



PROJECT PROPOSAL SUBMISSION FORM FOR PARTNER SEARCH

A.1	<i>Name of the organization</i>	CEFA - Comitato Europeo per la Formazione e l'Agricoltura ETS
A.2	<i>Profile of the organisation [main area of intervention, past experience, information on main activities carried out]</i>	<p>CEFA is an NGO founded in 1972 in Bologna, engaged in the context of international cooperation and volunteering for youth, intending to foster balanced social growth and the empowerment of local organizations equipped with participatory self-management skills to guarantee sustainability and duration of achieved results over time.</p> <p>In the field of GCED, CEFA carries out programs of development education and awareness-raising activities in schools of all levels in Italy. CEFA's experiences in the working sector relate to projects fighting against climate change; hate speech and discrimination and supporting the social inclusion of migrants. The activities aimed at combating climate change, racism, gender based discrimination, and climate change, through educational and non-formal methods, like theatrical and audio-visual activities, communication campaigns, graphic arts, music, gamification, and Escape Room game, by promoting behavioral changes for a more inclusive society.</p>
A.3	<i>Previous experience in European projects [name, what programme, brief description].</i>	<p>The Street Harmony project (CREA), aims to contribute to transnational creation and circulation of EURO-MED works and artists and to co-production of artistic outputs aiming to address social issues, in particular gender-based discrimination, dealing with it as a common issue, while at the same time recognizing its specificities linked to particular local contexts.</p> <p>The NARR(ACT)IVE project (E+), aimed at deconstructing gender stereotypes and gender-based discriminatory narratives made by mainstream media, in fact the main target of the project are people working in the field of communication.</p> <p>The Elephant Man project (E+), aimed at promoting social inclusion of vulnerable groups, involving young people from Italy, Spain, Poland, Greece and Lebanon, through the use of the audiovisual tool and videomaking.</p> <p>The RYSE project (E+), aimed at promoting employability of young people of Italy, France, Spain, Hungary, Romania and Portugal, thought non formal education methodologies.</p> <p>The Crossroads of Inclusion project (E+), which aims at promoting the social inclusion of young migrants in the euro-mediterranean region thanks to a 3-days mobility exchange in Italy, to which 18 youth workers from Morocco, Tunisia, France, Spain and Italy will take part to share best practices.</p> <p>The Escape the Crisis project (E+), aimed at addressing the issues of climate change and its link with food system sustainability through the non-formal methodology of the Escape Room directed to European high school teachers and VET trainers.</p> <p>The Let's Cycling! Project (E+), addressing sustainable mobility and empowerment of migrant women using the bicycle as a sustainable</p>



		mobility tool as well as a means to increase vulnerable women's independence and emancipation. This has been achieved thanks to a training held in Bologna addressed to people working in social cooperatives that deal with migrant women.
B.1	<i>Call for which you are applying</i>	CERV EQUAL 2025 - 1st priority
B.2	<i>Name of the project</i>	Tentative: Mind the Gap
B.3	<i>Project's objectives</i>	<p>General Objective: to contribute to fostering a more inclusive and equitable economic environment at both local and European levels by promoting financial literacy, awareness, and practical skills that combat the gender pay gap, prevent economic gender-based violence, and challenge workplace discrimination.</p> <p>Specific Objectives: 1) to raise awareness and strengthen the capacity of HR professionals and managers (from different sectors) to implement inclusive and transparent pay and organisational practices, aimed at preventing gender - based discrimination and economic violence; 2) To promote economic empowerment and to equip women employees - especially those with migrant backgrounds - with the financial knowledge and tools needed to recognise, prevent and respond to economic gender - based violence and discrimination.</p>
B.4	<i>Main activities to be implemented</i>	<p>The project aims to raise awareness and challenge the systemic discrimination faced by women in employment contexts, especially in relation to the gender pay gap and economic abuse. An intersectional lens is applied to highlight the compounded disadvantages experienced by women with a migrant background, who often face even wider access to work and wage disparities. By engaging HR professionals and managers, the project seeks to foster inclusive workplace practices that contribute to closing the pay gap and ensure equal treatment for all employees. This includes recognizing and actively countering patterns of economic control, dependency, and marginalization, which constitute a barrier to women's full and equal participation in the labour market.</p> <p>Work Package 1: <u>Management and Coordination</u> Work Package 2: <u>Expert-led training on women economic disadvantages and structural barriers to women's employment</u></p> <p>The training, delivered by experts from Banca d'Italia, will aim to raise awareness among participants about the disadvantages faced by women, because of their being women, from the economic point of view: the gender pay gap as a form of discrimination in the workplace and the economic abuse they might face also as a consequence of wage and access to work disparities. Through data, case studies, and practical insights, the experts will provide an in-depth understanding of the causes, consequences, social implications, and current figures related to pay disparities. The target audience for this training consists of HR professionals and managers from small and medium-sized local enterprises and working women</p>



