

2. SUBJECT OF THE CONTRACT

2.1 The subject of this Contract is the definition of conditions for the payment of financial support from the Fund to support the activities of the Grantee within the project named "**Promoting Research and Discussion on the Roles of Gender and Family in Local Labor Market**", as on the base of Grantee's proposal in application submitted via the Fund's On-line System as defined below (the "Application") under serial No. **21830237** (the "Project"). To avoid any doubts, Contracting Parties declare and agree that after the Application is submitted via the On-line System, it cannot be changed by neither Contracting Party.

2.2 The Grantee specified the following project partners for the implementation of the Project:

Partner No. 1.

Name of the organization in its native language: Wydział Nauk Ekonomicznych, Uniwersytet Warszawski	
Name of the organization in English: Faculty of Economic Sciences, University of Warsaw	
Address: ul. Długa 44/50, Warsaw, 00-241, PL	PL
Statutory representative: prof. dr hab. Jan Jakub Michałek	
BIN: 525-001-12-66	Registered VAT payer: yes

Partner No. 2.

Name of the organization in its native language: Magyar Tudományos Akadémia Közgazdaság- és Regionális Tudományi Kutatóközpont	
Name of the organization in English: Centre for Economic and Regional Studies of the Hungarian Academy of Sciences	
Address: Toth Kalman utca 4., Budapest, 1097, HU	HU
Statutory representative: Karoly Fazekas	
BIN: 15300681-7220-342-01	Registered VAT payer: yes

Partner No. 3.

Name of the organization in its native language: Národohospodářský ústav Akademie věd České republiky	
Name of the organization in English: Economics Institute of the Czech Academy of Sciences	
Address: Politických veznu 7, Prague, 111 21, CZ	CZ
Statutory representative: Doc. Ing. Michal Kejak, M.A., CSc.	
BIN:	Registered VAT payer: yes

All of the above-mentioned partners hereinafter jointly referred to only as the "Project Partners".

2.3 The subject of the Project shall be supported by the Fund with an amount of up to **€13,219.00** under conditions set forth further in this Contract (the "Grant").

2.4 The Grantee is obliged to implement the Project in compliance with the time frame and financial and other conditions stipulated in the Contract.

2.5 The Grantee is obliged to keep the Fund updated in regard to the Project via the grant management on-line system available at <http://my.visegradfund.org/> (the "On-line System").

3. IMPLEMENTATION OF THE PROJECT

3.1 The Contracting Parties agree that the Project shall last from **01/02/2019** to **31/07/2020** (the "Implementation Period").

3.2 Particular stages of implementation of the Project are specified in Attachments No. 1 and 2 hereof ("List of outputs" and "Calendar of Events/Outputs"). The Grantee is obliged to maintain an up-to-date Calendar of Events. Any change in the dates, venues or types and names of events originally stipulated in the Calendar of Events must be updated and confirmed in the On-line System no later than 10 working days prior to the planned date.

4. GRANT PAYMENT

4.1 The Grant shall be paid to the Grantee under conditions set forth in Section 4.2 hereof in 2 instalments as follows:

- the 1st installment in the amount of **€10,576.00** within 15 working days after the delivery of the valid and effective Contract by the Grantee to the Fund (the "First Instalment"); Contracting Parties agreed that the Grantee is obliged to deliver to the Fund a final report contents and requisites of which are set forth in the Grants Guidelines published and available on the Fund's website in the period under Article 6, section 6.2 of the Contract (the "Final Report");
- the 2nd (and final) installment in the amount of **€2,643.00** within 15 working days after the Final Report, Financial Statement and Audit Report are approved by the Fund according to Article 6 hereof (the "Final Instalment"). Parties agreed that the Final Instalment must be pre-financed by the Grantee and, if duly approved under conditions set forth hereof, the Fund reimburses the due amount of the Final Instalment.

4.2 The Grantee shall be entitled to the 2nd Instalment and Final Instalment of the Grant solely upon the approval of the Fund provided (i) the relevant reports relating to the particular instalment were delivered by the Grantee to the Fund within the periods stated in Article 6 hereof and in the Calendar of Events/Outputs as specified in Attachment No. 2 hereto and (ii) such reports were approved by the Fund pursuant to Article 6 hereof.

