. by Social Workers, Healthcare professionals) or mainly rely on volunteers working with vulnerable women in the fields of personal empowerment, confidence and employability or entrepreneurship skills.</p> <p>More specific, the project aims:</p> <ul style="list-style-type: none"> <li>- to equip Support Workers and volunteers working with vulnerable women with the soft skills training necessary to pass these skills onto women in order to increase their employability and entrepreneurship opportunities;</li> <li>- to equip vulnerable women with greater confidence, belief and resilience to succeed economically.</li> </ul> <p>This aim will be achieved through the development of innovative blended training programmes, including the EMPOWER Training Programme (training knowledge, skills and abilities in tools and methods for increasing confidence and awareness of strengths for employability) and EMPOWER Circles Programmes (action learning and increased self-reflection for success).</p>						<p>The main services provided by KMOP, include the following:</p> <ul style="list-style-type: none"> <li>- Coordination of field and desk research and production of national and transnational reports on the training needs of support workers working with vulnerable women to foster employability and entrepreneurship;</li> <li>- Coordination of field and desk research and production of national and transnational reports on employability and entrepreneurship training needs of vulnerable women;</li> <li>- Co-development of learner materials for support workers;</li> <li>- Co-development of learner materials for vulnerable women;</li> <li>- 2 pilot training programmes for support workers in Greece;</li> <li>- 2 pilot training programmes for vulnerable women in Greece;</li> <li>- Co-development of trainers' guidelines for the EMPOWER Training Programmes;</li> <li>- Contribution to the adaptation of the transferred from UK methodology "Mentoring Circles" and piloting in 2 phases (2 with support workers and 2 with vulnerable women);</li> <li>- Coordination of the design and development of the e-learning hub;</li> <li>- Contribution to the elaboration of policy makers' guide/recommendations for the improvement of employability &amp; entrepreneurship training provided to support workers working with vulnerable women.</li> </ul>		

5. Centre for the Promotion of Social Inclusion of Roma Women

Ref No	Project title		Centre for the Promotion of Social Inclusion of Roma Women					
Name of legal entity	Country	Overall project value (EUR)	Proportion carried out by legal entity (%)	No of staff provided	Name of client	Origin of funding	Dates (start/end)	Name of consortium members, if any
KMOP	Greece	59,000.00	100	5	Ministry of Employment & Social Protection	ESF: 75% National Funds: 25%.	15/01/2014 - 14/01/2016	-
Detailed description of project						Type of services provided		
<p>The Centre for the Advancement of the Social Inclusion of Roma Women is a community-based support facility for Roma women living within the Municipality of Fyli of the Attica Region that aims at strengthening their social and professional status.</p> <p>The Programme was implemented by the Family and Childcare Centre (KMOP) and was co-financed by the European Social Fund and National Funds under Activity 3.2.4. "Provision of Support to NGOs (Women Organizations)" (1st and 2nd Cycle), of the Operational Programme "Administrative Reform 2007-2013" having as Beneficiary the "Coordination, Managing and Implementation Authority for co-funded actions of the Ministry of Interior".</p> <p>More specifically, the Programme involved a Day-care Centre that supported Roma women in order to develop more efficiently their skills at personal, family and community levels. To this end, on a daily basis, it provided:</p> <ul style="list-style-type: none"> <li>• Psychosocial and Career Counselling Services, adapted to the needs of each beneficiary (Personalized approach through individual sessions).</li> <li>• Awareness raising regarding institutional, legal and labour issues through an information kiosk operating within the Centre.</li> </ul> <p>The above services provided aimed to identify each beneficiary's personal needs and to create a personal action plan, which contributed to the improvement of their social and professional life, by strengthening their skills, supporting them to manage their daily needs, facilitating their access to information and helping them with personal issues.</p> <p>The Centre for Social Inclusion was staffed with specialized scientific personnel that strived daily for the best service provision to the beneficiaries (Roma women). Since its launch, more than 160 Roma women have benefited, receiving psychosocial support and professional counselling.</p> <p>Results included the provision of professional counselling (1,749 sessions) and psychosocial counselling (1,749 sessions) to 160 Roma women, 4 thematic workshops and intensive dissemination and awareness raising.</p>						<p>The project included the following actions:</p> <ul style="list-style-type: none"> <li>▪ Implementation of vocational counselling and job support programs tailored to the needs of Roma women, to enhance their professional and social skills</li> <li>▪ Provision of counselling and psychosocial support from specialized staff to address problems of violence, social exclusion (racism, prejudice, etc.)</li> <li>▪ Establishment of an info kiosk to the Centre, for providing specialized information to the project beneficiaries in institutional, labour and legal issues</li> <li>▪ Information actions, awareness and activation through printed and electronic information material</li> <li>▪ Establishment of a cooperation network with the participation of public and private organizations (NGOs, Women associations, Municipalities, etc.), having as a main goal to promote Roma women rights and gender equality through the exchange of best practices and know-how.</li> <li>▪ Organization of seminars and conferences with the active participation of local governance bodies, other relevant organizations and Roma women through relevant associations and representative organizations.</li> </ul> <p><b>Staff</b></p> <ul style="list-style-type: none"> <li>▪ Social Worker, 01/2014 - 01/2016, Permanent</li> <li>▪ Psychologist, 01/2014 - 01/2016, External Associate</li> <li>▪ Occupational Psychologist, 03/2014 – 12/2015</li> <li>▪ Project Manager, 01/2014 – 01/2016</li> <li>▪ Financial Manager, 01/2014 – 01/2016</li> </ul>		

