

ANNEX III TO THE GRANT AGREEMENT COMPRISING

1.- FINAL ACTIVITY REPORT TEMPLATE TO BE USED BY BENEFICIARIES WHOSE ACTIONS HAVE BEEN AWARDED GRANTS BY DG EMPLOYMENT, SOCIAL AFFAIRS AND EQUAL OPPORTUNITIES

2.- TEMPLATE STRUCTURE FOR EXECUTIVE SUMMARY

3.- COMPULSORY MENTIONS OF EUROPEAN UNION SUPPORT

EUROPEAN UNION PROGRAMME FOR EMPLOYMENT AND SOCIAL SOLIDARITY – PROGRESS 2007-2013

1.- FINAL ACTIVITY REPORT TEMPLATE TO BE USED BY BENEFICIARIES WHOSE ACTIONS HAVE BEEN AWARDED GRANTS BY DG EMPLOYMENT, SOCIAL AFFAIRS AND EQUAL OPPORTUNITIES

This exercise should tell us how the EU-funded action has progressed and what was achieved in the funding period.

It is divided in three different parts.

- The first part refers to a more qualitative self-assessment of your work.
- The second part concerns quantitative information related to your work that we will request you to collect, compile and present. You are asked to fill in only the fields which are applicable to your action. This information will be used for the performance monitoring of PROGRESS, your funding programme.
You will be able to compile most of the required information from your internal files. However, please note that in the case of events (seminars, conferences and similar) we expect you to carry out a short participants satisfaction survey, which would include the standard questions provided below (please see footnote ¹ for more information).
- Lastly, the list of evidence and annexes to be attached is given at the end of the third part.

This form must be completed in English.

The deadline for returning your Final Activity Report including the financial report and your evidence is indicated in Article I.5 of your grant agreement.

I.- QUALITATIVE INFORMATION

I.1- Results

1. List the original goals and objectives of the action as set out in the grant agreement, and explain how they were met during the implementation period. Please,
- focus on the *results/outcomes* of your action (i.e., benefits to the target group(s) addressed by your action);
 - include detail on what *change* your action has brought about;
 - explain the added value of the action, i.e. the lasting impact and/or multiplier effect.

Important: please note that all activities and deliverables must be presented not here but in the next box)

Since 2009, when the new Discrimination Act came into force, an important question has been to properly define the role of the civil society in terms of discrimination matters. Not only in terms of promoting equal rights and opportunities, which have always been an important task for many of the NGO:s, but also in terms of the new legal possibilities to give advice to complainants and when needed bring an action on behalf of a complainant into litigation or to court.

In April 2010 the Equality Ombudsman made a report to the Government (IJ2009/1452/DISK) about "experiences of discrimination". The report concluded that there is a great need for more effective information spots and local support structures if individuals should have real access to redress and justice.

Given this framework, the main strategy of the project Roadmap to Equality – Empowerment and Access to Justice was to reach out to relevant parts of the civil society and at the same time have a local focus to be able to strengthen the daily arena for discrimination work. The Equality Ombudsman also chose a qualitative approach, with less activities but spending longer time and giving more attention to each activity, in order to reach the main goals of the project:

- the concrete building of local networks between different NGO:s working with discrimination matters,
- better understanding of the mechanisms behind discrimination, with a special focus on the structures in the local arena,
- collecting of good practice in relation to the selected themes of the project.

To meet these ends five different types of activities were organised:

- 1) A workshop (two days long) with representatives from the local antidiscrimination bureaus (ADB) in Sweden to have a joint planning of the project. There we selected the four cities that should be pilot cities further on in the project period. We also discussed experiences with the Litigation Association in Austria, to get a better understanding of what is needed to enable the antidiscrimination bureaus to bring a legal action on behalf of a discriminated person.
- 2) Two seminars (three days each) with the same representatives from NGO:s especially relevant for the Ombudsman's aim to help build a broader network of organisations that engage themselves actively in antidiscrimination campaigns and other forms of discrimination work. The seminars processed discussions and exchanged ideas about methods already used within the civil society to obtain rights and possibilities for their membership base or target groups.
- 3) Four visits to different pilot cities, arranged in cooperation with the local antidiscrimination bureaus, in contact with local NGO:s and local and regional authorities responsible for different public services and affairs. In one city also local companies in the housing market

was a target group.

- 4) An educational seminar with folk high school teachers and Human Rights lawyers to disseminate the findings during the project.
- 5) A national concluding conference directed to the responsible authorities, politicians and civil servants to disseminate the results of the project and engage the responsible party in discussions with representatives of the civil society around the themes processed in the project.

An inspiration manual or book was produced, and the web was used to follow the project. Parts of the work to establish the possibility to make a complaint by the web was done during the project.

What did we achieve?

