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CALL FOR PROPOSALS

GRANT SCHEME TO SUPPORT CSOs IN ENHANCING THE PROTECTION FROM DISCRIMINATION AGAINST ALL VULNERABLE GROUPS AND THE RIGHTS OF NATIONAL MINORITIES IN UKRAINE

Project	EU/COE JP “Support for implementing European standards relating to anti-discrimination and rights of national minorities in Ukraine”
Awarding entity	COUNCIL OF EUROPE DGII, Anti-Discrimination Department
Funding	European Union and Council of Europe
Duration	Projects shall be implemented by 31 December 2025 . Reporting requirements shall be completed by 31 January 2026 .
Estimated starting date	14 April 2025
Issuance date	27 February 2025
Deadline for applications	21 March 2025

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APPENDICES:

- Appendix I - Application Form
- Appendix II - Provisional budget (Template)
- Appendix III - Template Grant Agreement (for information only)

HOW TO APPLY?

Complete and sign the **Application Form** (See **Appendix I**)
Attach a provisional budget (using the template reproduced in **Appendix II**)
Attach the other supporting documents:

- Statute of the organisation, or the equivalent;
- Certificate(s) of registration as a non-profit organisation;
- Plan of work for the proposed project (list of activities);
- CV(s) of the project manager(s)
- A list of the projects completed within the last three years;
- The financial document detailing the annual turnover for 2024;
- Letter of support on cooperation with authorities and/or local schools (it is not mandatory, but it would be considered as an asset);
- Letter of commitment or Memorandum from partner CSOs (only in case of applications as consortium).

Send these documents in electronic form to the following e-mail address: tenders.antidiscrimination@coe.int.
Emails should contain the following reference in subject: Grants NGOs Ukraine discrimination.

Applications must be received **by 21 March 2025 (at 23:59 Kyiv local time)**

I. INTRODUCTION

This call for proposals is launched in the framework of the joint European Union and Council of Europe Project [“Support for implementing European standards relating to anti-discrimination and rights of national minorities in Ukraine”](#).

The call aims to support national and local projects implemented by CSOs in order to strengthen their capacities to combat discrimination and hatred against all vulnerable groups, to support national minorities in local decision-making in collaboration with local authorities, to increase the protection of national minority rights in education through pilot projects in selected schools across Ukraine, and to assist local authorities in developing consultation mechanisms for vulnerable groups, including national minorities and Roma, in line with the competences provided in the Law on National Minorities.

The Grantees will remain responsible for administration of the funds which have been granted.

Project proposals shall aim to produce an added value to the Council of Europe/the European Union work in combating discrimination and hatred and diminish stigmatisation of all vulnerable groups, including national minorities and Roma.

II. BACKGROUND INFORMATION ON THE COUNCIL OF EUROPE PROJECT

The purpose of the Project is supporting Ukraine in the earlier phases of EU accession negotiations, notably by following up on the 2022 Opinion on Ukraine's application for membership of the European Union by aligning legislation and policy related to the protection from discrimination and rights of persons belonging to national minorities with European standards.

In particular, it aims to at raising awareness, at the institution and societal levels, on issues related to diversity and combating intolerance and stereotypes against vulnerable groups, including in the context of the EU accession process. Ultimately, it aims at better protecting the rights of victims of discrimination and hatred, notably those belonging to vulnerable groups within the minority communities.

The project contains two components:

Component 1: Support Ukrainian beneficiaries in analysing the current legislation and policy in combating discrimination and hate crimes and identify gaps to align them with European standards, including EU acquis. It fosters inter-service coordination on discrimination issues and the involvement of CSOs in the reform work. Provision of legal and policy assistance is envisaged to address those gaps, including relevant institutions and stakeholders' practice – first and foremost strengthening the role of the Ombudsperson as national equality body. Work with non-state actors, notably CSOs, to promote standards with the public at large and support vulnerable groups, including LGBTI persons in seeking protection from discrimination.