6. More Women in European politics-More Women in 2014

Ref No	Project title		More Women in European politics-More Women in 2014					
Name of legal entity	Country	Overall project value (EUR)	Proportion carried out by legal entity (%)	No of staff provided	Name of client	Origin of funding	Dates (start/end)	Name of consortium members, if any
KMOP	Bulgaria, Czech Republic, Estonia, Hungary, Slovenia, Latvia, Lithuania, Sweden, UK, Romania, Italy, Slovakia, Greece	1,374,575.00	4,5	3	EC	EC	11/2012 - 11/2014	Balkan Assist Association, Forum 50%, Pro Patria and Res Publica Union Women's Organisations, Regional Social Welfare Resource Center of Budapest, Sinistra Ecologia e Liberta, Women's NGOs Cooperation Network of Latvia, Center for Equality Advancement, Intercultural Institute of Timisoara, Alliance of Women in Slovakia, Institute for Social Creativity, Liberal Women in Sweden, Ballybeen Women's Centre Ltd.
Detailed description of project						Type of services provided		
<p>More Women in European Politics – More Women in 2014 was a project funded by the European Commission, in the context of “Fundamental Rights and Citizenship programme” addressing the existing inequality between men and women in political life and more specifically in the European Parliament. Thirteen countries with representative partners and their associate partners have come together to address the issue and participate in a European dialogue through transnational workshops and exchange of experiences.</p> <p>This project acknowledged the important role of political parties in the effort to promote women in politics and thus, enable collaboration with political parties within an international perspective. Therefore, this partnership had a unique synthesis by promoting a collaboration between national/regional NGOs who have a substantial expertise in promoting gender equality and a range of national/political parties who wish to address this issue and contribute to the overall objective of this project; to achieve greater participation by young women in voting in the European Parliament elections and becoming candidates.</p> <p>Having as a focal point the above objective, each partner-country established a Local Action Group that developed a national strategy and a national/regional campaign promoting activities towards the participation of women in politics and especially in European politics. Within this framework, one of the highlights in this project involved the development of support programmes for potential women candidates.</p>						<p>KMOP's role involved the following components:</p> <ul style="list-style-type: none"> <li>▪ Base line study - National report on women's position in politics</li> <li>▪ Establishment of a Local Action Group</li> <li>▪ National Campaign/ Strategy development and implementation involving media and social media</li> <li>▪ Women Candidate Support Programmes</li> <li>▪ Participation in Transnational Workshops</li> <li>▪ Production of dissemination material</li> <li>▪ Final report</li> </ul>		

