

ANNUAL ACTIVITY REPORT 2005



Network
for the support
of the less privileged





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IDENTITY

Athens Network of Collaborating Experts (ANCE) is an independent, non-governmental, non-profit organisation based in Athens, Greece. It was established in 1996 by a group of experts in international development cooperation and has succeeded today to create an extensive network of collaborators and volunteers for the promotion and the implementation of humanitarian aid and sustainable development programmes. ANCE's main objective is to support developing countries and vulnerable social groups.

ANCE is collaborating with other non-governmental organisations, local development agencies, local authorities, Universities and research centres in Greece and abroad, for:

- the promotion of democracy and the protection of human rights
- the improvement of women's access to the labor market
- the informing and sensitization of the EU citizens on the problems of the developing world
- combating all kinds of racism, xenophobia, marginalisation and social exclusion.
- the distribution of humanitarian aid
- environmental protection and preservation of the cultural heritage
- the implementation of income generating projects for the weakest and most disadvantaged groups of society
- the support of entrepreneurship and sustainable economic development in areas of Central and Eastern Europe, Asia, Africa and Latin America
- the support of populations affected by natural disasters and wars



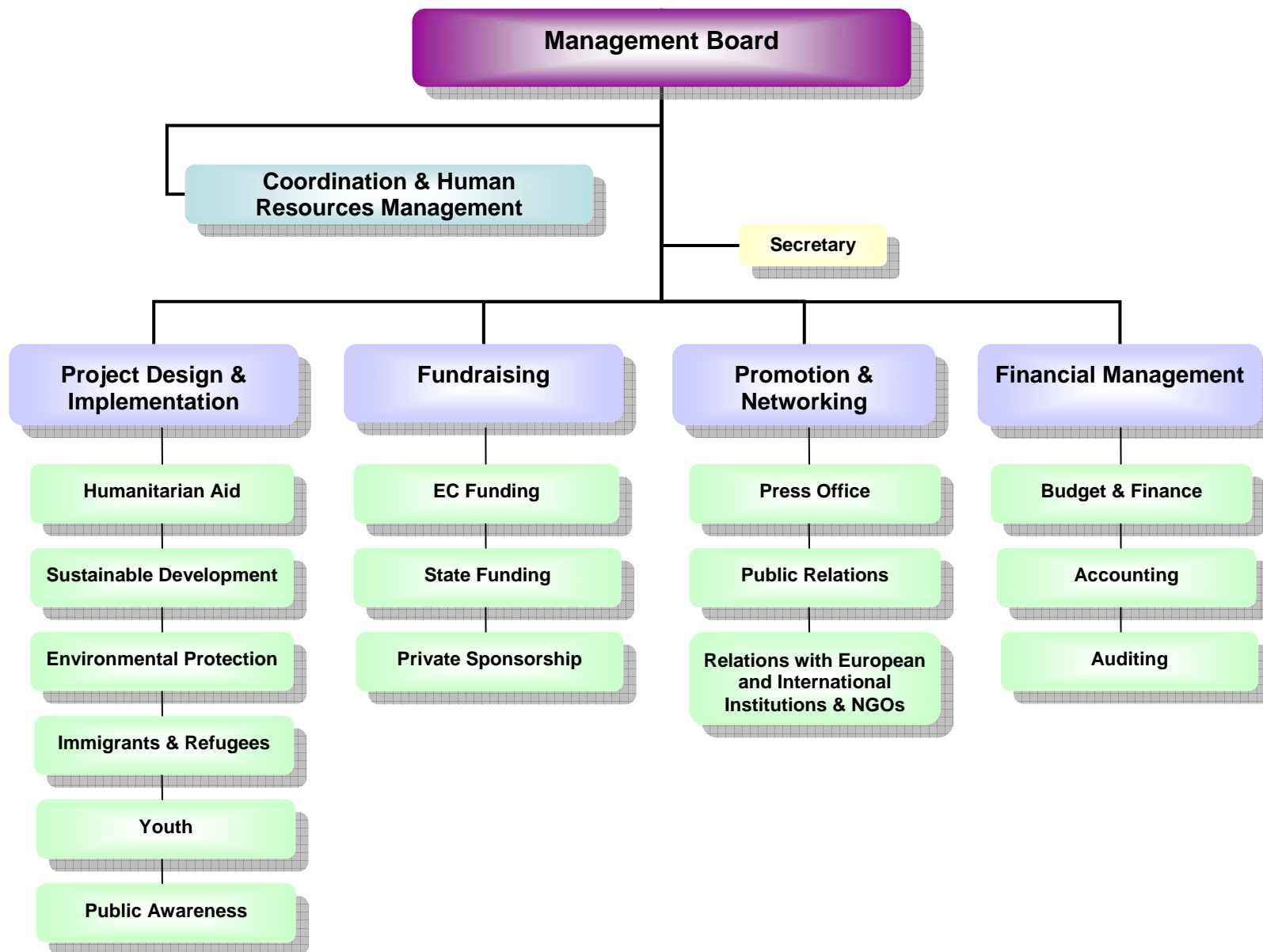
ACTIVITIES

A.N.C.E.'s activities focus primarily on the following areas:

