

Programme Work-Life Balance and Gender Equality

OPEN CALL#1 FOR APPLICATIONS:

Deadline for applications postponed to 23.05.2019

Open Call#1 – System for assessing the value of work and pay and development of instruments for measuring gender inequalities in work organizations

Through the Financial Mechanism of the European Economic Area 2014-2021, Norway, Iceland and Liechtenstein, as Donor States, in 15 European Union Member States, initiatives and projects will be funded with a view to reduce economic and social disparities and strength bilateral relations with Beneficiary States.

The Commission for Citizenship and Gender Equality was designated Programme Operator of the *Work-Life Balance and Gender Equality* in accordance with the Memorandum of Understanding on the Implementation of the EEA Grants 2014-2021 signed on 22 may 2017, in Lisbon, with a total amount of €7 million (€6 million EEA Grants + €1 058 824 CIG).

This Programme will support innovative and sustainable projects in Portugal on the following priority fields: Work-Life Balance, Domestic and Gender-based Violence and Good Governance, aligned with the National Strategy for Equality and Non- discrimination 2018-2030 – “Portugal + Igual”.

The selected projects shall contribute to the Programme Outcome 1 “Enhanced gender equal opportunities in the labour market” and to the Programme Output 1.1 “Workplace-related gender equality instruments developed” in accordance with the Annex I of the Programme Agreement.

This notice for *Open- Call#1* lays down the rules applicable for the submission of applications.

The application form and annexes are available in EEA Grants website, in www.eeagrants.gov.pt.

PROGRAMME OPERATOR: Commission for Citizenship and Gender Equality (CIG)

DONOR PROGRAMME PARTNER: Norwegian Equality and Anti-discrimination Ombud (LDO)

1. PRIORITY AREAS:

In this Open-Call, each applicant is entitled to present no more than one proposal per priority area. This limitation does not apply to project partners.

A) Application of methodology for assessing the value of work and pay free from gender bias in different sectors of activity

It is intended to fund projects that implement processes of assessing the value of work and pay, aiming to combat wage discrimination, which may include comparative analysis of agreed and practiced wages of men and women, and on the basis of the "Guide to the implementation of a methodology for assessing the value of work without gender bias" (http://cite.gov.pt/assts_scratches/Guia_CD.pdf) and the studies developed by the FESETE- Portuguese Federation of the Textile, Wool, Clothing, Footwear and Leather Trade Unions of Portugal (<http://fesete.pt/dialogo/index.php/blog>).

B) Development of instruments for measuring gender inequalities in work organizations

It is intended to fund a project that creates, tests, and validates instruments to study and measure: levels of segregation, such as the Index of Dissimilarity or Duncan Index; self-assessment tools regarding gender inequalities; perception of workers of the level of support of the organizational culture, colleagues and managers; levels of stress and burnout, productivity, absenteeism, and other impacts related to work-life balance difficulties; attitude scales to measure gender roles, social representations in masculinized and feminized environments.

2. OPEN CALL:

(In line with Article 7.3, nº 2 b. of the EEA Grants 2014-2021 Regulation)

Applications can be submitted any time between **28.02.2019** until **23.05.2019**, GMT 18:00:00 (Please note: the deadline 02.05.2019 initially announced has been postponed to 23.05.2019).

The applications shall be submitted electronically to eeagrants@cig.gov.pt, using the applications forms and Annexes available on the website www.eeagrants.gov.pt

3. TOTAL AMOUNT AVAILABLE: €900.000

A) Application of methodology for assessing the value of work and pay free from gender bias in different sectors of activity: €650.000

B) Development of instruments for measuring gender inequalities in work organizations: €250.000

Minimum grant amount per project: €200.000

Maximum grant amount per project: €250.000

4. DURATION OF PROJECTS: up to 24 months

5. TERRITORIAL APPLICATION:

The Programme aims to support projects in mainland Portugal and the Autonomous Regions of the Azores and Madeira, without prejudice to actions that are developed in the Donor States (Norway, Iceland and Liechtenstein) under the partnerships of the selected projects.

6. PROJECT GRANT RATE:

Grants from the Programme will be up to 100% of total eligible project costs, except where the Project Promoter falls under the definition of non- governmental organisations or social partners as stated in 1.6 (n) and (y) of the Regulation, where the grant from the Programme will not exceed 90% of total eligible project costs. The remaining 10% of the costs shall be provided or obtained by the Project Promoter.