Component 2: Support Ukrainian beneficiaries in implementing the legal framework on national minorities at central and local level. Provision of legal and policy expertise is ensured, to address gaps related to European standards in the reform implementation, including on education and minority language issues. Work with non-state actors, notably CSOs and minority communities, to enhance their dialogue with authorities, is reinforced through pilot projects with selected schools and municipalities; standards are promoted with the public and community members supported in accessing their rights, including those of Roma communities and minority/Roma internally displaced persons, especially in the context of the war.

Project partners include the Office of the Parliamentary Commissioner for Human Rights, Ministry of Foreign Affairs of Ukraine, Ministry of Internal Affairs, National Police of Ukraine, Verkhovna Rada of Ukraine, Parliament Committee on Human Rights, Ministry of Education and Science of Ukraine, Ministry of Culture of Ukraine, State Service of Ukraine on Ethnic Affairs and Freedom of Conscience, Regional State Administrations

and district administrations of Ukraine dealing with protection of national minorities, civil society organisations, including national minority organisations.

Detailed information about the Project activities is available at [“Support for implementing European standards relating to anti-discrimination and rights of national minorities in Ukraine”](#).

III. BUDGET AVAILABLE

The indicative available budget under this call for proposals is 200,000 EUR (Two hundred thousand Euros). The Council of Europe/the European Union intend to award 10 grants of a maximum amount up to 20,000 EUR (Twenty thousand Euros) each.

Subject to availability of funds and extension of the Project initial duration, the Council of Europe/the European Union reserve the right not to award all available funds, and/or to redistribute the available funds in a different manner depending on the project proposals received and on the outcome of the call for proposals.

IV. REQUIREMENTS

1. General objective

The grants will fund projects designed to enhance the protection from discrimination and the rights of national minorities, including Roma, in Ukraine. Activities will support the implementation of relevant legislation and policies in line with European standards, ultimately providing a better redress from discrimination to citizens and people living in Ukraine:

- Reinforce capacities of CSOs and institutions on responding to discrimination and hatred against all vulnerable groups, including national minorities and Roma, and better protect their rights;
- Increase awareness of the citizens / people living in Ukraine of what is discrimination and hatred and related dangers on societies;
- Support the participation of national minorities in the local decision-making processes in collaboration with local authorities;
- Strengthening local initiative groups, coalitions and platforms, which will enhance participation of vulnerable groups in the decision-making at local level.

2. Means of action

Projects may include activities such as the following example activities (the list of activities is illustrative and not meant to be exhaustive):

- **Awareness-raising activities targeting LGBTI representatives and civil society organizations including actions against discrimination and advocacy on LGBTI rights** such as *awareness raising events, individual legal support, trainings, seminars, round table discussions*;
- **Awareness-raising activities targeting persons with disabilities and civil society organizations including actions promoting rights of persons with disability** such as *information campaigns, develop education materials for people with disabilities and make it accessible to them; disability sensitisation and awareness among key stakeholders; support platforms or open spaces for people with disabilities; inclusion of persons with disabilities in humanitarian actions*;
- **Supporting CSO participation in the early phase of EU accession talks on anti-discrimination through activities** such as *support the work of the coalitions, platforms and working groups; trainings and information sessions; online and other resources to enhance meaningful participation; monitoring and reporting*;
- **Activities with local and national authorities on national minorities** such as *trainings, seminars, forums, studies, capacity building, provision of assistance at the local level to internally displaced representatives of national minorities and Roma due to the conflict to support their active participation in social and public life*;

awareness-raising activities targeting national minority groups and civil society organizations aimed at raising awareness on social challenges and political issues, as well as on the important role of national minorities in solving these problems;

- Supporting CSO activities that combat discrimination and hate crimes, enhance the protection of vulnerable groups, and promote inclusive policies at the local and national levels such as *coalitions and capacity building trainings, exchanges of good practices, surveys and studies; training of professionals and victims of (multiple and intersectional) discrimination, hate speech and hate crimes; mutual learning, exchange of good practices, cooperation, including identifying best practices which may be transferable to other participating countries; designing and implementing anti-discrimination strategies or plans of action, including with focus on specific grounds (e.g. other specific forms of intolerance) and initiated at the local level; studies and analytical activities, including intersectional analysis; monitoring and reporting of incidents of discrimination, hate speech and hate crime, including analysis of trends, triggers and ecosystem of online hatred.*

The Grant requires the cooperation of the applicant with local and national authorities as mentioned above (letters of support will be an asset to the application).

