

**Partnership Agreement
for
donor partnership projects**

between

Agentúra práce BBSK, n.o.

Zvolenská cesta 83, 984 01 Lučenec, Slovak Republic, IČO: 52700569

Represented by: Michaela Mudroňová

The account number: [REDACTED]

hereinafter referred to as the “Project Promoter”

and

Stiftelsen Mangfold i Arbeidslivet

Address: Pb. Sofienberg 4634, 506 Oslo, Norway, Reg. no.: 983827063

Represented by: Eli K. Langset

The account number: [REDACTED]

hereinafter referred to as the “Project Partner”

hereinafter referred to individually as a “Party” and collectively as the “Parties”

**for the implementation of the Project “Affirmative action boosting up
Roma employment and education” funded under the [EEA/Norwegian]
Financial Mechanism Programme
Programme number: LDI03017 and title: LDI03**

Disclaimer:

This template Partnership Agreement aims at assisting Project Promoters and Project Partners in the preparation of their partnership agreements required under Article 7.7 of the Regulations on the implementation of the EEA and Norwegian Financial Mechanisms 2014-2021. It is provided for information purposes only and its contents are not intended to replace consultation of any applicable legal sources or the necessary advice of a legal expert, where appropriate. It is the responsibility of the Parties to ensure compliance of the provisions of this Partnership Agreement with the Project Contract and the applicable legal framework. Neither the FMO nor any person acting on its behalf can be held responsible in connection with any use or re-use made of this template partnership agreement.

PREAMBLE:

The Contracting Parties accept the offer of the Program Administrator to provide a Project Grant and each partner signing this Agreement expressly agrees that the Beneficiary will sign a Project Agreement with the Program Administrator for the project implementation under the "<Local Development and Inclusion>" program co-financed from The Norwegian Financial Mechanism (hereinafter referred to as the "NFM") and the state budget of the Slovak Republic (hereinafter referred to as the "Project Agreement"), according to which the Project will be implemented in the partnership established in them. By signing this contract, each partner declares that he / she is acquainted with the text of the draft Project Contract, which is an annex to this contract, understands its content in full honey, accepts, agrees with it and undertakes the Project Contract after its entry into force to the extent this contract.

IT IS AGREED AS FOLLOWS:

Article 1 – Scope and objectives

1. This Partnership Agreement (hereinafter referred to as the "Agreement") defines the rights and obligations of the Parties and sets forth the terms and conditions of their cooperation in the implementation of the Project.
2. The Parties shall act in accordance with the legal framework of the Norwegian Financial Mechanism 2014-2021, namely with the Regulation on the implementation of the Norwegian Financial Mechanism 2014-2021 (hereinafter referred to as the "Regulation"). The Parties expressly acknowledge to have access to and to be familiar with the content of the Regulation. Grant to Partner 2 is provided as de minimis aid scheme of the Slovak Republic.
3. Any Annexes to this Agreement constitute an integral part of the Agreement. In case of inconsistencies between the Annexes and the Agreement, the latter shall prevail.

The binding tasks result from the Grant Application and are precisely defined as project activities:

1. International knowledge transfer between experts
 2. Participation on preparatory study, Participation on Seminar on AA and diversity Management in Slovakia, Hosting study trip to Oslo,
- Technical contribution: responsible for the implementation of Activity 5, collaboration with Partner 1 and Applicant, supports its own staff, (organization of one study trip to Norway), provides training and sells experience to Applicant.
- Professional contribution: - ensuring proper management of the whole action
- In relation to the project outcomes and outputs: - organizing the activities related transnational cooperation and sharing experiences (organization of one study trip to Norway).
- Broader implications of partnership: dissemination of knowledge and broader cooperation through multilevel and multilateral cooperation.

Article 2 – Entry into force and duration

1. This Agreement shall enter into force on the date of the last signature by the Parties. It shall remain in force until the Project Partner has discharged in full its obligations towards the Project Promoter as defined in this Agreement.

Article 3 – Main roles and responsibilities of the Parties

Transfer of good practices from Norway and fostering mutual learning among partners

Cost of staff assigned to the project/ Current expenses - on staff:

1. Activity: Participation on Preparation Study: Total labour costs: 576 EUR/day/15 days = 8 640 EUR

2. Activity: participation on Seminar on AA: Total labour costs: 576 EUR/day/2 days = 1 152 EUR

3. Activity: hosting 3 days study trip of Slovak participants in Norway: Total labour costs: 576 EUR/day/3 days = 1 728 EUR

Travel Expenses of Donor Partner

Costs entailed by other contracts/Current expenses - travel:

1. Activity: Stakeholder analysis. Travel expenses: 1 person x 2 days, flat-rate compensation 205 EUR / day + 102 EUR / last day = 307 EUR; Transport costs: number of persons - 1, return tickets Vienna / Oslo 340 EUR, return transfer Vienna - Lučenec = 140 EUR = 787 EUR

1. The Parties shall take all appropriate and necessary measures to ensure fulfilment of the obligations and objectives arising out of this Agreement.

2. The Parties shall carry out their respective obligations with efficiency, transparency and diligence. They shall keep each other informed about all matters of importance to the overall cooperation and the implementation of the activities to be performed. They shall act in good faith in all matters and shall, at all times, act in the interest of the Programme and the Project.

3. The Parties shall make available sufficient and qualified personnel, which shall carry out their work with the highest professional standard. While carrying out the assignment under this Agreement, the personnel and entities engaged by either Party shall comply with the laws of the respective countries.

4. Whenever in the performance of their assignments under this Agreement the Parties' personnel are on the premises of the other Party, or at any other location in the other Party's country on request of such Party, that Party shall ensure that such premises and locations comply with all applicable national health, safety and environmental laws and standards. The Parties shall take all necessary precautions to prevent the occurrence of any injury to persons or damage to the property of the other Party in connection with the implementation of the Project.

5. *Project Manager for Stiftelsen Mangold i Arbeitslivet: Eli K.Langset, Project Manager for Agentúra práce BBSK: Peter Mihály*

Article 4 – Obligations of the Project Promoter

1. The Project Promoter is responsible for the overall coordination, management and implementation of the Project in accordance with the regulatory and contractual framework specified herein. It assumes sole responsibility for the successful implementation of the Project towards the Programme Operator.

2. The Project Promoter undertakes to, *inter alia*:

- (a) ensure the correct and timely implementation of the Project's activities;
- (b) promptly inform the Project Partner on all circumstances that may have a negative impact on the correct and timely implementation of any of the Project's activities, and of any event that could lead to a temporary or final discontinuation or any other deviation of the Project;
- (c) provide the Project Partner with access to all available documents, data, and information in its possession that may be necessary or useful for the Project Partner to fulfil its obligations; in cases where such documents, data and information are not in English, it shall provide an English translation thereof when so requested by the Project Partner;
- (d) provide the Project Partner with a copy of the signed Project Contract, including any subsequent amendments thereof as of their entry into force;
- (e) consult the Project Partner before submission of any request for amendment of the Project Contract to the Programme Operator that may affect or be of interest for the Project Partner's role, rights and obligations hereunder;
- (f) prepare and submit in a timely manner to the Programme Operator *interim project reports* in connection with the payment claims, in compliance with the Programme Agreement and the Project Contract so as to meet the payment deadlines towards the Project Partner as stipulated in this Agreement;
- (g) transfer to the Project Partner's nominated bank account all payments due by the set deadlines;
- (h) ensure that the Project Partner promptly receives all assistance it may require for the performance of its tasks;

Article 5 – Obligations of the Project Partner

1. The Project Partner is responsible for the performance of the activities and tasks assigned to it in accordance with this Agreement.

2. In addition to the above obligations, the Project Partner shall:

- (a) promptly inform the Project Promoter on relevant circumstances that may have an impact on the correctness, timeliness and completeness of its performance;
- (b) provide the Project Promoter with all information necessary for the preparation of any reports due by the Project Promoter to the Programme Operator within the deadlines and according to the reporting forms set by the Project Promoter;
- (c) immediately inform the Project Promoter of any cases of suspected or actual fraud, corruption or other illegal activity that come to its attention, at any level or any stage of implementation of the Project;
- (d) keep all supporting documents regarding the Project, including the incurred expenditure, either in the form of originals or in versions certified to be in conformity with the originals on commonly accepted data carriers, for at least three years from the [FMC/NMFA]'s approval of the final programme report;
- (e) provide any bodies carrying out mid-term or ex-post evaluations of the Programme, as well as any monitoring, audits and on the spot verifications on behalf of the Norwegian Financial Mechanism any document or information necessary to assist with the evaluation;
- (f) effectively participate in promoting the objectives, activities and results of the Financial Mechanism as well as the Donor(s)'s contribution to reducing economic and social disparities in the European Economic Area;

Article 6 – Project budget and eligibility of expenditures

1. The detailed total Project budget, the budget share of *[each Project Partner]* as well as the allocation of the budget, amongst the activities to be performed by *each project Partner* is fixed in Annex number1 "Project budget - direct expenditure".

Transfer of good practices from Norway and fostering mutual learning among partners

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2. Expenditures incurred by the Project Partner must be in line with the general rules on eligibility of expenditure contained in the Regulation, specifically Chapter 8 thereto.
3. Indirect costs shall be claimed by the application of the following method: In accordance with Regulation Article 8.5.1 (c) in the maximum amount: 1 720 EUR.

Article 7 – Financial management and payment arrangements

THE PROJECT GRANT IS PROVIDED TO THE PARTNER BY THE ADVANCE PAYMENT SYSTEM

7.1. The Recipient undertakes to transfer to the bank account of each Partner specified in Art. 2 of this Agreement, the relevant part of the payment of the Project Grant, including the Co-financing of the project in the amount under this Agreement and the relevant Interim Project Report within seven (7) calendar days from the date of crediting the payment to the Beneficiary's Project Account.

7.2. The bank account of each Partner must be established as a separate non-interest-bearing account and opened in accordance with the requirements of the EEA and NFM FM Financing and Financial Management System for the 2014-2021 programming period, determined depending on the legal form of the Partner.

7.3. Each Partner undertakes to use the Project Grant exclusively to cover Eligible Expenditures and in order to achieve the Objective, Project Results and Project Indicators in accordance with the principles of economy, efficiency and effectiveness and to ensure that Eligible Expenditures realized from the Project Grant are appropriate and necessary for Project implementation, to be verifiable and identifiable, to be implemented and accounted for in accordance with the requirements of Slovak and EU legislation, and if the Partner has its registered office outside the Slovak Republic, to the valid legislation in the Partner's country of residence.

7.4. Each Partner undertakes to account for the provided Project Grant to the Beneficiary in a proper and timely manner so that the Beneficiary is able to declare all expenses incurred for the implementation of the Project in the relevant, resp. in one of the following Reporting Periods in the Interim Project Report, resp. The Final Project Report and submit it to the Program Administrator in accordance with the Project Agreement, in the same manner, including the submission of relevant documents, as the Beneficiary is obliged to account for these funds to the Program Administrator under the Project Agreement, except for the Interim Project Report, resp. Final report on the project. The Partner is responsible to the Beneficiary for the use of the Project Grant in accordance with this Agreement, the Project Agreement, the NFM Legal Framework and the Implementation Rules.

7.5. Each Partner is obliged to provide the Beneficiary as well as the Program Administrator, if requested, with all information and necessary cooperation in verifying

the Interim Project Report as well as the Final Project Report regarding the Project Results implemented in the relevant Reporting Period by the Partner.

7.6. No Partner may request or use for the implementation of the Project any financial contribution from the state budget of the Slovak Republic or from other public sources. In the event that the Partner violates this obligation and is provided with such funds for the implementation of the Project, he is obliged to return the funds provided to him under this Agreement to the Beneficiary, within the period and to the extent specified by the Beneficiary.

Payments shall be deemed to have been made on the date on which the Project Promoter's account is debited.

The partner is aware that he will receive de minimis aid. According to European Union regulations, de minimis "state aid" is any amount of aid up to the de minimis ceiling of €200,000 provided from state funds to a business enterprise over a rolling three-year period.