In this case of co-financing, the Promoter's financial contribution may be made in cash or kind. Contribution in kind may be made through volunteer work in NGO up to a maximum of 50% of the necessary contribution value. To calculate the value per hour of voluntary work for the purpose of contribution in kind please consult the article 6.4.5 and 6.4.6 of the EEA Grants 2014-2021 Regulation.

7. ELIGIBILITY OF APPLICANTS:

According to Article 7.2.1 of the Regulation: any entity, public or private, commercial or non-commercial and non-governmental organisations, established as a legal person in Portugal are considered eligible project promoters.

In Priority Area A, Programme Operator will value applications from social partners (partnerships with trade unions and employers).

In Priority Area B, Programme Operator will value applications from institutions of higher education/research centres and organizations specializing in human resource management.

8. PROJECT PARTNERS:

According to Article 7.2.2 of the Regulation: any public or private entity, commercial or non-commercial, as well as non-governmental organisations established as a legal person either in the Donor States, Beneficiary States or a country outside the European Economic Area that has a common border with the respective Beneficiary State, or any international organisation or body or agency thereof, actively involved in, and effectively contributing to, the implementation of a project, are considered eligible project partners.

In the Priority Area A, the Programme Operator will value partnership with social partners, entities with experience in the application of this methodology, institutions of higher education/research centres with relevant work in these areas.

In the Priority Area B, the Programme Operator will value partnership with employers.

9. ELIGIBILITY OF THE EXPENDITURE:

(In line with Article 8. 2 and 8.3 of the EEA Grants 2014-2021 Regulation)

9.1 Eligible expenditures of projects are those actually incurred within the project, which meet the following criteria:

- a) they are incurred between the first and final dates of eligibility of a project as specified in the project contract;
- b) they are connected with the subject of the project contract and they are indicated in the detailed budget of the project;
- c) they are proportionate and necessary for the implementation of the project;
- d) they must be used for the sole purpose of achieving the objective(s) of the project and its expected outcome(s), in a manner consistent with the principles of economy, efficiency and effectiveness;
- e) they are identifiable and verifiable, in particular through being recorded in the accounting records of the project promoter and/or project partner and determined according to the applicable accounting standards of the country where the Project Promoter and/or project partner is established and according to generally accepted accounting principles;
- f) they comply with the requirements of Portuguese applicable tax and social legislation;
- g) expenditures are considered to have been incurred when the cost has been invoiced, paid and the subject matter delivered (in case of goods) or performed (in case of services and works). Exceptionally, costs in respect of which an invoice has been issued in the final month of eligibility are also deemed to be incurred within the dates of eligibility if the costs are paid within 30 days of the final date for eligibility.

9.2 Eligible direct expenditures in a project:

- a) the cost of staff assigned to the project, comprising actual salaries plus social security charges and other statutory costs included in the remuneration, provided that this corresponds to the Project Promoter's and project partner's usual policy on remuneration. The corresponding salary costs of staff of national administrations are eligible to the extent that they relate to the cost of activities which the relevant public authority would not carry out if the project concerned were not undertaken;
- b) travel and subsistence allowances for staff taking part in the project. Expenditure with the transportation and travel allowances should not exceed the referential applied to the Portuguese Public Administration;
- c) cost of new or second hand equipment: only the portion of the depreciation corresponding to the duration of the project and the rate of actual use for the purposes of the project may be considered eligible expenditure. It should be made clearly visible that the equipment is an integral and necessary component for achieving the outcomes of the project, in a manner consistent with the principles of economy, efficiency and effectiveness;

- d) costs of consumables and supplies, provided that they are identifiable and assigned to the project;
- e) costs entailed by other contracts awarded by a Project Promoter for the purposes of carrying out the project, provided that the awarding complies with the applicable rules on Portuguese public procurement.
- f) Costs arising directly from requirements imposed by the project contract for each project (publicity, evaluation, interpretation, translation and reproduction).

9.3 Indirect costs in projects (overheads):

Indirect costs are eligible according to the article 8.5 of the EEA Grants 2014-2021 Regulation.

9.4 Excluded costs:

Excluded costs are those laid down on article 8.7 of the EEA Grants 2014-2021 Regulation.