4.3 The Fund reserves the right to deny the disbursement of the Grant or any part of it, in case the Grantee does not comply either with the Rules and Grant Guidelines mentioned in 4.4 and applicable at the time of the Application's submission or the provisions of the present Contract. In such case the Grantee shall not be entitled to any disbursement.

4.4 The Grantee declares that prior to the signing of this Contract they made themselves familiar with the Rules and Grant Guidelines of the Fund which are applied by the Fund for the organization and treatment with the grants, including Grant provided to the Grantee under this Contract, and which are published on the website of the Fund (www.visegradfund.org). The Grantee shall be obliged to accept all such rules and principles of the Fund.

5. GRANT UTILIZATION

5.1 The Grant shall be used by the Grantee only to cover the direct expenses of the Project during the Implementation Period of the Project according to the budget plan which forms Attachment No. 1 hereof (the "Budget"). Up to 15% of the Grant may be used to cover Project overhead costs (operating costs directly linked to the Project).

5.2 The expenses required for the Project from the Grant cannot exceed the approved amount.

5.3 The Grant may be used only during the contracted Implementation Period. The part of the Grant not used during the Implementation Period shall be returned by the Grantee to the Fund upon request within 15 working days.

5.4 The Grantee shall use the Grant according to the Budget in an efficient and cost-effective way.

5.5 Any change in the qualified expenses as stated in the Budget exceeding the amount of €1,000.00 in individual budget category requires the prior approval of the statutory representative of the Fund. For such approval to be granted a written request of the Grantee is required in which the need of such change shall be justified. Without the approval of the Fund the Grant may not be used to cover such changed expenses exceeding the amount qualified in the Budget.

5.6 The financial resources of the Grant other than overhead costs cannot be used for:

a) capital investments (tangible/intangible assets);
b) VAT refund for Grantees who request VAT compensation from local authorities;
c) the Grantee's own indirect costs (electricity/gas/water/telephone bills, etc.);
d) internal costs or invoices (rent of one's own premises, one's own accommodation and board); and
e) Grantee's own work—e.g. coordination of the Project, salaries, financial remuneration of employees (or any expenses related to employment based on the Labour Code, including daily allowances, part-time work, etc.).

6. REPORTING OBLIGATIONS AND RELATED CONTRACTUAL TERMS

6.1 The Grantee shall immediately inform the Fund in writing of any circumstance which may affect the realization of the Project or of any changes in contractual conditions. The statutory representative of the Fund shall decide upon such circumstances and changes.

6.2 The Grantee shall deliver to the Fund:

<i>Report:</i>	<i>Covering the period from- to:</i>	<i>Latest delivery of report:</i>
Final Report	01/02/2019–31/07/2020	28/08/2020
Financial Statement	01/02/2019–31/07/2020	28/08/2020
Audit Report	01/02/2019–31/07/2020	28/08/2020

6.3 The reports under this Article hereof shall be drawn up in the qualified forms and according to the requirements and instructions published on the website of the Fund, mainly in the Rules and Grants Guidelines. The Fund reserves the right to deny any Report failing to meet this requirement.

6.4 All the reports except the Audit report shall be prepared and separately signed by the Grantee or authorized representative of the Grantee. The Audit report shall be prepared by a certified auditor registered in a Chamber of Auditors of the country of the Grantee's residence.

6.5 The Financial Statements shall conform to the budget and shall mention expenditures related to the Project and shall comply with financial documents evidencing the utilization of the Grant. All financial documents (receipts, bills, contracts and invoices, etc.) related to a project must be kept for period of at least 10 years and copies thereof delivered to the Fund upon request.

6.6 The Fund has the right to verify any data provided by the Grantee to the Fund. The Grantee hereby grants the Fund authorization to provide any acts on behalf of the Grantee necessary for verification of any data provided by the Grantee to the Fund.

6.7 In case of any reservations of the Fund to provided reports or any documentation attached thereto the Grantee shall be obliged to revise such reports or documentation according to the requirements of the Fund within the period stated by the Fund.

