

Presentation

of the INTERREG IVC Capitalisation Project Winnet 8 Consultation January 25 until April 8, 2011

Results

1 How could a stronger focus on gender equality be achieved within Europe 2020 priorities?

Answers

- gender mainstreaming from the outset of the Strategy formulation
- gender specific targets within the guidelines
- gender included in guidelines 1–6
- particular attention to gender in macroeconomic policy
- gender equality as a flagship programme

Underlining economical benefits of an increasing women participation to labour market and leadership in this western crisis period, probably it's the only solution to come out of the crisis – we need datas on this to involve public and private bodies on the discussion (such as confindustria, the unions, the ministries.....)

And also, mainly in southern zone in EU, pushing political to increase the presence of women leaders

Then making the public gender budgeting
COMPULSORY

Knowledge – awareness – legislation

Elaborate and to approve proposals lined up with the European social strategy and other pertinent documents presented by winnet8; Identify relevant politician's decision makers and sensitizes them for the problematic of gender. Promote reflection debates on the thematic, with strategically public, in order to the elimination of stereotypes.

The Advocacy of Gender Equality in the social media (periodicals, radios, Internet).

Changing the male-centered culture through education/ mass media communication/ strong political examples

It's important to keep the gender mainstreaming principle alive in the "Europe 2020" strategy. If not, there's huge risk that its objectives in terms of overcoming the economic crisis and pursuing the economic growth will result in furthering gender occupational segregation. The gender equality objective needs to be distinctively pursued and governed in order to avoid this risk. Therefore, it needs to be strongly supported and emphasized across the EU policies dealing with different issues: employment, research, enterprises, credit, social affairs, local development and national institutions.

These are some recommendations referred to the main "Europe 2020" strategy aims:

- Intelligent growth. It's important – and not to be taken for granted – to give credit to women's knowledge and to improve it. Our culture is nowadays largely male dominated. The same innovation issue needs to be redefined to give more space to the female contribution both in the ICT and scientific sectors and in terms of social and services innovation,
- Sustainable growth. Commerce and SMEs are crucial sectors for female occupation and women enterprises. But, once more, a gender neutral supporting policy of these sectors could result in damaging women: specific objectives and funds should be addressed to women enterprises and to enhance women competitiveness,
- Inclusive growth. It should be kept in mind that Lisbon objectives in terms of women occupation are still a long way off and should be strongly pursued also in the "Europe 2020" strategy, together with an attention to female education and the improvement of NGOs and the voluntary sector, as female dominated social cohesion drivers.

Member States have to develop their own national trajectories to implement EU 2020 priorities in their individual context. The EU2020 strategy asks the Member States to be aware of the gender issue in the implementation of the Inclusive Growth priority. Some additional proposals on the elaboration of these national strategies could be:

- Member States could also include the gender equality perspective in the implementation of the Smart Growth priority.
- Setting some target indicators (for instance reduction of gender pay gap, women representation in economic and political decision-making positions, employment rate of women...).
- Establishing clear guidelines (e.i, support to women entrepreneurship in SMEs, access to childcare services) and specific priorities according to the different situations women are facing (there is a great variety of situations, women subject to social exclusion, entrepreneurs, high-skilled women, etc, which has to be taken into account).

It is important to address and prioritize gender specific actions in all flagship projects for and of course it should be in written in all activities – with a clear budget allocation, result indicators and measures for a follow up in all 27 EU member states. Knowledge rising of course on a policy and decision level as well as find a system of “Doers” network, such as WRCs to be an actor to increase women’s participation on the labour market, in ICT and Innovation and entrepreneurship

Europe 2020 tells us, about a need of new strategies into gender equality issues. The main targets of Europe 2020 are to be the answer to the needs arising from non only European but world crisis and the particular solutions concerning the gender equality issues should be compatible the targets. The fact is that European community is getting older so then all solutions meeting such issue are seriously strategic for the future of Europe in both as well in economical and in social area.

To use the result and method – already in use and with a clear result of gender equality

What has been functioning and how have it reach a result. Create result indicator and measure – short and long time term base, visualize obstacles and resistance to get the possibility to delete and make gender equality on top of the agenda in all policy and actions, Develop a Flagship project on gender equality on the EU 2020 strategy – platforms for co-operation in all countries and regions to European Levels, WRCs should be in written

as doers in the European Action Plan for Employment, a follow up and evaluation after half time, to correct or other.

Among the objectives proposed by the Commission for 2020 (employment, research and innovation, climate change and energy, education and poverty reduction), there is no objective directly relating to gender equality. It is suggested to add “equal opportunities for women and men” as one of the objectives or implementing “gender mainstreaming” recommendations for each of these objectives.

As a result there are two approaches: the direct and indirect inclusion of a gender perspective for the 2020 priorities.

Neither priority among Europe 2020 priorities refers directly to gender equity. Gender blindness causes that in such important issues for Europe like smart, sustainable and inclusive growth women are not taken into account. Women are taken into account ostensibly, but in the reality many programs, activities and recommendations refer to the male world – to a male behavior, the male way of working, which is treated as a standard (although it is not the standard).

None of the Europe 2020 headline targets are not directly related to gender issue. The explanation for this certainly would be a statement that in each of headline targets the gender issues are included. However, if we do not specify a separate “gender target” – decision makers, employees, politicians and other important stakeholders will not actively deal with this issue.