- 1) 17 representatives from most of the antidiscrimination bureaus attended the ADB-workshop. The workshop selected and prepared the pilot city visits. This cooperation between the Equality Ombudsman and the antidiscrimination bureaus was key to be able to organise the visits in a good fashion. The workshop helped building the national coordination of the antidiscrimination bureaus through these discussions, and especially inspired the recently started bureaus in how to establish themselves. The workshop programme also contained a lecture by The Litigation Association in Austria. This contribution was a long desired exchange of experiences around the role of the civil society in terms of bringing legal actions before court in discrimination matters.
 - 2) 18 people from different NGO:s working with antidiscrimination strategies attended the methodological seminars. It was important for them all to be able to discuss and exchange experiences over methods in promoting equal rights and possibilities between themselves and with staff from the Equality Ombudsman. These discussions, in combination with the six days stay in a training centre away from town, practically built a strong network between important organisations in the civil society where many of them had never before met each other. The activity also gave an important input to the "inspiration book" produced at the end of the project, where the last chapter is built on the methods used by the civil society.
 - 3) In the pilot city visits the Equality Ombudsman were able to meet with a substantial number of NGO:s and with civil servants or local or regional governments to discuss ways of working to promote equal rights and opportunities. While planning the pilot activities the Equality Ombudsman chose to limit the programme to one socio-political theme in each city. This limitation was necessary to arrive at some results in terms of good practice, but also to make it possible with qualitative discussions with the local NGO:s. Arranging these visits we worked with intersectionality as a principle – i.e. we tried to take all seven discrimination grounds, and their intersecting points, into account all the time.
- 3a) Thus, in the city of Malmö we discussed the question of adult education, labour market measures and job possibilities. During the week we met with ten different education sites and job seeking activities, mainly among the NGO:s in Malmö working against ethnic discrimination. We visited a special school for Roma adults and a Roma cultural centre, as well as job programmes organised by the Somaliland Association. We also had a discussion with the local government on how to take advantage of all the good practice that could be found within the civil society activities. One result of the week has been the quick growth of the newly started antidiscrimination bureau, which widely broadened its networks and contacts both with other NGO:s and with the city of Malmö.
- 3b) In Eskilstuna we focused on housing discrimination and the rights or accessibility to housing. Starting the week we organised open lectures at the university on the matter of housing discrimination and a panel discussion at the end. Both activities attracted some 50 participants, mainly from the housing arena. In between we met with three big housing companies in the city, discussion how non-discriminatory practice could be built within the company's practice. We also organised three visits to different suburbs in the city, to have public meetings with tenants in the area, and one special meeting with a Roma group – as the Roma people are often subjected to direct and visible housing

discrimination. Discussions were held with responsible people for discrimination matters in the local government, for instance with the civil servant responsible for dialogue with national minorities. The concrete outcome of the week was the creation of a local antidiscrimination network, containing also representatives from the housing companies.

3c) In Gothenburg the possibility to obtain equal health treatment free from discrimination was in focus. The Equality Ombudsman met and discussed with a good number of representatives for hospitals, health education sites and responsible for health matters in the local and regional governments. We also met with patient associations and other NGO:s related to health questions. The week ended with a panel discussion with 80 participants. One result of the week was to produce more knowledge to the already prioritised work of the Ombudsman around health questions, and to give input to the inspiration book. Another result was to knit the already existing network of key people working in the health sector with the staff of the newly started Human Rights Committee in the region.

3d) In Umeå the project concentrated on the overall question of influence and involvement on the part of the civil society in political decision making and public affairs. Umeå is commissioned by the government to have Human Rights dialogues in relation to the national minorities, and especially to the Sami indigenous people. The local government has begun to build a more inclusive model for these dialogues concerning the Sami and the Sweden Finns/Tornedalers including also Finnish Roma people in the city region. The week started with a panel discussion with one of the mayors and representatives from the civil society which was attended by 45 people. During the week the project group had discussions with different Sami organisations, with a new gender equality network, with the main LGBT-organisation, with the municipality responsible for support to the civil society, the umbrella organisation for disability questions and other organisations of interest. A local HR-network was founded after the week as one result from the discussions.

- 4) 30 people took part in the educational seminar for folk high school teachers and HR-lawyers. The project had chosen these two professional groups for the educational because they often meet students or clients that experience discrimination. A two day educational is really too short to be able to process and discuss methods of working with discrimination matters in your professional work – but a fairly good start it was.
- 5) The national concluding conference was attended by nearly 200 participants. The programme was very rich, with six different seminars and four plenary sessions covering all the lessons learned throughout the project. Discussions were being organised between the responsible authorities and representatives from the civil society on each theme. The book “Roadmap to equality – inspiration for local discrimination work” was distributed to all participants.

What lasting effects can the project bring about?

One year’s activity is too little time to achieve long term goals. The Equality Ombudsman do think, however, that the project have laid some very important basis for the necessary long term changes.

The embryos of local HR-networks are important, and will be built-up further in 2012 through new visits. The cooperation between the Equality Ombudsman and the local antidiscrimination bureaus around information, giving advice and receive complaints concerning discrimination will deepen in the coming years. The possibility to make complaints directly on the web will be launched during 2012 – to make it easier for complainants to have access to roads for redress.

Distribution of the “inspiration book” (4 000 copies) to the core target group – local parts of the civil society that engage in antidiscrimination strategies and human rights work – will take place in 2012. It will give further input to the local civil society to act on discrimination matters and know where to turn and why.

