



Education, Audiovisual and Culture Executive Agency

Erasmus+ : Higher Education - International Capacity Building

Brussels, 07/08/2018
ARES(2018)

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Subject: Erasmus+ Capacity Building in Higher Education - Call for Proposals EAC/A05/2017

Reference: Your application 598453-EPP-1-2018-1-AT-EPPKA2-CBHE-JP Realizing Aspirations, Interests and Brilliance of Young Women

Dear Prof. Pfeiffer,

You have submitted an application to the Erasmus+ programme, 2018 call for proposals for the action specified above. The call for proposals closed on 8/02/2018. The Education, Audiovisual and Culture Executive Agency (EACEA) received 874 eligible applications for this call.

I am writing to inform you about the selection decision taken by the Head of Department of the Agency, acting in her capacity as authorising officer, based on the recommendations of an Evaluation Committee assisted by external experts.

The selection decision is based on the quality of the application, its relative position in comparison to the other applications submitted and the budget available. Applications were assessed on a scale from 0 to 100 and were ranked by Region according to merit. In addition, and in line with the provision of the Programme Guide regarding the definition of the list of projects recommended for funding, the Evaluation Committee has also taken into account the results of the consultation with the EU Delegations in the Partner Countries. Lastly, the selection decision also took into account the geographical balance within a region in terms of the number of projects per country (within the limits of the available budget), the need to ensure that the overall results of the selection guarantees a sufficient coverage of the priorities of the Action and the respect of the condition that an applicant organisation cannot receive more than three grants under this Call.

I am pleased to inform you that your application has been selected for EU co-funding.

The table below provides you with an indication where your proposal was situated. Your application was considered as **Group II**.

Groups		Number (%)
I	Applications of very good quality (score higher than 75 points out of 100)	118 applications (13,5 %)
II	Applications of good quality (score between 60 and 75 points out of 100)	554 applications (63,5 %)
III	Applications of weak quality (score less than 60 points)	202 applications (23 %)

For your information, out of the 874 applications eligible 147 have been selected for funding and 23 have been placed on a reserve list.

The list of all selected projects and success rates by Regions will be published on the website of the Executive Agency, when all applicants have been notified about the selection results: (http://eacea.ec.europa.eu/erasmus-plus/selection-results_en).

Attached to this letter (Annex I), you will find an Evaluation report by the Evaluation Committee.

The maximum amount of funding to be awarded to your project is **587.386,00 €**.

The process of awarding a grant can only be finalised once the Executive Agency has received and analysed the documents as requested in the list of documents to be submitted (see appendix).

The documentation specified must be submitted within a period of 10 working days from the date of receipt of this letter. Should the period for submission fall within the holiday period of the Applicant Organisation, the deadline will be extended until the Applicant Organisation is open. The finalisation of the Grant Agreements can only be done once all the necessary documents have been received and processed by the Agency. Therefore, the requested information needs to be received by the Agency no later than 14 September 2018.


The information specified in the list of documents to be submitted should be sent to the following address by email:

Eric Heng Vong
Education, Audiovisual and Culture Executive Agency, Unit A4
eacea-eplus-cbhe-projects@ec.europa.eu

This letter does not represent a financial or legal commitment of the Executive Agency. The offer of an award is confirmed only when the legal representative of the Executive Agency signs the Grant Agreement associated with this application.

Please do not hesitate to contact us should you have any further questions.

Yours sincerely,



Ralf RAHDERS
Head of Unit

Contact: eacea-eplus-cbhe-projects@ec.europa.eu

Appendixes:

Annex 1 Evaluation report

Annex 2 List of documents to be submitted

Annex 3 PIC validation status



Evaluation Report
ERASMUS + Capacity-building in Higher Education
Call for proposals EAC/A05/2017

Proposal number:	598453-EPP-1-2018-1-AT-EPPKA2-CBHE-JP
Proposal title:	Realizing Aspirations, Interests And Brilliance Of Young Women
Applicant organisation:	FH JOANNEUM GESELLSCHAFT MBH

Award Criteria

Relevance of the project

The project seeks to address the Capacity Building in Higher Education objectives of improving the quality of higher education and enhancing its relevance for the labour market and society, and of enhancing the management and governance capacities of higher education institutions (HEIs). The foreseen activities (transferring European good practices and building capacity in Partner Country HEIs to counsel young women in and outside the university system) contribute efficiently to these objectives.