Article 8 – Proof of expenditure

1. Costs incurred by the Project Partner shall be supported by receipted invoices or alternatively by accounting documents of equivalent probative value.
2. Proof of expenditure shall be provided by the Project Partner to the Project Promoter to the extent necessary for the Project Promoter to comply with its obligations to the Programme Operator.
4. Indirect costs claimed by the application of a flat rate do not need to be supported by accounting documents.
5. In case partner manages accounting in a currency which is different than EUR, he shall convert the total amount of expenditure in accounting document list into EUR while using exchange rate declared by European Commission in the month when expenditure was booked in his accounting and such expense shall be recognized as eligible maximally to the level of amount converted into EUR in this way.

Article 9 – Progress and financial reports

Each Partner undertakes to allow all control or audit entities, including the Office of the Government of the Slovak Republic, the Ministry of Finance of the Slovak Republic, the Government Audit Office, the Financial Mechanism Office, the Ministry of Foreign Affairs of the Kingdom of Norway, the Financial Mechanism Committee, the Auditor

General of the Kingdom of Norway and others, the control body and the body authorized to perform control or audit in accordance with the relevant legal regulations of the Slovak Republic, as well as all entities authorized by these institutions to audit or control documents related to the performance of the Project Agreement or this Agreement, for the entire period of mandatory archiving of these documents in accordance with valid legal regulations of the Slovak Republic.

Article 10 – Audits

An audit report or a report by a competent public officer shall also be accepted as sufficient proof of expenditure incurred for project partners whose primary location is outside the Beneficiary State.

Article 11 – Procurement

1. National and EU law on public procurement shall be complied with by the Parties at any level in the implementation of the Project.
2. The applicable procurement law is the law of the country in which the procurement is being carried out.

Article 12 – Conflict of interest

1. The Parties shall take all necessary measures to prevent any situation that could compromise the impartial and objective performance of the Agreement. Such conflict of interests could arise in particular as a result of economic interest, political or national affinity, family or emotional ties, or any other relevant connection or shared interest. Any conflict of interests which could arise during the performance of the Agreement must be notified to the other Party in writing without delay. In the event of such conflict, the Party concerned shall immediately take all necessary steps to resolve it.
2. Each Party reserves the right to verify that such measures are adequate and may require additional measures to be taken, if necessary, within a time limit which it shall set. The Parties shall ensure that their staff, board and directors are not placed in a situation which could give rise to conflict of interests. Each Party shall immediately replace any member of its staff exposed to such a situation.

Article 13 – Confidentiality

1. The Contracting Partners shall provide each other with personal data necessary for the implementation of the Project, secure this information against misuse and use it only in accordance with the provisions of this Agreement and in order to achieve its purpose.
2. Any changes in the data specified in the Contract and changes in the statutory bodies or persons authorized to act on behalf of the contracting parties, the contracting parties are obliged to notify each other in writing. The Beneficiary will notify the Program Administrator of these changes.

Article 14 – Intellectual property rights

The Contracting Parties declare that they have read this Agreement properly and thoroughly, understand its content and the legal effect resulting from it, their will expressed in this Agreement is free and serious, they do not conclude the Agreement in distress, under noticeably unfavorable conditions and their contractual freedom is not otherwise limited, their contractual expressions are sufficiently clear, definite and comprehensible, the signatories are entitled to sign this Agreement and have signed it as a sign of consent.

Article 15 – Liability

1. The Partner is entitled to take over the rights and obligations under this contract for another subject only with the prior written consent of the Beneficiary and the Administrative Program.
2. The Partner is obliged to comply in writing with the Recipient on the fact that there will be a transfer and assignment of rights and obligations under this contract, as soon as it becomes aware of the possibilities of this fact or the occurrence of this fact.
3. The assignment of the Partner's receivable for the payment of a part of the Project Grant to a third party is not possible on the basis of an agreement of the contracting parties.

Article 16 – Irregularities

1. Irregularities are defined in accordance with Article 12.2 of the Regulation.
2. In case an irregularity has come to the attention of one Party, that Party shall immediately inform the other Party thereof in writing.
3. In cases where measures to remedy any such irregularity are taken by the competent bodies referred to in Chapter 12 of the Regulation, including measures to recover funds, the Party concerned shall be solely responsible for complying with such measures and

returning such funds to the Programme. The Project Partner shall, in such cases, return the recovered funds through the Project Promoter.

Article 17 – Suspension of payments and reimbursement

1. In cases where a decision to suspend payments and/or request reimbursement from the Project Promoter is taken by the Programme Operator, the National Focal Point or the Donor State[s], the Project Partner shall take such measures as are necessary to comply with the decision.
2. For the purposes of the previous paragraph, the Project Promoter shall, without delay, submit a copy of the decision referred to in the previous paragraph to the Project Partner.

Article 18 – Termination

1. The Contracting Parties agree that the termination of the contractual relationship under this Agreement shall occur:

- 1.1. fulfilment of the obligations of the contracting parties and at the same time the expiration of the period for which this Agreement was concluded,

- 1.2. by agreement of the parties,

- 1.3. withdrawal from this Agreement.

2. The Recipient has the right to withdraw from this Agreement in relation to any Partner, in the case of:

- 2.1. if it deems it necessary with regard to the circumstances and seriousness of the breach of the contractual obligation by the Partner and this procedure is expedient from the point of view of the Beneficiary,

- 2.2. if the Partner has breached its contractual obligations in a way that does not allow for the material and time implementation of the Project,

- 2.3. if the Partner repeatedly fails to fulfill its contractual obligations or if it has intentionally breached its contractual obligation.

3. The Recipient shall propose to the Partner to withdraw from this Agreement in relation to the Partner

- 3.1. in case of suspension of the Project implementation for reasons on the part of the Partner,

- 3.2. in the event that the Partner does not start implementing the Project in accordance with this Agreement,

- 3.3. in the event of an objective reason for the impossibility of fulfilling this Agreement, which occurred on the part of the Partner,

4. The Partners undertake to accept the decision of the Beneficiary and to withdraw from this Agreement against the relevant Partner or to terminate this Agreement by agreement in the case specified in clauses 11.3 or 11.4 of this Article. If necessary, the Partners undertake to enter into an amendment to this Agreement, which regulates their mutual rights and obligations related to

withdrawal from this Agreement towards the Partner and / or related to the accession of a new Partner to this Agreement, instead of the original withdrawing Partner.

5. Withdrawal from this Agreement is effective on the day of delivery of the notice of withdrawal from this Agreement to the Partner. The Partner against whom this Agreement has been withdrawn is obliged to return the Project Grant provided to the Beneficiary.

6. The ownership right to the property, which the Partner, against whom the withdrawal from this Agreement was acquired in whole or in part from the funds of the Project Grant provided to him on the basis of this Agreement, is obliged to transfer to another Partner, resp. Partners or the Recipient, as specified in the notice of withdrawal from this Agreement, but no later than 30 days from the delivery of this notice. In the event that this is not possible, the Partner against whom this Agreement has been withdrawn is obliged to return to the Recipient the Project Grant provided on the basis of this Agreement.

7. In the event of a breach of the obligation under clause 11.7 of this Article, the Partner is obliged to pay the Recipient a contractual penalty in the amount of the Project Grant provided to the Partner under this Agreement by the time of withdrawal from the Agreement.

Article 19 – Assignment

1. Neither Party shall have the right to transfer their rights and obligations under this Agreement without the prior consent of the other Party.

2. The Parties acknowledge that all assignment of rights and obligations under this Agreement is dependent upon the Programme Operator's prior consent in accordance with the provisions of the Project Contract

Article 20 – Amendments

1. Any amendment to this Agreement, including its Annexes, shall be the subject of a written agreement concluded by the Parties.

Article 21 – Severability

1. If any provision of this Agreement (or part of any provision) is found by any court, tribunal or other authority of competent jurisdiction to be invalid, illegal or unenforceable, that provision or part-provision shall, to the extent required, be deemed not to form part of the Agreement, and the validity and enforceability of the other provisions of the Agreement shall not be affected.

2. If a provision of this Agreement (or part of any provision) is found illegal, invalid or unenforceable, the Parties shall negotiate in good faith to amend such provision such that, as amended, it is legal, valid and enforceable and, to the greatest extent possible, achieves the Parties' original intent.

Article 22 – Notices and language

1. All notices and other communications between the Parties shall be made in writing and be sent to the following addresses:

For the Project Promoter:

Agentúra práce BBSK, n.o., Zvolenská cesta 83, 984 01 Lučenec, Slovakia, e-mail: Michaela.mudronova@agenturapracebbsk.sk, tel.: +421905499608

For the Project Partner:

Stiftelsen Mangfold I Arbeidslivet, Pb. Sofienberg 4634, 506 Oslo, Norway; e-mail: eli@mangfold.no; Mobile: +4793411576

2. The language governing the execution of this Agreement is English. All documents, notices and other communications foreseen in the framework of this Agreement shall be in English.

Article 23 – Governing law and settlement of disputes

1. The construction, validity and performance of this Agreement shall be governed by the laws of Slovak republic.

2. Any dispute relating to the conclusion, validity, interpretation or performance of this Agreement shall be resolved amicably through consultation between the Parties.

3. In the event of a dispute between the Beneficiary and the Partner, resp. By their partners, they undertake to resolve it primarily by mutual agreement or conciliation.

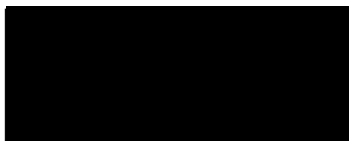
4. In the event that the disputing parties fail to resolve the dispute by mutual agreement or conciliation, they shall promptly submit the dispute to the Program Administrator, who may, in its sole discretion, convene a joint meeting between the Program Administrator and the Dispute Parties or the Program Administrator and all parties to the agreement. agreement and out-of-court settlement. In the event that the Program Administrator does not convene a joint hearing or the dispute parties do not agree on a joint hearing convened by the Program Administrator pursuant to the previous sentence, the dispute parties will resolve the dispute before the competent general court of the SR.

This Agreement has been prepared in two originals, of which each Party has received one.

For the Project Promoter

For the Project Partner

Signed in: Lučenec on 21 December 2021



Michaela Mudroňová
Statutory

Signed in: Oslo, on: 21 December 2021



Eli K. Langset
Director

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APPLICATION FORM

Agentúra práce BBSK, n.o.		Version 2	
Project Application version		2	Call code LDI03

1. Summary	
1.1 Project Title	
Affirmative action boosting up Roma employment and education	
1.2 Programme Title	
LDI	Local Development, Poverty Reduction and Roma Inclusion
1.3 Programme Outcome	
LDI_OTC2	Social inclusion of marginalized Roma communities enhanced
1.4 Name of the relevant programme outputs to which the project relates	
Services to Marginalised Roma Communities provided	
(select as needed)	Capacities of organisations active in the social inclusion of marginalised Roma communities increased

1.5 Location of project implementation and applicant's registered address	
Self-governing region, in which most of the activities will be implemented (select)	Banskobystrický
District (select)	Lučenec
Another district (select if relevant)	
Another district (select if relevant)	
Another district (select if relevant)	
Applicants' registered address - self-governing region (select)	
District (select)	
<p>The town of Lučenec belongs to the least developed districts, spread in the southern part of the Banská Bystrica self governing region. It has a significant geographical location at the intersection of east-west and north-south roads and has the status of a border town. It is the natural geographical centre of the southern part of central Slovakia. The town of Lučenec is located in the Atlas of Roma Communities 2019. Of the total population of the town 28,090 (source: Statistical Office of the Slovak Republic, 2016), according to the Atlas of Roma Communities 2019, the number of Roma inhabitants is 3,371, which is 12%. A total of 6 concentrated communities are registered in the municipality with a total number of concentrated persons 628 from marginalized Roma communities, of which 143 registered Roma inhabitants outside the town (Rapovská križovatka) and 485 inhabitants inside. The project activities will also focus on marginalized Roma communities in the adjacent municipalities: Divín, Lovinobaňa, Mučín, Rapovce, Ružiná, Točnica, Trenč, Veľká nad Ipľom with a population of 2,600 Roma inhabitants according to the Atlas of Roma Communities 2019.</p>	

2. Applicant

2.1 Name and contact details

2.1.1 Full legal name: Agentúra práce BBSK, n.o.

2.1.2 Sector: Public Sector

2.1.3 Legal form of the organisation: Other institution of self-government

2.1.4 Other legal form of the organisation - specify

2.1.5 Legal form under the Donors' classification: Other public organisation

2.1.6 Organisation identification number (IČO): 52700569

2.1.7 Registered address:

Street: Zvolenská cesta
Descriptive and orientation number: 1677 83
Postal code: 98401
Town/City: Lučenec
Internet address: www.agenturapracebbsk.sk

2.1.8 Contact person

	Title	Name	Surname
Name:	Ms	Michaela	Mudroňová
Job position:	Statutory		
Email:	michaela.mudronova@agenturapracebbsk.sk		
Phone:	Prefix	Number	
Mobile Phone:	+421	905499608	

2.1.9 Contact address of the organisation if different from the registered address

Organisation:
Street:
Descriptive and orientation number:
Postal code:
Town/City:

2.2 Description of the applicant

Agentúra Práce BBSK seeks out and mediates job opportunities for people without work habits or for the long-term unemployed or socially excluded. Agentúra Práce BBSK draws on the long-term experience of our parent organization, People at Need (Človek v ohrození).