3. Implementation period

The implementation period of the projects should start on 14 April 2025 (see indicative timetable under VIII. below) and shall not extend beyond **31 December 2025**.

Reporting must be completed on **31 January 2026 at the latest**.

Projects completed prior to the date of submission of the applications will be automatically excluded. As regard projects started prior to the date of submission of the applications, or prior to the date of signature of the grant agreement, only those costs incurred after the date of submission of the grant application could be eligible (provided the agreement concerned so provides).

4. Target groups and stakeholders

Projects should target in particular the following key stakeholders: local authorities, representatives of self-governance bodies in the territorial communities, national minority and LGBTI organisations, citizens/people belonging to national minorities and LGBTI, as well as internally displaced citizens/people.

The above list is not exhaustive and projects may propose to target other relevant stakeholders, while keeping in mind the general objective of the Project.

5. Budgetary requirements

Project proposals shall be accompanied by a draft budget (See **Template Budget, in Appendix II**) amounting to a maximum of 20,000.00 EUR (Twenty thousand Euros). The estimated budget must be consistent, accurate, clear, complete and cost-effective, in the light of the activities proposed.

Each Grantee shall also be required to contribute to the project either by way of its own resources or by contribution from third parties, with an amount equal to at least 20% of the amount of the grant. Co-financing may take the form of financial or human resources, in-kind contributions or income generated by the action or project.

6. Further to the general objective, preference will be given to:

- Projects/actions with a relevance to combating discrimination and hatred against all vulnerable groups and to the protection of national minorities;
- Projects/actions strengthening the participation of representatives of groups vulnerable to discrimination in the decision-making process at the local level;

- Projects/actions with clear link to the EU/CoE standards and engagement in Ukraine¹;
- Projects/actions foreseen to be implemented as a partnership between CSOs targeting different vulnerable groups (e.g LGBTI and national minorities).

Projects are encouraged to have a gender mainstreaming and an intersectional dimension.

7. The following types of action will not be considered:

- Projects/actions providing financial support to third parties (re-granting schemes);
- Projects/actions concerning only or mainly individual scholarships for studies or training courses;
- Projects/actions supporting political parties.

8. Funding conditions:

The funds for each grant should in principle be distributed as follows:

- 80% will be paid to the Grantee or the Lead Grantee in case of a consortium when the Grant Agreement between the Parties is signed;
- the balance will be paid to the Grantee or the Lead Grantee in case of a consortium based on actual expenditures incurred, and after the presentation and acceptance by the Council of Europe of the final narrative and financial reports for the Grant implementation.

9. Reporting requirements:

- **narrative reporting** requires a full narrative report on the use made of the grant and a copy of the register of the persons present during each of the activities, including names and signatures of participants;
- **financial reporting** requires in particular a statement in the currency in which the Grant Agreement will be concluded (Euros or local currency), in English, stating the payments made for the implementation of the activities, certified by the responsible financial officer of the Grantees, accompanied by “appropriate original supporting documents” (see below). The Council of Europe reserves the right to ask for summary translations of invoices into English. If for legal reasons the original documents must be retained by the Grantees, certified copies must be submitted with the financial statement.

“Appropriate original supporting documents” refers to signed contracts, invoices and acceptances of work (for all transactions), payment authorisation for all transactions should also be provided in case the Grantees use such practice, and reliable evidence of payment (authorised payment order and bank statement).