- Democracy and human rights promotion
- Promotion of professional mobility
- Promotion of the integration of socially vulnerable groups into the labour market
- Promotion of youth exchange and youth mobility initiatives
- Public Awareness activities on active responsible citizenship
- Promotion and implementation of training seminars on disaster preparedness and risk management
- Public Awareness activities regarding reaction to natural disasters
- Dissemination of information and development of strategies for the prevention of environmental pollution
- Promotion of water and waste management initiatives
- Training of unskilled workers and inexperienced graduates to improve their employability
- Establishment of interactive links between educational institutions and the business community
- Development of small and medium enterprises and regional entrepreneurship
- Support to the economic development and coherence of the Eastern European, Balkan and Mediterranean Countries

ORGANISATIONAL CHART

Following is the organisational chart of ANCE:





HUMAN RESOURCES

Management board members:

Name	Position	Years on the board
Pavlidis George	President	4
Karagiannis Stefanos	Vice President	10
Dikeos Konstantinos	Member	10
Soumelis Konstantinos	Member	10
Sargentis Dimosthenis	Member	10
Chaniotou Ekaterini	Member	3
Voiklis Georgios	Member	3
Aspasia Kakari	Member	1
Pappas Spiros	Member	3

Number of full-time and part-time staff by category:

Number of Employees	Position	Type
1	Director	Full time
1	Financial Manager	Full time
2	Project Manager	Full time
1	Computer Engineer	Full time
1	Accountant	Part time
1	Secretary	Full time

Other relevant resources:

A.N.C.E. has created a network of approximately 50 associated experts in Greece and abroad, undertaking specialised assignments in the areas of activity of the organisation.

It has also been supported by 2 volunteers.



INFRASTRUCTURE

Offices

ANCE's headquarters were moved to its branch office which is located in Athens, 11B Kodringtonos str. They occupy an area of 70 sqm.

Equipment

The available equipment is:

- 6 Personal Computers
- 1 Laptop
- 1 Internet Server
- 1 projector
- 1 Printer (Laser Printer, 1300 dpi Resolution)
- 1 Copy Machine
- 1 phone station (3 in lines/ 2 out lines, System Phone)
- 1 Fax Machine



DONORS

- ❖ EUROPEAN COMMISSION
 - Marmara Earthquake Rehabilitation Programme (MERP)
 - Asia Urbs Programme
 - EuropeAid
 - DG Employment & Social Affairs
 - DG Enlargement
 - DG Regional Policy
- ❖ HELLENIC MINISTRY OF FOREIGN AFFAIRS
 - Hellenic Aid
- ❖ OTHER NGOs
- ❖ PRIVATE SPONSORSHIP



PROJECTS IN PROGRESS

Projects awarded to A.N.C.E. in 2005:

Title of the project:	Transformation of Technical Education Centres – Training in new applied technologies (IT) in specific sectors in Serbia & Montenegro
Framework Programme:	HELLENIC AID – Ministry of Foreign Affairs
Short description:	<p>The project aims to contribute to the increase of employment in specific sectors and of the employability of the target group, and also to create the infrastructure for the provision of adult training at specific technical level.</p> <p>The main objective is the development of Centres of Technical Education and training in specific production sectors on new application technologies.</p> <p>The project activities include:</p> <ul style="list-style-type: none"> ▪ Identification and analysis of the needs of the local labour market regarding specialized personnel ▪ Design and organisation of 5 programmes for the training of vocational education trainers ▪ Design and organisation of 20 vocational education programmes ▪ Repair and provision of equipment for 5 Educational Centres ▪ Promotion of strategic cooperation between educational centres and the enterprises in the area ▪ Support for the placement of the trainees ▪ Enhancement of the local organisations and creation of a network of the Vocational Education Centres ▪ Organisation of information activities and promotion of the programme and its sustainability.
Partners:	<ul style="list-style-type: none"> ▪ O.E.E.K. (Organisation of Vocational Education and Training) ▪ ANCE (Athens Network of Collaborating Experts) ▪ Centre for Vocational and Arts Education, Ministry of Education and Sports ▪ Centre for Vocational Education of the Chamber of Commerce and Industry of Serbia
Duration:	2005-2007



