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Rukometni savez
Zagrebačke županije
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PROJECT MANAGEMENT PLAN

**Equal oportunities for
women in handball**

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1. PROJECT BACKGROUND (overview, objectives, outputs to be produced)

General objective of the action is to encourage social inclusion and equal opportunities.

Promoting equality in sport is one of the key goals of the Council of Europe since the very beginning of the program's implementation in the field of sport, which is often considered to be the area of prevalence of "male" values. Despite the many different efforts made by public bodies to promote equality, everyday obstacles continue to exist. As ministers responsible for equality between men and women emphasized at the 7th Ministerial Conference held in Baku in 2010: Equality exists de jure, but it is not always de facto.

The Council of the European Union in the Conclusions on Gender Equality in Sport (2014 / C 183/09), issued on 21 May 2014, calls on the Member States to strengthen and integrate gender equality in sport policy, and to promote the suppression of gender stereotypes, emphasizes the value of diversity and gender balance in sports administrations and trainers and promotes gender equality in decision-making at all levels and in all sports, promotes gender equality in executive committees and sports committees as well as in management and coaching and promotes media coverage of sports which respects gender equality.

Despite the formal existence of various regulations, declarations, recommendations prohibiting discrimination and various anti-discrimination campaigns, various forms of discrimination against women in sport still exist. Promoting equality in sport is one of the key goals of the Council of Europe since the very beginning of the program's implementation in the field of sport. The importance attached to policies called "Sport for All" is reflected in the European Charter for Sport for All, which the Council of Ministers has adopted in 1975, together with a series of recommendations. Despite the praiseworthy initiatives and the relevant recommendations of the Council of Europe bodies in promoting equality, everyday obstacles continue to exist. Collaborative partnerships between these countries will not only enable transfer of experience, good practices and innovative solutions among partners, but will also give the project greater relevance when addressing regional and national policymakers.

Target group of this project are women handball clubs with club management, women handball trainers/coaches working with young athletes and women referees. All project partners and local stakeholders (women handball clubs, women coaches and women referees) will gain a new knowledge and skills regarding development of women handball and job opportunities as women administrative staff, coaches and referees which will be summarized after the Best practices exchange meetings (workshops) in partners countries in one Women's handball manual. According to project activities, target groups will gain new knowledge and insight in opportunities of women's handball and they will be able to create new initiative and programs. The administrative staff of the project partners will be additionally educated on how to connect the women's handball activities with other industries (e.g. tourism) which may bring added value to sports and project at whole

This small collaborative partnership between project partners will not only enable transfer of experiences, good practices and innovative solutions among partners, but will also give the project greater relevance when addressing regional and national policy makers on promoting women's handball.

This is further supported by the development of report with project activities and conclusions to encourage changes that will enable better and more efficient work of target groups in partner countries and beyond.

Project is divided in four 4 packages:

WP1: Project management

WP2: Best practice exchange workshops

WP3: Development of Woman's handball Manual

WP4: Communication, Dissemination and visibility

The summary of the project output will be translated to all partner languages and English and be available in the EU countries and will be visible on the different EU platforms. Sharing our experience of challenges and opportunities is very important in order to learn from each other. Such as promoting innovative aspects of the project by non-formal training modules which can easily be implemented in any EU country.

Creation of practical tool (Women's handball Manual) which will be available to all interested parties through different platforms at the EU level. It will be available in partners' national languages and in English assuring its relevance in the future work of the EU organizations on awareness raising about the importance of mobility of target groups and the importance of equal opportunities in sport focusing on employability.

Type and number of outputs to be produced:

4 transnational project meeting // training materials developed // organization of the 3-day Exchange of best practice in Croatia, Hungary and Serbia // 1 logo and slogan produced // 8 articles (online and printed media) // 4 press conferences // 3 radio or TV appearances (one per partner country) // 8 press release in total // 1 web page // 2 web sites (1 per partner) // FB page // 3 roll-up banners (1 per partner) // 900 printed leaflets (300 per partner) // 60 posters (20 per partner) // 150 project T-shirt (50 per partner) // Certificate of attendance (minimum 32 for Hungary, 32 for Serbia, 53 for Croatia) // printed Brochure.