As regards round tables / conferences, presenting “appropriate original supporting documents” requires presentation of a programme indicating the title, dates, venue, and agenda of the event; the names of persons facilitating the event, a signed list of participants, the contracts with the owner of venue of the event (e.g. hotel) for the rent of premises, food and beverages of participants, invoices from the owner of the venue of the event for the above services, and a report on the results of the event (see narrative reporting above).

As regards consultancy services, presenting “appropriate original supporting documents” requires presentation of evidence of the outputs produced, contracts with experts and consultants containing a specific description of services to be carried out, invoices produced after the works have been performed and delivered (the specialities of the consultants shall correspond to the nature of activities for which they are contracted).

¹ The proposal should be linked with [ECRI General Policy Recommendation No. 11](#) and [ECRI's General Policy Recommendation No. 15](#), as well as to hate speech and hate crime issues identified in [the latest Ukraine monitoring report](#) of the European Commission against Racism and Intolerance (ECRI).

As regards travel fees / lodging of experts and participants, presenting “appropriate original supporting documents” requires presentation, where relevant, of contracts with a travel agency for travel fees and lodging, invoices of the travel agency indicating destinations, dates, ticket costs, and names of the travelling persons, a programme of the event indicating the names of the experts and signed lists of participants.

The above description is not comprehensive. Any doubt regarding the interpretation of the notion of “appropriate original supporting documents” should lead the Grantee or the Lead Grantee in case of a consortium to consult the Council of Europe.

V. HOW TO APPLY?

1. Documents to be submitted:

Each application shall contain:

- the completed and signed **Application Form** (See **Appendix I**);
- a provisional budget (using the template reproduced in **Appendix II**);
- the other supporting documents:
 - Statute of the organisation, or the equivalent;
 - Certificate(s) of registration as a non-profit organisation;
 - Plan of work for the proposed project (list of activities);
 - CV(s) of the project manager(s);
 - A list of the projects completed within the last three years;
 - The financial document detailing the annual turnover for 2024;
 - Letter of support on cooperation with authorities and/or local schools (it is not mandatory, but it would be considered as an asset);
 - Letter of commitment or Memorandum from partner CSOs (only in case of applications as consortium).

Applications that are incomplete will not be considered.

All documents shall be submitted in English (with exception of organisation’s registration certificate and statute), failure to do so will result in the exclusion of the Grantee.

2. Questions

General information can be found on the website of the Council of Europe: [“Support for implementing European standards relating to anti-discrimination and rights of national minorities in Ukraine”](#).

Other questions regarding this specific call for proposals must be sent at the latest one week before the deadline for the submission of proposals, in English and Ukrainian, and shall be exclusively sent to the following address: tenders.antidiscrimination@coe.int, with the following reference in subject: QUESTIONS-GRANTS-ANTI-DISCRIMINATION AND NATIONAL MINORITIES-UKRAINE.

3. Deadline for submission

The application form, **completed and signed by all Grantees**, together with the supporting documents, must be submitted in electronic form (Word and/or PDF) to the following e-mail address: tenders.antidiscrimination@coe.int. Emails should contain the following reference in subject: GRANTS-ANTI-DISCRIMINATION AND NATIONAL MINORITIES-UKRAINE.

Applications must be received **before 21 March 2025 (at 23:59 Kyiv local time)**. Applications received after the above-mentioned date will not be considered.

4. Change, alteration and modification of the application file

Any change in the format, or any alteration or modification of the original application file, will cause the immediate rejection of the application concerned.

VI. EVALUATION AND SELECTION PROCEDURE

The projects presented will be assessed by an Evaluation Committee composed of three staff members of the Council of Europe.

The procedure shall be based on the underlying principles of grant award procedures, which are transparency, non-retroactivity, non-cumulative awards, not-for-profit, co-financing and non-discrimination, in accordance with [Rule 1374 of 16 December 2015 on the grant award procedures of the Council of Europe](#).