“75% of the population aged 20–64 should be employed” – this concerns women and men, but it is known that in case of women, the target is more difficult to achieve. It has to be clarifying what specific actions will be taken for achieving the target by both sexes.

“3% of the EU’s GDP should be invested in R&D” - the share of women in R&D is significantly lower than men. Means of equalization of the both sexes participation in this sphere should be indicated, which means using 100% of talents of both women and men

“The share of early school leavers should be under 10% and at least 40% of the younger generation should have a tertiary degree” – these are quantitative targets related to education. The quality of education should be kept in mind. The process of education, teachers and students cannot be gender blind, hence the need to introduce the perspective of gender mainstreaming in education.

“20 million less people should be at risk of poverty” It should be specify how the process of poverty reduction will take into account the phenomenon of “feminization of poverty”. In many regions of Europe women experience poverty and are vulnerable to risk of poverty to a more than men.

Europe 2020 Strategy is written in a transparent and clear way, and because of the limited volume can not mention all the issues. It is proposed to conduct a survey and a report ”Gender perspective in Europe 2020” or ”Gender mainstreaming tools for the realization of the Europe Strategy 2020. ” Network of WRCs from most of European countries has potential, right human resources, and knows the methods to perform such examination.

In none of the seven flagship projects, such as in the case of priorities and targets, gender perspective is not taken into account directly. Direct acknowledgement of gender issues is crucial for proper fruition of the described flagship projects. Otherwise there is a big possibility that this actions will apply to male dominated areas and male way of acting and thinking.

The European Parliament wants to mobilize citizens to take part in the legislation process of major initiatives. It has to be marked that in the case of less developed countries, like Poland, civil attitude of the population is fairly passive. If EU looks for the voice of citizens from weaker countries and regions the mobilization of the population in those areas has to be more intense. In some way it could be said that in those places, a civil society is just about to be rebuild. Simultaneously, many of the problems relate

Via gender awareness and gender mainstreaming in all planning, implementation and decision making on a concrete level in relation to Europe 2020 activities.

The link between gender equality, innovation and economic growth should take into account more thoroughly; studies and actions.

More data with gender aspect must be produced and integrate with Europe 2020 actions.

First of all, gender policy is treated differently in different countries of EU, and secondly, the level of implementation is also various.

The differences of approach come from cultural diversity and level of education concerning gender issues. Implementing the priorities of Europe 2020, realization

of directives becomes more effective with time which a country functions within the structures of EU.

In Poland also exist legal basis allowing realization of gender policy – here can be enumerated the activities of NGOs for women, governmental and self-government institutions. Strengthening of those activities may be implemented through promotion of gender issues. It should focus on preventing stereotypes, rising consciousness among local society in order to introduce the idea in everyday life.

Member States have to develop their own national trajectories to implement EU 2020 priorities in their individual context. The EU2020 strategy asks the Member States to be aware of the gender issue in the implementation of the Inclusive Growth priority. Some additional proposals on the elaboration of these national strategies could be:

2 How could The Cohesion policy be made more results-oriented in terms of gender equality?

Strengthening of the Cohesion Policy and directing it on expected results in gender matters can be made by, for example, including a source of funding. The source would be limited to programs for gender equality. Today we have two opportunities: we can support some minimal activities when realizing some other ideas which at the same time somehow cover the theme of gender policy. However, it should be the other way round. Creating even one program co-financing gender policy would give an opportunity to reach even “the most remote” beneficiaries.

The priorities of the Cohesion Policy are comprehensive and grasp the whole spectrum of ideas. Changing it will not be a solution. Today we have to think about acting not about theories.

Into all aspects of policy (especially macroeconomic).

The priority is to increase women employability and career, for this purpose we need public personnel services for children and elderly and permanent systems like the “CESU” in France.

Incentives: a decreasing tax loading for companies “gender oriented” with different indicators.

Financial support linked to gender equality results.

Promote wage equality between men and women; Sensitize employers for the equality of gender; Stimulate the social responsibility of the enterprises and other organizations, through the attribution of awards in recognition of conditions favoring the equality of chances; Improve the conditions favoring the conciliation between the familiar and professional life; To make a survey, the European level, of add values of the involvement of the women in the society, specifically in the creation of wealth. Give attention to the equality of chances associated to the age and not only related specifically with gender; promote the creation of Plans for the Equality (Enterprisers, IPSS, ONG, Cities).

To reach a fair number of representative of both sexes in all decision making positions (which should be no less than of 30 % of one sex)

tax facilities for those companies that reach 40% in gender representation, and viceversa fines / tax increase for those that are lower than 30%,

Same incentive for public administration: more gender equality more money from Europe/State/region, etc. extra financing for

Which priorities should be obligatory?

Gender equality should be one of the first EU objectives, with dedicated programs and funds, in order to make an affective change in society: we need a global change about gender issues, both in social and economic sectors. As far as the social sector is concerned, we need, for example, to promote a human-centered education, supporting a male-female sharing of familiar and domestic cares, strongly opposing gender stereotypes and all kind of violence and exploitation. On the economic side, we need to fight against gender segregation, supporting women working in non conventional sectors, developing women entrepreneurship and enhancing enterprises and professional networking. A particular attention needs to be paid to the gender pay gap, by defining ways and criteria to reach economic equity across genders that can be verified, certified and acknowledged.