10. SUBMISSION OF THE APPLICATION:

10.1. The applications shall be submitted electronically, by e-mail, to eeagrants@cig.gov.pt, using the applications forms and annexes available on the website www.eeagrants.gov.pt

10.2. One copy of the application and the original term of responsibility (which must be signed by one of entity official representative) must be sent to the Programme Operator's office, by registered mail with advice of receipt, or deliver in the CIG's office, in 10 days from the submission date, to the address below:

Address:

Commission for Citizenship and Gender Equality

Programme Work-Life Balance and Gender Equality – EEA Grants 2014- 2021

Open- Call#1 – System for assessing the value of work and pay and development of instruments for measuring gender inequalities in work organizations

A) Application of methodology for assessing the value of work and pay free from gender bias in different sectors of activity

or

B) Development of instruments for measuring gender inequalities in work organizations

Av. da República, 32- 1º

1050-193 Lisboa, Portugal

10.3. Just the applications with the term of responsibility signed and received within the deadline limit fixed could be accepted.

10.4. The applicants are fully responsible for the veracity and legality of the information provided and, at any moment, may be asked to present additional information during the selection process.

11. PROJECT SELECTION:

(In line with Article 7 of the EEA Grants 2014-2021 Regulation)

11.1. Administrative and eligibility criteria:

Applications must be accompanied by the following documents.

- a) Declaration indicating the entity's name, tax number, registered office and names of the people with legal powers to represent it, plus a copy of its articles of association;
- b) Declaration that it has no debts to the tax authority and Social Security;
- c) Certificate attesting to the applicant's VAT rate;
- d) Last approved financial report.

Only complete applications would be accepted.

11.2 The applications should cover the following elements:

- a. Project title, description of the project, including its framework and pertinence to National Strategy for Equality and Non- discrimination 2018-2030 – “Portugal + Igual” and the objectives and outputs of the Work-life Balance Programme;
- b. Communication and Information Plan;
- c. Activities, including indicators and targets (specific, measurable, relevant, realistic and timely defined);
- d. In priority area A, targeted companies/sector, including indicators and targets (specific, measurable, relevant, realistic and timely defined);
- e. Expected outcomes and demonstration of the impact in the companies/ sector;
- f. Where applicable, methodology to evaluate changes in the perceptions of project participants and/or acquisition of knowledge/skills by project participants. This should define concrete targets including, where applicable, that at least 75% of project participants demonstrate a positive change in perceptions or acquisition of knowledge/skills in the areas under training;
- g. Plan to ensure the sustainability after the project's completion;
- h. Timeline of project and activities;
- i. Budget (attach detailed annual version and demonstrate that the amounts introduced are those operated in the entity, ex: salaries that correspond to average remuneration of the Promoters);
- j. Summary (both in English and Portuguese), covering a brief description of how the project will respond to the needs identified, including aims and outcomes of the project.
- k. Please indicate if there were any external consultants involved in the preparation of the initiative application. If yes, who.
- l. Annexes:
 - Brief description of the experience of the entity and project team in the open-call priority areas;
 - CV of key personnel of the project promoter, project partners and donor project partners;
 - To priority area A the project team should include representatives of trade unions and employers;
 - A Letter of Intent from the project partners/donor project partner.
 - Term of responsibility.

11.3 The Programme Operator will review the applications for compliance with administrative and eligibility criteria. Applications not accepted at this stage will be given a 10 days legal period to react, in accordance with the articles 121^o e 122^o of the Portuguese Code of Administrative Procedure (CAP).

12. SELECTION CRITERIA:

Selection criteria	Score
Compliance between the identified objectives, activities, results and impact of the project and the National Strategy for Equality and Non- discrimination 2018-2030 – “Portugal + Igual”, and with the objectives and outputs of the <i>Programme Work-Life Balance and Gender Equality</i>	15
Expertise and previous experience of the applicant organisation and of partners, particularly the project’s team	10
Inclusion of partner entities of the Donor States(s)	10
The budget, timeline and proposed activities are relevant and clearly defined	10
Plan to ensure the sustainability after the project’s completion	10
Specific criteria*	45
TOTAL	100

*The specific criteria will be:

Specific criteria	Score
<p>Priority area A:</p> <ul style="list-style-type: none"> - The project is promoted by social partners and/or includes partnerships with social partners, entities with experience in the application of this methodology, institutions of higher education/research centres with relevant work in these areas. - Scope of the sector covered by the project (e.g., number of companies and number of workers covered). - Integration of the following aspects in the assessment methodology: analysis of both base and total wage, analysis of both contracted and actual (practiced) wages, analysis of horizontal segregation of women and men, and analysis of the impact of the results in salary grids. <p>Priority area B:</p> <ul style="list-style-type: none"> - The project is promoted by institutions of higher education/research centres and organizations specializing in human resource management and/or includes partnerships with employers. - Applicability of instruments created. - Diversity of the instruments created. - Potential impact of the results of the project. 	40
Evidence of balanced participation of women and men in the project team	5
TOTAL	45

