

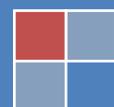
2015

# Project Opportunities for Central and Eastern European countries



EI European Region

European Trade Union Committee for Education  
ETUCE  
2015



Egalement disponible en français sous le titre :

*'Opportunités de projets pour les pays d'Europe centrale et orientale'*

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# FUNDING OPPORTUNITIES FOR MEMBER ORGANISATIONS IN EU AND NON-EU COUNTRIES

In light of the CEENET creation, the ETUCE Secretariat wishes to provide its member organisations in EU and non-EU countries with an updated brochure on funding opportunities. In this brochure, the ETUCE Secretariat presents some of the funding opportunities provided by European institutions and other potential sources that aim to contribute amongst other issues to quality education, professional development of teachers, gender equality, social inclusion, capacity building, employment of young people, better employment conditions, protection of human rights and poverty reduction.

In general, the European Union provides funding in support of meeting the objectives of the Europe 2020 Strategy. The Europe 2020 Strategy consists of five target areas: employment, research and development, climate change and energy sustainability as well as education, with a focus on reducing early school leaving, and fighting poverty and social exclusion.

Accessing EU funding is not easy and involves a substantial amount of administrative work. Wishes to provide guidance and assistance to its member organisations on accessing funding from the European institutions and from other European funds, the ETUCE Secretariat has prepared this publication.

Additionally, the brochure highlights a number of international, national and private foundations that may help teacher unions in achieving ETUCE's main objectives through various grants, programmes and trainings.

Finally, the ETUCE Secretariat encourages its member organisations to use this brochure as a guide to identify potential opportunities for the implementation of their activities.



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# EU FUNDING

This chapter presents funding opportunities provided by the European Commission focusing in particular on those that support projects focusing on teacher unions' objectives.

The European Commission provides its support through programmes, grants (direct financial contributions supporting projects or organisations which meet with the interests of the EU or contribute to the implementation of an EU policy or programme) and tenders (public contracts to buy goods, services – studies, training, technical assistance; consultancy, books, IT equipment and etc.).

The ETUCE Secretariat would like to provide its member organisations with the practical information and general description of funding opportunities that are proposed by the Directorate-Generals for Education and Culture, Development and Cooperation, Research and Innovation, Justice and Employment, Social Affairs and Inclusion.

## DIRECTORATE-GENERAL EDUCATION AND CULTURE

The Directorate-General Education and Culture (DG EAC) covers the policy areas on education, culture, youth, languages and sport. DG EAC supports issues through a variety of projects and programmes, such as CREATIVE EUROPE and ERASMUS +.

### THE ERASMUS + PROGRAMME

The Erasmus + Programme (2014-2020) has a budget of €14.7 billion. An additional €1.68 billion has been made available through the EU's external action budget for funding actions with partner countries<sup>1</sup>. The total budget for 2015 is €1.7364 billion. This amount is allocated as follows:

- 77.5% to Education and Training
- 10% to Youth
- 3.5% to the Student Loan Guarantee Facility
- 1.9% to Jean Monnet
- 1.8% to Sport
- 1.9% to cover administrative expenditure

### ERASMUS + aims to:

- Reduce early school leaving
- Reinforce quality in early childhood education and care
- Increase the skills and employability of students
- Improve quality in teaching and learning
- Implement the Higher Education Modernisation Strategy in programme countries <sup>2</sup> and raise the capacity of partner countries
- Increase the employability and life skills of vocational education and training (VET) learners and contribute to the competitiveness of the European economy
- Modernise and improve adult education through cooperation with other sectors
- Foster quality improvements in youth work, in particular through enhanced cooperation between organisations in the youth field and/or other stakeholders
- Promote voluntary activities, social inclusion and equal opportunities, together with the awareness of the importance of health-enhancing physical activity, and equal access to sport for all

In order to achieve these objectives, the Erasmus + Programme focuses on 3 types of key actions:

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<sup>1</sup> Western Balkans: Albania, Bosnia and Herzegovina, Kosovo, Montenegro, Serbia. Eastern Partnership Countries: Armenia, Azerbaijan, Belarus, Georgia, Moldova, Territory of Ukraine as recognised by international law. South-Mediterranean countries: Algeria, Egypt, Israel, Jordan, Lebanon, Libya, Morocco, Palestine, Syria, Tunisia. Russian Federation: Territory of Russia as recognised by international law.

<sup>2</sup> Member states of the European Union (EU): Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden, United Kingdom. Non-EU countries: Former Yugoslav Republic of Macedonia, Iceland, Liechtenstein, Norway, Turkey.

## Key Action 1 - Individual mobility for learning

Mobility periods for studies, training and work placements within the European area are supported at all stages of life and at all levels of training.

Some of these mobility periods can be made to and from third countries (non-EU member states), for higher education and the youth sector.

Individual mobility for learning involves:

- Education staff (schools, higher education, vocational training, adult education, vocational education and training): participation in training courses, seminars, teaching assignments, etc.;
- Students : for study periods or work placements;
- Young people undergoing vocational education and training: for work placements
- Young people outside the education system: for volunteering activities (individual or in groups);
- Professionals and decision-makers of the youth sector.

## Key Action 2 - Cooperation and partnerships for innovation and best practice sharing

- International cooperation projects and best practice sharing between institutions are promoted. Schools, higher education institutions, vocational education and training, adult education and the youth sector) are concerned.
- Four types of partnerships are offered:
- **Strategic Partnerships** meet the growing need for innovation and aim to bring together all stakeholders involved in a given sector: education, training and youth. For greater impact, a given project can include both mobility and cooperation activities.
- **Knowledge Alliances** are large-scale partnerships that aim to modernise higher education institutions. Close collaboration with the professional world allows to generate innovation and creativity, and to adapt qualifications to changing employment needs.
- **Sector Skills Alliances** enhance cooperation between training organisations and companies: creation of new training subjects, modernisation of training practices, social innovation, etc.
- **Capacity building** is reinforced and aims at the modernisation, accessibility and internationalisation of higher education institutions, governance reform, quality of teaching, etc. The development of sustainable and inclusive socio-economic growth.

## Key Action 3 - Support for public policy reform

Key action 3 supports public policy reform in the member states and cooperation with non-EU countries, including the exchange of good practices. This support includes the implementation of European transparency tools (European Credit System for Vocational Education and Training -

ECVET<sup>3</sup>), the conduct of cross-national studies and the support of specific action programmes, including the Bologna (for higher education) and Copenhagen (for vocational education and training) processes.