What incentives might support an improved gendered perspective & commitment?

Normative incentives to adopt a mainstreaming approach and considering the gender sensitive aspects of each policies; incentives to have a wider female representation both in the political and institutional spheres; normative and economic incentives for education and cultural system to spread a cultural change of mentality on gender

issues; economic incentives to WRC as female innovation systems.

What gender equality results-based targets might the Cohesion Policy include to improve actions and activities across the EU?

- Female occupation and unemployment;
- Women enterprises; innovation enterprises; ICT enterprises;
- Female education; education level by sector;
- Digital divide;
- Family friendly enterprises;
- Gender pay gap

The priorities of the Cohesion Policy which are more prone to tackle the gender issue and could thus be enhanced are Business support, Education and training, Employment and social inclusion, Capacity building and governance. Gender equality is a cross-cutting issue, which has to be tackled in a comprehensive way in order to be efficient: support to female local entrepreneurship, for instance, has to be accompanied by specific measures aimed at facilitating this entrepreneurship (childcare, access to credit, participation of women representative in decision-making process...).

Outputs and results indicators as well as a monitoring system integrating gender perspective should be set up: it would contribute to the mainstreaming of gender-equality issue in the implementation of the program and the elaboration of regional policies.

Gender segregation is however a societal phenomenon, so indicators or guidelines may not be sufficient to change dramatically behaviors and mentalities. That's why supporting new approaches and mobilizing partnerships both at the local and at the cross-border and inter-regional levels, through the promotion of the exchange of good practices and mutual learning, could contribute to bring innovative results.

- Gender specific action – focus on women's labour market, mobilize women to entrepreneurship and ICT and Innovation
- Build a system of "doers" such as Women Resource Centre's as an actor to co-operate with other actors in regional development and growth
- Gender specific actions, gender specific result indicators, gender divided facts and figures as a ground for policy and actions, to priorities actions and gender specific budget allocation

To improve gender equality in the new cohesion policy for years 2014–2020 a document should contain records concerning education of society into gender equality issues and equality of opportunities, including the salaries, between men and woman. Gender equality factor should be more representative in new European cohesion policy.

The creation of result indicator and measures

- the gender perspective should be in written in all parts of the Cohesion policy
- show doers, result indicators
- budget allocation, prioritize important areas of concern, high light responsible organisations, Authorities etc

Priority

Gender perspective in all parts; Innovation and entrepreneurship, accessibility, labour market issues and network for co-operation. In all parts it should be in written the importance of the gender perspective

The incentives that might support and improved gendered perspective and commitment is:

BUDGET ALLOCATION or NO BUDGET

- Innovation and entrepreneurship – result of research and measures – facts and statistics, gender divided to change the situation

a. Which priorities should be obligatory?

One of the priorities should relate directly to gender equality policy. Approach that in all the activities of EU the gender perspective will be maintained makes the issue marginalized.

Gender equality is only 1 of 304 pages of 5th Report for Cohesion Policy.

b. What incentives might support an improved gendered perspective & commitment?

Public awareness, strong arguments, presentation of specific financial benefits for society resulting from increased equality between women and men. Turn the other way from radicalism. The problem of equality is treated cursorily, if such arguments are raised: “doormats in the labour office are not conducive to gender equality, because women’s heels get stuck in them easily” or “I am against the construction of sports fields, because they discriminate against girls, because most sports activities are organized for boys.” Changes in the way of thinking and perception of gender cannot be done dramatically. There is a need of great compassion and wisdom.

c. What gender equality results-based targets might the Cohesion Policy include to improve actions and activities across the EU

- To increase women’s participation in the public sphere, among others their labour market participation in male dominated industries/sectors.
- To decrease horizontal and vertical segregation of European labour markets.
- To facilitate the exchange of experiences and the transfer of good practices of gender equality actions.
- To secure relevant funding for gender equality actions. There is no good job for free any more.
- To secure gender mainstreaming (or gender perspective) in EU funding programmes.
- To stimulate and empower an efficient network of “doers” of gender mainstreaming (WRCs?)

Actions for gender mainstreaming and gender budgeting are required (training etc.); there is a need to strengthen gender equality in regional development both in objective as well as on a concrete level.

3 How could the Europe 2020 Strategy and cohesion policy be strengthened and more closely aligned to secure gender equality?

The Strategy Europe 2020 and cohesion policy could be strengthening by intensifying (in all EU countries) research on realization of the cohesion policy.

Comparative analysis would allow to state precisely how is the situation and point out how to act in next few years.

- higher profile of gender in 2020 architecture and monitoring (all GLs)
- targets by sex
- points to watch and country-specific recommendations

Gender budgeting for all national and local governments

Establish objectives, to the levels national, regional and local, lined up with the European social agenda or substitute documents; Establish lines of action included in the inclusive growth; Reinforcement of the Sensitization of decision makers (political, economic, social and educative) and target public (such as families and young) for some particular aspects of gender equality, such as the conciliation of the professional and familiar life and the access of the women the top positions.