The activities are carried out in cross-sectoral cooperation to increase the chances of disadvantaged applicants to obtain and keep a job. When working with clients, we use an individual approach, aimed at increasing the social and work skills of the individual, linked to the needs of the labour market. The main social challenge we seek to address is a low employment rate of people from marginalized Roma communities, mostly those who are the most distant from the labour market. Because of the high level of social exclusion, they are facing, their access to public employment services or other services helping them to successfully enter the formal labour market are limited. Our initiative aims to design a model under which the people distant from the labour market will enjoy better services which will help them to access employment and succeed in the labour market in cooperation with all the partners, labour office, and regional employers.

We advocate an approach of systematic involvement of non-governmental organizations in the provision of public employment services (PES) and our aim is to influence the efficiency and quality of services provided to people far from the labour market.

Our effort aims to change the current institutional set-up, in which marginalized Roma have limited access to employment services.

This is due to insufficient efforts on the part of public bodies, limited cooperation between benefit providers and service providers, or gaps in the available range of services or in the limited-service capacities.

Our organisation actively cooperates with COLSAF (Centre of Labour, Social Affairs and Family) in introducing new outreach activities, strengthening, or developing the capacities of public agencies, filling gaps in capacity building in public agencies and/or developing an effective model of subcontracting NGO. Experiences with similar projects:

People in Need Slovakia

HomeLab - Integrated Housing and Labour Services in the Social Rental Enterprise Model, Employment and Social Innovation (EaSI) DG Employment, Social Affairs, and Inclusion.

GA. number: VS/2016/0247.

Duration: 9/2016-9/2019

The V4 project HomeLab implemented the Social Rental Enterprise model that combines housing support, employment services, and social work within a single institutional framework, aiming at people in danger of poverty and social exclusion.

Better public policies for marginalized Roma Communities,

Effective public policies Operational program, European social fund, Project Number 314011L915. Duration: 5/2018 – 10/2020

The project aimed to increase the quality of public policies for marginalized Roma communities (MRC) via the transfer of specific know-how of the organization People in Need and other NGOs and stakeholders working in the field in Prešov Self-governing Region to the policymakers.

Support of young and socially excluded Roma on the labour market,

OP Human Resources, European Social Fund, Number: I312021N19201, Duration: 4/2018-9/2018.

The project supported young Roma NEETs to increase their employability and get better access to education or work.

Agentúra práce BBSK:

The return of long-term unemployed to the labour market

Pontis Foundation, 1-6/2020

The project was focused on the recruitment of long-term unemployed clients into the process of employment counselling and provision of employment, training, and debt-relief services.

2.3 How you learned about the availability of the grant

(select)

eeagrants.sk/norwaygrants.sk

3. Project

3.1. Project summary

Affirmative action is based on the idea that not everyone has the same opportunities to get an education or a job, not because of their own guilt, but because of belonging to a certain long-term disadvantaged group. Roma, women, migrants, or people with disabilities are often not judged solely based on their abilities. Affirmative action is a tool to balance opportunities and help overcome these ethnically set disadvantages.

According to the survey conducted by our Partner 1 (Annex 3) awareness of the possibility of affirmative action in Slovakia is lagging, and only a low number of affirmative actions are being implemented.

Employers often suffer from a wrong interpretation of anti-discrimination legislation when affirmative action is repeated incorrectly and considered as law-breaking.

As far as we know, no employer (private or public) in Slovakia has, to our knowledge, classified their efforts as affirmative action aimed at better employment of Roma. On the contrary, employers are often hesitant to initiate any activities explicitly or exclusive targeting Roma arguing that such measures could be unfair to other groups of possible employees.

Due to international practice, affirmative actions are a high-frequency measure increasing participation of a specific group on the specific actions – employment, education, access to public services, or others.

The project aims at better use of affirmative actions in the employment of Roma and through the improved awareness about the affirmative actions to increase the employment of Roma, primarily those from marginalized Roma communities.

The logic of the project builds on the fair partnership between employers (public or private) able to provide jobs, community centres and NGOs working with people from Roma communities able to provide the necessary support, and organisations supporting employers and community centres in their joint effort aiming better employment rate of Roma. Despite the approach focuses mainly on employment and job creation, it will also impact the issues of education and training of skills, inequalities (the approach aims to ensure access to public services for all), poverty, and marginalisation (the full-fledged integration in the labour market, regular income and economic empowerment of people from marginalized groups, as people from MRC, may help to diminish their marginalisation) or promoting gender equality (services will be addressed with the special focus on women, as female employment in MRC is traditionally very low, and the economic dependency of women in MRC is one of the reasons for high gender inequalities).

The common denominator is the limited capacity of public employment services (PES) to provide service people remote from the labour market and the dominant labour market orientation on the demand. This is repeatedly mentioned in a spectrum of reports and analyses produced by a variety of institutions (OECD, EC, Ministry of Economy). PES is provided exclusively by public agencies with no involvement of non-public providers offering target-group-specialisation. The client orientation and case management in the PES provision are missing. The trust of the disadvantaged people in public institutions is low and public institutions can provide almost no service to those who need it most. There is a lack of a systematic discussion on the partnership between PES and non-governmental organizations in the systematic involvement of third sector organizations in the provision of PES, as well as a discussion on social investments in the provision of PES.

However, the impact of the COVID-19 crisis on employment has intensified the need to restructure the provision of PES and has increased the willingness to introduce already tested innovations in the provision of PES. Another problem is the increased cost of PES (due to rising unemployment) and the lack of traditional resources to finance PES.

The project is in line with the needs of the community and the outputs reflect the needs of the Roma.

The Applicant and the Partner follow already existing strategy of working with the Roma and builds on previous systematic activities. The project creates conditions for new opportunities and addresses Roma unemployment.

The project includes support for 1 existing service centre - Applicant locates in marginalized Roma communities Ubytovňa SPOOL, with the close distance to the other Roma community centres. The services provided to the Roma community are innovative and already proven by previous activities of partners, focused and reach different target groups of Roma.

Roma is involved in the services provided by project activities and at the same time, each participant has the same opportunity to participate in the project.

The aim of the Activity 1 is to raise awareness and build technical capacities of employers in designing, implementing and evaluating affirmative actions (AA). It focuses on promoting good practices, supports mutual learning and networking between the employers and other key stakeholders actively working in Roma communities. It helps the employers to navigate in the field of non-discrimination and diversity so they have full capacity to adopt AA that are efficient and mitigate the negative impacts of discrimination of marginalized Roma communities.

Activity 2's goal aims to announce at least Affirmative Action (AA) initiatives in the field of employment or Vocational Education and Training (VET) from at least 5 employers and to develop original knowledge that can inspire more employers to consider AA as a good solution.

Activity 3's goal is to create a network of at least 10 community centres and NGOs willing to strengthen their activities on employment and build their capacities in providing supported employment services.

The goal of Activity 4 is to design a specific policy measure that will facilitate the employment-related AA implementation and advocate for its adoption.

The Activity 5 will contribute to capacity building in NGOs and supporting organizations in Slovakia, thus strengthening the competence and infrastructure in the field to pave the way for targeted and innovative work in cooperation with companies and employers. The potential achievement of this partnership is a highly valued exchange of real-life practices and sharing of ideas and experiences that may promote further development of AA measures and anti-discrimination policies in both countries.

3.2. Project activities

Title of Activity 1

Raising awareness and building technical capacities of employers and other key stakeholders on use of affirmative actions

Relates to output

Capacities of organisations active in the social inclusion of marginalised Roma communities increased

Description of Activity 1

Project indicator achieved through the implementation:

Share of majority population in intervention area accepting Roma
Number of Roma people using supported services (disaggregated by gender, age)
Share of people living in the marginalised Roma communities in project intervention area receiving service
Number of marginalized Roma communities provided with services
Number of good practices replicated in marginalised Roma communities
Number of multi-stakeholder partnership supported - Publicity Indicators
Expected timeline of the activity: December 2021 - December 2023
Main entities involved in the implementation of the activity: Partner 1

The activity no.1 is targeting local, regional and national employers, either from the public or private sector (up to 250 mid-sized and large employers). The aim of the activity is to raise awareness and build technical capacities of employers in designing, implementing and evaluating affirmative actions (AA). It focuses on promoting good practices, supports mutual learning and networking between the employers and other key stakeholders actively working in Roma communities. It helps the employers to navigate in the field of non-discrimination and diversity so they have full capacity to adopt AA that are efficient and mitigate the negative impacts of discrimination of marginalized Roma communities.

Following sub-activities will be implemented:

- 1.1. Preparatory study about the practical use of AA in Slovakia and abroad** (including examples of good practices and analysis of the current state of affairs, especially obstacles and challenges faced by employers). The study will be based on desk research (conducted with researcher of Slovak Academy of Sciences, Ms. Zuzana Poláčková with more than 10 years of experience working on Roma rights and diversity issues, together with the Norwegian partner), scope of the study - up to 60 000 characters published by the Partner 1. Implementation period: Dec 2021 - May 2022 (6 months).
- 1.2. Seminar on AA and diversity management at workplace** (in the context of employment of marginalised Roma communities) organised in cooperation with the Applicant and the Partner 2. The seminar (4 hours, off-line meeting for up to 15 participants) will present the preparatory study (A 1.1), foster mutual learning and transfer of good practices as well as present practical examples and recommendations on AA and their design, implementation and evaluation. Implementation period: Aug 2022 - Nov 2022 (4 months).
- 1.3. Raising awareness and fostering partnerships with key stakeholders in the field of employment** (e.g. employment organisations, chambers of commerce, trade unions, professional/umbrella associations) - 5 networking events (in a form of business breakfast) presenting the results of the preparatory study (A1.1), presentation of the manual for employers (A2.1) and various case studies, especially outcomes of the Project. Implementation: Jan 2023 - Dec 2023 (6 months).
- 1.4. Guidebook on AA for employers** - guidelines on "how to design, implement and evaluate" successful AA for newbies (up to 60 000 characters, in the context of effective employment of marginalized Roma communities) drafted by the Partner 1 in cooperation with the Applicant. The guidebook will include various case studies, examples and challenges (and how to overcome them) as well as sample of various AA.

Title of Activity 2

Fostering Cooperation and Partnerships with Employers

Relates to output

Capacities of organisations active in the social inclusion of marginalised Roma communities increased

Description of Activity 2

Project indicator achieved through the implementation:

Share of majority population in intervention area accepting Roma
Number of Roma people using supported services (disaggregated by gender, age)
Share of people living in the marginalised Roma communities in project intervention area receiving service
Number of marginalized Roma communities provided with services
Number of good practices replicated in marginalised Roma communities
Number of multi-stakeholder partnership supported - Publicity Indicators
Expected timeline of the activity: December 2021 - December 2023
Main entities involved in the implementation of the activity: Applicant and Partner 1

The measurable impact of the information campaign (Activity 1) is close cooperation with 8 employers (public or private, especially medium, and large). Recruited employers will learn more about AA (Affirmative Action) about employment and/or VET and receive targeted free help in creating their own AA.

