

<b>NAME of the DP</b>	Development Partnership RENOWATOR Centre for Small & Medium Enterprises
<b>total budget</b>	ca. 1,5 mln Euro
<b>financing</b>	EQUAL actions - 100% EQUAL financing
<b>co-operation partners</b>	IMM, KIG, IBSPAN, WZSP, Master Consulting, Gazeta MSP.
<b>impact area [expanse, number of inhabitants]</b>	Project actions are addressed to inhabitants of big cities like Warsaw.
<b>target groups [description; quantity]</b>	Small and Medium Enterprises, management and owners of small and medium sized firms, employees from SME (45+, "m").
<b>focused problems</b>	Inequalities on the job market concerned age, sex and access to innovative technologies related to people over 45 years old (45+) and women on or after maternity leave ("m").
<b>short-term objectives</b>	<ul style="list-style-type: none"> <li>- practices (tele)educational and information resources will be elaborated with the cooperation of trainees, based on ITI.</li> <li>- Center will certify the innovative skills (e.g. data analyst, instructional designer, e-mentor), will create and disseminate the certified specialists' database and support their employment</li> </ul>
<b>long-term objectives</b>	<ul style="list-style-type: none"> <li>- Support and keep employment in groups "45+" and "m",</li> <li>- Help and support in using innovative technologies</li> <li>- Make employers aware that innovative changes are inevitable.</li> <li>- Experience of the Center will be disseminated and will be taken the attempts to include such a Center model into the State Plan for Employment Activity, and to include the innovative skills - in the structure of the professions' and specializations' classification.</li> </ul>

<b>NAME of the PROJECT</b>	Development Partnership RENOWATOR Centre for Small & Medium Enterprises
<b>project budget</b>	See above
<b>employees [whole department]</b>	3 in Women OnLine
<b>employees [project]</b>	83 employees (7 partners)
<b>total hours [project]</b>	Ca. 120.000 hours

<p><b>problems &amp; actions</b></p>	<p>Partnership's main goal is suppression of inequalities on the job market, inequalities resulting from age, sex, access to innovative technologies. The Partnership will also cover employees of small and medium enterprises (SME) that lost their jobs or in danger of losing employment. This concerns these SME that are having trouble adapting to market structural changes, especially enterprises having to under go restructuring and/or outplacement and these having problems with introducing Innovative Information Technologies (IIT) (SEM groups undergoing restructuring and/or outplacement and/or having problems with IIT will be called "SME-roi" ).</p> <p>Among "SEM-roi" employees we will consider two groups. First group are people over 45 years of age "45+", second group are women returning from maternity leave "m". In both groups "45+m" we will consider people that can adjust to new demands made by information society and free market. During Partnership's actions there will be used, developed, promoted, implemented and disseminated information technologies in scope of data and information analysis and synthesis and in cope of e-learning. This will lead to gaining and certification of new skills like: data analyst, expert survey analyst, instructional designer, e-mentor, e-learning content evaluator.</p>
<p><b>actions directly related with SR</b></p>	<ul style="list-style-type: none"> <li>- Analyze good practices about companies' social responsibility related to women on or after maternity leave and workers after 45 years old.</li> <li>- Analyze information about SME managed or owned by women and they engagement into social aspects of employment people within groups of 45+ and "m".</li> </ul>
<p><b>transnational expectations related to SR</b></p>	<ul style="list-style-type: none"> <li>• Exchange experience, information and good practices about companies' social responsibility related to women on or after maternity leave and workers after 45 years old.</li> <li>• Exchange information about SME in each partner country.</li> <li>• Exchange information about SME managed or owned by women and they engagement into social aspects of employment people within groups of 45+ and "m".</li> <li>• Exchange information how deep are the SR strategies implanted in enterprises in other countries.</li> <li>• Learn how to locate good examples of SR in SMEs.</li> <li>• Learn how to apply the SR big enterprises procedures in the SMEs and very little SMEs.</li> </ul>