### **Geographic coverage:**

Programme Countries can fully take part in all the Actions of the Erasmus+ Programme: Member states of the European Union and Non-EU programme countries. Partner countries can take part in certain actions under the Erasmus+ Programme, subject to specific criteria or conditions.

### **Who can apply:**

Public and non-public entities, youth and charity institutions, private enterprises, non-governmental organisations (NGOs) etc.

Individuals: students, trainees, apprentices, pupils, adult learners, young people, volunteers, professors, teachers, trainers, youth workers, professionals in the fields of education, training, youth and sport, etc.

### **How to apply:**

The duration of projects varies depending on the type of project and the number of partners involved. There are various deadlines set throughout the programme, please check the following link:

[http://ec.europa.eu/programmes/erasmus-plus/index\\_en.htm](http://ec.europa.eu/programmes/erasmus-plus/index_en.htm)

The deadlines for 2015 are available here: <http://eur-lex.europa.eu/legal-content/EN/TXT/HTML/?uri=CELEX:C2014/344/10&from=EN>

### **General Information**

For more information about the Erasmus + Programme please click here:

[http://ec.europa.eu/programmes/erasmus-plus/index\\_en.htm](http://ec.europa.eu/programmes/erasmus-plus/index_en.htm)

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<sup>3</sup> The aim of the European Credit system for Vocational Education and Training (ECVET) is to make it easier for people to get validation and recognition of work-related skills and knowledge acquired in different systems and countries.

# DIRECTORATE-GENERAL DEVELOPMENT AND COOPERATION – EUROPAID

The Directorate-General Development and Cooperation is responsible for development cooperation policy in a wider framework of international cooperation.

The EU budget for development cooperation encompasses several funding instruments. The funding instruments have a geographical or thematic focus. Each instrument is then divided into different programmes: some are country-specific and some region-specific.

## THEMATIC INSTRUMENTS AND PROGRAMMES

### EUROPEAN INSTRUMENT FOR DEMOCRACY AND HUMAN RIGHTS (EIDHR)

With the budget of €1.333 million for the period 2014-2020, the European Instrument for Democracy and Human Rights (EIDHR) supports the promotion, development and consolidation of democracy and the rule of law, as well as the respect for human rights worldwide. For 2015, the available amount equals € 182.9 million. The total eligible costs of the action vary from one call for proposals to another.

Grants will be allocated through:

**Global calls for proposals** cover all the objectives of the European Instrument for Democracy and Human Rights (EIDHR). In the period of 2014 to 2020, six global calls are expected to be published, each with an approximate budget of €20–40 million.

**Country calls for proposals** are specific to one country and designed to reinforce the role of civil society in promoting human rights and democracy. An annual budget of €82 million was distributed in 2014.

**Small grants to Human Rights Defenders** are grants of up to €10,000 in support of Human Rights Defenders in urgent need.

The EIDHR focuses on:

- The role of civil society, cooperation between civil society and local authorities and relevant state institutions
- Vulnerable groups (national, ethnic, religious and linguistic minorities, women, etc.)
- Economic, social and human rights in the context of universal human rights.

The European Instrument for Democracy and Human Rights aims to:

- Enhance respect for human rights and fundamental freedoms
- Strengthen the role of civil society in promoting human rights and democratic reform
- Fight against discrimination, gender inequality etc.

**Geographic coverage:**

Worldwide except EU countries

**Who can apply:**

Civil society organisations (CSOs), non-profit organisations, national, regional, international bodies, research centres, schools and universities.

**How to apply:**

There are various deadlines depending on the nature of the projects and eligible countries. Interested member organisations should regularly visit: <https://webgate.ec.europa.eu/europeaid/online-services/index.cfm?do=publi.welcome&nbPubliList=50&orderby=upd&orderbyad=Desc&searchtype=AS&pgm=7573843&ZGEO=&debpub=&finpub=&aoet=36538>

## GEOGRAPHICAL INSTRUMENTS AND PROGRAMMES

### DEVELOPMENT COOPERATION INSTRUMENT (DCI)

The Development Cooperation Instrument assists developing countries to reduce poverty, enhance sustainable development and social progress, and increase their integration into the world economy.

**The Development Cooperation Instrument (DCI) aims to:**

- consolidate and support democracy, the rule of law, human rights and fundamental freedoms, good governance, gender equality and related instruments of international law,
- foster the sustainable development – including political, economic, social aspects,
- reduce poverty.

With a budget of €19.5 billion for the period 2014-2020, the **Geographic Programmes** support bilateral and regional cooperation with developing countries and contribute to: poverty eradication, essential needs of the population, in particular primary education and health, social cohesion and employment, governance, democracy, human rights and support for institutional reforms, gender equality, empowerment of and equal opportunities for women, promoting and protecting the rights of children.

The corresponding amount for 2015 is €2.46 billion. The total eligible costs of the action vary from one project to another.

**Geographic coverage:**

Kazakhstan, Kyrgyzstan, Mongolia, Tajikistan, Turkmenistan and Uzbekistan.

**Thematic Programmes** included in the DCI focus on global public goods and challenges (GPGC), civil society organisations and local authorities (CSO-LA).

## THE CIVIL SOCIETY ORGANISATIONS AND LOCAL AUTHORITIES THEMATIC PROGRAMME (CSO-LA)

The CSO-LA programme is dedicated to strengthening civil society organisations and local authorities. The programme aims to: strengthen civil society organisations and local authorities in partner countries and improve governance and accountability. The programmes can target individual countries or sectors, as well as regions. The programme allocation amounts to €1.907 billion for the period 2014-2020.

**Geographic coverage:** Official Development Assistance list recipients of the Development Assistance Committee (DAC) of the Organisation for Economic Co-operation and Development (OECD)<sup>4</sup>, excluding those covered by the Instruments for Pre-Accession (IPA)<sup>5</sup>, but including European Overseas Countries and Territories<sup>6</sup>. Actions for development education and awareness-raising include IPA countries.