Dialogues with state authorities and municipalities responsible for the adult education, labour market measures, housing, health services and dialogues with the civil society will be taken up in 2012-2013.

2. Summary of progress of your action (please summarise your action as well as any <i>difficulties</i> you have faced in implementing it).		
Please shortly present your project plan/activity plan as outlined in the approved action grant agreement	Please describe the activities and deliverables in the action	Describe any variance from the original action plan. Describe how and why, provide justification of the change(s) made and impact on project implementation
December 2010-February 2011	Preparation and planning process	It was a difficulty that the Equality Ombudsman got a very late confirmation if the project has been approved or not. The whole process of the project was delayed by this. It is nearly impossible to start preparation beforehand when the project concerns many other people both inside and outside of the project owner's organisation.
December 2010-October 2011	Meeting with national reference group	Due to the late confirmation of the approval the national reference group could not meet for the first time until mid-April. As the whole project was delayed we also thought it best to have some action to report back to the reference group, therefore the meeting took place after the first pilot city visit. The second meeting took place in the beginning of September, when most of the activities had been completed. The national reference group also attended the concluding conference in November.
January 2011	Training session for anti-discrimination bureaux, 2 days	This took place in mid-February instead of January. Apart from the time delay the Training session went well, and no change of plans had to be made.
February 2011-June 2011	Three extended seminars, board and lodging format, directed to the target groups in the civil society	Again, time delay made it impossible to arrange three consecutive seminars of 3 days each with the same representatives for the selected organisations in the civil society. It became 2 seminars of 3 days each. The organisations that we recruited the participants from needed some sort of economic support to be able to lend their expertise to the project. The ombudsman made an application for a renewed budget to make it possible to give financial support to the participating organisations. The amended budget was approved by the Commission 2011-03-30. The result of the seminars

		<p>where very good producing important content to the inspiration book.</p>
<p>March 2011-August 2011</p>	<p>Four pilot city visits of one week each, to connect with different target groups, examining ways forward for access to rights and strategies for change</p>	<p>The pilot city visits took place i April, may, August and the beginning of September. They all went very well, though in partly different forms and around different questions. They produced important content to the inspiration book, and became an important basis for future work.</p>
<p>February 2011-September 2011</p>	<p>Documentation and writing of experiences, good methods and result of pilot projects, seminars and other activities</p>	<p>Again, this phase of the work was delayed until we had completed the extended seminars and two of the pilot city visits. Even when writing down all minutes from the two first city visits and the seminar discussions, it was difficult to know how this should be used and processed before the completion of all the main activities. In reality this meant that the project wrote and rewrote and edited the inspiration book in September and October, just in time to get it printed and distributed at the concluding conference.</p>
<p>September 2011-November 2011</p>	<p>Design, layout and printing and construction of web material</p>	<p>Design, layout and printing was done according to time table. Construction of web material was divided into two parts – 1) following the project and its different activities was done all through the project period, starting with the first activities, publishing the projects different parts in many different web pages under a common heading in www.do.se . 2) The construction of “online complaint” turned out to be technically complicated and cost more money than planned. Thus the project financed part of the work, within the project budget and project period, and the final construction will be published in the spring 2012.</p>
<p>October 2011</p>	<p>Training session for FHS-teachers and HR-lawyers in a Folk High School</p>	<p>The training session – Educational Seminar 20-21/10 – took place in the same training centre as the other workshop and seminars because it was accessible for people with disabilities and we got a good price having all seminars in the same place. The session went well. One problem was the lack of time to do more targeted recruitment. The invitation went out from the</p>

		<p>Folk High School Union, inviting all folk high schools to send participants. But some folk high schools have more experience than others in working with discrimination matters. Maybe the result had been a bit more poignant if we had had the time to choose more consciously between the schools. Given this reflection the seminar turned out well and the participants were very happy with it.</p>
<p>August 2011-November 2011</p>	<p>Marketing project conference</p>	<p>A big part of the marketing job was done from person to person, engaging all the antidiscrimination bureaux in the process of "spreading the word". Also, during all activities within the project the conference was mentioned. The scarcity of time became one obstacle. We wanted the conference to reflect the activities and the "findings" of the project. The last pilot week was held in the beginning of September. It was difficult to set the final programme until thereafter. The programme was composed with 42 active participants in seminars and plenary sessions and approximately 130 listeners. In this way it truly became a working conference, taking one step more into understanding of the subjects. But it was tricky to get it in place on time.</p>
<p>November 2011</p>	<p>National Conference</p>	<p>We achieved the goal of 180-200 participants – from small grassroots networks and local organisations to big authorities with formal responsibilities in discrimination matters. One interesting thing is the sprawling evaluation, ranking different parts of the conference programme from 1 -5, without any visible logic. The conclusion, possibly, is that the participants chose seminars according to different interests, and reacted differently to the panels and discussions in relation to the background they represented. Would it have been better with a more coherent audience? Maybe, but then it would not really have reflected the project and its results in the same manner. The conference in itself became another meeting space to strengthen the antidiscrimination networks built during the project.</p>

November 2011	Evaluation workshop with project team	Towards the end of the project period, Ramböll was engaged to do an external evaluation. We wanted to see the effects of our pilot weeks in relation to some of the NGOs we had met. We chose to make a smaller, qualitative evaluation, with telephone interviews with four NGOs in Malrnö and four NGOs in Umeå. Ramböll presented its evaluation to a group of DO staff comprising of the project team, the project steering committee and the management team of the Ombudsman.
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3. Has your project had a transnational dimension?