The Italian Cohesion policy and “Europe 2020” Strategy priorities are mainly the same and in both of them the gender equality objective needs to be distinctively pursued and governed in order to avoid the risk of furthering gender occupational segregation. The different EU DGs need to be invited, each with its own competencies, to jointly pursue the gender equality objectives. As an example, DG Regio could contribute to hold the interest on gender policies; funding actions to pursue people’s economic and moral development; supporting networking, entrepreneurship and overcoming social obstacles to gender equality. A specific attention – when dealing with the Cohesion policy objective to build a skilled workforce – should be given to the fact that, in Italy, women are more educated than man, but they’re more often employed in jobs that require a lower qualification.

If these two policies and actions proposal for the future Europe’s development for growth – really implement gender equality in every step of the strategy and policy, allocated budget and priorities gender specific actions + result indicators and follow = evaluation and research with gender researchers with skills in all ”ideas for Flagship initiatives”

Europe 2020 and cohesion policy as well, contain record concerning gender equality, but there aren’t too many of them. The records are too overall and too declarative. The records should be more oriented on results and concrete goals concerning gender equality issues, placed into UE legislature.

Implement the gender equality strategy 2010–2015 and the decided Charter for gender equality 2010, put a strong focus in budget and no budget – how the member states implement the gender issues

- In such important documents for gender issues should be devoted more space. Only 1/304 of the 5th Report for Cohesion Policy are dedicated to gender equality.
- Specific actions could be pointed out and to interim targets could be formulated that will enhance the policy of equality. An example for intermediate target for Poland: provide access to child care for each parent. Childcare costs should be reasonable. Nowadays in Poland the average monthly cost of a child care is 200 euro. PhD scholarship at a university is about 300 euro.

Due to a difficult situation in labour market, a simple economic analysis leads many women to taking the role of a housewife and giving up the professional career.

Monitoring legislation process in the member states is also important, especially when the act is about to support participation of women in the labour market. Unfortunately, some of the pieces of legislation cause the opposite effect than intended. For example, Poland has introduced a regulation that prevents women over 55 years of age from being dismissed. As a consequence, there are cases when the employee does not perform her tasks properly and has a “you cannot fire me” attitude towards employers. To avoid such potential problems the employer simply refuse to employ women over 55 years of age, regardless of being good and experienced workers (an experience of the Polish MAG group experts).

The need for financing for gender equality development work is obvious, but also there must be a strong requirement to have gender equality aspect in all programming and project work and also requirement to monitored and evaluate that.

4 How might we strengthen opportunities for gender equality and gender mainstreaming in the work of Regional and Structural Funds?

- targets by sex
- country peer review (from gender perspective)
- focus on particular inequalities (pay gap, segregation, job quality, etc..)

Including a system of “prizes and punishments” like the one measuring the degree of expenses i.e. a percentage of the regional funding money will be taken off the “non gender oriented” regions after the first 2 years and then progressively increasing

The cooperation councils will most likely have a bigger say in the creating of the future ROPs. Therefore it is strategically important that there is a clear connection between the cooperation council and RC’s, perhaps with a person hired to coordinate the work and to secure that RCs’ knowledge and experience is brought into the policy discussions.

Structural and regional funds are supposed to realize gender policy, at least in some extent. Strengthening of those funds can be made, for example, by transferring more money on that particular goal and connected with it activities.

Perform accurate diagnoses, particularly at regional level; Present proposals on the basis of the accurate diagnoses; Sensitize decision makers to materialize the presented proposals; Sensitize Technical staff for the Gender Equality.

Awarding teams of equal genders an extra value in the assignment of structural funds

Keeping the gender mainstreaming principle alive in the “Europe 2020” strategy; taking in consideration that there’re very few policies that are fully gender neutral; keeping in mind that gender equality policies are not “women” policies.

Decision makers need to be specifically educated and trained in gender equality and the importance of female occupation as source of income and well-being for the whole society, therefore in need to be politically supported. The structural funds should also have dedicated programs and budget lines in order for the local authorities to actively manage the issue (that should be, for example, included in FESR and CRO programs).

Use the knowledge existing in the MAG group in the project and the action plan which is the result of the project. WRC and other actors in the county who is working with regional development should cooperate more than today

Don’t forget that the WRC existing in the region possesses extensive knowledge to work with regional growth with a gender perspective

Strengthening gender equality and mainstreaming in ERDF programmes

The issue of gender equality is not taken into account only by the ESF (for employment and training issues), but also by the ERDF funds. Gender equality is recognized as an horizontal policy in the ERDF funds, which means that it has to be taken into account in every programme and in every project. However, this does not always find further development in the concrete implementation of the projects, nor it is systematically translated into specific priorities in the Regional Operational Programmes.

Monitoring achievements

Clear outputs and results indicators relating to gender equality and women representation could be set up, to convey a better integration of the gender policy in regional strategies and in the implementation of ROPs.

Allowing wide participation of stakeholders

Another important point is the involvement of regional/local actors who are implementing the funds: a wide participation, the involvement of various relevant stakeholders should be promoted, during elaboration of strategies and implementation (governance issue); moreover the mainstreaming of gender issue depends on

political awareness and commitment of these actors, but also on their capacity to deal with the Structural Funds, which should be enhanced.

