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**Internal Rules for the Joint Project Team in accordance with the horizontal principles in accordance with the approved AF and the updated PIM, version 6 under the Programme, Section 11: “Horizontal theme” /observing the equal opportunities and non-discrimination questionnaire - Annex 19.2 and the questionnaire on environmental protection - Annex 19.3/;**

*All the implemented activities under the project incorporate activities for tackling environmental concerns and reducing their environmental and carbon footprint by:*

- *Continuing to energy efficiency, renewable energy use;*
- *Contributing of green public procurement in a systematic manner;*
- *Contributing to sustainable integrated urban development;*
- *Contributing to more employment opportunities;*



Project “Art and culture- common cross - border assets in support of sustainable tourism development”, Project code: ROBG -576

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### Contribution of all partners to horizontal principles:

**Sustainable development (environment):** *The integrated tourism approach is a principle of joining various resources to ensure sustainability of the area and the existing competitive advantages of the CBC region. The main goal of present cross-border project is to develop and implement a package of cross-border cooperation activities related to sustainable tourism in the border area. The contribution of the project to improving cross-border area for balanced and sustainable development is manifested with initiatives on encouraging tourism and cultural and natural heritage in Bulgaria-Romanian border region. The project envisages to increase the attractiveness of the region ensuring sustainable development that is crucial for the development of all kinds of tourism, because of the devastated environment pushes back tourists and is a symbol of criminal and uncivilized attitude, as the environment preservation is an important factor for the cultural tourism development. Therefore, sustainable development will be one of the focus areas in the elaboration of joint integrated Marketing strategy, as green technologies for energy saving will be applied to the investment works. Along with the promotion of new joint integrated tourism product, all promotional materials will contain detailed information about environmental protection and eco-friendly behaviour in order to contribute to raise the awareness for keeping and enhancing the cultural and natural heritage within CB region. As a result, the project will contribute by increasing living standard and economic stability to enhance the sustainable development. The partners have significant experience in restoration and conservation of historical and cultural monuments as well as in development of modern concepts for environmental-friendly urban spatial planning. The present project is focused on the common advantage to have protected preserved sites with cultural value on one side and contemporary art events on the other to enhance the touristic attractiveness of the targeted CB region. The present project is harmoniously aligned with the strategic priority of VTM for promoting preserving and developing the cultural and historic heritage and natural resources continuous enhancement of*



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the environment for entrepreneurship, self-employment, social cohesion and economic growth. The involved municipalities have analysed the regional action, infrastructure and environmental policies as well as public participation. Feasibility studies and model re-utilisation concepts for pilot sites furthermore constituted a core activity as a basis for stable and long-term income from tourism. Introducing energy efficiency measures by installing new generation LED electricity”, laying of internal insulation on the external walls, dismantling existing double-skinned wooden joinery and installing a new one /PVC double-glazed windows/, laying of internal thermal insulation, an installation for heating and cooling of the rooms with water convectors and a ventilation installation for the exhibition premises will be constructed in the Art gallery “Boris Denev”, Veliko Tarnovo targeting to achieve energy efficiency with impact on the reduction of the energy consumption.

**Equal opportunity and non-discrimination:** All activities will respect and promote equal opportunities in accordance with legislative requirements applicable. The inclusion of the target groups will be in accordance with the principle of equality of opportunities during the various stages of project implementation, irrespective of sex, race or ethnic origin, religion or belief, disability, age or sexual orientation. The project guarantees compliance with the principle of equal opportunity, ensuring equitable access to the benefits of the project activities, due to the characteristics of the target groups and diverse stakeholders within the CB region. The website and applications envisaged by the project will be publicly available for all residents and visitors, regardless of their social status, ethnicity, religion and opportunities. The project follows a policy of equal opportunities, non-discrimination principle and social inclusion. It will contribute to ensuring equal access for all participants, citizens and guests by providing permanent access to the renovated tourist infrastructure and cultural monuments.



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• Project partners appointed project teams and conclude contracts with contractors regarding the project activities implementation regardless gender, irrespective of sex, race or ethnic origin, religion or belief, disability, age or sexual orientation.

• The objectives and activities target large number of stakeholder groups and the horizontal principles will be an integral part of the working process with them.

• The project will ensure equal chances of access to promotional materials and participation of cross-border stakeholders in all planned events.

• The participation in Promotional campaign will be free and equal for all stakeholders.

Selecting service providers, suppliers or contractors, project have to ensure equal opportunities for all interested parties and avoid limiting and discriminating with requirements or selection criteria abiding the EU non-discrimination principles and national legislation.

### **Equality between men and women**

Project's activities are equally addressed to men and women. Throughout the various stages of funding implementation, men and women, equality and the mainstreaming of equal opportunities in this area are been encouraged. In the selection of the project team, and staff - executives and participants in diverse activities will be applied the leading criteria for professional qualification, personal skills adopted and educational status, regardless of the sex of the candidate. There will be no gender discrimination in the determination of remuneration envisaged in the project. Gender equality will be ensured by participation in all of the planned project activities. The realization of the project proposal will have a significant social impact and contribution to ensuring equal access and social inclusion. In all project activities will be included representatives of both genders and different age groups. Management project teams include representatives from both genders to work together as a team, irrespective to gender, race and age. The project envisions the



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implementation of working meetings, workshops, diverse public events in which have been included and foreseen to be will be included equal number of women and men and gender balance will be strictly observed. The gender equality will be observed in the project management and implementation by ensuring both men and women equal access to the opportunities and benefits of the project. During designating and training the project's staff the principles of gender equality will be observed: will be ensured equal access of both men and women; equal representation in leading positions and gender pay equality. Additionally, during carrying out respective procurement procedures, the equal access will be given to the different offerers, no gender privilege or advantages.

Elaborated by LB / Veliko Tarnovo Municipality/

*Tulisa Mutafchieva*  
*Project Manager*  
*under ROBG-576 project/*

Coordinated and agreed with all partners of JMPT / Calafat Municipality, acting as Beneficiary 2 / Mayor, Lucian Ciobanu

Coordinator Glonța Fănel

*fănel*

Coordinated and agreed with all partners of JMPT/ For Face for Art and Culture Foundation, Bulgarian partner, acting as Beneficiary 3/

*Gabriela Antonova,*  
*Technical Assistant*

Date: 16/05/2019

Venue: Calafat City Hall, Romania



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