Activity 2 aims to announce at least Affirmative Action initiatives in the field of employment or vocational education and training (VET) from at least 5 employers and to develop original knowledge that can inspire more employers to consider AA as a good solution.

Following sub-activities will be implemented:

- 2.1. Recruitment of employers** willing to implement Affirmative Action in the field of employment and Vocational Education and Training of Roma
At least 8 employers will be recruited (they will sign a memorandum of understanding to prove their will), the list will include private, same as public employers
- 2.2. Proposal for AA in employment and Vocational Education and Training (VET)** directly related to employment - Recruited employers will receive the targeted assistance needed to fairly define their AA (on average in 40 hours, including bilateral meetings, group discussions, feasibility analyses, training for peer employees, etc.)
- 2.3. Study trip to Norway** - Representatives of the recruited employers will have the opportunity to take part in a 3-day study trip to Norway to study employment or VET-related AA application
- 2.4. Notification of the AA**
Proper application of AA also requires its notification with the national equality body; under the project at least 5 employment or VET-related AA will be notified; these will count with at least 100 Roma, primarily those from marginalized Roma communities, who will get an opportunity on the labour market or in the training directly connected with employment prospect.

Title of Activity 3

Cooperation with community centres and local NGOs

Relates to output

Services to Marginalised Roma Communities provided

Description of Activity 3

Project indicator achieved through the implementation:

Share of majority population in intervention area accepting Roma
Number of Roma people using supported services (disaggregated by gender, age)
Share of people living in the marginalised Roma communities in project intervention area receiving service
Number of marginalized Roma communities provided with services
Number of good practices replicated in marginalised Roma communities

Expected timeline of the activity: December 2021 - December 2023

Main entities involved in the implementation of the activity: Applicant and Partner 1

Half of the success of the newly designed AA is with employees who are the subject of AA. People in MRC suffer from a lack of previous work experience, limited education, low social skills or no direct experience with formal employment contracts and standard working conditions. They, therefore, need special support to help them succeed in the labour market. This should be ensured by community centres and various local NGOs working directly in Roma communities.

The aim of this Activity is to create a network of at least 10 community centres and NGOs (located in the southern part of the region) that are willing to strengthen their employment activities and build their capacity to provide supported employment services.

Following sub-activities will be implemented:

3.1. Recruitment of community centres and non-governmental organizations operating directly in Roma communities

These people will be recruited through direct contact with community centres, a network of community centres operating within the Implementation Agency of the Ministry of Labor and Social Affairs of the Slovak Republic as well as within the Office of the Plenipotentiary for Roma Communities will be addressed. At least 10 organisations will be recruited.

3.2. Training in the provision of supported employment services provided by external trainers

3 rounds of two-days training will be designed and organized. For training purposes, a short guide to providing employment services to people from marginalized Roma communities will be compiled.

3.3. Supervision over the provision of supported employment services on-place: Each of the 10 NGOs trained in the employment services will provide services to 10 clients, we expect the output of 20 clients, who will receive support in the field of employment (employers from the public or private sector) or VET. The involved organisation will be supervised in their activities aiming at the provision of supported employment. Each participating organisation will receive a minimum of 10 hours of on-site support.

Title of Activity 4

Transformation of project results into national and regional policies

Relates to output

Capacities of organisations active in the social inclusion of marginalised Roma communities increased

Description of Activity 4

Project indicator achieved through the implementation:

Share of majority population in intervention area accepting Roma
Number of Roma people using supported services (disaggregated by gender, age)
Share of people living in the marginalised Roma communities in project intervention area receiving service
Number of marginalized Roma communities provided with services
Number of good practices replicated in marginalised Roma communities

Expected timeline of the activity: December 2021 - December 2023

Main entities involved in the implementation of the activity: Cooperating Entity - Slovak Academy of Science, Applicant and Partner 1

A variety of structural obstacles often limits the employment of people from marginalized Roma communities. These may be resolved by sensitive public policies implemented on several levels. On the other hand, the policy measure may also be designed in a way to be an AA itself.

The goal is to design a specific policy measure that will facilitate the employment-related AA implementation and advocate for its adoption.

Following activities will take place:

4.1. Review of the main structural obstacles limiting Roma employment in the context of the specific employer

4.2. Proposals of the policy updates reflecting the identified obstacles

4.3. Design of the specific policy measure facilitating the implementation of employment-related AA

Policy measure proposed in the form of the targeted large-scale ESF funded project, that would allow mainstreaming of the employment-related AA.

Title of Activity 5

Transfer of good practices from Norway and fostering mutual learning among partners

Relates to output

Capacities of organisations active in the social inclusion of marginalised Roma communities increased

Description of Activity 5

Project indicator achieved through the implementation:

Share of majority population in intervention area accepting Roma
Number of good practices replicated in marginalised Roma communities
Number of multi-stakeholder partnership supported

Expected timeline of the activity: December 2021 - December 2023

Main entities involved in the implementation of the activity: Partner 2

The potential achievement of this partnership is a highly valued exchange of real-life practices and sharing of ideas and experiences that may promote further development of AA measures and anti-discrimination policies in both countries. The project will contribute to capacity building in NGOs and supporting organizations in Slovakia, thus strengthening the competence and infrastructure in the field to pave the way for targeted and innovative work in cooperation with companies and employers.

Following activities will take place:

5.1. Participation on the Preparatory study about the practical use of AA in Slovakia and abroad (Activity 1.1)

The study will be based on desk research conducted with researcher of Slovak Academy of Sciences together with the Norwegian partner

5.2. Participation on Seminar on AA and diversity Management in Slovakia (Activity 1.2)

Personal participation on the seminar (4 hours seminar, presentation, preparation plus follow up on seminar)

5.3. Hosting study trip to Oslo (Activity 2)

MiA will include at least five organizations and companies in Norway to give presentations during the study trip and promote networking and further contact across borders. These meetings will have the power to build new networking relations and strengthen bilateral relations between Slovakia and Norway in the field of anti-discrimination, as well as related themes.

Title of Activity 6

Propagation and dissemination of the outcomes and outputs of the Project

Relates to output

Services to Marginalised Roma Communities provided

Description of Activity 6

Project indicator achieved through the implementation:

Number of materials summarising achieved results of the project
Number of audio - visual works created
Number of promotional materials created within the project
Number of media outputs

Main entities involved in the implementation of the activity: Applicant and Partner 1

Expected timeline of the activity: December 2021 - December 2023

Detailed description of the activity:

Activity 6 consists of a communication campaign promoting the objectives of the project, its outputs, and outcomes. It will include the production of promotional materials, management of project PR - social media management (Facebook, Instagram, LinkedIn), creating audio-visuals (for communication and educational purposes, e.g. podcasts, videos), and blogs. The project and its outcomes/outputs will be disseminated and communicated to the public as well as to key stakeholders (public and private). The project and its outcomes will be communicated with media, via press releases, statements, native articles, and interviews. Influencers and opinion-forming personalities will be invited to participate in the dissemination of information about the project, its outcomes, and outputs. The efficiency of dissemination and communication will be closely monitored via measurable analytics (number of downloads, views, follows, hears, shares, comments, and other engagements with individual communication outputs). Applicant and Partner 1 will conduct 2 surveys between project intermediaries and beneficiaries. The questionnaires (anonymous) carried out at the beginning of the project and at the end of the project will aim at measuring the share of the majority population - the percentage of the target group of accepting Roma in the intervention. Data will be collected so that a gender breakdown is available.

Following outputs will be created

Project banners (2 pcs), native articles (2 pcs), press releases (3 pcs), blogs (2 pcs), podcasts (1 pcs), videos (3 pcs), social media posts - Facebook, Instagram, LinkedIn of the Applicant and Partner 1 (12 pcs), merch - folders, blocks, mugs, t-shirts (300 pcs), leaflets (100 pcs), brochures (100 pcs), publications - guidebook + preparatory study (150 pcs). The project will be also communicated via the off-line channel, especially on the events organised as a part of Activity 1 and 3 as well as through opening and closing conference. Information will be also disseminated through paid advertisements on social media and other videos/content sharing platforms to avoid visual smog in urban areas. To mitigate the negative impacts on the environment and to improve the sustainability of communication outcomes, the emphasis will be put on eco-friendly forms of advertising. Therefore, the number and types of print-outs/merch will be kept low.

Title of Activity 7

Publicity and cross-cutting activities

Relates to output

Services to Marginalised Roma Communities provided

Description of Activity 7

Project indicator achieved through the implementation:

Number of major information activities

Increased number of web sides visits

Number of news, studies, announcements published at own website

Number of media outputs

Main entities involved in the implementation of the activity: Applicant, Partner 1

Expected timeline of the activity: December 2021 - December 2023

December 2021

- Establishment and regular updates of a comprehensive set of webpages with at one domain assigned - www.project.applicant.sk, www.project.partner.sk dedicated to the presentation of the Project information in both the Slovak and English languages

March 2022

- Launching conference (Project opening ceremony): Guests will be project partners, project participants, public. Opening conference will be smaller 1/2-day event for 15 - 25 participants organised in Bratislava for key stakeholders focusing on discussion about the current state of affairs, especially challenges (This activity contributes to the fulfilment of publicity indicators).

May 2022 - September 2023

- Community Council event: in cooperation with community centres we will invite representatives of Roma communities, mayors - representatives of local governments, and the active Roma public. Our goal is to use all available and innovative opportunities to improve life in Roma communities. At the Community Council, we will present our model for the application of AA measures in a more simplified language.

November 2023

- Closing conference of the Project: 1 day event for 25 - 45 participants where the outcomes and outputs of the project will be presented.

Title of Activity 8

Relates to output

Description of Activity 8

3.3. Project Indicators

3.3.1 Standard indicators

Indicator - title	Type	Level	Baseline	Target	Describe how the indicator is measured	Code
Share of majority population in intervention area accepting Roma	Reported	Outcome	TBD	60,00%	Two surveys through an anonymous questionnaire at the beginning and at the end, data will be collected in such a way that a gender breakdown is available. The target group - direct participants, persons indirectly involved.	LDI_OTC2_IND1
Number of Roma people using supported services (disaggregated by gender, age)	Reported	Outcome	90	230	Recipient records according to age and gender, attendance lists of Roma clients who were provided with at least one service. Each of the 10 NGOs trained in the employment services will provide services to 10 clients.	LDI_OTC2_IND2
Share of people living in the marginalised Roma communities in project intervention area receiving services	Reported	Outcome	TBD	25,00%	Sources of verification: records of recipients. The output will be the proportion of people living in marginalized Roma communities who receive project services in the field of intervention.	LDI_OTC2_IND3
Number of joint activities between Roma and non-Roma	Binding	Output	0	4	Sources of verification: records of recipients. The output will be the number of activities in which Roma and non-Roma participate together. Activities will include preparation, organization, and implementation, in cooperation with the majority and the Roma.	LDI_OTC2_OTP1_IN D2
Number of marginalized Roma communities provided with services	Binding	Output	0	15	Sources of verification: records of recipients. The output will be the number of marginalized Roma communities to which the service will be provided within the project.	LDI_OTC2_OTP1_IN D5
Number of Roma people working in the centres	Binding	Output	0	1	Sources of verification: records of recipients. The output will be the number of Roma working full or part time in the centres supported by the project.	LDI_OTC2_OTP1_IN D4
Number of entities / actors active in the social inclusion of marginalised Roma communities supported	Binding	Output	0	25	Sources of verification: records of recipients. Output: the number of entities active in the social inclusion, improving conditions in the field of education, employment and non-discrimination.	LDI_OTC2_OTP2_IN D1
Number of good practices replicated in marginalised Roma communities	Binding	Output	0	2	Sources of verification: records of recipients. The output will be a number of best practices (processes, proven management methods) that have achieved good results and therefore are used as recommendations for others.	LDI_OTC2_OTP2_IN D2
Number of multi-stakeholder partnerships established or supported[2]	Binding	Output	0	7	Sources of verification: project contracts, records of beneficiaries. The output will be the number of partnerships supported or established between the organisations from different sectors.	LDI_OTC2_OTP2_IN D3