Gender mainstreaming is important – all ROP partnership of policy and decision makers in the next program period of ROP, needs to be trained in the gender perspective to secure decision with a gender perspective + Gender specific oriented and specific actions + secure the implementation of good results of methods and tools for how to for example increase women’s participation on the Labour market, demand the job centre’s to implement methods and tools

All subsidies from Regional and Structural Funds should be monitored for gender equality issues. Obtainment of any subsidy should be dependant of insecure gender equality issues into any project.

Policy recommendations and action plans with a gender perspective implemented in the next program period, point out responsible organizations and or public Authorities at all levels in the society, budget allocation, gender priorities and gender specific actions, where for example WRC s could be involved as an actor to co-operate with other actors to increase the women`s participation on the labour market, entrepreneurship, ICT and innovation and entrepreneurship.

Gender mainstreaming is important, to secure the politicians and decision makers have knowledge of gender equality when they are members of a ROP partnership to decide on projects etc. To secure that the gender is in all policy and actions. To secure that successful gender specific action will be implemented and used in the system and structures at all level in the society. Use the Winnet 8 result and create a gender equality platform with experts and practioners as well as public authorities and politics to create measures and result indicators of gender equality and develop methods and implementation

- Constant monitoring of the implementation of the principle of the equality.
- Interregional platform of statistics by sex in the field of entrepreneurship and innovation.
- Gender mainstreaming as a horizontal priority not a theme that can be treated very briefly and laconically.
- The gender issue should not be attributed only to the ESF but also to EFRD.

Regional authorities should organize a system of continuous monitoring of gender equality in enterprises. The method of this type analysis is in possession of the WRC networks.

- There should be announced calls for projects that reduce market segmentation. Currently, women make only 19% of jobs that are available on the market. It is important to raise awareness of young women and men concerning a wide range of professions and challenges concerning breaking the gender stereotypes.
- It cannot be forgotten to implement the strategy of gender mainstreaming in education. Education process is the place where the most crucial ideas are born; citizenship attitudes of young people are built, where women and men decide in which roles to take in the future.

There is a need for gender mainstreaming structure in regional and structural funds (as in Germany) and also regional gender equality coordinators.

5 How might we strengthen the role of Women Resource Centers as an actor in the implementation process of regional and structural funds?

The role of Woman Resource Centers cannot be overestimated. However, we have to have in mind that in Poland there is not enough of such places. We may talk about the need of increasing the number what should help in realizing many activities.

- plus funding (and protection for capacities during fiscal consolidation) for gender main streaming mechanisms at EU, national and regional level

WRC centers should be the engine of a wide relations system focused on gender – they should acts as “technical agencies” supporting regions and administration (too often absolutely ignorant about this area) with a specific funding line in the regional funding

Divulge and to give visibility to the role of WRC; In the near future to establish a strategy of sensitization for the role of WRC that involves the key actors; Monitoring and evaluate the implementation of this strategy; Consider pilot initiatives of presentation of the work to be undertaken by WRC (in network or individually); To hear the potential public-target on its necessities and expectations, through participated Diagnosis.

Having a Women resource Center in every region would be a first step.

WRCs have to be assigned as a partner in the implementation process. WRCs must be given legitimacy and shall be invited to partnerships and meetings and shall be regarded as a partner in the implementation process.

The financing of WRCs has then to be secured in a long-

term perspective for external work as participation in project planning, meetings and conferences. The external work has to be based on an internal work and on a secured democratic process with women for participation and impact in the implementation process.

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WRC should be regarded, from both EU and local policies and actors, as important stakeholders in the local development policies. They should therefore be invited to all the decision arenas at local and non-local level. WRCs should also be encouraged to become networking organisms – bringing together public institutions dealing with different issues (entrepreneurship, education, social affairs, welfare, violence...) – able to give pragmatic answers, in terms of services (support to conciliation problems, familiar problems, gender violence...), training, funds for occupation, self-employment, entrepreneurship...

Don't forget to use WRC as a tool to work with regional development with a gender perspective. The regional council will have a lot to say about the new Structural funds

Two main tasks can be attributed to WRCs in this process, inspired from what was developed for instance in the Swedish context:

- ***A consultancy task***

WRCs could participate in the regional decision-making process during the development of implementation policies, i.e. in the Monitoring Committee of the Regional Operational Programme.

They would provide gender equal counseling to regional stakeholders. Their strong political commitment would contribute to the mainstreaming of the gender perspective in regional policies.

- ***A training task***

WRCs could host trainings on Structural funds, to encourage women's organizations (NGOs, etc) to apply for funding.

The Women Resource centre's is an actor that can secure and be the driving force to increase women's participation on the labour market, in ICT and Innovation and mobilize to entrepreneurship, with a grassroots perspective and co-operate with other actors in regional development, as system of doers in all EU 27 member state with a goal, aim, method and result orientated indicators that have been develop together with the national, regional and local levels of MA or Public Authorities – but indicated from the EU level

In Poland there are government and self governmental institutions implementing the Regional and Structural Funds. I see a role of WRC rather as managing authority spreading the funds for particular programs created for solving particular gender equality issues which would be helpful to realize the idea of equal opportunities. In such construction different institutions could apply for funds to WRC, for specific projects concerning a whole range of gender equality issues.