The application fully addresses the priority 'University-enterprise cooperation' for Asia (India) through the proposed activities and results, including a training programme and counselling centres to be established at the target Indian HEIs.

The proposal clearly points to the issue of no support available to female alumni of universities who drop out of the labour market due to family obligations, but this is not substantiated. While the proposed activities are clearly described, they do not directly address such a specific need of female alumni of Indian HEIs either. The participating HEIs have relevant services and facilities for supporting female students, but the proposal does not consider what is available to demonstrate the necessity for additional/specific centres dedicated to supporting female alumni. However, it does explain well why its planned activities and expected results meet the needs of the more general target groups involved in women's employability.

The project inscribes itself in the target Partner Country HEIs' aims and efforts to provide better guidance to young women to facilitate their inclusion in the labour market, but it does not outline their specific development strategies. The national policy mentioned, though relevant to the topic, is rather outdated.

As noted above, the general needs analysis on female unemployment is adequate, but more specific needs for interventions to fill the service gap for female alumni are not analysed in relation to existing support available at the Partner Country HEIs. As a result, although the project objectives are clearly presented, realistic and appropriate to address the needs of female unemployment in general, they do not clearly address this specific problem.

The project cannot be regarded as innovative, given that support for female students/graduates and career guidance are not new to Indian HEIs, and that the project does not fully demonstrate what kind of content or structural enhancement it will bring to the partnering Indian HEIs or other Indian HEIs/social partners in general.

The application points out that gender balance is a topical issue in India and that the timing is ripe to introduce new initiatives. It suggests that EU funding can help overcome internal barriers. However, it does not directly address the issue of availability or a lack of other national/regional sources for the project.

The proposal received a positive feedback on "Relevance" from the consulted EU Delegation(s).

Quality of the project design and implementation

In general, the project activities, including preparatory reviews in both Europe and India, capacity building (training and the establishment of RAINBOW Centres), and the establishment of a dedicated regional network, are pertinent and appropriate to achieve the project objectives and foreseen results of supporting women employment in general. However, the proposal does not describe more specific contents of services and training activities for counsellors in the beneficiary HEIs and other social partners to support employment of qualified women. Furthermore, some details in the work package descriptions are not consistent with those about the methodology (e.g. the micro-level analysis of the needs of HEIs and social institutions mentioned in the methodology becomes micro-analysis of SMEs in the work package description).

The project's methodology is a mix of a classical needs analysis, development, training and evaluation, and an innovative approach to ensure addressing India's unique diversity and socio-cultural context with significant inputs from its associated partners mostly engaged in women empowerment and inclusion. The methodology is appropriate and feasible to achieve the project's foreseen results in general, but it cannot be considered innovative, or most appropriate/feasible for addressing the lack of support for qualified unemployed women outside the higher education system.

Co-financing and holding majority of the events in the Partner Country not only serve as cost-reducing measures, but also ensure commitment and that the Partner Country target groups derive maximum benefits from the project. Although most of the sub-contracted costs are justifiable, the hiring of external speakers and the cost of the edited book are not justified. The equipment costs are also high and not adequately justified in relation to existing facilities. Despite these issues, adequate resources are allocated to each partner and activities.

The objectives, methodology, activities, and the budget are presented in a coherent package, except for a few inconsistencies. The more specific objective of targeting the needs of qualified female university graduates is also consistently absent in the project design.

The work plan is neatly presented, with appropriate phases including some key activities shown in a logical sequence. However, it does not clearly indicate some project specific activities (e.g. a survey of social partners; offering extended services). Overall, the work plan is not sufficiently developed to allow effective tracking of all activities.

General challenges and risks are identified, and mitigation solutions proposed. However, some major project-specific challenges, e.g. difficulties in reaching female alumni who need to be reintegrated into the job market, are not identified. Both internal and external quality assurance mechanisms are proposed. Quality control will be the responsibility of the Applicant and a partner Spanish company, but involving also some external experts specialised in gender mainstreaming in HEIs. Tools are specified for data collection. The Logical Framework Matrix shows detailed quantitative estimates for deliverables to enable the tracking of outputs, but it lacks quantifiable qualitative indicators (e.g. satisfaction of training participants or students/alumni) for effective measurement of quality.