6.8 The Fund reserves the right to determine the eligibility of each cost to be covered by the Fund.

7. OTHER CONTRACTUAL TERMS

7.1 All formal communication with the Fund must be conducted in English.

7.2 The Grantee is obliged to specify a bank account for the purposes of the grant disbursements realized by the Fund. All Project payments must be carried through the bank account owned by the Grantee.



7.3 The Grantee shall conduct bank transfer (non-cash) transactions only.

7.4 The Grantee is obliged to acknowledge the Fund's support of the Project (i) on all premises where events take place as part of the Project (in the form of a banner or flag), (ii) in all printed materials distributed as part of the Project and (iii) on all websites connected with the Project, including the Project website and the websites of the Grantee and of the Project Partners, while all the websites must be available in English language as well. All acknowledgements must visibly carry the current version of the logo of the Fund and, if on-line, must be directly linked to www.visegradfund.org. Acknowledgements in event venues must be present for the duration of the events; acknowledgements on-line must remain active for the whole Contractual Period of the Project, at minimum. The Grantee shall ensure that any of its Project Partners acknowledge the Fund's support for the Project to the same extent that the Grantee is obliged under this Contract. Further obligations of the Grantee regarding the acknowledgment of the Fund's support of the Project are specified in the PR Policy of the Fund published on the Fund's website and the Grantee declares that prior to the signing of this Contract he made himself familiar with the PR Policy and shall abide by this policy.

7.5 The Fund reserves the right to carry out monitoring visits of the Project and implementation thereof and carry out financial inspection of the Project and, if necessary, request additional documentation regarding the Project. The Grantee is obliged to allow visits from the staff of the Fund or from personnel authorized to do so by the Fund, allow a financial inspection and provide any materials related to the Project upon request.

7.6 The Fund (or person authorized by the Fund) is entitled to carry out an audit of the Grantee during the Implementation Period. The Grantee is obliged to bear such audit and provide the Fund with any accounting and other document related to the Grant and make and deliver the Fund copies therefrom.

7.7 The Fund undertakes to extend to the Grantee necessary co-operative support.

7.8 Both Contractual Parties may disclose information on the Project and enable access of the public to participate in the Project.

7.9 The Grantee takes note of the fact that the Fund accepts no responsibility for any contents of any output of the Project.

7.10 The Grantee declares that he shall be the bearer of all intellectual property rights and/or copyrights to any outputs of the Project or any part thereof (the "Outputs"). The Grantee hereby grants to the Fund under provisions of the Act No. 185/2015 Coll. Copyright Act (the "Copyright Act") a non-exclusive royalty free licence, without territorial, time, material and technological limitations, to any Outputs of the Project or part thereof, so the Fund shall have mainly right to:

a) publicly disclose the Outputs and publish the Outputs in any way, e.g. on the Fund's website, in any Fund's materials, etc.;
b) alter and process the Outputs, mainly use the Outputs to create new work, according to needs of the Fund;
c) include the Outputs to a database under §131 of the Copyright Act;
d) merge the Outputs with any other outputs or work;
e) make copies of the Outputs;
f) publicly distribute the Outputs;
g) to deal with the Outputs in any other way that is attributable to the author under the provisions of the Copyright Act.

8. CONTRACTUAL SANCTIONS

8.1 The Fund shall be entitled against the Grantee for a contractual penalty in the amount of 20% of the amount of the Grant (the "Contractual Penalty"), if:

- a) any data provided by the Grantee turns out to be false or not up-to-date, or
- b) the Grantee fails to deliver to the Fund any of the reports according to this Contract in time, or
- c) the Grantee fails to observe the Budget or the Grant or any part of it is used in conflict with the terms stipulated in this Contract, or
- d) the Grantee breaches any of its obligation arising from Article 7 hereof.

8.2 The Contractual Penalty shall be paid by the Grantee within 15 working days from the written notice of the Fund. The Contractual Penalty payment shall not affect the Fund's right to request a damage compensation for any damages caused to the Fund.