Title of the project:	Design and Operation of a modern Vocational Training System for the support of vulnerable social groups in Turkey
Framework Programme:	HELLENIC AID – Ministry of Foreign Affairs
Short description:	<p>The objective of the project is the Design, Organisation and Operation of a modern Educational Structure and the development of training procedures. The structure will function as a Vocational Training Centre at the branches of the local partner, the NGO Community Volunteers Foundation, which are located at Istanbul, Samsun and Van and will contribute to the enhancement of the professional skills and knowledge of people in productive ages (especially those who are underskilled), so that they may have greater chances for access to the labour market or to upgrade their knowledge and skills in order to stabilize / improve their job position and/or to be in a position to become successfully self-employed.</p> <p>The programme focuses on the development and organisation of the vocational training process, the training methods, and the educational programmes aiming to benefit the larger group possible of unemployed, underemployed or self-employed population in the areas where the structure will operate.</p> <p>The main project activities include:</p> <ul style="list-style-type: none"> ▪ Design, organisation and pilot operation of the vocational education structures ▪ Development of a learning management system ▪ Vocational training programmes’ design system according to market needs ▪ Production system for training packages and material ▪ Training evaluation system ▪ Training of trainers who will teach at the vocational training centers and pilot implementation of training programmes for women and young adults
Partners:	<ul style="list-style-type: none"> ▪ O.E.E.K. (Organisation of Vocational Education and Training) ▪ ANCE (Athens Network of Collaborating Experts) ▪ Community Volunteers Foundation (TOPLUM GONULLULERI VAKFI (TOG))
Duration:	2005-2007



Title of the project:	Transnational exchange for active aging
Framework Programme:	Second Transnational Exchange Programme – DG Employment & Social Affairs
Short description:	<p>Despite progress made during the last years, the elderly remain part of the population most at risk of poverty and social exclusion. Employment is a key factor for social inclusion, not only because it generates income but also because it can promote social participation and personal development and contributes to maintaining adequate living standards in old age.</p> <p>The project aims to design an integrated strategy for active ageing that will improve the labour market situation of older workers and enhance the capacity of, and incentives for, older workers to remain or to re-enter in the labour market.</p> <p>The project also promotes transnational exchange and co-operation in order to address some of the crucial aspects of demographic change management at European level and to facilitate the exchange of best practices and experiences between transnational partners.</p>
Partners:	<ul style="list-style-type: none"> • European Profiles S.A. – Greece • Athens Network of Collaborating Experts NGO – Greece • Labour Institute GSEE-ADEDY, Region of Western Hellas – Greece • Adult Education Center of Kuusankoski (Kuusankosken työväenopisto) – Finland • FIM-NeuesLernen, Institute of the University of Erlangen-Nuernberg (Friedrich-Alexander-Universität Erlangen-Nuernberg) – Germany • Bavarian Senior Citizens Network (Bayerisches SeniorenNetzForum (BSNF)) e.V. – Germany • University of Cyprus, Department of Social and Political Sciences – Cyprus • NGO Anti-Poverty Information Centre – Bulgaria
Duration:	2005 - 2007



Title of the project:	ACTION-L.IN.C (Action for Leather Integrated Cooperation)
Framework Programme:	Innovative measures financed under Article 6 of the European Social Fund Regulation "Innovative Approaches to the Management of Change" - VP/2003/21
Short description:	<p>The proposed project will design and implement an age management strategy that will focus on the application of innovative HR management techniques to SMEs in a traditional sector such as leather production and manufacturing, where most of the workforce is aged and has a lack of new skills. The Applicant, the Hellenic Organisation of SMEs (EOMMEX) and the partners will ensure the co-ordination of the proposed activities and the dissemination of the project's results nationally and transnationally, as well as the activation of employers and trade unions, who are not still aware of the need, urgency or indeed the benefits of active ageing policies.</p> <p>Project objectives:</p> <ul style="list-style-type: none"> ▪ Transfer of good practice examples to textile and leather production SMEs, which have already been successfully implemented in bigger companies and concern the HR management of the ageing workforce. ▪ Networking and sharing experience between SMEs of the specific sector nationally and transnationally, in order to spread knowledge on age management. ▪ Investment in new methods of training. ▪ Awareness and sensitisation of employers, in order to adopt and apply age management policies and create an attractive work environment for older workers. ▪ Awareness and sensitisation of workers' trade unions, in order to support the project's initiatives and participate actively in the framework of social dialogue. ▪ Encouragement of older workers to remain active and upgrade their working skills and raise their self confidence by making them feel active members of the society. ▪ Addressing immigrants' social exclusion by enhancing their employability in the leather production sector.
Partners:	<ul style="list-style-type: none"> ▪ Hellenic Organisation of Small and Medium Enterprises & Handicrafts (leader) - Greece ▪ Asociacion de Investigacion de las Industrias del Curtido y Anexas (AIICA) - Spain ▪ Centro Tecnologico das Industrias do Couro, (CTIC) - Portugal ▪ Centro Tecnoloxico do Calçado (CTC) - Portugal