7. **BADGE: Business Advice and Guidance training for Women Entrepreneurs**

Ref No	Project title		BADGE: Business Advice and Guidance training for Women Entrepreneurs (2013-1-PL1-LEO05-37593)					
Name of legal entity	Country	Overall project value (EUR)	Proportion carried out by legal entity (%)	No of staff provided	Name of client	Origin of funding	Dates (start/end)	Name of consortium members, if any
KMOP	Greece	389,157.33	17	4	EC/ EACEA	EC	11/2013 – 10/2015	Danmar (PL), KMOP (EL), Inova (UK), EXUS (EL), CARDET (CY), BICC – Sandanski (BG), CESI (HR), CNIPMMR – ARAD (RO) and SIF (LT)
Detailed description of project						Type of services provided		
<p>The overall aim of BADGE was to empower entrepreneurial women facing double disadvantage to start up their own business by:</p> <ul style="list-style-type: none"> <li>▪ Supporting soft skills development to empower women experiencing double disadvantage for employability and self-employment</li> <li>▪ Supporting development of self-efficacy, regaining confidence and motivation for work</li> <li>▪ Equipping VET trainers working with this group – the business advisors - with innovative, engaging, tailored support methodologies informed by European best practice</li> <li>▪ Decreasing isolation felt by women experiencing double disadvantage through contact with peers both nationally and at European level, improving confidence, language and communication skills</li> <li>▪ Making VET practices more attractive to under-represented groups</li> </ul> <p>Within the course of the project the transnational partnership sought to attain the following results:</p> <ul style="list-style-type: none"> <li>• Improved employability of women experiencing double disadvantage in the participating countries through soft skills development tools focusing on aspects such as self-reflection, transferable skills, communication, leadership, etc.</li> <li>• Enhanced confidence among women facing double disadvantage in their journey to self-employment, taking advantage of improved (personal) conditions for starting up business</li> <li>• Increased access of VET trainers and other stakeholders working with disadvantaged women to innovative, dynamic methodologies aimed at supporting women into self-employment.</li> <li>• Increased access of VET trainers, through the Business Advisors Kit, to European shared knowledge about career support for disadvantaged women, incl. the opportunity to develop their own skills and approaches of organizations in their countries.</li> </ul>						<p>Services provided by KMOP that assumed the role of the coordinator, involved:</p> <ul style="list-style-type: none"> <li>▪ Overall management and coordination of the project in cooperation with the applicant organisation</li> <li>▪ Training needs assessment for women facing double disadvantage in Greece</li> <li>▪ Development of a training methodology incl. training guide</li> <li>▪ Adaptation of the training methodology to the Greek context, incl. adaptation of tools for VET teachers and trainers</li> <li>▪ Organization of workshops focusing on soft skills development and entrepreneurial competences</li> <li>▪ Development and update of an on-line social platform for mutual support and exchange of experiences.</li> <li>▪ Development and update of an e-learning platform for women and VET trainers providing access to virtual learning resources through</li> <li>▪ Liaison with various local/national and EU stakeholders in fields relevant to the project</li> <li>▪ Monitoring and evaluation of the project (both internal and external through subcontracting)</li> </ul>		

8. Job-keeping or vocational integration for victims of domestic violence

Ref n°	Project title		Job-keeping or vocational integration for victims of domestic violence						
	Name of legal entity	Country	Overall project value (EUR)	Proportion carried out by legal entity (%)	No of staff provided	Name of client	Origin of funding	Dates (start/end)	Name of consortium members, if any
KMOP	Greece, Spain, Belgium, Bulgaria	200,215.00	13.5	4	European Commission	DAPHNE III, European Commission	12/2009-12/2011	FGTB (BE), Salud Y Familia (ES), Women and Mothers Against Violence (BG), COFACE (BE) Femmes Prevoyantes Socialistes (BG, Leader)	
<b>Detailed description of project</b>						<b>Type of services provided</b>			
<p>Funded by the European Commission under the Daphne III programme 2007-2013, this project had a two-year duration with the goal to ensure 'front line' assistance to persons subject to violence in their couple relationship within the context of their working / professional environment and reduce that way the impact of such violence on the professional inclusion of the victims. The target groups of the project activities were women, working couples, enterprises, employers.</p> <p>The project's main objective was to raise awareness among employment/ professional and training communities about people in or accessing work who are victims of domestic violence. It involved developing a training course to enable a target group of union representatives and vocational or employability training providers to assist victims to enter into or to stay in employment. KMOP worked with a group of professionals (social workers, psychologists, etc) that provide socio psychological care to victims of violence and delivered training services that have enabled them to support the beneficiaries in finding employment or staying in work. Training services also involved the development and validation of a dedicated training course for trainers to secure the life-period of the methods and tools that emerged under this project.</p> <p>Other actions within this project involved the drafting of policy recommendations for inclusion measures in the private sector (trade unions, enterprises, companies, etc), awareness-raising activities focused on trade unions and companies and the development of dissemination material with the aim to provide information to victims of violence, at the workplace or at the time of integration in employment.</p>						<p>KMOP as part of this partnership delivered the following services:</p> <ol style="list-style-type: none"> <li>1. Designing and developing training tools <ul style="list-style-type: none"> <li>- Training curriculum for professionals (social workers, psychologists)</li> <li>- Training course for trainers (<i>Training of trainers</i>)</li> </ul> </li> <li>2. Delivery of information and intervention tools (guidelines on assistance for victims of violence) and material (leaflet targeting victims and companies/ employers in order to inform them about aspects, characteristics and dimensions of domestic violence)</li> <li>3. Social study: Assessment and analysis of the phenomenon (violence in couples)</li> <li>4. Education – training services: <ul style="list-style-type: none"> <li>- 2 national training courses for professionals and social workers in each of the participating countries</li> <li>- 2 transnational seminars in Spain and Bulgaria</li> </ul> </li> </ol>			