8.3 The Fund shall be entitled to withdraw from the Contract, in case:

- | |
|--|
| a) any kind of false/incorrect data/information is provided by the Grantee, or |
| b) any of the contractual requirements are not met by the Grantee or breached by the Grantee and the Grantee shall not remedy such deficiency or breach within an additional reasonable period provided by the Fund in the written call for the remedy, or |
| c) deficiencies are determined that could in a significant way affect the result or approved schedule during the implementation of the Project, mainly, but not limited to, the Outputs of the Project do not meet the requirement under this Contract and its attachments, or |
| d) the good reputation of the Fund is damaged by the Grantee, or |
| e) the Fund learns about a misuse of any funds granted to the Grantee by the Fund or the funds provided by the Fund are used, intentionally or negligently, to any other purpose that specified in the Project. |

8.4 The notice of withdrawal shall be delivered in writing in person or by registered mail to the address of the relevant Contracting Party stated in this Contract. The notice of withdrawal shall be considered received on the date of its delivery. If the delivery of the withdrawal notice is rejected by the relevant Contracting Party, the rejection date shall represent the date of delivery. In the case of postal deliveries the withdrawal notice shall be considered received on the third day of its postal deposit, irrespective the addressee's knowledge of such deposit.

8.5 If the Contract is terminated upon the withdrawal of the Fund therefrom, the Grantee shall automatically be obliged to return to the Fund the amount of the paid Grant within 15 working days.

8.6 In case the Grantee fails to observe the Budget or the Grant or any part of it is used in conflict with the terms stipulated in this Contract, the Grantee shall be obliged to return the amount of the paid Grant to the Fund within 15 working days at the call of the Fund.

8.7 When the Fund determines deficiencies that could in a significant way affect the result or approved schedule during the implementation of the Project, the Fund reserves the right to suspend the payment of Grant or any part of it for a definite period.

8.8 If the Fund anytime (i.e., also after implementation of the Project) learns about a misuse of any funds granted to the Grantee by the Fund, the Grantee shall be obliged to return the full granted amount to the Fund within 15 working days of the call of the Fund.

9. FINAL PROVISIONS

9.1 This Contract shall be governed by Slovak law. Relevant provisions of the Civil Code of the Slovak Republic and other related regulations of the Slovak Republic shall apply to the relations regulated in this Contract, resulting from it and related to it.

9.2 Any disputes resulting from this Contract which could not be settled by mutual agreement of the Contracting Parties shall be resolved by Slovak courts.

9.3 This Contract shall enter into force on the day of its signing by both Parties. This Contract is concluded for a definite time period until 09/10/2020 (i.e., the implementation period + 50 working days), except the stipulations in Section 8.8 hereof which shall remain valid and effective for an indefinite time period.

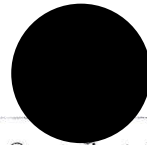
9.4 Both Contracting Parties declare that they conclude this Contract of their free will, they have read its content and as evidence of their consent to its wording they voluntarily sign it as correct.

9.5 The Contract is drawn up in two identical counterparts in English. Each Contracting Party shall receive one counterpart of the Contract.

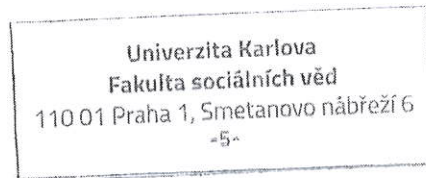
Done in Bratislava, on 24/01/2019



Signature of the Fund's statutory representative



Signature of the Grantee's statutory representative

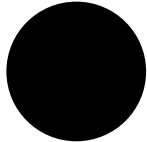


Attachment 1

to the Contract on the Provision of Financial Resources from the International Visegrad Fund's
Visegrad Grant No. 21830237

List of Outputs:

Total approved sum: €13,219.00



1 Workshop on Gender and Family in the Labor Market (Event–Public), Prague, CZ

20/05/2019–21/05/2019

A 2-day research workshop on the topic of gender and family in the labor market. The workshop will bring together about 30 researchers, mainly from V4 countries, with about 10 active participants presenting their research. Part of the workshop will be devoted to discussing the position of female researchers in V4 countries coupled with a mentoring event. The mentoring event will be attended by young female researchers and 2-3 experienced researchers. Prof. Andrea Weber from the Central European University and prof. Shelly Lundberg from the University of California, Santa Barbara have preliminarily confirmed their participation. Prof. Stepan Jurajda from the partner institution (Czech Academy of Sciences) has also offered his insight. The keynote lecture given by prof. Shelly Lundberg, open to general public, and with invited participation of journalists and non-profit organisations will conclude the conference. The workshop should initiate cooperation of researchers from V4 countries, provide them with inspirations and lead young female researchers to greater visibility in their field. The public part of the workshop is supposed to present the issues of work-family balance to the general public and how these are tackled by researchers. It will also inform the general public, journalists, and NGOs about the project, its goals and further planned activities. Active panel discussion following the keynote lecture will offer a floor for clarifying certain questions.