### How to apply:

As each programme has its own funding criteria, geographic scope and requirements, we invite interested member organisations to seek further information at: <https://webgate.ec.europa.eu/europeaid/online-services/index.cfm?ADSSChck=1427020661456&do=publi.welcome&searchtype=AS&Pgm=7573847&aoe=36538&debpub=&orderby=upd&orderbyad=Desc&nbPubliList=10>

## THE GLOBAL PUBLIC GOODS AND CHALLENGES THEMATIC PROGRAMME (GPGC)

With a budget of € 600 million, the GPGC the programme covers amongst others the following strategic areas:

**Education:** education policy and practice, access to and quality of education, education opportunities in fragile contexts. The budget for the education sector is between € 245.76 and € 294.9 million;

**Gender, women's empowerment and the protection of women's and girl's rights:** promoting and implementing gender equality, tackling gender-based discrimination, reinforcing the empowerment of women and girls, reinforcing women's equal participation and representation in decision-making processes. The budget for gender, women's empowerment and the protection of women's and girl's rights is between € 61.4 million and € 86 million;

**Promotion of child well-being:** establishing national and local systems and strategies aimed at protecting children from all forms of violence. The budget for the promotion of child well-being is between €49 million and €73 million;

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<sup>4</sup>Development Assistance Committee list of Official Development Assistance recipients until 2016: Afghanistan, Tajikistan, Armenia, Albania, Georgia, Azerbaijan, Kosovo, Belarus, Kyrgyzstan, Bosnia and Herzegovina, Moldova, Former Yugoslav Republic of Macedonia, Ukraine, Kazakhstan, Uzbekistan, Montenegro, Serbia, Turkey, Turkmenistan

<sup>5</sup> Iceland, Albania, Bosnia and Herzegovina, Kosovo, Macedonia, Montenegro, Turkey and Serbia

<sup>6</sup> Anguilla, Aruba, Bermuda, Bonaire, Sint Eustatius, Saba, British Antarctic Territory, British Indian Ocean Territory, British Virgin Islands, Cayman Islands, Curaçao, Falkland Islands, French Polynesia, French Southern and Antarctic Territories, Greenland, Montserrat, New Caledonia and Dependencies, Pitcairn, Saint Barthelemy, Sint Maarten, South Georgia and South Sandwich Islands, Saint Helena, Ascension Island, Tristan da Cunha, St. Pierre and Miquelon, Turks and Caicos Islands, Wallis and Futuna Islands

**Employment, decent work, skills, social protection and social inclusion:** developing effective employment policies and relevant vocational education and training, youth employment, support for social inclusion, etc. The budget for employment, decent work, skills, social protection and social inclusion lies between €122.88 and €172.03.

**Geographic coverage:**

All countries covered by the Official Development Assistance recipients list of the Organisation for Economic Co-operation and Development's Development Assistance Committee, excluding countries covered by the Instrument of Pre-Accession, but including European Overseas Countries and Territories.

**Who can apply:**

The entities which are eligible for funding both for geographic and thematic programmes are partner countries and regions, and their institutions; decentralised bodies within partner countries (municipalities, provinces, departments and regions); joint bodies set up by partner countries and regions with the community; non-state actors; international organisations; research institutes; EU agencies.

**How to apply:**

As each programme has its own funding criteria, geographic scope and requirements we invite interested member organisations to seek further information at:

<https://webgate.ec.europa.eu/europeaid/online-services/index.cfm?do=publi.welcome&nbPubliList=15&orderby=upd&orderbyad=Desc&searchtype=AS&pgm=7573843&ZGEO=&debpub=&finpub=&aoet=36537&aoet=36538&aoet=36539>

## EUROPEAN NEIGHBOURHOOD INSTRUMENT (ENI)

With a budget of €15.4 billion for the period 2014-2020 and €2 billion for 2015, the European Neighbourhood Policy (ENP) provides support via four types of programmes:

- Bilateral programmes for each neighbourhood country;
- Regional programmes, one covering the Mediterranean countries and one covering Eastern Partnership Countries;
- Cross-border cooperation programmes between individual neighbouring countries which share a common border;
- Multi-country programmes which address challenges common to all or a number of partner countries.

The ENI contributes to the special relationship between the EU and its neighbourhood countries in the East and the South and aims to encourage democracy and human rights, social development, strengthening civil society, regional integration. It supports countries that make progress on democratic reform.

The ENI objectives are: fostering human rights, equality, sustainable democracy, good governance and a thriving civil society, poverty reduction, social and territorial cohesion, rural development, enhancing sub-

regional, regional and neighbourhood-wide collaboration as well as cross-border cooperation, youth and employment.

Among other topics, the ENI focuses on the following broader areas:

- Employment and social policy,
- Higher education, research and innovation,
- Institution and capacity building,
- Democracy, human rights and the rule of law,
- Civil society including social partners etc.

### **Geographic coverage:**

Armenia, Azerbaijan, Belarus, Georgia, the Republic of Moldova and Ukraine. Russia has a special status with the EU and is involved in some cross-border initiatives.

### **Who can apply:**

Civil society organisations (CSOs), non-governmental organisations (NGOs), political foundations, community-based organisations etc.

### **How to apply:**

As each programme has its own funding criteria, geographic scope and requirements ETUCE invites interested member organisations to seek further information at:

<https://webgate.ec.europa.eu/europeaid/online-services/index.cfm?do=publi.welcome&nbPubliList=50&orderby=upd&orderbyad=Desc&searchtype=AS&pgm=7573838&ZGEO=&debpub=&finpub=&aoet=36538>

## **INSTRUMENTS FOR PRE-ACCESSION (IPA II)**

With a budget of €11.7 billion for the period 2014-2020 and €1.58 billion for 2015 the IPA II instrument aims to provide financial support to enlargement countries. Its objectives are the following:

- Strengthening democratic institutions,
- Public administration reform,
- Rule of law (promoting and protecting human rights and fundamental freedoms and enhanced respect for minority rights),
- Sustainable economy,
- People,
- Agriculture and rural development,
- Development of civil society,
- Regional and cross-border cooperation,
- Gender equality and employment.

The Instrument for Pre-Accession (IPA II) focuses on: promoting and protection of human rights; strengthening the capacity of civil society organisations; investing in infrastructure, most notably with regards to educational and research institutes; fostering employment and cross-border labour mobility; combating poverty; supporting political reforms, encouraging good public administration and economic governance; promoting social and economic inclusion and etc.

**Geographic coverage:**

Iceland, Albania, Bosnia and Herzegovina, Kosovo, Macedonia, Montenegro, Turkey and Serbia.