		<p>Work Package 3: <u>Co-creation of an awareness-raising tool through a local retreat</u></p> <p>Following the expert-led training, participants (or a representative selection, depending on the number of trainees) will be invited to take part in a locally organized retreat facilitated by each project partner. The retreat will serve as a collaborative space where participants, both HR managers and working women, guided by a subject-matter expert, will translate the knowledge acquired during the training into a concrete, practical output, by also discussing how their roles as employees and employer can better match in order to reduce and address any form of gender pay gap, economic disadvantage and the potential consequence of economic abuse also outside of workplaces.. This co-created output may take the form of a board game, simulation, or reality lab designed to raise awareness about the gender pay gap and promote inclusive workplace practices.</p> <p>As a part of this phase, the project will introduce an incentive pathway, awarding 2-3 local companies in each country involved that demonstrate strong commitment and engagement to initiate the process of obtaining Gender Equality Certification (in line with relevant national or EU standards) his initiative aims to encourage the adoption of long-term strategies for inclusive work environments and reinforce the sustainability of project outcomes. Each selected company will receive a personalized mentoring/support package, including assistance with documentation preparation, audits, and policy review, in collaboration with accredited organizations.</p> <p>Work Package 4: <u>Communication and dissemination activities</u></p> <ul style="list-style-type: none"> • Design and implementation of a multi-channel communication and dissemination campaign to raise public awareness of the project themes and outputs. • Production of short audio-visual content (e.g., Instagram Reels and videos for other social media platforms) to broaden the project's outreach. These videos will feature interviews with citizens—such as workers, students, and young professionals—who are invited to engage with and reflect on the awareness-raising tools developed during the retreat. • Organisation of regional dissemination events in each participating country to present project results to local stakeholders, foster dialogue, and gather feedback. • Final dissemination event in Bologna, Italy, open to the general public and involving relevant stakeholders. Representatives from each project team will participate, sharing insights and facilitating interactive demonstrations of the outputs created.
B.5	<i>Place of activities' implementation</i>	Italy (CEFA) and other 2 EU countries
C.1	<i>Consortium partners</i>	<ul style="list-style-type: none"> • Still to be identified.
C.2	<i>Required partner profile [type, country of origin, any other information required]</i>	<p>Partners organisation should have had experiences in implementing projects related to gender-based discrimination</p> <p>Preferably NGOs able to replicate the activities in their country.</p>



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C.3	<i>Project activities required of the potential partner</i>	<p>Preferably NGOs able to replicate the activities in their country, able to mobilize the target group and find experts to carry out training.</p> <p>Target groups and beneficiaries: Human Resources professionals, managers and working women in general with a specific focus on those who have experienced work related discrimination and gender related disadvantages. Also the social, working and entrepreneurial fabric of the involved countries.</p>
D.1	<i>Contact us by the end of August 2025 to our address ecg@cefa.org</i>	