9. Grant project under “Equal Opportunities” for integrated interventions aimed at the support of women, Attica

Ref n°	Project title		Grant project under “Equal Opportunities” for integrated interventions aimed at the support of women, Attica					
Name of legal entity	Country	Overall project value (EUR)	Proportion carried out by legal entity (%)	No of staff provided	Name of client	Origin of funding	Dates (start/end)	Name of consortium members, if any
KMOP	Greece	3,160,000.00	50	12	Greek Ministry of Employment & Social Protection	ESF & Greek Ministry of Employment & Social Protection	02/2004 – 06/2008	10 Greek local & regional public entities, 3 Greek NGOS, 5 Greek Women Associations, 1 Greek training centre, 1 Greek developmental agency and 1 labour Union
<b>Detailed description of project</b>						<b>Type of services provided</b>		
<p>The overall objective of the project was to contribute to social inclusion and advancement of women’s rights through the promotion of employment among women in the region of Attica, by implementing a state-sanctioned plan that aimed at transforming the landscape of working women. More specifically, the project sought to stimulate the national labour market by promoting women’s employment and entrepreneurship, encouraging the professional advancement of women within the context of elimination of women’s marginalization in relation to the labour market and their financial strengthening in the workplace. The final target of the project was to contribute to safeguarding equality in accessing the labour market, as well as non-discrimination (especially for socially vulnerable sub-groups), by empowering women.</p> <p>Capitalising on a participatory and empowerment approach, project activities were oriented towards the development and implementation of efficient and inclusive social services and especially building/ upgrading women’s employability skills and expanding the range of entrepreneurial opportunities available to them. Special focus was placed on vulnerable groups among women (women in difficult situations, female-headed households and women whose rights had been severely violated), highlighting employability and entrepreneurship as the main protection and social reintegration tool. In the process, social integration of the disadvantaged women was strengthened, and the overall employment rates were increased.</p> <p>The overall amount of beneficiaries numbered over 2300 individuals, consisting of women from disadvantaged backgrounds and geographical areas, including the following:</p> <ul style="list-style-type: none"> <li>• Unemployed and underemployed</li> <li>• Migrants and refugees</li> <li>• Persons with light mental health problems</li> <li>• Persons below poverty limits</li> <li>• Cultural minorities (e.g., Roma)</li> <li>• Single mothers</li> </ul> <p>The project also promoted the establishment of a network for combating exclusion of women from the labour market, while the partnership designed and implemented awareness-raising activities targeting public opinion and networks for local governments, enterprises, employers and employee.</p>						<p>KMOP was the leader of the project holding a two-fold role:</p> <ol style="list-style-type: none"> <li>1. Project management and coordination of this multi-partner project comprising 22 different organizations.</li> <li>2. Financial management and project internal evaluation.</li> <li>3. Provision of direct support services to the target groups and capacity building, including: <ul style="list-style-type: none"> <li>○ Training of support services staff of this project</li> <li>○ Recruitment and selection of beneficiaries</li> <li>○ Drawing up individual profiles and action plans</li> <li>○ Face-to-face consultation throughout the business identification, business start-up and two first years of business running</li> <li>○ Group counselling</li> <li>○ Socio-psychological support</li> <li>○ Vocational guidance and training</li> <li>○ Promotion to employment actions by active measures: business start-up grants, employment funds, training</li> <li>○ Legal consultation for business start up</li> <li>○ Combating discrimination generating characteristics, like xenophobia and poverty</li> <li>○ Promotion and protection of the fundamental human right of labour</li> <li>○ Strengthening the civil rights of minorities and migrants</li> </ul> </li> </ol>		