Yes: No:

If yes, please describe it.

In the first activity of the project, the ADB-workshop, we had a visit and lecture from the Litigation Association in Austria. With the new possibility on the part of the NGO:s in Sweden to bring legal actions before court in discrimination matters it has become important to study what the NGO:s do in other countries in similar situations.

4. Were there any partners and/or stakeholders involved in your project?

Yes: No:

If yes, please list here all partners and/or stakeholders and describe the contribution they made to the action. Has the role of any of the partners changed during implementation? If yes, please explain how and why.

The Equality Ombudsman was a sole project owner. There was no other formal partner or stakeholder engaged. But in relation to many of the activities the antidiscrimination bureaus took an active part in planning, acting and disseminating the project activities and project results. The four ADB:s in the four pilot cities organised a big part of the visit in their city. The NGO:s that took part in the extensive methodological seminars in May and June produced important material to the inspiration book. All of these organisations also gave active support to the project by spreading the experience and recruiting participants to the concluding conference. These "partnerships" evolved over time during the project, also in relation to the interest and trust that was built during the activities. The project supported the organisations financially for lending their expertise and time to the project.

5. How did you make sure that equality considerations were taken into account in your work? These can relate to ensuring an appropriate mix of people in your team, ensuring that all activities were accessible to all, making sure that all dimensions, in particular the gender dimension, were taken into account in your work.

The Equality Ombudsman oversees compliance with the Discrimination Act and one of our general tasks is to promote equal rights and opportunities to combat discrimination. The Ombudsman always strive to have a appropriate mix of participants in our actions, to have accessible programmes, rooms and activities for everybody, and we always try to work with an intersectional understanding of the Discrimination Act.

6.

Yes: No:

If yes, please explain the next steps.

The Equality Ombudsman will return to the four pilot cities during 2012. Returning, we will together with the local antidiscrimination bureaus organise broader meetings to build stronger local HR-networks to promote equal rights and possibilities in the city. In these visits we will also try to meet again with local authorities, building dialogue around methodological development for antidiscrimination policies and responsibilities. We will also exchange experiences with the Association for municipalities and regions in Sweden on good examples for involvement and influence on the part of the civil society in the decision making processes in the municipalities and authorities. The inspiration book will be widely distributed to the main target group. We will organise follow up seminars and other activities together with the cooperating partners of the project in Swedish yearly events like Almedalen, Pride and the Human Rights Days.

I.2- Lessons learned and dissemination of results

One core lesson from the project is the necessity of regular, effective and democratic dialogues between the civil society and the responsible authorities and municipalities if society wants to combat discrimination and promote equal rights and opportunities. The knowledge about discrimination, about its mechanisms and effects, lies within the civil society. Also important ideas about what kind of change should be brought about and how is more developed within different parts of the civil society. If authorities and municipalities want to be accurate and use appropriate means to get good results a dialogue with organisations and representatives for individuals exposed to discrimination is key. It is also a question of building mutual trust between inhabitants and authorities.

In 2011 the Human Rights Committee in the Region of Västra Götaland was formed in order to clarify the responsibility of the region in the west of Sweden. The Committee reports directly to the Region Board. It shall support the development of systematic work for human rights in its region. The aim is to promote the opportunities of all human beings to participate in the society on equal terms in Västra Götaland. To assist this task the Committee has a Human Rights Unit of 14 civil servants and a yearly budget of nearly 4 million euros. The Action Plan of the Committee covers both internal and external tasks. Central in the Action Plan is to "emphasize the advantages of working methods based on rights..." Among the external tasks are dialogues with relevant groups of inhabitants as a means to solve concrete problems of discrimination and mistreatment in order to protect, satisfy and promote the human rights. This is the first really conscious organisation of human rights affairs as a political arena in a Swedish region. It will be very important to follow its development.

Another important lesson is the need to work very concretely in order to reveal the mechanisms of discrimination. What do we mean by discriminatory structures and practices? How are they constructed? How do they work? Why do certain regulations drive discriminatory practices? What other ingredients can we see beside rules and routines that contribute to discrimination? In this project we have tried to look deeper into the details of discriminatory practices concerning three different socio-political arenas - labour market programmes, housing and health services. In each case we have come one little step further in understanding the methodology of discriminatory structures and practices. This understanding is essential to be able to respond to and combat discrimination.