	<ul style="list-style-type: none">▪ Associação Portuguesa dos Industriais de Curtumes (APIC) - Portugal▪ ENEA-PROT GERIF - Italy▪ Palandrani Pellami SAS - Italy▪ Athens Network of Collaborating Experts (ANCE) NGO - Greece▪ European Profiles SA - Greece▪ ELKEDE Technology & Design Centre - Greece▪ ZENON SA - Greece▪ I KNOW HOW - Greece▪ Technological Educational Institute of Piraeus - Greece
Duration:	2005-2007



Title of the project:	Reinforcement of women's employment through innovative methods of insertion into the labour market
Framework Programme:	EQUAL
Short description:	<p>The project identifies and analyses the problems that women are facing in their effort to integrate or reintegrate in the labour market. The participating partners will design and implement innovative methods and tools in order to promote the employability of the target group. The pilot implementation of the proposed methodology will take place during the project in the following areas: Patra, Didimotiho, Keratsini, Agia Barbara, Peristeri.</p> <p>The specific objectives of the project are:</p> <ul style="list-style-type: none"> - Identification and assessment of the characteristics of the labour market at national level. - Analysis and specification of the results at local level (focusing on the areas mentioned above). - Assessment and evaluation of the procedures and methods used so far by the participating support structures. - Design and implementation of innovative activities, aiming at the integration of the target group into the labour market. - Design of an evaluation methodology (based on innovative indicators) that will be used for the evaluation of the pilot implementation.
Partners:	<ul style="list-style-type: none"> ▪ University of Athens (leader) ▪ European Profiles S.A. ▪ Planet S.A. ▪ Kleos S.A. ▪ Athens Network of Collaborating Experts NGO (ANCE) ▪ Association of companies for the inter-balkan cooperation of women ▪ National Network of Chambers of Women Entrepreneurs and Executives ▪ Workers' Social Benefits Organisation (WSBO) ▪ Manpower Employment Organisation (OAED) ▪ Iforce SA ▪ Patras Development Municipal Enterprise ▪ Development company of the prefecture of Didymoteicho ▪ Pan-hellenic Womens' Organisation "Panathinaiki"
Duration:	2005 - 2007



Project(s) from previous years:

Title of the project:	Towards the sustainable region (DQE)
Framework Programme:	Interreg IIIC North
Short description:	<p>DQE contributes to jointly identify regional strengths and reinforce products and services based on knowledge intensive business operations. Design (D), quality (Q), and environment (E) are the competitiveness parameters. The interregional partnership comprises 5 EU regions: Kainnu, Lahti, Shannon, Anhalt, Achaia, from the 4 Interreg zones. It combines widely different socio-economic contexts as a common space for the joint methodological exchange. The partners are main institutional stakeholders: regional authorities, universities, SME experts, development Organizations.</p> <p>Activities include: management & coordination, market studies, reports, workshops, pilot actions, networking, consultation to SMEs, publications, dissemination.</p> <p>The outputs are: policy schemes and instruments conforming to Gothenburg criteria, improved products, publication. The perceived results are better methodologies reinforcing sustainable development, SMEs with better market positioning, networking between partners. The project impact is a cumulative progress towards the sustainable region.</p>
Duration:	2004 - 2006
Budget:	1.384.285,00 €
ANCE's Budget	102.622,50 €



Title of the project:	Qualification Initiatives for vulnerable groups of the labour force in EU regions bordering the candidate countries (Q-LABEL: Qualifying Labour For Enlargement)
Framework Programme:	DG Enlargement
Short description:	<p>Q-LABEL aims to strengthen the competitiveness of the peripheral regions of Greece anticipated to be mostly affected by enlargement, in respect to the economic sectors, by helping these regions to cope with the resulting social and economic changes. The project mainly focuses on addressing geographical and professional mobility of unskilled workers and particularly women, aged between 18-55, in the following target sectors: IT, Telecommunications and Tourism.</p> <p>It addresses the socio-economic impact of mobility by trying to create those conditions among the targeted potential labour force that will enhance their employability into the regional labour markets, make a bearing on the formulation of labour policies. In addition, it is anticipated that the project will strengthen the links of educational institutions with the regional business communities, chambers of commerce and the local public authorities, addressing in that way more effectively regional unemployment issues.</p> <p>Particular emphasis is given on both encouraging networking between local training centres and local Small and Medium Size enterprises (SMEs) in order to identify the specific needs of the regional labour markets and enhancing the capacity of the regions' labour force, with the development of measures that enable workers to strengthen their skills so as, once employed, they are able to use them to support commercial innovativeness and competitiveness of the SMEs in the region.</p>
Duration:	2004 - 2005
Budget:	1.195.000,00 €
ANCE's Budget	249.741,00 €