2. ACTIVITIES AND TASKS WITH TIMELINE

Activities and task are clearly and consistently divided between project partners according to their field of responsibility as defined by founder as well as specific experts and references.

Overview of all activities with timeline:

No.	Activity and venue	Start date	End date	Target group (s)	Description of activity
WP1	Project management / all project partners	01.01.2020.	30.06.2021. Amendment 30.06.2022.	Project team	RSZZ as applicant (i.e. the person delegated as project coordinator) will be in charge of coordination of the whole project team and project partners and their activities during the implementation period. The project team will be responsible for implementing activities, monitoring and timely reporting their results. Communication between all partners will be regular in order to exchange experience, discuss time frames, methodologies of implementation of the activities.
1.1 1.2 1.3 1.4	Project management meetings / Croatia, Hungary, Serbia, Croatia	01.01.2020.	30.02.2021. Amendment 30.02.2022.	Project team	4 project meeting will be held in the scope of Transnational project meetings (Croatia, Hungary, Serbia, Croatia)
1.5	Development of documents and material for implementation of the project/ all project partners	01.01.2020.	31.05.2021. Amendment 31.05.2022.	Project team, handball clubs, women handball trainers, women handball referees	This set of activities will include all preconditions to assure a successful implementation of the project activities among target group.
1.6	Creation of evaluation questionnaire	01.01.2020.	30.03.2020.	Project team member	Anonymous questionnaires will be a base for internal evaluation documents.
1.7	Survey questionnaire / all project partners	01.01.2020.	30.03.2020.	Project team member	Researching and creating a data base about position and role of women in handball clubs and handball sport organization. All gathered data will be translated into English and used in brochure.

WP2	Exchange of best practice/all project partners	01.01.2020.	31.05.2021. Amendment 31.05.2022.	Project partners	Project partners will create the content of exchange of best practices meeting that will consist of various thematic areas which are related to the equal opportunities women in handball: promotion of woman handball on local, regional, national and EU level, promotion of woman coaches and woman referees; non-formal education of target groups on handball methodology for children athletes, Better get to know the world of women's handball for the purpose of implementing more effective measures, Promote and Implement Proactive Policies to Promote Women's Handball Sport, Enable professional training, Improve the quality of local sports facilities, Facilitate the exchange and transmission of information and ideas to local and European level in order to promote women's handball and contribute to its development, visibility of women's handball in the media.
2.1 2.2 2.3 2.4	Organization of the 3day's Best practice exchange / Croatia, Hungary,Serbia, Croatia	01.01.2020.	31.05.2021. Amendment 31.05.2022.	Project partners, handball clubs, women handball trainers, women handball referees	The project partners will organize 3 day's workshop practice meeting in Hungary, Serbia and Croatia. During the period of the KoM partners will prepare materials for Best practice exchange workshops. At the first workshop in Hungary, the partners will present the collected data as the most important part of the discussion about the position of women in handball. According to the conclusions of the first workshop, on second workshop each partner will present an example of good practice from its environment, from