Use the Winnet 8 result and Swedish knowledge of WRC s as actor to co-operate with other regional actors to increase knowledge of Women's demand and conditions in regional development and growth, the resistance over the years for gender specific actions, obstacles that the WRCs have to face after success to highlight the WRCs as an actor for growth, use the innovative system of WRC s to secure gender specific actions, budget allocation and priorities create measures, result indicators a interactive research a tool of learning

- To educate regional authorities that a condition of women empowerment is to create an effective structure (WRC), focusing on and promoting gender equity.
- By strengthening economic situation of WRC. Strong and wealthy centre's can hire workers who, paid well, perform consistently (rather than summarily) work to influence the structure of regional funds.
- Lobbying for the WRC and promoting their role in the region. It would be much easier if the centres could be able to prove their effectiveness.
- Establish a permanent cooperation between the WRC and the regional authorities. Centre's should provide experts giving opinions and advise concerning regional funds. Centres should try to be organized within the structures of regional government, and then they would have a greater impact on the regional policy in general and specially on policies in terms of gender equality.

- To take care of the actual work on different levels of WRC: local, regional and trans-national. Then the structure will be strong, and the regional authorities will be assured that the network is capable of professional work for gender equity.
- To give women advice on the best possible level, to offer such services, which distinguish the centre's from the classic vocational counseling institutions or psychological assistance.
- To mediate contacts with women's networks - the more men and women participate in conducted activities, the stronger are centres, and thus there will be more opportunities to influence the regional authorities and the division of funds, permanent financing and quality criteria.

6) How can we continue to increase knowledge of successful strategies for reducing gender segregation in education and employment and capitalize on them in achieving WINNET8 objectives?

See above, questions 5) and 6).

We can increase the knowledge by promoting gender issues. Effective promotion campaign directed to an appropriate recipient will not only increase the knowledge about gender issues but also break existing stereotypes.

Raising findings to do promotion and communication, implementing data's and widening relations

Create a network for exchange of practical good practices amongst WRC identified and constituted in the scope of the project and others WRC. Create a system of information for periodic update of politics, strategies and studies on the subject; Carry out focus group on the subject; Bet in partnerships with different levels and educational establishments, in special located in the regions partners of Winnet8.

By creating digital platforms to collect, searching and spreading good practices; stimulating and training decision makers to look at the existing gender equality good practices when formulating policies in any sector.

The Winnet 8 members in the MAG group should realize that they has to help with the dissemination of the project result after 2011. The members of the MAG group has to help with the dissemination of the project result in their own organisations. Use WRC as a tool to create new policies and strategies with a gender perspective.

Due to the nature of the WINNET 8 project, which is a capitalization project, the guiding principle is to mainstream the identified successful strategies into regional policies. The good practices tackling the issue of education and employment shall then be implemented in the corresponding measures foreseen in the Regional Operational Programmes. Through the support to exchange of experiences and transfer of good practices INTERREG IV C provides means to accompany this process.

Secure a knowledge based partnership – with a Center of Excellence of gender researcher, formed round for example round Winnet Europe organisation, secure the Winnet 8 website as a database of knowledge under Winnet Europe website with links to EU Commission, and expand the knowledge through different actions on a virtual level – As a Part of the Digital strategy agenda of European Union.

There should be more meeting, seminars and publications in mass media, to promote goals and objectives of Winnet8. It seems to be a good idea take all kind of actions leading to spread the good news, like organizing meetings at schools, factories, city halls, public services agencies etc. to inform the people about Winnet8 itself as well as about its targets and summaries including the WRCs and importance of gender equality issues. WRCs and gender equality issues should be placed more into mainstream. It is also important to take a try of influencing and opening the mentality of our society in gender equality issues from the school education level as well as in the home life education. It is important to increase awareness society because a problem unseen or unknown may stay unsolved for long decades.

Creation of a European Platform for co-operation and a centre of excellence, thematic focus, network for co-operation and regional innovation for development and growth

- The appropriate level of knowledge will be guaranteed by conducting a research, especially in the field of gender and entrepreneurship, ICT and innovation. Here is the irreplaceable role of one of the four legs of quadruple helix – universities participating in the project.
- Secondly, proper promotion and advocacy of these studies.
- Thirdly, study of reports, analyzes and diagnoses performed by other research centres, bodies of the EU (Eurostat) and other research entities.

To Lobbying for statistical offices across Europe creating

an integrated system of publishing all of the labour statistics, with the division by sex.

Especially the data related to wages in individual industries and in various positions, the proportion of women and men in innovation and data on gender and entrepreneurship. Such an examination is carried out, but partially.

Training and networking on a horizontal and vertical level.

7 How can we continue to increase knowledge of successful strategies for gender mainstreaming in local & regional growth and development with the support of WRCs and use this knowledge meaningfully?

The same as above, which means promotion campaign and research and analysis of labor market. Exchanging good practices in a very simple way – over flood of information's is stressing nut even the busiest minister can read few lines with interesting figures (i.e. on economical growth in Sweden where percentages of women leaders is very high) and then go deeper if interested

In Dalarna we are discussing to form a larger project for RC in the region. The plan is to have a person/resource placed in either the cooperation council or the county administration that coordinates the RC's and makes sure that RCs' experiences and methods are brought into the policy discussions. There are also thoughts on how to make the three actors working as RCs could specialize in their own area to have a more efficient organization. We need also to make sure that RCs' experiences are brought into the male dominated areas' companies. Therefore one of the actors will be working towards the regional cluster organisations.