3.3.2 Bilateral indicators (only relevant if a donor project partner is involved in the project)

Indicator - title	Type	Level	Baseline	Target	Describe how the indicator is measured	Code
Level of trust between cooperating entities in Beneficiary States and Donor States (disaggregated by State type)	Reported	Outcome	TBD	5	Satisfaction level: 1 - 7. The survey between the beneficiaries and the foreign partner will be carried out by the Financial Mechanism Office at the beginning and at the end of the supported project through a standardized anonymous online questionnaire.	LDI_OTCB_IND1
Level of satisfaction with the partnership (disaggregated by State type)	Reported	Outcome	TBD	5	Satisfaction level: 1 - 7. The survey between the beneficiaries and the foreign partner will be carried out by the Financial Mechanism Office at the beginning and at the end of the supported project through a standardized anonymous online questionnaire.	LDI_OTCB_IND2
Share of cooperating organisations that apply the knowledge acquired from bilateral partnership (disaggregated by State type)	Binding	Outcome	0	30,00%	The survey between the beneficiaries and the foreign partner will be carried out by the Financial Mechanism Office at the beginning and at the end of the supported project through a standardized anonymous online questionnaire.	LDI_OTCB_IND3
Number of projects involving cooperation with a donor project partner (disaggregated by Donor State)	Binding	Output	0	1	Performance of contracts concluded with beneficiaries, partnership agreements between the beneficiaries and the project partners	LDI_OTCB_OTP1_IND1

3.3.3 Publicity indicators

Indicator - title	Baseline	Target	Describe how the indicator is measured	Code
Number of major information activities	0	11	This indicator will be measured by the number of information events that include: opening conference, closing conference, seminar (A 1.2), 5 networking events (A 1.3), 3 study visit meetings (A 2.4). Attendance sheets and photos/videos will be created to document the	PBL_IND1
Number of media outputs (reportages, articles in local, regional or national media)	0	16	This indicator will be measured by the number of media outputs created as a part of the Activity no. 6 that include: 1 podcast, 12 social media posts, 1 native articles, 2 press releases.	PBL_IND2
Increased number of website visits	0	1500	This indicator will be measured by the increase in number of views of websites dedicated to project. Google Analytics - monitoring tool - number of unique visits to the website: www.project.applicant.sk, www.project.partner.sk	PBL_IND3
Number of promotional materials created within project	0	552	This indicator will be measured by the number of individual pieces of promotional material created that include 2 roll-ups, 150 leaflets, 100 brochures and 300 other pieces of stationaries (folders, blocks, etc.)	PBL_IND4
Number of news/studies/announcements published at own website	0	6	This indicator will be measured by number of news published at the websites (including blogs) dedicated to the project. Hyperlinks to all news will be provided.	PBL_IND5
Number of materials summarizing achieved results of the project	0	1	This indicator will be measured by the key findings of the closing conference summarising the achievements of the projects and further recommendations (up to 5 pages, call for action format).	PBL_IND6
Number of audio-visual works created	0	2	This indicator will be measured as the number of audio and audiovisual works created that includes 3 videos and 1 podcast.	PBL_IND7

3.3.4 Project specific indicators

Indicator - title	Type	Level	Baseline	Target	Describe how the indicator is measured	Code
Number of intervention areas integrated in cost-efficient and sustainable measures implemented within the project	Binding	Output	0	3	Antidiscrimination, Employment, Education - VET	LDI03_PSI_IND1
Number of Roma visiting the service centre	Binding	Output	90	130	measured by the number of cooperation agreements concluded with Roma clients	LDI03_PSI_IND2
Number of gap bridging activities in which both Roma and non-Roma actively participate together	Binding	Output	0	3	seminar for employers, training for NGOs, Community Council	LDI03_PSI_IND3
Number of Grassroots initiatives in local development and/or marginalised Roma communities	Binding	Output	0	5	according to the questionnaire: Better public policies for MRC, Support of young and socially excluded Roma on the labour market, Integration program of Roma employment, HomeLab, DM Initiative	LDI03_PSI_IND4

3.4 Basic statistical data on the project

3.4.1 Sector code according to the OECD classification (choose the main sector the project is aimed at):

Main sector	Specification	Sector code
Social Infrastructure and Services	Employment policy and administrative management	1602000

3.4.2 Main measures of the project (select at least one and assign its importance)

Information and awareness raising	main measure
Advocacy	main measure
Research	secondary measure
Infrastructure development and provision of equipment	secondary measure
Capacity-building	main measure
Education and training	secondary measure
Provision of services	secondary measure

3.4.3 If the project is a research one, fill in the following fields:

Research type:

Academic field:

Discipline:

3.5 Project target groups

Select the three most important project target groups, i.e. the groups the project is aimed at.

Category	Specification	Intermediary	Beneficiary
1 Minority status-related	Roma population		x
2 Work-related	Employees/workers		x
3 Education/ research-related	NEETs (not in education, employment or training)		x

1. Minority - Roma population: the project is beneficial directly for this target group, project activities are focused on social inclusion of disadvantaged groups and the output of the project is to expand staff capacity in the project by employees from marginalized Roma community. The target group of project activities are Roma living in segregated localities or urban ghettos, who 1. are looking for a job 2. do not have the conditions for additional education

2. Work - Unemployed: jobseekers, people in the labor market and looking for work, often without work habits and experience, who need help in writing a CV and contacting employers, communication exercises, interviews, job search, and after a successful job interview, they need help in developing their basic and work skills, when starting a new job, they welcome a helping hand in solving problems.

3. Education NEETs: persons who are unemployed and not receiving an education or vocational training. Target group includes also unemployed outside the labour force (without a job and not seeking on).

4. Vocational Education and Training potential students (young people in last years of primary schools): cooperation and connections between NGOs and employers with the aim of implementing AA on potential VET students - to decrease demands on their current knowledge and abilities, providing counselling and help in coping with life barriers.

4 Project management

4.1 Structure of project management including financial management

Project management's activities:

- coordination of project activities, - monitoring of timetable and objectives, - informing project partners about the progress about the project progress, - financial management, - planning and organisation of project meetings, - monitoring partner's tasks, - risk management, - propagation a publishing of project results, - project webpage, - finalization of outputs, - support of partners, - monitoring of time schedule and goals, - dissemination of project results, - management of events, - management of output preparation, - finalization of outputs, - selection of suppliers, - evaluation, surveys

Cooperating partners - Banská Bystrica Self Governing Region - supporting the implementation of the Applicant and Partners

Project manager - Applicant - Michaela Mudroňová, Partner 1 - Beáta Babačová

Activities: project management, project guidance, coordination of documents for interim and final payment, activity planning, implementation fulfilment, resource monitoring, communication, and coordination with partners and public, supplier contract processing, payment request processing, communication with external experts, market research, preparing the outputs, preparing the final report, dissemination of results, coordination of cooperation with partners

Statutory representatives authorised to act for and on behalf of our organisation and the partners - Applicant: Michaela Mudroňová, Partner 1: Silvia Porubánová Activities: signing contracts, selecting contractors, managing project documentation and bookkeeping, representing the organization for the purposes of approval by the founder of the organization. Statutory representatives are responsible for - signing contracts, selecting suppliers, administering project documentation and bookkeeping, cooperating with founders.

Financial management - preparation of interim reports on the project and progress monitoring works as chief economist - prepares economic analyses, documents for audits, keeping records, and preparation for project clearing, checking the budget execution and completeness of the accounting documentation, supporting documentation for payment applications, keeping project accounting, payments, reporting to the grant provider.

Project Promoter - manager and coordinator Activities: participating in project publicity, propagation, and dissemination

Monitoring manager:

checking project implementation, interim reports, final report

Financial Administrator: payroll processing, communication with partners, preparation of documents and attendance lists, postal registry, setting rules for keeping and archiving documentation

PROJECT MANAGEMENT will be as follows:

- the Partnership Contracts will be with a precise definition of the tasks involved in implementing the project

- specification of the project plan: identification of outputs, description of activities with the determination of responsibility for their management, project timetable

- approving the project plan with the content: identification of outputs, description of activities with determination of responsibility for their management, creation of a framework timetable

- separate documentation will be kept for project management, procurement, activities, the financial manager will keep analytical records of the project within the organization's accounting

- staff will keep their time sheets and submit them together with outputs, the management team will meet at regular meetings

We assume the involvement of internal employees in the project management structures.

WE WILL ENSURE BUDGET CONTROL AS FOLLOWS:

- the applicant concludes a partnership contract with the partner setting out the funding rules, the amount and the deadlines for payments

- at the opening meeting, the partners will get to know with the project budget items and the rules for their implementation, the accounting documents will be signed by the statutory representatives of the partners and all expenses must be approved by them

4.2 Partnership

Partners Basic Data

	Partner1	Partner2	Partner3	Partner4
Full Legal Name of the partner:	Slovenské národné stredisko pre ľudské práva	Stiftelsen Mangfold i arbeidslivet		
Name of the partner (in English):	Slovak National Centre for Human Rights	Stiftelsen Mangfold i Arbeidslivet		
Organisation ID (IČO) or equivalent:	30807549	983827063		
Sector:	Not-for-profit Sector	Not-for-profit Sector		
Partner's legal form:	Other civil society groups and institution - NGO	Non-profit organisation providing services in general interest (n.o.)		
Specify the legal form, if other:				
Legal form - Donors classification	Non-Governmental organisation (NGO)	Non-Governmental organisation (NGO)		

Registered address

	Partner1	Partner2	Partner3	Partner4
Street:	Laurinská	Pb. Sofienberg		
Descriptive/orientation number:	18	4634		
Postal Code:	811 01	506		
Town/City:	Bratislava	Oslo		
Country:	Slovakia	Norway		
Internet address:	http://www.snsip.sk/	https://www.mangfold.no/		

Contact persons

	Partner1	Partner2	Partner3	Partner4
Name:	Beáta Babačová	Eli K. Langset		
Job position:	Legal specialist for external relations	Director		
Email:	babacova@snsip.sk	bareeli@online.no/eli@mangfold.no		
Phone:	+421220850115			
Mobile phone:	+421908835932	+4793411576		

Financing and status

	Partner1	Partner2	Partner3	Partner4
Does the partner spend the Project Grant?	Yes	Yes		
Does the partner co-finance the Project?	No	No		
Project grant shall be paid to partner as:	Advance payments	Advance payments		
Actual status of partnership:	Letter of Intent signed	Letter of Intent signed		

4.3 Roles of partners

Role of Partner 1 in the Project

Partner 1 is a national human rights institution and equality body in Slovakia. Partner 1 has a vast experience in monitoring, evaluating and reporting on the observance of human rights and equal treatment principle in Slovakia. It also provides free legal aid and trial representation of victims of discrimination and actively evaluates state legislation, policies and measures that might negatively impact the enjoyment of human rights on equal basis. To improve equality in Slovakia, the Partner 1 carries out a wide range of activities, that includes awareness raising activities aimed at public, capacity-building activities aimed at experts as well as research activities. Partner 1 is also an organisation mandated for registering affirmative actions in Slovakia and, on a regular basis provides advice on non-discrimination and diversity management to employers in Slovakia. Partner 1 will be responsible for implementing Activity No. 1 and will contribute towards the implementation of Activity No. 6. The Partner 1 will foster partnerships with project partners, their networks and other key stakeholders (NGOs, research institutes, employers, chambers of commerce etc.) on regional and national level. The partnership will increase the importance of the project and its socio-economic benefits, an integrated approach will be implemented to more areas of intervention - employment and non - discrimination. The partnership with the Partner 1 fosters multilevel and multilateral cooperation among various stakeholders (from local - Lučenec through regional - Banská Bystrica Self-Governing Region to national - Partner 1 as well as international partner - Partner 2.