**Who can apply:**

Public bodies, private sector organisations, universities, schools, training and research centres, local and regional authorities, associations, non-governmental organisations (NGOs), volunteer organisations.

Partnerships created during the implementation of the project must include civil society organisations (CSOs).

**How to apply:**

As each programme has its own funding criteria, geographic scope and requirements ETUCE invites interested member organisations to seek further information for 2015 at:

<https://webgate.ec.europa.eu/europeaid/online-services/index.cfm?do=publi.welcome&nbPubliList=15&orderby=upd&orderbyad=Desc&searchtype=QS>

# DIRECTORATE-GENERAL RESEARCH AND INNOVATION

The Directorate-General for Research and Innovation defines and implements European Research and Innovation (R&I) policy.

## **HORIZON 2020**

Horizon 2020 is the EU's Framework Programme for research and innovation and has an overall budget of €80 billion for the period 2014-2020 and the forecasted budget for the whole programme for 2015 is €9.5 billion. The programme is based on 3 main pillars: Excellent Science (€2.9 billion), Industrial Leadership (€1.9 billion) and Societal Challenges (€2.5 billion).

### **Science with and for Society Programme.**

The science with and for Society Programme, has an overall budget of € 462 million for the period 2014-2020.

The programme aims: to build effective cooperation between science and society, to recruit new talent for science and to pair scientific excellence with social awareness and responsibility, to make science and education careers attractive to young people, to promote gender equality etc.

### **Geographic coverage:**

Any legal entity established in a EU member state or associated country (see list of associated countries: [http://ec.europa.eu/research/participants/data/ref/h2020/grants\\_manual/hi/3cpart/h2020-hi-list-ac\\_en.pdf](http://ec.europa.eu/research/participants/data/ref/h2020/grants_manual/hi/3cpart/h2020-hi-list-ac_en.pdf)); any legal entity established in a third country ( see list of countries and territories eligible for funding: [http://ec.europa.eu/research/participants/data/ref/h2020/wp/2014\\_2015/annexes/h2020-wp1415-annex-ga\\_en.pdf#page=3](http://ec.europa.eu/research/participants/data/ref/h2020/wp/2014_2015/annexes/h2020-wp1415-annex-ga_en.pdf#page=3))

### **Who can apply:**

Academia, research, industry, local authorities, non-governmental organisations (NGOs), networks established in one of the countries eligible under the programme, international organisations and legal entities established in a third countries.

### **How to apply:**

As each programme has its own funding criteria, geographic scope and requirements we invite interested member organisations to seek further information for 2015 at: <http://goo.gl/1Yy9zD>

# DIRECTORATE-GENERAL EMPLOYMENT, SOCIAL AFFAIRS & INCLUSION

The Directorate-General Employment, Social Affairs & Inclusion is in charge of employment and social policies.

## EMPLOYMENT AND SOCIAL INNOVATION PROGRAMME (EaSI)

The Employment and Social Innovation programme 2014-2020 is a financing instrument to improve working conditions, sustainable employment combating social exclusion and poverty and guaranteeing social protection. The EaSI has a budget of €919, 47 million for the period 2014-2020. The budget for 2015 is €123.1 million.

The EaSI aims amongst others at supporting the development of adequate social protection systems and labour market policies, promoting geographical mobility and boosting employment opportunities by developing an open labour market.

The programme consists of three branches:

- The modernisation of employment and social policies – PROGRESS (The PROGRESS accounts for 61% of the total budget)
- Job mobility – EURES (The EURES accounts for 18%)
- Access to micro-finance and social entrepreneurship – Micro-finance and Social Entrepreneurship (the Microfinance and Social Entrepreneurship accounts for 21%)

## PROGRESS

PROGRESS 2014-2020 (programme for employment and social solidarity) aims to improve three thematic sections: employment, in particular to fight youth unemployment, social protection, social inclusion, reduction of poverty and working conditions. The Union funding contribution for actions under the PROGRESS will not exceed, as a general rule, 80% of the total eligible expenditure.

### Geographic coverage:

PROGRESS aims to facilitate effective and inclusive information-sharing, mutual learning and dialogue, provide organisations with financial support to increase their capacity to develop, promote and support the implementation of EU instruments and policies.

The EU countries; the European Economic Area countries<sup>7</sup>, The European Free Trade Association countries<sup>8</sup>; EU candidate countries and potential candidate countries, in line with the framework agreements concluded with them on their participation in the programmes.

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<sup>7</sup> The European Economic Area countries: Austria, Belgium, Bulgaria, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Republic of Ireland, Italy, Latvia, Liechtenstein, Lithuania, Luxembourg, Malta, The Netherlands, Norway, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden, UK

<sup>8</sup>The European Free Trade Association countries: Iceland, Liechtenstein, Norway, Switzerland

### **Who can apply:**

Public and private bodies, employment services, specialist bodies provided for under Union law, social partners, non-governmental organisations, higher education institutions and research institutes, experts in evaluation and in impact assessment, national statistical offices. Beneficiaries of the EaSI programme vary depending on the programme under which projects are being funded.

### **How to apply:**

As each programme has its own funding criteria, geographic scope and requirements ETUCE invites interested member organisations to seek further information at the following links:

Please note, that under the call for proposals on social dialogue, industrial relations actions, the EU contribution cannot exceed 80% - 90% of the total eligible costs of the action. Applicants must guarantee the co-financing in cash of the remaining 20% - 10%.

Calls for proposals for 2015: <http://ec.europa.eu/social/main.jsp?catId=629&langId=en>

## **DIRECTORATE-GENERAL JUSTICE**

The Directorate-General Justice is responsible for justice, consumer and gender equality policies based on the following values and principles: democracy, freedom, tolerance and the rule of law.

### **RIGHTS, EQUALITY AND CITIZENSHIP PROGRAMME**

With the budget of €439 million for the period 2014-2020 and €56.3 million for 2015, the Rights, Equality and Citizenship Programme has the general objective to contribute to the further development of an area in which quality and the rights of persons are promoted, protected and effectively implemented.

The Rights, Equality and Citizenship Programme aims to:

- Promote non-discrimination, combat racism, xenophobia, homophobia and other forms of intolerance;
- Promote rights of persons with disabilities;
- Promote equality between women and men and gender mainstreaming;
- Prevent violence against children, young people, women and other groups at risk (Daphne);
- Promote the rights of the child and etc.