Quality of the project team and the cooperation arrangements

The project involves a small consortium of mostly small, new and private organisations with a shared academic focus on business or related subject areas. Except two Indian HEIs, all the partners demonstrate their experience in running international projects and specifically EU projects. The Spanish partner is specialised in EU project management and the Finnish partner demonstrates expertise in gender-related issues. The Indian HEIs represent different regions. The complementarity and common interest of the partners in improving gender support services are satisfactorily explained.

The project team is quite lean, with diverse expertise in some relevant areas, in addition to project management experience. However, the claim about profound gender mainstreaming knowledge or female counselling experience in the consortium is not substantiated by the information presented in the bios of most team members. Only the Finnish team provides evidence for gender-related expertise.

The partners (including the Applicant and the Spanish company) that claim to have project experience in, or dedicated offices for, supporting gender mainstreaming in their institutions do not nominate staff with relevant practical experience. Therefore, while the project team seems to have a combination of all the skills, expertise and experience needed for the project, it is too risky to rely on one team

member for the gender-specific expertise to satisfactorily deliver all aspects of the project. The project includes a significant number of non-academic institutions, with one as a full partner and others as associated partners. The combination of the Indian and European institutions provides the profiles, experience and specific expertise to contribute to the project activities and foreseen results. Their roles in the project are clearly defined in terms of support for dissemination, content development, training activities and/or partnership development.

Overall, the lead roles are distributed in line with the expertise and capacity of the partners. A clear list of tasks per partner is also given in the institutional descriptions. The distribution of responsibilities and tasks appears fair among the partners and across the different work packages.

Project management responsibilities will basically be shared by the Applicant organisation and the Spanish company, supported by the Indian country coordinator and work package leaders. The proposed communication channels and the frequency of consortium meetings and local-level meetings are adequate for daily coordination. There is, however, no clear information on how decisions will be made in the consortium, except for a note on the role of the Project Manager as the mediator of conflicts. With the small consortium, the proposed mechanism could be effective for coordination and communication among the participating institutions, though this is not fully evident as decision-making procedures are not presented.

The Partner Country HEIs are satisfactorily involved in the implementation of the action in terms of their leading some work packages and active participation in all work packages. However, their participation and representation in the project's decision-making and conflict resolution are difficult to assess given the lack of information in the proposal.

All the European partners and an Indian HEI have benefited from capacity building projects. The other Indian HEIs appear to be newcomers.

Impact and sustainability

The project activities and outputs, including the preparatory analysis, training, and the establishment of the RAINBOW Centres and network, will significantly enhance the capacity of the target Partner Country HEIs to address the challenge of gender mainstreaming and women empowerment and inclusion, which are highlighted as one of the core aims of the institutions. The impact in terms of supporting qualified unemployed women is less evident, given the lack of specific details in the proposal. The engagement of women and other stakeholders, including NGOs, enterprises, and chambers from Europe and India, and the guidance provided to young women in the long-run may encourage the Partner Country HEIs to open up to society at large, and will contribute to employability of female graduates.

The project will produce multiplier effects outside the participating institutions at local and regional levels. This is clearly demonstrated by exploitation-related activities. Specific quantitative indicators are proposed; however, the qualitative indicators presented are mostly sources of information and, thus, are insufficient for effective measurement of impact.

The project's dissemination plan clearly describes some tools and events. Some events and the involvement of the associated partners are sufficient to reach its target audiences, including NGOs working in gender mainstreaming and women empowerment and inclusion, academic staff and female students, but little is mentioned about dissemination targeting unemployed female alumni. Adequate resources are allocated to each participating institution for dissemination. The project assumes that the target groups will be reached by the established channels, although there are no specific plans to support such assumed continuity.

Sustainability of the project activities and results is based on the establishment and sustained operation of the Centres. A cost analysis and business plan will be set up to facilitate their sustainable operation and gain support from the management of the target Partner Country HEIs. However, in spite of the proposal presenting this as incurring no extra costs, their operation would still require (even if reduced) support in terms of financial and human resources. The Partner Country HEIs have already agreed, though this is not evident in their own descriptions, to keep the Centres running after project completion.

SCORING GROUP

Group II