Title of the project:	Promotion of Entrepreneurship in the Zhytomyr Region (Ukraine)
Framework Programme:	Tacis Institution Building Partnership Programme (IBPP) - Support to Civil Society and Local Initiatives
Short description:	<p>The project aims at fostering entrepreneurship in the region of Zhytomyr, Ukraine. The main target group of are the new or potential entrepreneurs in Zhytomyr, in the SME sector, who are in need of Business Incubation Services. The main activities of the project can be grouped into two broad categories:</p> <ul style="list-style-type: none"> ▪ Effective support to the local SMEs via the provision of Business training ▪ Examination of the possibility to integrate the existing Business Incubation Services of Zhytomyr's Chamber of Industry and Commerce (ZCIC) to a Physical Business Incubator in order to better promote SMEs activities and to create the appropriate conditions for their future development. <p>The overall objective of the project is the improvement of the employment sector and the reinforcement of SMEs through expanding and promoting business activities, strengthening SMEs competitive characteristics and fostering entrepreneurship in Zhytomyr.</p>
Duration:	2004-2006
Budget:	249.256,41 €
ANCE's Budget	



PROJECTS COMPLETED

The following projects were completed in 2005:

Title of the project:	Promoting Intra-European Mobility for Elderly
Framework Programme:	ENEA Programme - DG Employment & Social Affairs
Short description:	<p>The project aims to promote the mobility of elderly people in Europe enhancing the transnational cooperation and exchange of experience among civil society and public actors from Southern and Northern Europe.</p> <p>The basic objective of the project is to encourage elderly people to upgrade their working skills as well as to discover new interests in order to take up work again and/or start playing a more active role in society strengthening their relations with the younger generations. The project activities include:</p> <ul style="list-style-type: none"> - public awareness campaign regarding the employability and mobility of older people, - organisation of innovative tailor-made programs for the elderly such as basic English language courses and courses on the use of internet and chatting, - research on disappearing handcraft techniques and organization of conventional and on-line courses, - organization of a short study visit for elderly people in Greece - creation of website containing among others a transnational CV database of workers aged 55 and over and on-line disappearing handcraft courses. <p>The activities will be implemented by the project partners in four European countries (Greece, Italy, Germany and Finland), allowing an exchange of social practices and aging-management policies in Southern and Northern Europe.</p>
Duration:	2004-2005
Budget:	478.469,82 €
ANCE's Budget	163.469,82 €



Title of the project:	Twinning between the municipalities of Komotini and Yalova towards disaster preparedness and management
Framework Programme:	MERP
Short description:	<p>The project covers the twinning between the municipality of Komotini (Greece) and the municipality of Yalova (Turkey), in coordination with the governor's office. Emphasis is placed on the strengthening of human and institutional capacity for disaster risk management and mitigation. The project seeks to achieve the following:</p> <ul style="list-style-type: none"> ➤ The rehabilitation of municipal capacities in disaster preparedness and management ➤ To improve the awareness of local populations, target groups and stakeholders on earthquake risk.
Duration:	2002 - 2005
Budget:	3.600.000,00 €
ANCE's Budget	434.198,00 €



GRANT APPLICATIONS SUBMITTED DURING THE CURRENT YEAR

The following are grant applications submitted by ANCE during the current year, which are still under evaluation:

Community Programme or Budget Heading	Title of the Operation	Budget
EU-ASIA PRO ECO Programme - Phase II	Promoting sustainable land transport practices and demonstrating respective viable technology solutions in Bangladesh and Nepal (SUSTRAN-ASIA)	632.691 €
INTERREG CADSES III B	CLOTHO NET	1.117.840 €
Promotion of Active European Citizenship	LA COSTITUZIONE EUROPEA: quale Europa vogliamo?	75.066 €
Promotion of Active European Citizenship	Per una governance dei giovani cittadini di Europa	60.000 €
Innovative measures under Article 6 of the European Social Fund Regulation: "Innovative Approaches to the Management of Change"	SAF.E - Safeguarding Employability	1.184.500 €