Role of Partner 2 in the Project

Partner 2 will contribute to the sharing of experiences from Norway and the Nordic countries relating to AA policies and practices in companies. It has 25 years' experience working with AA measures and action plans in cooperation with Norwegian companies and municipalities, as well as Nordic cooperation in the field of work-based integration and diversity at the workplace. The potential achievement of this partnership is a highly valued exchange of real-life practices and sharing of ideas and experiences that may promote further development of AA measures and anti-discrimination policies in both countries. The project will contribute to capacity building in NGOs and supporting organizations in Slovakia, thus strengthening the competence and infrastructure in the field to pave the way for targeted and innovative work in cooperation with companies and employers. Partner 2 will include at least five organizations and companies in Norway to give presentations during the study trip and promote networking and further contact across borders. These meetings will have the power to build new networking relations and strengthen bilateral relations between Slovakia and Norway in the field of anti-discrimination, as well as related themes. As a professional contribution partnership with applicant and partners will multiply cooperation at the multilevel, local, regional, and international levels. The partnership will increase the importance of the project and its socio-economic benefits; an integrated approach will be implemented to thenon - discrimination area of intervention.

Role of Partner 3 in the Project

Role of Partner 4 in the Project

4.4 Bilateral partnership

(fill in this part only if there is at least one donor project partner involved in the project)

4.4.1 What level of involvement do you foresee for your donor project partner(s)?

[Multiple choice list – if multiple donor project partners provide the overall perspective]

Attend events in our project	Yes
Contribute with presentations and/or input to events	Yes
Provide capacity building in our project (in the form of training, etc.)	Yes
Work with us to find common solutions to shared challenges in the project	Yes
Other - specify	

4.4.2 How was the cooperation established?

[Multiple choice list – if multiple donor project partners provide the overall perspective]

Previous cooperation	
Match making event under the Programme	
Programme operator/ Fund operator	
Direct assistance by Donor Programme Partner or Donor Contact Point	
Search in the partnership database (Innovation Norway database, Norwegian Helsinki Committee, others)	
Embassy assistance	
Independent search for partner	Yes
Other - specify	Ms. Mikulášová worked as a career counsellor at the Counselling Centre Romenke, Adult-Schooling of Skedsmo and helped with identifying, finding Norwegian partner.

5. Project plan

5.1 Financing

	Category/Entity	Applicant	Partner1	Partner2	Partner3	Partner4	TOTAL
5.1.1.	Direct expenditure (EUR)	62 942	30 465	14 707	0	0	108 114
5.1.2.	Indirect costs (EUR)	7 200	1 700	1 250			10 150
	Indirect costs calculation method	Article 8.5.1c)	Article 8.5.1c)	Article 8.5.1c)			
5.1.3.	Reserve (EUR)	3 500	2 000	700			6 200
5.1.4.	In-kind contributions (EUR)						0
5.1.5.	Cash Co-financing (EUR)						0
5.1.6.	First advance requested (EUR)	18 669					18 669
5.1.7.	Project Grant requested (EUR)	73 642	34 165	16 657	0	0	124 464
5.1.8.	Total Eligible Cash Expenditure (EUR)	73 642	34 165	16 657	0	0	124 464
5.1.9.	Total Eligible Expenditure (EUR)	73 642	34 165	16 657	0	0	124 464
5.1.10.	Indirect costs (% on staff costs)						14,26%
5.1.11.	Project Grant Rate (%)						100,00%
5.1.12.	Maximum Grant Rate (%)						100,00%
5.1.13.	Minimum Project Grant Requested (EUR)						25 000
5.1.14.	Maximum Project Grant Requested (EUR)						200 000
5.1.15.	Maximum Reserve (EUR)						6 223
5.1.16.	Maximum in-kind (% on co-financing)						0,00%
5.1.17.	Maximum in kind (EUR)						0
5.1.18.	Actual in-kind (% on co-financing)						0,00%
5.1.19.	Contribution from the EEA/Norway Grants						105 794
5.1.20.	Contribution from the Slovak State Budget						18 670

5.2 Milestones

5.2.1. Expected project implementation duration (in months following the signature of the project contract)

within 36 months

5.2.2.	List of Milestones	Relates to activity	General classification	Importance	Milestone implementation started/completed (following the signature of the Project Contract)		
					Started	Completed	Duration (months)
1	Establishment and administration of the website subpage	Activity7	Publicity-related	Fundamental	within 1 months	within 3 months	2
2	Launching conference - Project opening ceremony	Activity7	Publicity-related	Fundamental	within 3 months	within 6 months	3
3	Preparatory study about the practical use of AA	Activity1	Services-related	Fundamental	within 1 months	within 6 months	5
4	Guidebook on AA for employers	Activity1	Services-related	Fundamental	within 3 months	within 6 months	3
5	Seminar on AA and diversity management at workplace	Activity1	Services-related	Fundamental	within 6 months	within 12 months	6
6	Partnerships with key stakeholders	Activity2	Services-related	Fundamental	within 1 months	within 24 months	23
7	Notification of the AA	Activity2	Services-related	Fundamental	within 3 months	within 24 months	21
8	Recruitment of community centres and non-governmental organizations	Activity3	Services-related	Fundamental	within 3 months	within 12 months	9
9	Training in the provision of supported employment services provided by external trainers	Activity3	Services-related	Fundamental	within 12 months	within 18 months	6
10	Supervision over the provision of supported employment services	Activity3	Services-related	Fundamental	within 18 months	within 24 months	6
11	Proposals of the policy updates, Design of the specific policy measure	Activity4	Services-related	Fundamental	within 18 months	within 24 months	6
12	Study trip	Activity2	Services-related	Fundamental	within 12 months	within 18 months	6
13	Transfer of good practices from Norway	Activity5	Services-related	Fundamental	within 3 months	within 24 months	21
14	Propagation, dissemination activities	Activity6	Publicity-related	Fundamental	within 3 months	within 36 months	33
15	Analyses, Auditing	Project Management	Others	Fundamental	within 3 months	within 36 months	33
16	Participants Surveys	Activity6	Others	Fundamental	within 3 months	within 36 months	33
17	Closing conference	Activity7	Publicity-related	Fundamental	within 18 months	within 36 months	18
18							
19							
20							
21							
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6. Legal issues

6.1 Project compliance with the relevant legislation and strategic documents

Successful implementation and completion of the project does not depend on concrete circumstances, legislative changes, or procedures within the jurisdiction of the Slovak Republic, the EU, international courts and tribunals, or other states.

Relevant Slovak legislation and strategic documents the project relates to are:

RIÚS BBSK 2014 - 2020, specifically with Priority Axis No. 2 Improving access to efficient and better public services in the Banská Bystrica Region. Investment priority 2.1: Investments in health and social infrastructure that contribute to BBK's national, regional, and local development reduce health inequalities, promote social inclusion through better access to social, cultural, and recreational services and the transition from institutional to community-based services.

Program of Economic and Social Development of the City of Lučenec 2015-2020 (a new one is currently being developed with reference to the Strategy for Equality, Inclusion and Roma Participation until 2030).

EU Strategic Framework for Equality, Inclusion and Participation of Roma and Roma for 2020-2025

https://ec.europa.eu/info/publications/new-eu-roma-strategic-framework-equality-inclusion-and-participation-full-package_en

Strategy for Roma integration until 2030 - in preparation

6.2 Proprietary relations to real estate and property that is the object of the project

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6.3 Permits necessary for project implementation

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7. Communication plan

Communication will be led by Project Promoter who ensures that communication will tightly follow the progress of project implementation and highlight all aspects of information relevant for different communication target groups. Besides the elaboration of a project communication strategy, establishment and regular updates of a comprehensive set of webpages with at least one domain assigned, e.g., www.project.applicant.sk, www.project.partner.sk, www.spajame.sk, www.spajame.sk, set-up of other social media channels, provision of promotional materials, roll-ups, project leaflet etc. the project will develop a range of specific communication materials. Project Promoter provides information to the public on the existence, the objectives, the implementation, and achievements of the programme. Programme Promoter coordinates the implementation of the information and communication activities.

Aim of communication plan:

- Increasing

public awareness and inform the widest possible audience about the contribution.

- Implementation and development of the communication activities

The communication activities will target various groups. On the expert level, the target groups will be key stakeholders in employment (e.g., public bodies, private companies, chambers of commerce, unions, professional organisations) and key stakeholders working directly in Roma communities (e.g., non-governmental organisations, community centres). Other target groups will include the public, young people, and jobseekers from Roma communities.

All organizations involved in the different phases of the project join result dissemination. It is mainly the institutions and entrepreneurs from the region who have committed to cooperate in the preparation of the project.

When publishing information and raising awareness about the project, its objectives and impacts, and the roles of donor state, all documents, and the project implementation sites will have to be marked with the appropriate logo and readable notice of the project's financing.

OBJECTIVES: to disseminate and explain the results of the project, setting up a network of partner organizations and ensuring the multiplier effect of the cooperation, communication, and public information.

SUBJECT OF PUBLICITY: presentation of the project, its objectives and needs, target group motivation, mapping and creating a database of partners and potential users, continuous processing of project results, information on the project partners and their contribution to the project, continuous fulfilment of the content and time schedule, possibilities of project results transfer, networking outside the partnership, analysis, and evaluation of qualitative and quantitative indicators, database of results/contacts, publication of outputs, sending and evaluating online questionnaires to participants, transfer of experience to competent regional/sectoral/professional organizations

METHODS: meetings, online meetings, presentations and discussions, informal information sharing, creating a partnership logo, creating a website and publishing outcomes, establishing a common communication platform for partners, setting up an email address where potential candidates could post their questions, social networking sites - Facebook (site and community creation), Instagram, publishing of ongoing meetings, reports, information articles in regional and local press, website of project partners and their partners, regional radio and TV, photo documentation, telephone and mail communication, message boards in schools, participation in various events, events of partner organizations, organization of conferences, work methodology like a material summarising achieved results, videos on the aims and results of the project and its distribution, final report. To communicate the project, its outputs, and key messages (Diversity and equality at the workplace bring success. Through inclusion, we create a space that is based on fairness, openness, and trust. The project partners will adopt a communication plan that will ensure the following: (1) the continuity of information (that information about the project is interrelated in the content and provided on a regular basis), (2) intelligibility of information for selected target groups, (3) usefulness of the information and (4) sustainability (that will ensure the use of information by the project partners and key stakeholders in the future). The communication of the project will be based on an interdisciplinary approach (education, employment, and non-discrimination) bringing together empowerment of vulnerable groups - marginalized Roma communities and common values (equality and non-discrimination) focusing on sensitizing the target groups (majority population and employers) and eliminating negative prejudice and attitudes towards Roma framed by the stories of individuals belonging to respective target groups. The communication plan is set to fulfill the information needs of individual target groups and selected communication tools ensure the accurate measurability and actual fulfillment of the indicators listed in part 3.3.3. When implementing the communication plan, the project partners will adhere to the principles of inclusion, diversity, pluralism, and equality that are also cornerstones of their operations/activities as well as to all publicity requirements according to annex 3 of the Regulation and Communication and Design Manual. Given the current attitudes and actual understanding of Roma communities, the SWOT analysis will be carried out to identify all risks related to communication and publicity measures to ensure the use of full communication potential of the project.

8. Risks and risks management

Risk description	Type	Likelihood	Consequence	Risk score	Response to risk	Description of response
Risk of donor state participation	Programmatic	Unlikely	Minimal	1,41	Mitigate	Risk connected to inappropriate strategies to achieve the bilateral objectives
Risk of delay in project implementation	Programmatic	Likely	Moderate	2,45	Transfer / share	Project implementation period includes a time reserve for possible unforeseeable circumstances, like the pandemic of COVID 19.
Risk of insufficient project strategy, processes	Programmatic	Very unlikely	Moderate	1,41	Avoid / terminate	By unexpected loss of professional capacities, the applicant shall ensure adequate quality replacement through the pre-identified existing staff.
Risk of failure to achieve the target value of indicators	Operational	Unlikely	Minimal	1,41	Mitigate	Values were based on a qualified estimate and experience. We monitor the status of measurable indicators and evaluate the percentage of fulfillment.
Risk associated with personnel capacities during project implementation	Operational	Unlikely	Minimal	1,41	Transfer / share	Beneficiary has sufficient sufficient staff capacity.
Legislative risk	Operational	Very unlikely	Minimal	1	Avoid / terminate	Risk of changes in legislation during the project implementation process that could affect the achievement of project objectives and measurable indicators.
Economic risk	Operational	Very unlikely	Minimal	1	Avoid / terminate	Risk of ensuring the financial sustainability, of discrepancies between the payment of expenses, clearance and the advance payments of the provider.