Direct target groups:

Researchers from V4 countries (and not only) interested in the field of gender, especially young female researchers from V4 countries: 30

Selection/outreach: Workshop will be advertised within the research community four months in advance. We will use existing contacts, mailing lists, social media, and specialized web-pages to advertise the event.

Journalists: 40

Selection/outreach: The workshop will be advertised using active mailing lists and social media. Given that the workshop takes place in Prague, attendance of mainly Czech journalists is expected, although we will invite journalists from all V4 countries. A press release after the workshop will be prepared in English and all four Visegrad languages.

Non-profit organizations that aim to improve the position of females in the labor market. In the case of workshop mainly Czech-based organizations.: 20

Selection/outreach: The event will be advertised using the existing network of contacts (mailing lists), through social media, and the webpage of the project. The press release prepared after the workshop will be emailed to relevant organizations in each V4 country.

Dissemination/promotion

Workshop participants will spread the information about our initiative at their home institutions and among their contacts. This should be the first step to within V4 research cooperation. We expect that participating journalists will write about the content of the workshop and inform general public and policy-makers about the situation of women in the labor market and potential solutions.

Role of the applicant and project partners

Organization of the workshop will be coordinated by project applicant, Charles University, and the partner from Prague (Academy of Sciences of the Czech Republic). Partner institutions will help with promoting the event in their respective countries.

2 Series of online seminars (Event-Private), online, HU

01/09/2019–31/05/2020

Starting in September 2019 we will organize a series of regular online research seminars. Their goal is to offer a platform for researchers based in V4 countries to present their work and receive feedback or to listen to others presenting their research in a friendly, international, professional atmosphere without the need to travel. This form of seminars might be especially attractive for women, who find it more difficult to travel to conferences and workshops due to family duties. By organizing such workshops we not only provide the platform but also promote a new style of international cooperation and demonstrate how women might overcome difficulties faced in academia. Within the platform of the Virtual Research Collaboration on Gender and Family Issues in the Labor Market (<https://vrcgroup.wordpress.com/>) we have experience in organizing such seminars. We plan to use the resources offered by the Visegrad Fund to promote these seminars and improve their technical side so that more people can participate.

Direct target groups:

Researchers (with special attention given to women), primarily from V4 countries - this is the direct target group of seminar presenters and participants: 20

Selection/outreach: Online call-for-presentations, direct addressing by e-mail, using existing network of contacts

Researchers (with special attention given to women), primarily from V4 countries - this is an indirect target group of researchers who do not actively participate in the seminars, but find out about this initiative, get inspired to organize similar events, or plan to participate in the future: 30

Selection/outreach: Direct addressing by email, word-of-mouth, project webpage

Dissemination/promotion

On-line seminars will be a private event in the sense that speakers will present by invitation and the number of inactive participants (the audience) will be limited to 10 during each seminar. Potential seminar presenters will be informed about such possibility during the workshop, through our webpage, using mailing lists, and our network of contacts. Presenters will be invited by us or will apply

Role of the applicant and project partners

The partner responsible for this deliverable is the Hungarian Academy of Sciences. They will provide technical support and researchers from this partner institution (Anna Lovasz and Agnes Szabo-Morvai) will physically manage online seminars organization. Applicant and other partners will actively participate in online seminars creating the core support group.

3 Policy study - situation of women in the V4 labor markets (Product)

01/07/2019–30/06/2020

We will prepare a policy study summarizing the main challenges affecting the position of mothers in the V4 labor markets and suggesting potential improvements. This will be a study of approximately 25 normalized pages length prepared based on the review of recent literature on the topic. The literature used to prepare the policy study will consist of research studies concentrating on V4 countries and studies from other countries discussing potential solutions to identified problems. The used literature will also consist of yet unpublished studies from V4 countries presented during the workshop or online seminars organised with support of the Visegrad Fund (upon agreement of the authors). This study should constitute a background material for media discussion on the topic and sort of a manual for nonprofit organizations.