Lastly, a very important lesson concerns the construction of the EU-projects itself. The Progress projects have meant important possibilities for state authorities and the civil society in Sweden to develop good practice and new tools to combat discrimination and promote equal rights and opportunities. But there is a sincere limitation in the one-year-based models for the Progress projects, especially since the approvals of the applications often comes very close to the formal start of the project. It would be much more effective to have 2-3 year projects with time enough to make a feasibility study, plan, organise, out and evaluate the action. Or make it possible for two or three partners to take turns, succeeding each other in taking responsibility for one year each of a longer project under the same headline, where the applications could be sent in at the same time. We hope that the next EU programmes for development projects could take these considerations into account.

8. Did you carry out any evaluation of the action performed?

Yes, external evaluation: Yes, internal evaluation: No:

If yes, please outline the key findings and conclusions of such evaluation.

Ramböll Management made a small, qualitative evaluation, by extensive telephone interviews with eight NGO:s in two of the pilot cities. The result was mainly positive. The NGO:s say that they have felt important, respected and listened to and that better contact has been established between the Ombudsman and the NGO:s through the project. Through the book and the concluding conference the importance of their work had been lifted up to the national level. They have a positive picture of the Ombudsman and a clear interest of future contact. They also reacted positively to the existence of an external evaluation – they think that this is uncommon when authorities meet with NGO:s. If the project is continued by more and regular contact between the Ombudsman and the NGO:s around common questions and goals the NGO:s estimate that this kind of project has given added value to their ongoing work for equal rights and opportunities.

In all bigger activities the project handed out written evaluation sheets with the three questions from the

“quantitative report template”. The evaluation was answered by 50-100 percent of the participants. The overall count is that points 4-5 get 70-95 percent of the possibilities given on a scale inbetween 1-5. The “free answers” mainly speak in the same direction, also giving important input for the future in terms of practical ideas and recommendations.

The project group made an internal evaluation that said that most of the project activities had functioned well but that it would have been even better if there would have been more time for planning and deeper target group analyses than was the case now. The main limitation is the very short time between the announcement of the approval and the start of the project.

9. News/success/best practice - We are very keen to hear about any success or good news from the actions that we fund. Please use the space below to tell us about any such news or if you have developed practices that you think others may want to know about or could benefit from. Please attach any relevant supporting information or material or explain where others can access it (e.g., website)

There are many interesting findings in terms of good practice in this project. Here is some of them:

The Human Rights Committee in Västra Götaland (see point 7, above)

Postal address: Enheten för rättighetsfrågor, Regionkansliet, Regionens Hus, 462 80 Vänersborg

Telephone: 010-441 00 00 (switchboard)

E-mail: rattighet.kansli@vgregion.se,

Web: www.vgregion.se/en/Regionkansliet/Human-rights/

Angereds Närsjukhus – Angered Hospital

A totally new way of thinking about the construction of a hospital. The whole structure, with clinics selected and health care prioritized is based on an extensive health profile of the population in the northwest of Gothenburg, where the hospital is situated. It is still not built into own localities, but existing temporarily in rebuilt quarters in administration offices in Angereds Torg. The new hospital building is scheduled to open in 2014. The hospital works with a lot of creative methods with information/communication and health promotion to reach out to the biggest immigrant population in the second largest town in Sweden.

Angered Hospital

Telephone: 031-332 67 00

More information is available at

www.angeredsnarsjukhus.se

Roadmap to Equality – an inspiration to local discrimination work

Chapter 4 of the book ”Vägar till rättigheter – en inspirationsbok i lokalt antidiskrimineringsarbete” contains nine different methods or ways of working used by the Human Rights NGO:s in the civil society to enhance their possibilities for breakthroughs and change. These methods might be useful to translate into English or other EU languages as they come directly out of the methodology seminars.

<http://do.se/sv/Material/Vagar-till-rattigheter/>

10. Adequate dissemination of findings and lessons is essential in ensuring the EU added value of the action. Therefore, please explain and describe how you involved relevant stakeholders during the action and whether there was any feedback:

The whole project focused on involvement and empowerment, mainly directed towards the participating organisations in the civil society but also to highlight good practice in the local communities in terms of labour market measures, housing and health development. See many of the points above (workshops and seminars, pilot weeks etc) and the results of the evaluations.

II.- SUMMARY QUANTITATIVE INFORMATION

Please note that quantitative performance information must be submitted in relation to all outputs delivered during the implementation of the action grant.

Please also note that you will be requested to submit to the Commission the following quantitative performance information by 15 January. In that case the information has to cover only the outputs delivered as part of your action during the preceding calendar year (i.e., 1 January – 31 December of the previous year). Such information will feed into PROGRESS Annual Performance Monitoring Report, which will be submitted to the European Parliament and the Council.