**Geographic coverage:**

All member states, candidate countries<sup>9</sup>, potential candidate countries<sup>10</sup>, European Free Trade Association (EFTA) countries and countries acceding to the Union.

**Who can apply:**

Non-profit oriented organisations and international public and private organisations.

**How to apply:**

As each programme has its own funding criteria, geographic scope and requirements ETUCE invites interested member organisations to seek further information for 2015 calls for proposals at:

[http://ec.europa.eu/justice/grants1/open-calls/index\\_en.htm](http://ec.europa.eu/justice/grants1/open-calls/index_en.htm)

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<sup>9</sup> Albania, The former Yugoslav Republic of Macedonia, Montenegro, Serbia, Turkey

<sup>10</sup> Bosnia and Herzegovina, Kosovo

# EUROPEAN STRUCTURAL AND INVESTMENT FUNDS

European Structural and Investment Funds is the new terminology for the programmes which are delivered directly by the EU member states.

## EUROPEAN SOCIAL FUND (ESF)

The ESF 2014-2020 is one of the five European Structural Funds with a budget of €80 billion. The total ESF budget for 2015 equals €12,251.6 million. This instrument is financing actions related to employment, education and social support systems. The ESF aims amongst others to promote equal opportunities, combating youth unemployment, close cooperation between public authorities, social partners and bodies representing the civil society, social inclusion.

The main objectives of the ESF are:

- Strengthening employments and mobility and getting people into jobs (€30 billion);
- Social inclusion (€21.3 billion);
- Better education (€26 billion);
- Institutional Capacity (quality of public administration and governance) (€3.6 billion).

Together with the €3.2 billion special allocation for the Youth Employment Initiative.

- **Strengthening employments and mobility and getting people into jobs**

This action aims to put in place amongst others projects that aim to train people and help them find employment and to help young people enter the labour market

- **Social Inclusion**

The ESF finances any projects aiming at helping people in difficulty and those from disadvantaged groups to obtain skills and employment and have the same opportunities as others.

- **Better education**

Across the EU, the ESF finances initiatives to improve education and training and ensure that young people complete their education and obtain the necessary skills that make them more competitive on the job market and to improve vocational and tertiary education opportunities.

- **Stronger Public Administration and Better Services**

This action aims to improve the quality of public administration and governance.

In other words the European Social Fund supports:

- Lifelong learning and training of works;
- Work organisation;

- Employees in the context of restructuring;
- Employment services;
- Integration of disadvantaged people in the labour market;
- Reforms in education and training systems;
- Networking of social partners and NGOs;
- Training in public administrations and services;
- Equality between women and men;
- Combating youth unemployment;
- Social innovation and etc.

**Geographical coverage:**

EU countries

**Who can apply:**

Public administration, municipal institutions, private companies, associations, educational organisations, civil society organisations, including workers' and employers' organisations, NGOs and charities.

**How to apply:**

Please visit the following link: <http://ec.europa.eu/esf/main.jsp?catId=45&langId=en>

## EUROPEAN DEVELOPMENT FUND (EDF)

The EDF supports actions in three key areas: economic development; social and human development; regional cooperation and integration. The total budget for the period 2014-2020 is €30.5 billion. For 2015, the available amount equals €4.9 billion. 93% of funds will be allocated to the African, Caribbean and Pacific group of States, 1% for the European Overseas Countries and Territories and 5% for the European Commission's administration costs.

The EDF supports amongst others, human and social development and institutional reforms, networking on capacity building; it reinforces gender equality initiatives; helps institutional development and capacity building. It also supports small infrastructure projects (e.g. building a rural school).

**Geographic coverage**

EU countries, candidate countries, Balkan countries, EEA countries.

**Who can apply:**

Public authorities, social partners, civil society organisations and etc.

**How to apply:**

For more information, please follow the link: [http://ec.europa.eu/regional\\_policy/en/funding/erdf/](http://ec.europa.eu/regional_policy/en/funding/erdf/)

# OTHER FUNDING SOURCES

## WISEGRAD FUND

### **General Description:**

The International VISEGRAD Fund is an international organisation based in Bratislava founded by the governments of the Visegrad Group (V4) countries - the Czech Republic, Hungary, the Republic of Poland and the Slovak Republic.

The foundation promotes: the development of closer cooperation among citizens and institutions in the region as well as between the Visegrad region and other countries, especially the Western Balkans and countries of the Eastern Partnership.

The International VISEGRAD Fund provides small grants, standard grants, the Visegrad Strategic programme, the Visegrad Strategic Conferences, and the Visegrad+ programme and a separate Visegrad 4 Eastern Partnership programme with separate grant and scholarship schemes, a multi-chapter artist-in-residence programme, and a curriculum building programme for universities aiming at: common cultural, scientific and educational projects, youth exchanges, cross-border projects and tourism promotion, and through individual mobility programmes (scholarships, residencies).

### **Geographic Coverage:**

Worldwide. Priority is given to Western Balkan countries and Eastern Partnership countries.

### **Who can apply:**

Non-governmental, organisations (NGOs), civil society organisations (CSOs), municipalities and local or regional governments, schools and universities, private companies and individual citizens.

**How to apply:** [http://visegradfund.org/grants/guidelines/#application\\_form](http://visegradfund.org/grants/guidelines/#application_form) and <http://my.visegradfund.org/Account/Login?ReturnUrl=%2f>

### **Additional information:**

For more information on strategic grants, please visit: [http://visegradfund.org/grants/strategic\\_grants/#priorities](http://visegradfund.org/grants/strategic_grants/#priorities)

An overview of grants is available at: <http://visegradfund.org/grants/>

## EEA AND NORWAY GRANTS

### General Description:

The EEA and Norway Grants provide funding to reduce social and economic disparities in the EEA.

During the period 2009-2010 the EEA Grants support: civil society through NGO programmes, human and social development, research and education/ justice. Information about the funding period 2015-2020 has not been published yet. However, projects that are financed under the earlier programmes may be implemented until 2016.

### Geographic coverage:

EU beneficiary countries in Central and Eastern Europe: Bulgaria, Croatia, Cyprus, Czech Republic, Estonia, Greece, Hungary, Latvia, Lithuania, Malta, Poland, Portugal, Romania, Slovakia, Slovenia and Spain

### Who can apply:

Non-governmental organisations (NGOs), civil society organisations (CSOs), national and local authorities, private and public enterprises, educational and research institutions, students, educational staff.