Direct target groups:

Journalists: 40

Selection/outreach: Our institutes maintain an updated mailing list of journalists following policy-relevant research. They will be emailed the policy study.

Non-profit organizations that aim to improve the position of females in the labor market: 40

Selection/outreach: The study will be emailed to each organization that took part in the workshop's public lecture. We will also use the existing network of contacts and a web-research to identify other potentially interested organizations and email them the study.

Lower-level policy makers: 20

Selection/outreach: Our institutes maintain an updated mailing list of lower-level policy-makers such as union members, employees of ministries, etc. They will be emailed the policy studies.

Dissemination/promotion

Policy study will be written in English and translated to all V4 languages. The study will be available online on the webpage of the Project and on webpages of partner institutions. After issuing the policy study we will prepare press releases for press agencies in each of the V4 countries. The study will be emailed to the above identified target groups.

Role of the applicant and project partners

The policy study will be the joint project of all project partners. Work will be coordinated by Ewa Cukrowska-Torzewska from Warsaw University. Project participants will meet regularly online to discuss progress of work on the policy study. Each partner organization will be responsible for identifying the target group in their own country and disseminating the policy study.



4 Policy study - position of female researchers in V4 countries (Product)

01/07/2019–30/06/2020

We will prepare a policy study summarizing the position of female researchers in V4 countries with suggestion for potential improvements. This will be a study of approximately 25 normalized pages length prepared based on the review of recent studies and analyses of the topic. We will also draw from the discussion during the workshop and during online seminars, and summarize best practices from other countries - such as existence of special committees supporting the position of women in science. Finally, we will gather up-to- date statistics summarizing the situation of women in science in V4 countries. This study should constitute a background material for media discussion on the topic and sort of a manual for research organizations.

Direct target groups:

Research institutions: 100

Selection/outreach: Research institutions will be mailed the policy study using the existing network of contacts and web-based research.

Journalists: 25

Selection/outreach: Our institutes maintain an updated mailing list of journalists following policy-relevant research. They will be emailed the policy studies

Dissemination/promotion

Policy study will be written in English and translated to all V4 languages. The study will be available online on the webpage of the Project and on webpages of partner institutions. After issuing the policy study we will prepare press releases for press agencies in each of the V4 countries. The study will be emailed to the above identified target groups.

Role of the applicant and project partners

The policy study will be the joint project of all project partners .Work will be coordinated by Filip Pertold from the Academy of Sciences of the Czech Republic. Project participants will meet regularly online to discuss progress of work on the policy study. Each partner organization will be responsible for identifying the target group in their own country and disseminating the policy study.

Budget

Accommodation and board	3,650.00
Copyright, licenses, fees	645.00
Expert fees/Fees for authors or artists	500.00
Printing/publishing costs	96.00
Promotional costs	200.00
Rent and related technical services	128.00
Translation and interpreting costs	1,800.00
Transportation and postage	4,500.00
Project overhead costs	1,700.00
Total	13,219.00

Done in Bratislava, on 24/01/2019

Signature of the Fund's statutory representative



Signature of the Grantee's statutory representative

Attachment 2

to the Contract on the Provision of Financial Resources from the International Visegrad Fund's Visegrad Grant
No. 21830237

Calendar of Events:

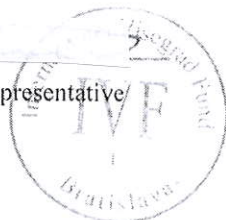
Implementation period: from 01/02/2019 to 31/07/2020

	Event	City	Country	From	Until
1	Workshop on Gender and Family in the Labor Market	Prague	CZ	20/05/2019	21/05/2019
2	Series of online seminars	online	HU	01/09/2019	31/05/2020

Financial Statement, Final Report and Audit Report deadline: 28/08/2020

Done in Bratislava on 24/01/2019

Signature of the Fund's statutory representative



Signature of the Grantee's statutory representative

Univerzita Karlova
Fakulta sociálních věd
110 01 Praha 1, Smetanovo nábřeží 6
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