9. Cross-cutting issues

Policy markers (see guidance in the Results Reporting Guide)	
Gender equality	Relevant
Roma inclusion and empowerment	Fundamental
Social inclusion of vulnerable groups other than Roma	Relevant
Anti-discrimination	Fundamental
Transparency and anti-corruption	Relevant
<p> <u>Gender equality</u> - All genders have equal rights and opportunities in this project. We include equally women, girls and men, boys into the project. Public, Partners, representants of NGOs and employers represent both genders. We eliminate any gender discrimination. </p> <p> <u>Social inclusion of vulnerable groups</u> - The project participants come from different social and economic groups, but mostly from marginalized Roma communities. Project activities will be based on cooperation, dialog mutual respect between children, youth, adults. Roma and Non-Roma will work at the common theme and activities and during the project they recognize the need to respect each one, the right to equal opportunities, depending only on personality and capabilities of each one. The project will be based on dialogue and openness to break down barriers and obstacles. </p> <p> <u>Roma inclusion and empowerment</u> - Applicant, project partners and cooperation institutions involved in the project are attended by pupils from the Roma community from disadvantaged backgrounds with school absence and worse school results. Through education programs, we would like to point out the importance of environmental protection and care, and by linking them in hard activities, we would like to engage them in the physical work of implementing hard measures. Project includes empowering Roma to change their own lives through education, training, and socio-economic inclusion. The pupils involved in the project could also transfer their experience and knowledge to their parents. </p> <p> <u>Anti-discrimination</u> - The project is focused on human rights issues. Respect for human rights is part of the program and strategy of all partners involved. In the project, we will treat all participants equally, regardless of their racial or ethnic origin, religion or belief, gender, disability, age, sexual orientation, or gender identity. </p> <p> <u>Transparency and anti-corruption</u> - Both the applicant and the partners are part of the Public and the NGO sector and will follow laws, procurement rules applicable to each organization. All related contracts will be published in the relevant contract register. Project realization is in accordance with applicable laws, all purchases will respect the procurement directives. </p>	

10. Project Revenues and Sustainability

10.1 Costs and Revenues

Are real estate investments included in the Project eligible costs (purchase, reconstruction)?

No

Minimum project sustainability period following the Final Project Report approval

3 years

Fill in the table and identify the estimated project costs and revenues during the entire period of the project sustainability

COSTS	YEAR					TOTAL
	N	N+1	N+2	N+3	N+4	
Labour Costs	17500	17600	17650			52750
Running Costs	6000	6200	6350			18550
Investment Costs						0
Other - specify						0
Other - specify						0
Other - specify						0
Other - specify						0
Other - specify						0
TOTAL	23500	23800	24000	0	0	71300
REVENUES	YEAR					TOTAL
	N	N+1	N+2	N+3	N+4	
Revenues from selling goods and services	0	0	0			0
Property revenues	0	0	0			0
Rental revenues	0	0	0			0
Grants and donations received	23500	23800	24000			71300
Other - specify						0
Other - specify						0
Other - specify						0
Other - specify						0
TOTAL	23500	23800	24000	0	0	71300

10.2 Sources of financing the sustainability of project outputs

All activities are long-term, follow-up and supplemented by ongoing activities and are set up to continue after the end of the project. We are preparing other projects in cooperation with the city of Lučenec and other partners and we are developing direct cooperation with the Labor Office to help long-term unemployed people from the MRC environment. We will continue to provide employment, financial advice, accompany long-term disadvantaged clients in the labour market and provide educational activities aimed at increasing the basic skills of low-skilled clients. In 2019, we received a one-time subsidy from Banská Bystrica Self Governing region to start our activities, and through the implementation of projects, we will secure resources for further operation. At the same time, we plan to start implementing educational activities, funded through the Office of Labor, Social Affairs and the Family.

11. Application annexes

11.1. Compulsory annexes to be submitted along with the project application

#	Title	Prescribed Form	Document submitted
1	Project Budget as templated in the Project Application Form.	Yes	Yes
2	Questionnaire (incl. the Sustainability Plan)	Yes	Yes

11.2. List of optional annexes

1	Partnership Statement - Partner 1
2	Partnership Statement - Partner 2
3	Survey by Partner 1
4	

Notes

12. List of consultants

The following consultants have been involved in the preparation of this Project Application:

#	Name	Position	Organisation
1	Andrea Pavlíková	Project Manager	Development agency of Banská Bystrica self-governing region
2	Zuzana Poláčková	Researcher	The Institute for Forecasting of the Slovak Academy of Sciences
3	Petra Mikulášová	External consultant	Ministry of culture
4			
5			
6			
7			
8			

13. Statutory declaration

I hereby declare that I am duly authorized to submit this Project Application (hereinafter referred to as "Application") in the name of my organization and that I had thoroughly reviewed all statements and information provided herein and that they are true, correct and accurate. I confirm that this Project will be carried out as described in this Application and that the grant requested reflects correctly what is reasonably needed as a minimum for the Project to proceed and to be completed.

I hereby declare that if the Project is supported, the Ministry of investments, regional development and informatization of the Slovak Republic and the FMO may publish the summary of the Project and/or any information contained in this Application that they deem necessary under their sole discretion on their web sites.

By signing the Application, I request granting the first advance payment in accordance with the terms of the call.

I hereby declare that any documents required to be submitted before the conclusion of the Project Contract shall be submitted and will be submitted accurately, correctly and without changing any of the data.

I hereby declare that all the results of the Project shall be available to the public during the in-force period of the Project Contract and under the terms specified in the Project Contract. In this regard, I hereby declare that I accept full responsibility for the settlement of all claims related to but not limited to the publication of these results and/or this Application, so their disclosure cannot be considered as a breach of the relevant legislation, for example the Copyright Act, Commercial Code and the Law on Personal Data Protection. To this end, by submitting this Application I also consent to the Privacy Statement listed in Annex 1 to the Guideline for Applicant. My organization shall defend the Ministry of investments, regional development and informatization of the Slovak Republic and hold harmless against any third party claims relating to but not limited to the publication of the above mentioned.

I hereby declare that the applicant and the partners:

- have settled financial relations with the state budget;
- do not have tax liabilities;
- do not have health insurance, social insurance and retirement savings liabilities;

- did not violate the prohibition of illegal work and illegal employment under special legislation for the period of its effectiveness (1 April 2005) and in case of illegal employment of foreigner under § 2. 2 point. c) of Act. 82/2005 Z. z. on illegal work and illegal employment and amending certain acts for a period of five years from the violation of this prohibition

I hereby declare that no significant change shall occur in the period from the submission of the Application until the conclusion of the Project Contract, which:

- a) affects the nature of the Project or its implementation, or which provides an unfair advantage to any entity
- b) relates to the change in the ownership of an infrastructural item or a part of it, or the abortion of production activities.

I am aware that in case of violation of this declaration or these declarations, the grant may not be granted and thus the Ministry of investments, regional development and informatization of the Slovak Republic is entitled to request the entire amount of the grant provided. By submitting this Application I consent to this Declaration and to all of the above mentioned (even if the Application is not signed).

	Statutory	Second statutory, if needed
Name	Michaela Mudroňová	
Signature (and stamp), if relevant		
Job Position	Statutory	
Date	<div>Day</div> <div>1</div> <div>Month</div> <div>3</div> <div>Year</div> <div>2021</div>	<div>Day</div> <div></div> <div>Month</div> <div></div> <div>Year</div> <div></div>

PROJECT BUDGET

PROJECT BUDGET - DIRECT EXPENDITURE

Applicant:	Agentúra práce BBSK, n.o.	Direct Expenditure:	108 114 €
Partner1:	Slovenské národné stredisko pre ľudské práva	Indirect Costs:	10 150 €
Partner2:	Stiftelsen Mangfold i arbeidslivet	Reserve:	6 200 €
Partner3:		In-kind contributions:	
Partner4:		Total Eligible Expenditure:	124 464 €

Expenditure Item	Unit	Quantity	Unit Costs	Total Amount	Type of Expenditure	Activity	Budget Heading	Incurred by	Comments
1 Activity 1.1, Activity 1.2 - Preparatory study about practical use of AA in Slovakia and Abroad; Seminar on AA and Diversity Management on Workplace	set	1	560	560	Cost of staff assigned to the project	Activity1	Current expenses - on staff	Partner1	Wages for two trainers (more than 5 years of experience in AA and diversity management) - preparation: 8 hours + conducting training 4 hours + follow-up: 2 hours x 2 trainers - 28 hours x 20 EUR = 560 eur
2 Activity 1.1, Activity 1.2 - Preparatory study about practical use of AA in Slovakia and Abroad; Seminar on AA and Diversity Management on Workplace	set	1	4950	4950	Costs entailed by other contracts	Activity1	Current expenses - other	Partner1	Fee payable to the research conducting the study (based on the Contract for Work in accordance to Copyright Act) - 4 950 EUR;
3 Activity 1.1, Activity 1.2 - Preparatory study about practical use of AA in Slovakia and Abroad; Seminar on AA and Diversity Management on Workplace	set	1	1250	1250	Costs entailed by other contracts	Activity1	Current expenses - other	Partner1	Conference room rental + catering for approx.20 participants + accomodation for approx. 10 participants (B&B -1 night) - 1 250 EUR;
4 Activity 1.3 - Raising awareness and fostering partnerships with key stakeholders	set	1	1600	1600	Cost of staff assigned to the project	Activity1	Current expenses - on staff	Partner1	Wages for facilitators/presenters (more than 5 years of experience in AA and diversity management) - preparation: 2 hours + conducting the event: 4 hours + follow up: 2 hours x 5 events x 20 EUR x 2 facilitators = 1 600 EUR
5 Activity 1.3 - Raising awareness and fostering partnerships with key stakeholders	set	1	6250	6250	Costs entailed by other contracts	Activity1	Current expenses - other	Partner1	Conference room rental + catering for approx 15 people + accomodation for approx. 3 people (B&B - 1 night) + 5 networking events x 1 250 EUR/event = 6 250 EUR
6 Activity 1.4 Guidebook on AA + Activity 1.1 Preparatory study about practical use of AA in Slovakia and Abroad	set	1	3200	3200	Cost of staff assigned to the project	Activity1	Current expenses - on staff	Partner1	Wages for authors creating the handbook (more than 5 years of work experience on AA and Diversity Management) - 160 hours x 20 EUR = 3 200 EUR
7 Activity 1.4 Guidebook on AA + Activity 1.1 Preparatory study about practical use of AA in Slovakia and Abroad	set	1	1000	1000	Costs entailed by other contracts	Activity1	Current expenses - other	Partner1	Editorial (+ language corrections) and graphic works on both publication - study and guidebook (paid as a invoiced service) - 2 x 500 EUR = 1 000 EUR
8 Activity 2.1, 2.2., 2.4 - Fostering Cooperation and Partnerships with Employers	set	1	20275	20275	Cost of staff assigned to the project	Activity2	Current expenses - on staff	Applicant	Employment Coordinator Half - time permanent employee 1/2 x 1 622 EUR x 25 months
9 Activity 2.3 Study trip to Norway	set	1	2055	2055	Travel and subsistence allowances for staff	Activity2	Current expenses - travel	Partner1	Travel expenses - Partner 1's trip to Norway - Travel costs: number of persons - 2, flat-rate compensation 275 EUR / day x 2 days = 1 100 EUR + 137,50 EUR / last day = 275 EUR Transport costs: number of persons - 2, return tickets +transfer Vienna / Bratislava 340 EUR = 680 EUR

PROJECT BUDGET

Applicant:	Agentúra práce BBSK, n.o.	Direct Expenditure:	108 114 €
Partner1:	Slovenské národné stredisko pre ľudské práva	Indirect Costs:	10 150 €
Partner2:	Stiftelsen Mangfold i arbeidslivet	Reserve:	6 200 €
Partner3:		In-kind contributions:	
Partner4:		Total Eligible Expenditure:	124 464 €