Trade unions can participate as project partners in some countries. An eligible donor partnership project should consist of at least one legal entity from the eligible country and at least one legal entity from Norway. and must demonstrate added value to both parties.

**How to apply:** (Open call for proposals 2015): <http://eeagrants.org.ez.07.no/opencalls/search>

## THE ROBERT BOSCH STIFTUNG

### General Description:

The Robert Bosch Stiftung provides its support via programmes on health and science, international relations, education, society and culture. It is a funding foundation that enables others to develop and implement projects and initiatives that meet social needs in Germany and abroad.

Funding is provided via scholarships, programmes for journalists, competitions and awards. It also provides funds to other foundations.

### Geographic coverage

Germany, Europe, Turkey, the Commonwealth of Independent States (CIS)<sup>11</sup>, Nations.

### How to apply:

<http://www.bosch-stiftung.de/content/language2/html/59567.asp>

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<sup>11</sup> Azerbaijan, Armenia, Belarus, Georgia, Kazakhstan, Kyrgyzstan, Moldova, Russia, Tajikistan, Turkmenistan, Uzbekistan and Ukraine

# SOROS FOUNDATIONS

## General Description:

The Open Society Foundations are a family of offices and foundations created by philanthropist George Soros. The Open Society Foundations has expanded the activities of the **Soros Foundations** network to other areas of the world where the transition to democracy is of particular concern. This directory includes offices and country and regional foundations located throughout the world.

The Open Society Foundations seeks amongst others to strengthen the rule of law, respect for human rights, minorities. It aims to empower young people by supporting efforts to increase access to quality education; to ensure young people from different backgrounds have equal access to education from early childhood to higher education; advocating equality for minorities and women

Issues that it addresses are:

- Education and youth
- Governance and accountability
- Health
- Rights and justice
- Media and information

The Open Society Foundations provides its support via grants, scholarships and fellowships that are awarded throughout the year.

## Geographic Coverage

Worldwide

## Who can apply:

Organisations and individuals

**How to apply:** <http://www.opensocietyfoundations.org/grants-search-results/39/all/all/all/all>

**Soros Foundations' and Open Society Offices:** <http://www.opensocietyfoundations.org/about/offices-foundations>

# AUSTRIAN DEVELOPMENT COOPERATION

## General Description:

Austrian Development Cooperation (ADC) supports countries in South Eastern and Eastern Europe, , Asia, Africa and the Caribbean in their sustainable development.

The Austrian Development Agency (ADA) is in charge of implementing all bilateral projects and programmes of the Austrian Development Cooperation (ADC). The ADA provides aid through public calls to tenders, calls for proposals, finance based on open applications, co-finance.

## FUNDING INSTRUMENT “INDIVIDUAL PROJECTS EAST”

The funding instrument "Individual Projects East" is available to Austrian civil society organisations (CSOs) implementing multi-year projects together with local partner organisations, aiming to contribute to sustainable improvement in the standards of living of target groups and to poverty reduction. Cooperation with relevant local and international organisations and stakeholders, alignment with national policies and strategies, as well as strengthening partners through capacity development to ensure ownership must be at the core of project activities.

## Geographic coverage:

The maximum ADC funding rate is 50% for: Danube Region/Western Balkans: Albania, Bosnia and Herzegovina, Kosovo, Macedonia, Montenegro, Serbia; Black Sea Region/South Caucasus: Armenia, Georgia, Moldova. For projects in all other countries in South Eastern Europe, Eastern Europe, the South Caucasus Region and Central Asia (as defined by the Development Assistance Committee list of Official Development Assistance recipients (see Footnote 4)), the maximum ADC funding rate is 25% of the total project cost.

## Who can apply:

Entitled to apply are legal entities such as societies, foundations, trade unions, regional/local administrative bodies or other public institutions based in Austria. Individuals are not entitled to apply.

## How to apply:

The **annual** submission deadline for grant applications is 20 **March**. More information is available at: <http://www.entwicklung.at/en/funding/funding-civil-society/ngo-cooperation-international/individual-projects-east/>

# ROMA EDUCATION FUND

## General Description:

The Roma Education fund created in 2005 aims is to close the gap in educational outcomes between Roma and non-Roma.

It aims to:

- Ensure access to compulsory education, through the involvement of parents in education, initiatives to reduce dropouts, and provision of free textbooks and other educational materials;
- Improve the quality of education, .i.e., through curriculum reform, introduction of Roma language teaching, anti-bias and tolerance teaching, and training of school mediators;
- Implement integration and desegregation of Roma students coming from segregated schools and classrooms and from special schools into mainstream schools, as well as eliminating all segregated classes and schools;
- Expand access to pre-school education, .i.e., through information campaigns, assistance with the registration process and work with parents to promote pre-school attendance;
- Increase access to secondary, post-secondary and adult education, .i.e. through scholarships, adult literacy courses and career advice for secondary school students.

## PROGRAMMES

**Project Support Programme** which finances projects and programmes.

Its main objectives are:

- Helping to develop or reform education policies;
- Mobilising additional donor financing for Roma education programmes and projects;
- Building the institutional capacity of governments and the civil society;
- Conducting research and analysis on Roma education issues;
- Raising awareness and conducting advocacy campaigns.

**Policy Development and Capacity Building Programme** which supports activities that help create a framework for dialogue with governments and civil society on education reform and Roma inclusion. Its main objectives are:

- Strategic studies with strong policy relevance for the region and governments with which the REF is engaged in policy dialogue;
- Capacity building provided to local and central governments for directing more EU funds to support Roma communities and NGOs in the field of Roma education;
- Technical assistance and capacity building provided to civil society organizations to help access EU and other international donor funds;

- Capacity building provided to NGOs and local governments implementing REF projects.

**Geographic coverage:**

Albania, Bulgaria, Bosnia & Herzegovina, Czech Republic, Croatia, Hungary, Kosovo, Moldova, Macedonia, Montenegro, Serbia, Slovakia.

**Who can apply:**

Grant applications are accepted from public and private entities, and special attention is focused on the countries which have formally joined the Decade of Roma Inclusion. Grants can be made to both the public and the private sectors, as well as to combinations (partnerships) of these. The public sector can include national, regional and local governments. The private sector can include Romani and non-Romani civil society organisations, and private educational establishments and policy institutes.