11. REPORTS	Unit	Planned	Actual
Were there any REPORTS (which include written outputs such as reports, analyses, studies, reviews, manuals, working papers, toolkits, etc.) produced as part of your action? Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/>			
<i>Guidance:</i> Please provide the total number of independent written outputs, irrespective of whether they were published or not. An output produced in several languages counts as a single output. Next please disaggregate the total number into the subcategories provided according to the written output's primary objective. A single output may fall into several categories (e.g., a study may aim at produce policy advice and at the same time to identify good practice).			
The total number of reports, of which	No.	[]	[1]
<ul style="list-style-type: none"> • <i>reports aimed at providing policy advice, research and analysis</i> 	No.	[insert]	[insert]
<ul style="list-style-type: none"> • <i>reports aimed at identifying good practices</i> 	No.		a 94-pages book/manual aiming mainly at the local level of NGOs, printed in 4000 copies
<ul style="list-style-type: none"> • <i>monitoring and assessment reports on the implementation of laws or policies</i> 	No.	[insert]	[insert]
<ul style="list-style-type: none"> • <i>reports aimed at the development of appropriate statistical tools, methods and indicators</i> 	No.	[insert]	[insert]
Scope of dissemination: Have the reports been actively distributed? Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/> If yes, please indicate:			
Total number of paper copies distributed (please provide a total cumulative number for all the reports), of which to:	No. of paper copies distributed		[200]
<ul style="list-style-type: none"> • <i>EU-level policy and decision-makers</i> 	No. of copies distributed		[insert]
<ul style="list-style-type: none"> • <i>National/regional/local-level policy and decision-makers</i> 	No. of copies distributed		[100]
<ul style="list-style-type: none"> • <i>Social, economic/business partners</i> 	No. of copies		[insert]

	distributed		
• <i>Civil society, NGOs</i>	No. of copies distributed		[100]
• <i>Academia, experts, think tanks</i>	No. of copies distributed		[insert]
• <i>Media, Journalists</i>	No. of copies distributed		[insert]
• <i>If the reports have been published online, please also provide the total number of their downloads by unique users (if web address differs from the one indicated under Part I, please indicate website address here)</i>	No. of downloads		The book was printed just before the national conference (30/11). There was only time to distribute it to the conference participants within the time space of the project.

12. INFORMATION/PROMOTIONAL MATERIAL/WEBSITE	Unit	Planned	Actual
<p>Were there any INFORMATION/PROMOTIONAL MATERIALS (including leaflets, brochures, newsletters, websites, articles in media, video material, etc.) produced as part of your action? Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/></p>			
<p><i>Guidance:</i> Please provide the total number of various information and promotion materials, irrespective of their form/type of publishing (video, electronic document, printed on paper, etc.). An output produced in several languages counts as a single output. Next please provide the total cumulative number of the disseminated copies of these materials (e.g., printed/published copies distributed to your target audiences, number of downloads of the electronic copies published on websites, number of unique visitors to your information/promotional website(s), etc.).</p>			
<p>Total number of pieces of such information and promotional material, of which 15 web pages about the project at http://www.do.se/sv/Om-DO/Vagar-till-rattigheter/Bakgrund/. The pages contain all sorts of material about the project; news, activities, downloads etc. The pages were edited and published all through the course of the project.</p>			15 different web pages, under the project heading, on www.do.se .
<ul style="list-style-type: none"> <i>Total number of designed or printed materials distributed</i> 			199 downloads of conference program from web, big amount of copies distributed by e-mail, 1000 copies of programs for local pilot meetings or panel discussions, 359 downloads of book (mainly after 30/11)
<ul style="list-style-type: none"> <i>Number of copies in easy-to-read language for disabled people</i> 			
<ul style="list-style-type: none"> <i>Number of copies in each language</i> 			
<p style="text-align: right;"><i>English</i></p>		[insert]	[insert]
<p style="text-align: right;"><i>French</i></p>		[insert]	[insert]
<p style="text-align: right;"><i>German</i></p>		[insert]	[insert]
<p style="text-align: right;"><i>Other languages</i></p>		[insert]	[insert]
<p>Scope of dissemination:</p>			
<p>Total number of material copies distributed, of which to:</p>	No. of copies distributed	[insert]	[insert]
<ul style="list-style-type: none"> <i>EU-level policy and decision-makers</i> 	No. of copies distributed		[insert]
<ul style="list-style-type: none"> <i>National/regional/local-level policy and decision-makers</i> 	No. of copies distributed		[Big amount of e-mail distribution]
<ul style="list-style-type: none"> <i>Social, economic/business partners</i> 	No. of copies		[insert]

	distributed		
• <i>Civil society, NGOs</i>	No. of copies distributed		[Big amount of e-mail distribution]
• <i>Academia, experts, think tanks</i>	No. of copies distributed		[insert]
• <i>Media, Journalists</i>	No. of copies distributed		[insert]
• <i>Total number of visits to websites related to information and promotional (e.g., the website of your action)</i>	No. of copies distributed		1,6 million unique visitors in 2011(133 000 per month) and a total of 6 million page visits.