13. SELECTION PROCEDURES:

13.1 The project evaluation and award of grants is accordance with Article 7.4 of the Regulation.

13.2 The Programme Operator will be responsible for project evaluation and for the award of grants.

13.3 The Programme Operator will establish a Selection Committee that will recommend the projects to be funded within the programme. The Selection Committee consists of three gender equality specialists. One of them will be external to and independent from the Programme Operator and its Partners. The

Donor Programme Partner, the Financial Mechanism Office and the National Focal Point will be invited to participate in the meetings of the Selection Committee as observers.

13.4 The Programme Operator will review the applications for compliance with administrative and eligibility criteria. Applicants whose applications are rejected at this stage shall be informed and given a reasonable time to appeal that decision.

13.5 Each application that meets the administrative and eligibility criteria will be reviewed by two experts appointed by the Programme Operator, who are impartial and independent of the Programme Operator and the Selection Committee.

13.6 The experts will separately score the project according to the selection criteria published with the call for proposals. For the purposes of ranking the projects, the average of the scores awarded by the experts will be used. If the difference between the scores given by the two experts is more than 30% of the higher score, a third expert will be commissioned by the Programme Operator to score the project independently. In such cases the average score of the two closest scores will be used for the ranking of the projects.

13.7 The Programme Operator will provide the Selection Committee with a list of the ranked projects. The Selection Committee will review the ranked list of projects. It may modify the ranking of the projects in justified cases. The justification for the modifications shall be detailed in the minutes of the meeting of the Selection Committee. If such a modification results in a project's rejection, the affected applicant will be informed in writing about the justification for the modification. The Selection Committee will submit the list of recommended projects to the Programme Operator.

13.8 The Programme Operator will verify if the selection process has been conducted in accordance with the Regulation and that the recommendations from the Selection Committee comply with the rules and objectives of the programme. Following such verification, the Programme Operator will, based on the decision of the Selection Committee, make a decision on which projects shall be supported. If the Programme Operator modifies the decision of the Selection Committee, the applicants affected will be informed.

14. COMMUNICATION OF THE SELECTION RESULTS

14.1 The Programme Operator will notify the applicants about the results of the selection process within 90 days and publicize the results. Decisions on the applications are communicated individually to the respective applicants.

14.2 In the case of approval of funding, a proposal for contract should be sent to the Promoter, where all terms and conditions of the approved funding are specified.

14.3. If the conditions of the approved funding are accepted, the Promoter must return the proposed contract to the Programme Operator within 20 working days from the date of receipt, duly signed and initialled by those responsible, under the law, for the entity, at the risk of having the decision revoked.

14.4. All rejected applications will be notified to react within 10 days, according to the Portuguese Code of Administrative Procedure (CAP).

14.5. Project promoters must start the project no more than 30 working days after signing the contract of the project.

14.6. Upon receipt of all contracts signed, the Programme Operator prepares the final list of selected projects and Promoters and advertises it on the EEA Grants website.

15. PAYMENT FLOWS:

15.1 The Programme Operator will ensure that payments to projects are made in a timely manner. Interim and final payments to the projects shall be based on approved project reports.

15.2 Payments of the project grant shall take the form of advance payments, interim payments and a final payment. The level of advance payment to projects shall be set out in the project contract. After approval of projects, the Programme Operator will disburse the first instalment of advances to promoters as approved in the application. The project promoters will receive next interim payments only when 50% of the previously provided payment has been reported as incurred in the project interim reports. The last 10% of funding will be paid after approval of the final report.

15.3 The periodicity of reporting periods, and deadlines for reporting will be further detailed in the description of the Programme Operator's management and control systems.

16. ADITIONAL INFORMATION:

Before applying please consult in the website of EEA Grants, **all information related with the Programme Work-Life Balance and Gender Equality**, particularly the following documents:

- Application Form, Annexes and User Guide;
- Memorandum of Understanding;
- Regulation of the EEA Financial Mechanism 2014- 2021;

- Contact e-mail: eeagrants@cig.gov.pt . An answer will be given by email within 10 working days.
- Contacts through telephone number **217983000** available Tuesdays and Thursdays, from 10:00 to 12:30.
- Any modification to this notice will be published in the website of EEA Grants, at least three working days before the date of entry into force.