Please note: The Board of the Roma Education Fund has suspended the acceptance of project applications from Romania until further notice.

**How to apply:**

More information is available at: <http://www.romaeducationfund.hu/how-apply#>

## SWEDISH INSTITUTE

**General Information:**

The Swedish Institute supports projects that promote human rights, transparency, and democracy with the aid of initiatives that use either culture or the media as a method for achieving change.

Funding can be granted to projects which contain a creative, capacity-building dimension and include activities such as seminars, workshops, training courses and visits.

The institute provides support through:

**Seed funding** for such purposes as small-scale projects, project start-ups and planning trips. There are two calls for funding per year. The maximum project duration is from the close of the application until 31 December of the same year. The maximum amount that can be applied for is SEK 100,000 (€10,740.00).

**Funding for collaborative projects** for larger-scale initiatives with a maximum duration of 24 months from the close of the application. The average amounts range between SEK 100,000 and SEK 300,000/year (€32,220.00), maximum SEK 600,000 (€ 64,440.00). For projects that run for more than 12 months, approved interim reports are required before remaining funds may be disbursed.

**PROGRAMMES**

The objectives of the **Creative Force Western Balkans and Turkey** and the **Creative Force Eastern Europe** programmes are:

- Improved conditions for accountability to the people.
- Stronger rights and greater respect for/recognition of vulnerable groups such as children and LGBTQ persons as well as ethnic and religious minorities.
- Greater awareness and reduced levels of discrimination and intolerance.
- Women and men increasingly have the same power to shape society and their own lives.

The objectives of the **Creative Force Russia Programme** are:

- More opportunities for democratic involvement of citizens.
- Enhanced capacity among drivers of change and civil society to promote democracy, human rights and non-discrimination.
- Helping women and men to increasingly have the same power to shape society and their own lives.

### **Geographic coverage**

Creative Force Western Balkans and Turkey: Albania, Bosnia and Herzegovina, Kosovo, Macedonia, Montenegro, Serbia and Turkey;

Creative Force Eastern Europe: Armenia, Azerbaijan, Belarus, Georgia, Moldavia, Ukraine; Creative Force Russia: Russia (especially north-western Russia)

### **Who can apply:**

Civil society organisations (CSOs), teacher unions, etc. Teacher unions from Eastern Europe must already have a partner in Sweden before an application can be made. It is the Swedish partner who is responsible for applications vis-à-vis the Swedish Institute.

### **How to apply:**

The next call will open in December 2015 with a deadline in January 2016.

<https://eng.si.se/areas-of-operation/leadership-programmes-and-cultural-exchange/creative-force-programme/funding-for-collaborative-projects/instructions-for-application/>

## **GLOBAL WOMEN FUND**

### **General Information**

The Global Fund for Women is a grant-maker and a global advocate for women's human rights. It helps to advance the movement for women's human rights by directing resources to and raising the voices of women worldwide.

Global Fund's grant-making focuses on three critical areas:

- Zero violence
- Economic and political empowerment
- Sexual and reproductive health and rights

### **Geographic coverage**

Worldwide

### **Who can apply:**

More detailed information concerning the application criteria is available at:

<http://www.globalfundforwomen.org/information-for-applicants/criteria>

### **How to apply:**

The Global Women Fund accepts applications as from 1 September 2015:

<http://www.globalfundforwomen.org/information-for-applicants>

## **EUROPEAN ENDOWMENT FOR DEMOCRACY**

### **General Description**

The European Endowment for Democracy (EED) is a joint project of member states and European Union institutions. The EED is fighting against the lack of justice and the lack of freedom of speech and promotes the European values of freedom, democracy, equal opportunities, human rights, gender equality.

The average grants range between € 10.000 and € 150.000.

### **Geographic coverage:**

Armenia, Azerbaijan, Belarus, Georgia, Moldova, Ukraine.

### **Who can apply:**

Pro-democratic civil society organisations, movements and individual activists, women's rights organisations, young leaders, etc. Trade unions are welcome to apply. The EED supports however mainly small actors.

### **How to apply:**

More information about funding initiatives is available at: <https://www.democracyendowment.eu/we-support/>

# THE GLOBAL PARTNERSHIP FOR SOCIAL ACCOUNTABILITY

## General Description

The World Bank's Global Partnership for social accountability programme (GPSA) aims to provide strategic and sustained support to civil society organisations' (CSOs) social accountability initiatives to ultimately improve governance and service delivery. According to the last three calls for proposals, grant opportunities range from **\$ 400.000 (€ 360.000)** to **\$ 1.000,000 (€ 900.000)**. The GPSA offers grants to civil society organisations for activities related to social accountability, including activities supporting the enabling environment for social accountability and efforts to improve development effectiveness through social accountability approaches. Grants are also intended to support the institutional development of civil society organisations working on social accountability, and for knowledge generation and dissemination activities. Grants may include mentoring, knowledge and capacity building activities.

## Geographic coverage:

'Opted-in' countries, countries where governments have consented to 'opt-in' to the programme are: Belarus, Georgia, the Kyrgyz Republic, Moldova, Tajikistan

## Who can apply:

Legal entities that fall outside the public or for profit sector, such as non-government organisations, not-for-profit media organisations, charitable organisations, faith-based organisations, professional organisations, labour unions, workers' organisations, associations of elected local representatives, foundations and policy development and research institutes.

## How to apply:

For non-'opted-in' countries: To opt-in, a government must send an opt-in letter to the Country Director of the respective World Bank Country Office. The letter must be signed by a representative of the World Bank's counterpart in government. In the letter, the government confirms that civil society organisations in the country are eligible to receive support from the GPSA. The government also designates a point of contact for matters relating to the GPSA, who will also provide the GPSA with the government's comments about proposals that are pre-selected to receive grant support from the GPSA.

As the GPSA provides grants annually, ETUCE invites you to visit the following link for regular updates on funding opportunities: <http://www.thegpsa.org/sa/funding/3rd-call-proposals>

# OAK FOUNDATION

## General Description

The OAK Foundation commits its resources to address issues of global social and environmental concern, particularly those that have a major impact on the lives of the disadvantaged. The OAK Foundation has an annual grant-making budget of over **\$150 million (€135 million)** and makes grants to organisations located in countries worldwide. Except in special circumstances, The OAK Foundation does not fund initiatives under \$25.000 (€23.000). It provides its support via grants and programmes:

- Child Abuse programme
- Environment programme
- Housing and Homeless programme
- International Human rights programme
- Issues Affecting Women programme
- **Learning Differences programme**
- **Special Interest programme**

The **Learning Differences Programme** aims to strengthen teacher capacity; engage students; enhance parent knowledge and support; personalised learning environments; explore learner profile tools (develop or enhance tools that support educators, parents and students in better understanding and responding to individual learner profiles); build demand (promote awareness of, and strengthen demand for, educational environments that are responsive to students with learning differences).