13. TRAINING/MUTUAL LEARNING	Unit	Planned	Actual
Were there any TRAINING/MUTUAL LEARNING EVENTS (which include various trainings, peer reviews and other forms of mutual learning) organised as part of your action? Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/>			
Number of trainings sessions, peer reviews and other mutual learning events	No.	[insert]	[9]
Total cumulative duration of these events (please sum up duration of the above events, converted into full working day equivalent, i.e., 8 hours) ¹	Days	[insert]	[10,5]
Number of individuals who participated in these events	No.	[insert]	[400]
Number of women among these participants	No.	[insert]	[300]

Next please report on participants satisfaction using the standardised questionnaire (see footnote²):

Title of the event		Education seminar for MR-lawyers and folk high school teachers		
Total number of participants to the event		No.		[27]
Total number of participants responding to at least one compulsory question		No.		[22]
Did the event match your needs?	Share of respondents having responded as 5 "yes, agree strongly", per cent			[10]
	Share of respondents having responded as 4 "yes, somewhat agree", per cent			[12]
Did you gain relevant knowledge and information?	Share of respondents having responded as 5 "yes, agree strongly", per cent			[9]
	Share of respondents having responded as 4 "yes, somewhat agree", per cent			[13]
Will you be able to apply such knowledge and information in your work?	Share of respondents having responded as 5 "yes, agree strongly", per cent			[8]
	Share of respondents having responded as 4 "yes, somewhat agree", per cent			[13]

- One respondent did not answer question 3.

¹ For example, 1 four-day training (4 days), 2 one-day training sessions (2 days) and 1 half-day round-table discussion (0,5 day) result in total cumulative duration of 6,5 days.

² We are keen in ensuring that what we fund or do is to the satisfaction of participants. For that we need your assistance. You will thus be requested for each event you are organising to carry out a short on-the-spot survey. We have listed standard questions, which shall feature in the evaluation form distributed to the participants of your events. Depending on the internal needs of your work, your questionnaire may feature more questions, yet these other questions remain outside the scope of our monitoring work. The standard questionnaire below sets only the compulsory questions which shall be posed to the participants as they are (i.e., without adjusting them):

Compulsory questions of participant satisfaction surveys					
Please scale the following aspects of the event on a 1-5 basis, where 5 signifies "yes, agree strongly", 4 "yes, somewhat agree", 3 "neither agree nor disagree", 2 "no, somewhat disagree" and 1 "no, disagree strongly". (Values shall be rounded to one decimal point)	5	4	3	2	1
Did the event match your needs?					
Did you gain relevant knowledge and information?					
Will you be able to apply such knowledge and information in your work?					

14. OTHER INFORMATION AND COMMUNICATION EVENTS	Unit	Planned	Actual
Were there any OTHER INFORMATION AND COMMUNICATION EVENTS (which include various seminars, conferences, round tables, networking events, etc.) organised as part of your action? Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/>			
Number of information and communication events	No.	[insert]	[4]
Total cumulative duration of these events (please sum up duration of the above events, converted into full working day equivalent, i.e., 8 hours)	Days	[insert]	[3]
Number of individuals who participated in these events	No.	[insert]	[295]
Number of women among these participants	No.	[insert]	[170]

Next please report on participants satisfaction using the standardised questionnaire (see footnote¹):

Title of the event		National conference on roadmap to equality	
Total number of participants to the event	No.		[195 including staff, etc]
Total number of participants responding to at least one compulsory question	No.		[64]
Did the event match your needs?	Share of respondents having responded as 5 "yes, agree strongly", per cent		16
	Share of respondents having responded as 4 "yes, somewhat agree", per cent		28
Did you gain relevant knowledge and information?	Share of respondents having responded as 5 "yes, agree strongly", per cent		12
	Share of respondents having responded as 4 "yes, somewhat agree", per cent		28
Will you be able to apply such knowledge and information in your work?	Share of respondents having responded as 5 "yes, agree strongly", per cent		13
	Share of respondents having responded as 4 "yes, somewhat agree", per cent		23

Remark: the number 195 participants also include all staff from the Ombudsman's Office, the moderators, the participants who lectured in the seminars etc. The evaluation was distributed on all the conference chairs towards the end of the conference. The conference included one general part (the figures above concern that) and six different seminars of which the participants should chose two each. The evaluation differs greatly between the different seminars and the conference in general, both between participants, but also within one participant's evaluation of the two seminars and the general conference in relation to each other. It is therefore difficult to evaluate the totality of the conference and its impact. I will come back to this in the final report.

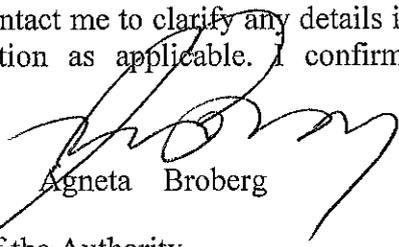
III.- SIGNATURE

DECLARATION

I/we confirm that I/we are duly authorised to sign this declaration on behalf of the organisation named. I/we certify that the information given in this report is correct, and confirm that the enclosures are current, accurate, and adopted or approved by the organisation for which I/we lead.

I understand that you may contact me to clarify any details in this report, including providing any supplementary information as applicable. I confirm that I am authorised by the organisation for this purpose.