Expenditure Item	Unit	Quantity	Unit Costs	Total Amount	Type of Expenditure	Activity	Budget Heading	Incurred by	Comments
10 Activity 2.3 Study trip to Norway	set	1	5137	5137	Travel and subsistence allowances for staff	Activity2	Current expenses - travel	Applicant	Travel expenses - Applicant's trip to Norway with employers - Travel costs: number of persons - 5, flat-rate compensation 275 EUR / day x 2 days = 2 750 EUR + 137,50 EUR / last day = 687 EUR; Transport costs: number of persons - 5, return tickets +transfer Vienna / Bratislava 340 EUR = 1700 EUR
11 Activity 3.1., 3.2., 3.3. Training and Supervision in the provision of supported employment services	set	1	18930	18930	Cost of staff assigned to the project	Activity3	Current expenses - on staff	Applicant	Training in the provision of supported employment services provided by external trainers - 6 days x 8 hours = 48 hours of training + 48 hours of preparation = 96 hours x 30 EUR = 2 880 EUR; 1/2 Roma Senior MRC Job Advisor - Half - time permanent employee 1/2 x 1284 EUR x 25 months = 16 050 EUR
12 Activity 5 Transfer of good practices from Norway and fostering mutual learning among partners	set	1	8640	8640	Cost of staff assigned to the project	Activity5	Current expenses - on staff	Partner2	Participation on Preparation Study: 72 EUR/hour x 8 hours/day x 15 day = 8 640 EUR
Activity 5 Transfer of good practices from Norway and fostering mutual learning among partners	set	1	787	787	Travel and subsistence allowances for staff	Activity5	Current expenses - travel	Partner2	Travel expenses - Partner 2's trip to Slovakia - number of persons - 1 x 2 days, flat-rate compensation 205 EUR / day + 102 EUR / last day = 307 EUR; Transport costs: number of persons - 1, return tickets Vienna / Oslo 340 EUR,return transfer Vienna - Lučenec = 140 EUR;

PROJECT BUDGET

Applicant:	Agentúra práce BBSK, n.o.	Direct Expenditure:	108 114 €
Partner1:	Slovenské národné stredisko pre ľudské práva	Indirect Costs:	10 150 €
Partner2:	Stiftelsen Mangfold i arbeidslivet	Reserve:	6 200 €
Partner3:		In-kind contributions:	
Partner4:		Total Eligible Expenditure:	124 464 €

	Expenditure Item	Unit	Quantity	Unit Costs	Total Amount	Type of Expenditure	Activity	Budget Heading	Incurred by	Comments
13	Activity 5 Transfer of good practices from Norway and fostering mutual learning among partners	set	1	2880	2880	Cost of staff assigned to the project	Activity5	Current expenses - on staff	Partner2	participation on Seminar on AA - 2 days x 8 hours x 72 EUR - 1 152 EUR, hosting 3 days study trip of Slovak participants in Norway - 3 days x 8 hours x 72 EUR - 1 728 EUR
14	Project Management		1	9000	9000	Cost of staff assigned to the project	Project Management	Current expenses - on staff	Applicant	Partnership Contracts - precise definition of the tasks involved, - specification of the project plan, identification of outputs, description of activities with the determination of responsibility for their management, project timetable Wages of staff responsible for project management (as described in the application form), total labor price corresponds to average prices in the branche
15	Project Management	set	1	3600	3600	Cost of staff assigned to the project	Project Management	Current expenses - on staff	Partner1	Wages of staff responsible for project management (as described in the application form), total labor price corresponds to average prices in the branche. Wage of an employee (project management experience + 4 years) 25 monthsx10hours/month
16	Publicity and cross - cutting activities	set	1	2200	2200	Costs arising from project contract	Activity7	Current expenses - mandatory publicity	Applicant	establishment and regular updates of a comprehensive set of webpages - 700 EUR, opening conference = 500 EUR, closing conference - 1000 EUR
17	Publicity and cross - cutting activities	set	1	2800	2800	Costs entailed by other contracts	Activity7	Current expenses - propagation and dissemination	Applicant	seminar, networking events, 3 study visit meetings, Community Council event
18	Propagation and dissemination	set	1	4600	4600	Costs entailed by other contracts	Activity6	Current expenses - propagation and dissemination	Applicant	Project banners, native articles, press releases, social media posts - Facebook, merch - folders, blocks, mugs.
19	Propagation and dissemination	set	1	3500	3500	Costs entailed by other contracts	Activity6	Current expenses - propagation and dissemination	Partner1	Project banners, native articles, press releases, blogs, podcasts, videos, social media posts, merch - folders, blocks, mugs, t-shirts, leaflets, brochures, publications - guidebook + preparatory study, videos.
20	Propagation and dissemination	set	1	2500	2500	Cost of staff assigned to the project	Activity6	Current expenses - on staff	Partner1	Wage of an employee (communication specialist, 3+ years of experience): 25 months x 10 hours/month (10 EUR / hour)
21	Audit Reports	unit	2	1200	2400	Costs arising from project contract	Project Management	Current expenses - on staff	Partner2	Expenditure on expert opinion on the economic efficiency of expenditure
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PROJECT BUDGET

Applicant:	Agentúra práce BBSK, n.o.	Direct Expenditure:	108 114 €
Partner1:	Slovenské národné stredisko pre ľudské práva	Indirect Costs:	10 150 €
Partner2:	Stiftelsen Mangfold i arbeidslivet	Reserve:	6 200 €
Partner3:		In-kind contributions:	
Partner4:		Total Eligible Expenditure:	124 464 €

	Expenditure Item	Unit	Quantity	Unit Costs	Total Amount	Type of Expenditure	Activity	Budget Heading	Incurred by	Comments
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PROJECT BUDGET

Applicant:	Agentúra práce BBSK, n.o.	Direct Expenditure:	108 114 €
Partner1:	Slovenské národné stredisko pre ľudské práva	Indirect Costs:	10 150 €
Partner2:	Stiftelsen Mangfold i arbeidslivet	Reserve:	6 200 €
Partner3:		In-kind contributions:	
Partner4:		Total Eligible Expenditure:	124 464 €

	Expenditure Item	Unit	Quantity	Unit Costs	Total Amount	Type of Expenditure	Activity	Budget Heading	Incurred by	Comments
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Project Outputs

		Related costs (automatic)	% on Total Eligible Expenditure
Project Management	Project Management	15000	12,05%
Output1	Services to Marginalised Roma Communities provided	34530	27,74%
Output2	Capacities of organisations active in the social inclusion of marginalised Roma communities increased	58584	47,07%
Output3		0	0,00%

DIRECT EXPENDITURE	108114
INDIRECT COSTS	10150
RESERVE	6200
IN-KIND CONTRIBUTIONS	0
TOTAL ELIGIBLE EXPENDITURE	124464

Project Activities

		Relates to output No	Related costs (automatic)	% on Total Eligible Expenditure	Activities - filtered
Project Management	Project Management	Project Management	15000	12,05%	Project Management
Activity1	Raising awareness and building technical capacities of employers and other key stakeholders on use of aff	Capacities of organisations active in the social inclusion of marginalised Roma communities increased	18810	15,11%	Activity1
Activity2	Fostering Cooperation and Partnerships with Employers	Capacities of organisations active in the social inclusion of marginalised Roma communities increased	27467	22,07%	Activity2
Activity3	Cooperation with community centres and local NGOs	Services to Marginalised Roma Communities provided	18930	15,21%	Activity3
Activity4	Transformation of project results into national and regional policies	Capacities of organisations active in the social inclusion of marginalised Roma communities increased	0	0,00%	Activity4
Activity5	Transfer of good practices from Norway and fostering mutual learning among partners	Capacities of organisations active in the social inclusion of marginalised Roma communities increased	12307	9,89%	Activity5
Activity6	Propagation and dissemination of the outcomes and outputs of the Project	Services to Marginalised Roma Communities provided	10600	8,52%	Activity6
Activity7	Publicity and cross-cutting activities	Services to Marginalised Roma Communities provided	5000	4,02%	Activity7
Activity8		0	0	0,00%	

DIRECT EXPENDITURE	108114
INDIRECT COSTS	10150
RESERVE	6200
IN-KIND CONTRIBUTIONS	0
TOTAL ELIGIBLE EXPENDITURE	124464

Project Budget by Budget Headings

		Related costs (automatic)	% on Total Eligible Expenditure	Infrastructure (Investment costs+reserve)	Non-investment costs (current costs + indirect costs + in-kind)
Chapter1	Investment costs - Infrastructure	0	0,00%	6200	118264
Chapter2	Investment costs - Equipment	0	0,00%	5,00%	95,00%
Chapter3	Investment costs - Other assets	0	0,00%		
Chapter4	Current expenses - on staff	73585	59,00%		
Chapter5	Current expenses - mandatory publicity	2200	2,00%		

Chapter6	Current expenses - propagation and dissemination	10900	9,00%
Chapter7	Current expenses - purchase of material	0	0,00%
Chapter8	Current expenses - travel	7979	6,00%
Chapter9	Current expenses - office equipment	0	0,00%
Chapter10	Current expenses - running costs	0	0,00%
Chapter11	Current expenses - depreciation	0	0,00%
Chapter12	Current expenses - other	13450	11,00%

DIRECT EXPENDITURE	108114
INDIRECT COSTS	10150
RESERVE	6200
IN-KIND CONTRIBUTIONS	0
TOTAL ELIGIBLE EXPENDITURE	124464

Project Budget by Entities and Activities

Entity	Applicant	Partner1	Partner2	Partner3	Partner4	TOTAL	% of DIRECT EXPENDITURE
Activity	Agentúra práce BBSK, n.o.	Slovenské národné stredisko pre ľudské zdroje	Stiftelsen Mangfold i arbeidslivet				
Project Management	9000	3600	2400	0	0	15000	14%
Raising awareness and building technical capacities of employers and other key stakeholders on use of affirmative actions	0	18810	0	0	0	18810	17%
Fostering Cooperation and Partnerships with Employers	25412	2055	0	0	0	27467	25%
Cooperation with community centres and local NGOs	18930	0	0	0	0	18930	18%
Transformation of project results into national and regional policies	0	0	0	0	0	0	0%
Transfer of good practices from Norway and fostering mutual learning among partners	0	0	12307	0	0	12307	11%
Propagation and dissemination of the outcomes and outputs of the Project	4600	6000	0	0	0	10600	10%
Publicity and cross-cutting activities	5000	0	0	0	0	5000	5%
	0	0	0	0	0	0	0%
TOTAL	62942	30465	14707	0	0	108114	

[illegible]

Land and real estate	0	0	0	0	0	0	0	0	0	0	0	0
Consumables and supplies	0	0	0	0	0	0	0	0	0	0	0	0
Costs entailed by other contracts	0	13 450	0	0	0	0	8 100	2 800	0	24 350	20%	
Costs arising from project contract	2 400	0	0	0	0	0	0	2 200	0	4 600	4%	
INDIRECT COSTS - Reg. Art. 8.5										10150	8%	
RESERVE - Reg. Art. 7.6.3.k)										6200	5%	
IN-KIND CONTRIBUTIONS - Reg. Art. 6.4.5										0	0%	
TOTAL ELIGIBLE COSTS	15 000	18 810	27 467	18 930	0	12 307	10 600	5 000	0	124 464		
% TOTAL COSTS	12%	15%	22%	15%	0%	10%	9%	4%	0%	100%		

TOP TEN BIGGEST EXPENDITURE ITEMS	Amount	% on total eligible expenditure
Activity 2.1, 2.2, 2.4 - Fostering Cooperation and Partnerships with Employers	20275	16%
Activity 3.1., 3.2., 3.3. Training and Supervision in the provision of supported employment services	18930	15%
Project Management	9000	7%
Activity 5 Transfer of good practices from Norway and fostering mutual learning among partners	8640	7%
Activity 1.3 - Raising awareness and fostering partnerships with key stakeholders	6250	5%
Activity 2.3 Study trip to Norway	5137	4%
Activity 1.1, Activity 1.2 - Preparatory study about practical use of AA in Slovakia and Abroad; Seminar on AA and Diversity Management on Workplace	4950	4%
Propagation and dissemination	4600	4%
Project Management	3600	3%
Propagation and dissemination	3500	3%

Expected schedule