Establish an adjusted strategy for actuation of WRC, individually and in network; constitute networks of WRC; Apply projects that contributes to strengthening these objectives.

WRCs shall have the possibility to participate where these issues are discussed and the strategies are settled and implemented. This also emphasizes the need for financing and legitimacy.

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WRC should have the role of collecting and spreading good practices and they should be regarded as advisory boards supporting decision makers (institutions, local, health care system,...): Moreover, being so close to women and citizens needs in general, they should have a leading role in interpreting how the existing good practices could be best imported and adapted to the each local situation.

Use the good example reported from the region and from the other partners in the project. There are several examples how to work with mainstreaming and special efforts for women. Use the methods together and not only as opposite each other

That other actors/stakeholders in the region use WRC as a tool and to be a compliment to their ordinary structural work. There are a lot of good examples where WRC has been involved in such work all over the country

National policy and actions should point of the needs of a gender perspective in Regional development and WRCs as a doer organisation - disseminated the Winnet 8 result and handbook of good examples to transfer across the EU member states + policy and action plans should be develop

We should organize more meetings and dissemination seminars to highlight role of WRC and gender equality issues. First of all we should obligate the authorities, politics and deciders. Here “shame factor” could be helpful. But we also have to be present in mass media, to inform the society about importance of gender equality issue and WRCs.

Gender mainstreaming in all policies and actions to cooperate with WRCs as a gender specific action for methodology development and result to be implemented in the ordinary system and structures, for example Job centre’s

- Active participation in the civil society.
- Participation in meetings, conferences and seminars on the subject of gender and indirectly – gender mainstreaming in various fields in economics, education, psychology.
- Using the capital collected in the centre’s for joint projects, including European projects.
- Opening and popularization of the WRC in other European countries and overseas Europe (Winnet Poland?, Winnet Armenia?).
- Encouraging people, men and women connected to the WRC to occupy important positions in the structures of national, regional and local authorities’ levels.

- Maintaining permanent collaboration with universities and research units in order to care for the quality and status of the action.

8 How can we continue to build on the results from Interreg IIIC project W.IN.NET (2003–2006) and Interreg III B FEM (2004–2007), The Winnet Europe network (2006) and WINNET8 beyond the life of this project?

We can continue to build the results through good practices and including it into strategic documents of region and promoting it in a given area. EU can use successes of us all as future directives.

MAG is preparing an action plan for the implementing of several good practices collected, we have also pointed out who will be responsible for the implementing, and we have located possible funding.

Identify relevant principles in the Treaty of Lisbon and the revised Lisbon Strategy that contemplate the gender issues, in order to support applications and other initiatives to continue the work already started; Structure a long-term performance, based on the output of previous projects, involving key stakeholders; Define strategies of sustainability and self support with support of other initiatives and strategic partnerships, in the area of the finances and computer science – to create a virtual WRC, with actual attendance whenever if it justifies, for example.

Continuous work is based on secured existence of WRCs and that WRCs can work with exchange of experiences and dissemination of best practices and good results.

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By spreading these projects’ results and outputs; producing recommendations that can influence UE and National policies; monitoring the adoption of the proposed Action Plan in each partner Region; going on with the networking activities beyond the project’s life.

By maintaining the relationship with the DG Regio, as well as the other UE DGs, in order to point them out the gender equality problems and needs of each territory.

The action plans from the MAG groups.

WINNET 8 is by nature a capitalization project, which capitalizes on the experiences gained under FEM and W.IN.NET.

The best way to build on those results is to make sure that specific policies are created and implemented at the regional or local level, to ensure the triggering of this issue at the local level. Indeed, acting at policy level is key to achieve this aim. In line with WINNET8 objectives, mainstreaming the good practices identified into the Regional Operational Programmes and creating funding opportunities to put in place the transfer of such practices is a fundamental step to ensure the durability of the successful strategies collected in previous projects.

To secure the Winnet 8 result for the EU Cohesion policy and EU 2020 strategy arrange disseminations conferences on Winnet 8 themes and include Winnet Europe as a driver on EU level

We should use a heritage of former projects to prepare the next gender oriented project. Winnet 8 gave us examples of many good practices, which can be replicated in our district by the local authority. Winnet8 also gave us a monitoring for gender equality issues that can be included in the local legislation.

Secure the Winnet Europe association – as a platform to secure women’s participation in labour market, innovation and entrepreneurship, ICT and technology

Use the network of innovative WRCs to develop and increase women’s participation in actions for growth

- Sharing knowledge and experience while participating in meetings, conferences, seminars on the subject of gender and not directly related to that issue.
- Applying for funds to carry out further capitalization projects.
- Creating a platform for meetings between the academy, R&D and the WRC network. Themes, experience and projects performance indicators should be undertaken in the research work at all levels: masters, doctoral and post-doctoral degrees.

This would help to lob in order to create an inter-university unit dealing with gender issues.

- In many parts of Europe there is a pressing need to create structures, networks WRC. The newly created centers should take action earlier taken by the pioneering centers such as the Swedish WRC.
- Women and men connected to the WRC and occupying a significant position in the structures of national, regional and local authorities need to openly support mentioned in the question projects in their daily professional activities.
- Maintaining a constant contact with the media. Nowadays, when an institution is now a subject of conversation, it does not exist.