The applicants, and their projects, shall fulfil all of the following criteria:

1. Exclusion criteria:

Applicants shall be excluded from the grant award procedure where they or, in the case of legal persons, their owner(s) or executive officer(s):

- a) have been sentenced by final judgment on one or more of the following charges: participation in a criminal organisation, corruption, fraud, money laundering, terrorist financing, terrorist offences or offences linked to terrorist activities, child labour or trafficking in human beings;
- b) are in a situation of bankruptcy, liquidation, termination of activity, insolvency or arrangement with creditors or any like situation arising from a procedure of the same kind, or are subject to a procedure of the same kind;
- c) have received a judgement with res judicata force, finding an offence that affects their professional integrity or constitutes a serious professional misconduct;
- d) do not comply with their obligations as regards payment of social security contributions, taxes and dues, according to the statutory provisions of the country where they are established;
- e) are an entity created to circumvent tax, social or other legal obligations (empty shell company), have ever created or are in the process of creation of such an entity;
- f) have been involved in mismanagement of the Council of Europe funds or public funds;
- g) are included in the lists of persons or entities subject to restrictive measures applied by the European Union (available at www.sanctionsmap.eu).

By signing the Application Form, applicants shall declare on their honour that they are not in any of the above-mentioned situations (See **Appendix I, Item 12**).

The Council of Europe reserves the right to ask applicants at a later stage to supply the following supporting documents:

- for the items set out in paragraphs a), b), c) and f), an extract from the record of convictions or failing that an equivalent document issued by the competent judicial or administrative authority of the country where the applicant is established, indicating that these requirements are met;
- for the items set out in paragraph d), a certificate issued by the competent authority of the country of establishment;
- for the items set out in paragraph e);
 1. for natural persons, a scanned copy of a valid photographic proof of identity (e.g. passport)
 2. for legal persons, an extract from the companies register or other official document proving ownership and control of the applicant.

2. Eligibility criteria:

In order to be eligible for a grant, an applicant must:

- be legally constituted as a non-governmental organisation in Ukraine;
- be entitled to carry out in Ukraine activities described in its project proposal;
- have been active for at least 3 (three) years in the field of protection of national minorities, and/or human rights/anti-discrimination;
- have sufficient financial capacity (stable and sufficient sources of funding) to maintain its activity throughout the period for which the grant is awarded and to participate by way of its own resources (including human resources or in-kind contributions)²;
- have sufficient operational and professional capacity, including staff, to carry out activities described in its project proposal;³
- have a bank account;

Multiple applications are not allowed and shall lead to the exclusion of all applications concerned.

3. Award criteria

Applications will be assessed against the following criteria:

- the relevance and added value of the project with regard to the objective of the call (30%)
- the extent to which the action is linked to Council of Europe standards (30%);
- the quality, accuracy, clarity, completeness and cost-effectiveness of the application and the estimated budget (20%);
- the relevance of the experience of the applying organisation(s) and staff (20%).

VII. NOTIFICATION OF THE DECISION AND SIGNATURE OF GRANT AGREEMENTS

² The Council of Europe shall have full discretion in determining whether applicants are considered to have sufficient financial capacity in light of the complexity of the project/action proposed.

³ The Council of Europe shall have full discretion in determining whether applicants are considered to have sufficient operational and professional capacity in light of the complexity of the project/action proposed.

On completion of the selection process, all applicants will be notified in writing of the final decision concerning their respective applications as well as on the next steps to be undertaken.

The selected Grantees will be invited to sign a Grant Agreement (See Appendix III, for information only), formalising their legal commitments. **Potential applicants are strongly advised to read the draft contract, in particular its requirements in terms of payment and reporting.**

VIII. INDICATIVE TIMETABLE

Phases	Indicative timing
Publication of the call	24 February 2025
Deadline for submitting applications	21 March 2025, 23:59 Kyiv local time
Information to applicants on the results of the award procedure	31 March 2025
Signature of the grant agreements	11 April 2025
Implementation period	14 April 2025-31 December 2025

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