					<p>which it is evident that the gender equality policy in the handball sport is successfully implemented.</p> <p>On the third workshop partners will talk about topics:</p> <p>Better get to know the world of women's handball for the purpose of implementing more effective measures.</p> <p>Promote and Implement Proactive Policies to Promote Women's Handball Sport.</p> <p>Enable professional training.</p> <p>Improve the quality of local sports facilities.</p> <p>Facilitate the exchange and transmission of information and ideas to local and European level in order to promote women's handball and contribute to its development.</p> <p>Visibility of women's handball in the media.</p>
WP3	Women's handball Brochure / all project partners	01.01.2020.	30.06.2021. Amendment 30.06.2022.	Project team, handball clubs, women handball trainers, women handball referees, media	Women's handball Brochure will be prepared by Applicant. It will be prepared in English, translated into project partners languages. It will be prepared by University of Belgrade with assistance of all project partners.
3.1	Preparation of materials for Women's handball Brochure/all project partners	01.01.2020.	30.03.2021. Amendment 30.06.2022.	Project team, handball clubs, women handball trainers, women handball referees, media	Gathering and analysis of all educational materials from Best practice exchange workshops and questionnaires
3.2	Development of Women's handball Brochure / all project partners	01.01.2020.	30.03.2021. Amendment 30.06.2022.	Project team, handball clubs, women handball trainers, women handball referees, media	Brochure will consist of summary of desk research on current position of women's handball and best practices collection from each partner country and conclusions of all workshops.
WP4	Communication, Dissemination and visibility / all project partners	01.01.2020.	30.06.2021. Amendment 30.06.2022. And one year after	Project members, administration staff in handball clubs, women handball trainers, women handball	A set of activities is designated to assure proper dissemination of information about project results as well as the visibility of the EU contribution

				judges, handball associations, decision makers, local and regional government and general public	
4.1	Communication and Dissemination plan	01.01.2020.	30.06.2021. Amendment 30.06.2022.	Project members, administration staff in handball clubs, women handball trainers, women handball judges, handball associations, decision makers, local and regional government and general public	The strategy includes description of tools to be used to achieve the dissemination objectives. Our communication activities will be based on digital communication and social networks (web site, Facebook page etc.)
4.2	Production and dissemination of project promotional materials (TPM1, TPM2, TPM3, TPM4) / all partners	01.01.2020.	30.06.2021. Amendment 30.06.2022.	Project members, administration staff in handball clubs, women handball trainers, women handball judges, handball associations, decision makers, local and regional government and general public	During the project implementation all project partners will share information and news through their channels (networks, mailing list, press, social networks) and on the project web platform. The project web platform of the project will be created in English. The campaign will be built using primarily social media, rather than traditional ones. The interactivity of social media gives our target group the opportunity to ask questions, receive answers and feel they are being heard. The project will be promoted through different social media channels: web sites, Facebook etc.
4.3	Local dissemination event	01.01.2020.	30.06.2021. Amendment 30.06.2022.	Project members, administration staff in handball clubs, women handball trainers, women handball judges, handball associations, decision makers, local and regional government and general public	Objective of this activity is a public promotion of the project activities and disseminating the EU support. Throughout the project implementation, there will be 4 press conferences. First one during 1st Transnational project meeting (kickoff meeting) in Croatia, second during the 2nd Transnational meeting (workshop) in Hungary, third one during the 3rd

				<p>Transnational meeting (workshop) in Serbia and the final one in Croatia during the 4th Transnational project Meeting (workshop). The press conferences will share the information about the project activities and presentation of partners, project objectives, target groups, duration of the project, final beneficiaries and sources of financing. At the final press conference in Croatia the project results, lessons learned and participants experiences and attitudes will be presented as well as the promotion of the Woman's handball manual. Project promotion is necessary to ensure the visibility of results and raising of the awareness about the project goals and their importance. Each partner will share at least 10 photos featuring local activities in the social media and on the project web site.</p> <p>The project team will periodically prepare press releases to inform the general public about the project progress. The web site will be used to promote the project, to contribute to an efficient communication among partners and to act as an info point on the project objectives.</p> <p>During the 18 months of the project implementation our consortium will support the implementation of the European Week of Sport by promoting project activities (each partner respectively in their own country).</p> <p>For the implementation of this activity will be responsible project management team. Results: 4 press conferences,</p>
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					<ul style="list-style-type: none">- 8 articles (online or in printed media),- 3 radio or TV appearances (one per partner country)- 8 press releases in total- 3 promotion on different regional or national assembly- 3 banners (one per partner)
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