If your project does not fall into any of these thematic programmes, you can apply through the **Special Interest Programme**. In the Special Interest Programme, the OAK Foundation funds a range of projects in health, humanitarian relief, **education** and arts.

## Geographic coverage:

Worldwide

## Who can apply:

Trade unions are eligible to apply.

## How to apply:

Each programme has its own funding criteria, geographic scope and requirements. ETUCE invites you to check the Oak Foundation's Grant Database: <http://www.oakfnd.org/node/3>

# EASTERN PARTNERSHIP TERRITORIAL COOPERATION (EAPTC)

## General Description

The Eastern Partnership Territorial Cooperation (EAPTC) aims at the sustainable territorial cooperation between border regions to benefit their social and economic development.

The EAPTC main objectives are:

- Improving the living conditions of local communities in the target cross-border regions through joint economic and social development projects;
- Addressing common challenges, such as environment, employment, public health and any other field of common interest;
- Supporting local cross-border “people-to-people” actions in the areas of sports, **education** and cultural exchange.

The EAPTC Cooperation Programmes cover the following partnerships:

Armenia – Georgia; Azerbaijan – Georgia; Belarus – Ukraine; Moldova – Ukraine

The overall indicative amount available under the call for proposals is around €3,300.000. The initial planned duration of the project may not be lower than 9 months nor exceed 18 months.

## Geographic coverage:

Armenia, Azerbaijan, Belarus, Georgia, Moldova and Ukraine

## Who can apply:

State institutions: local and regional authorities, public service providers (hospitals, educational and research institutions, communal and social service entities, cultural institutions and associations, etc.)

Non-state institutions include a wide range of civil society organisations (independent political and research foundations, citizens’ initiatives and unions, trade unions, youth organisations, associations of small and medium-sized enterprises, etc).

## How to apply:

Interested member organisation should regularly visit the following website for a n update on this funding opportunity: <http://eaptc-ma.eu/en/>

# UNITED NATIONS DEMOCRACY FUND

## General Description

The United Nations Democracy Fund (UNDEF) supports projects that strengthen the voice of civil society, promote the rule of law and human rights, and encourage the participation of all groups in democratic processes.

The UNDEF **project areas** are:

- Community Activism
- Rule of law and human rights
- Tools for Knowledge
- Women's Empowerment
- Youth Engagement
- Media and Freedom of information
- Strengthening interaction with government

Grant allocation is of a minimum of \$ 100.00 (€ 90.00) and not exceed \$ 300.00 (€ 270.00). UNDEF will reserve at least **70 %** of its programmable resources in each funding round for projects taking place in **one country** and will allocate no more than **30 %** to **global/regional** projects. **10 %** of the total projects costs will be used by UNDEF **to cover monitoring and evaluation**.

## Geographic coverage:

Worldwide

## Who can apply:

Civil society organisations (CSOs), non-governmental organisations (NGOs), independent and constitutional bodies, global and regional inter-governmental bodies, organisations and associations.

Please note: Strong preference will be given to applicants from countries where the challenges of democracy are more critical: **Least Developed Countries, Low Income Countries** and **Middle Income Countries (Lower and Upper Middle – income Economies idem)**. List of countries: <http://data.worldbank.org/about/country-and-lending-groups>

## How to apply:

To find out more about the application procedure visit the following page: <http://www.un.org/democracyfund/apply-funding>

The annual proposal window is open only from **15 November** to **31 December**.

## ANNEX

Member organisations and trade union centres that have solidarity funds to finance project activities. Possible project applications should be forwarded to EI for coordination and further distribution.

<b>Country</b> Sweden	<b>Organisation</b> <b>Swedish Teachers' Union</b> <i>Läraryrskombundet</i> Website: <a href="http://www.lararforbundet.se">http://www.lararforbundet.se</a>	<b>LO,TCO &amp; SACO GLObal</b> Website: <a href="http://www.lotcobistand.org">http://www.lotcobistand.org</a>
<b>Norway</b>	<b>Union of Education Norway</b> <i>UEN</i> Website: <a href="http://www.utdanningsforbundet.no">http://www.utdanningsforbundet.no</a>	<b>LO Norway</b> Norway Website: <a href="http://www.lo.no">http://www.lo.no</a>
<b>Denmark</b>	<b>DM</b> <i>Gymnasieskolernes Laererforening</i> Website: <a href="http://www.dm.dk">http://www.dm.dk</a>	<b>BUPL</b> <i>The Danish National Federation of Early Childhood and Youth Educators</i> Website: <a href="http://www.bupl.dk">http://www.bupl.dk</a>
	<b>DLF</b> <i>The Danish Union of Teachers</i> Website: <a href="http://www.dlf.org">http://www.dlf.org</a>	<b>The LO/FTF Council</b> Website: <a href="http://www.ulandssekretariatet.dk/">http://www.ulandssekretariatet.dk/</a>
<b>The Netherlands</b>	<b>AOb</b> <i>Algemene Onderwijsbond</i> Website: <a href="http://www.aob.nl">http://www.aob.nl</a>	<b>FNV Netherlands</b> Website: <a href="http://www.fnv.nl">http://www.fnv.nl</a>
<b>United Kingdom (Scotland)</b>	<b>EIS</b> <i>Educational Institute of Scotland</i> Website: <a href="http://www.eis.org.uk">http://www.eis.org.uk</a>	<b>NASUWT</b> <i>National Association of Schoolmasters Union of Women Teachers</i> Website: <a href="http://www.teachersunion.org.uk">http://www.teachersunion.org.uk</a>
	<b>NUT-UK,</b> <i>National Union of Teachers</i> Website: <a href="http://www.teachers.org.uk">http://www.teachers.org.uk</a>	<b>UCU</b> <i>University and College Union</i> Website: <a href="http://www.ucu.org.uk">http://www.ucu.org.uk</a>





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