Equality Ombudsman


Agneta Broberg

Director General and Head of the Authority

Signed:

Date 2012-02-29

On behalf of (organisation name): Diskrimineringsombudsmannen, DO

Check List – Have you:

- Filled out all sections of the form with the requested information?
- Responded within the required deadline?
- Made sure that all your published material acknowledged support from the EU?
- Attached the documentation as required in your grant agreement:
 - The print-out of the duly completed, validated and submitted on-line final budget form SWIM which stands as your financial report;
 - Executive summary of your work in English in no more of 2 pages (see proposed structure). As indicated below, the Executive summary must contain a 1-page section on "Key results" of the action. The key results should be concise, sharp and easily understandable;
 - Printed and electronic copies of information and promotional materials funded by the grant (articles, leaflets, brochures, programme, stickers, posters, tapes, calendars, etc);
 - Printed and electronic copies of the reports, analyses, studies, reviews, manuals, working papers, attendance lists, toolkits, computer discs with information if available etc.) produced under your work;
 - For all events, the list of participants with original signatures of all participants.
- Completed section III with the correct signatories?
- Submitted ONE original and ONE hard copy of the final activity and financial reports as well as the supporting evidence and ONE electronic copy of all documents?

Executive Summary

Short description

The aim of Roadmap to Equality – Empowerment and Access to Justice was to make it easier for individuals who experience discrimination to seek advice or to file a complaint concerning discrimination. The main target group was the local level in the civil society which needed to be strengthened in order to better serve the task of giving advice in discrimination matters to their memberships or local target groups. Other important target groups were civil servants producing public services in terms of adult education, labour market measures, housing schemes, health services or civil servants responsible for dialogue between the public sector and the civil society. The main activities within the project were methodological seminars with the civil society, four pilot projects in four different cities, a national conference, production of a book, web site development and some training seminars.

Main objectives

One of the main objectives of the project Roadmap to Equality – Empowerment and Access to Justice was to build new contacts between the Equality Ombudsman and the local arena for discrimination work. The aim was to start or strengthen local human rights networks that could be developed also after the project. Another objective was to define concretely some of the mechanisms behind structures that can lead to discrimination and some good practice that can help combat discrimination. The focus was set on four different socio-political themes: adult education and labour market measures, housing discrimination, equal health services and the involvement and influence on the part of the civil society in municipal decision making.

Key results

The project made it possible for approximately 700 people to meet and discuss these questions in depth in various local meetings, training sessions, seminars, workshops, panel discussions and at the national conference. The project engaged 95 different organisations or public services in active meetings or dialogues. New networks were built between individuals and organisations in the civil society who are active in the field of equal rights and opportunities but who had not met before. The findings, both in terms of mechanisms that shape structures of discrimination and in terms of good practice to combat discrimination were written down and edited into a useful manual or handbook that could inspire many more people in the local discrimination work. Also, methods already used in the civil society to combat discrimination and fight for equal rights and possibilities were edited into the book. The book was printed in 4000 copies, which means that important parts of the local NGO:s will have access to it free of charge. When followed up in the next year the project will have laid a whole new basis for local discrimination work, not only in the cities involved in the action but also in many other cities through the national cooperation between the antidiscrimination bureaus and different organisations in the civil society strengthening their local branches. Likewise, the methods of good practice developed within the municipalities and the regions in terms of human rights responsibilities will be spread throughout the country to inspire many others. The book can be downloaded through this link:

<http://www.do.se/sv/Material/Vagar-till-rattigheter/>

3.- COMPULSORY MENTIONS OF EUROPEAN UNION SUPPORT

In accordance with the General conditions, all beneficiaries are under the obligation to acknowledge that the present activity has received funding from the Union in all documents and media produced, in particular final delivered outputs, related reports, brochures, press releases, videos, software, etc, including at conferences or seminars. In the context of the European Union Programme for Employment and Social Solidarity – PROGRESS, the following formulation shall be used:

This (publication, conference, training session etc) is supported by the European Union Programme for Employment and Social Solidarity - PROGRESS (2007-2013).

This programme is managed by the Directorate-General for Employment, social affairs and equal opportunities of the European Commission. It was established to financially support the implementation of the objectives of the European Union in the employment and social affairs area, as set out in the Social Agenda, and thereby contribute to the achievement of the Lisbon Strategy goals in these fields.

The seven-year Programme targets all stakeholders who can help shape the development of appropriate and effective employment and social legislation and policies, across the EU-27, EFTA-EEA and EU candidate and pre-candidate countries.

PROGRESS mission is to strengthen the EU contribution in support of Member States' commitment. PROGRESS is instrumental in:

- *providing analysis and policy advice on PROGRESS policy areas;*
- *monitoring and reporting on the implementation of EU legislation and policies in PROGRESS policy areas;*
- *promoting policy transfer, learning and support among Member States on EU objectives and priorities; and*
- *relaying the views of the stakeholders and society at large*

For more information see: <http://ec.europa.eu/progress>

For publications it is also necessary to include the following reference: "The information contained in this publication does not necessarily reflect the position or opinion of the European Commission".

With regard to publication and any communication plan linked to the present activity, the Beneficiary will insert the European Union logo and mention the European Commission as the Contracting Authority in every publication or related material developed under the present grant agreement.