- The important role of the Internet and new technologies. This allows working effectively and professionally despite the fact that projects are implemented in all parts of Europe.

9 How might we strengthen a gender equal partnership principle with the involvement of relevant local and regional stakeholders, social partners, Elected Members and civil society?

We can strengthen a gender equal partnership principle through rising the issue in strategic documents of a region and including good practices into it. We should also struggle to change the stereotypes and to educate by showing the advantages of gender policy.

Important to secure knowledge on gender-equality among the stakeholders and an awareness of how gender affects the priorities and division of power

Identify the relevant stakeholders, establish personal contacts with these stakeholders in order to inform them and to mobilize for the thematic one; Carry out sessions of sensitization and spreading for the civil society on the thematic of gender, namely, existing resources and measures; Conceive, apply and implement projects and initiatives involving these stakeholders; Launch challenges to key stakeholders, for personal reflection or in group, associates to the thematic one; Create a Regional Network of Local Councilors’ for Equality; Support the NGO with competences in substance of Gender Equality.

A gender equal partnership has to be the normal partnership and the demand for this has to be clearly stressed in instructions. A gender equal partnership needs an active work of WRCs to disseminate knowledge and experiences and also by initiatives and meeting places.

By starting joint actions among governments, local authorities, institutions, NGOs and other local stakeholders, involving both their political and technical levels; by including in our Action Plans the recommendation to give priority in supporting projects and initiatives proposed by networking partnerships; by keeping in mind that partnerships and networks mean saving both human and economic resources; by going on with the MAG activities beyond the project’s life; by giving to the MAGs and the gender equality networks common aims and objectives; by giving opportunities and spaces for the partnerships to meet, i.e. in the WRCs; by using communication and marketing means in order to spread and raise public awareness about gender equality.

Create a partnership with the members of the MAG group who can continue to meet after the project. Use the already existing partnership in North Middle Sweden. In the Region of Gävleborg we have a partnership for gender equality with a quadruple helix perspective. It's a result from a WRC project.

In the Region Gävleborg, Sweden we have a partnership for gender equality with a quadruple helix perspective. It's a result from a WRC project, RuTa Fem phase 1–3 (a good example in Winnet 8 handbook)

Create a new partnership in the region after the project or use the already existing partnership to highlight and disseminate the result of the project.

Form a partnership platform with the task to be a driving force and analyse result of future actions from the policy and action plans, develop result indicators and facts and figures, both on a European level as well as on National levels in all EU 27 member states, always with a Quadruple helix perspective

We should organize more meetings and more conferences with local and regional stakeholders, social partners, elected members and civil society to inform them about a role, function and importance of WRCs and gender equality issues. We should use our international and local networks and connections to enhance our pressure on deciders. Gender equality issues are very important and should have a strong and secure position in national and local policies of all EU members.

Quadruple helix method needs to be secured in the partnerships, where WRC s should be notified as a legitimated organisation

- Share the knowledge and the experience gained during the implementation of joint projects. Publish and promote reports and other publications created during the implementation of joint international action.
- Investing in the WRC network. It is important not to have too long breaks in the contacts. It's easier to collaborate on an ongoing basis than to renew contacts after 2–3 years.
- Financially support the WRC and women working in them. If the financial situation of employees will be satisfactory, they will not seek economic activity elsewhere.
- Use and promote the methodology developed by the EU on gender equity. Do not reinvent the wheel. Maintain contact with the EU structures, convincing ourselves that the WRC network is an important tool for supporting and monitoring gender equity across Europe.

Financing for transnational collaboration in e.g. Structural Funds; and partnership criteria in different programs should allow multi professional networking and collaboration (enabling public-private-3.sector-partnerships)

10 How can Women Resource Centers and equivalent services be organised, financed and developed to best respond to the local or regional socio-economic needs?

Women Resource Centers should be subordinate to the smallest territorial unit (county in this case). Only this solution will assure the wide availability of WRC. It should be financed by the state and subsidies but realized by local self-government and its workers. It would assure achieving needed results.

Financing

possibility to co-finance with the Swedish program for women's entrepreneurship now that they have a more structural point of view. Also it could be a good idea to investigate the possibilities for RC's to commercialize more of their knowledge. The persons working as consultants on gender-equality often have more job than they can manage, so there should be a market.

Develop

If each RC made it very clear what their strength is, what area they are focusing on, there could perhaps be a more effective cooperation between different regions. MAG concluded we have two big areas to cover: 1: within the branches that already have a high status – RC could support and affect the existing innovation-systems in gender-equality for instance. 2: to high-light the women-dominated areas that do not gain from today's regional policies – RC could map women's business and see if there are any unseen connections that could higher that status of the area or perhaps be identified as an innovation-system.

Can be organized through the leadership of an institution or in consortium (bet in the idea of consortium in order to minimize the financial incumbencies, related to something new, in order to potentiate the existing resources and to promote the creation of its own revenues); The financing can be gotten through varies sources: obtained own revenues with the provision of services, funds provided by the entities involved, financings obtained through applied projects; They can be developed through the implementation of activities plans approved by the interested involved.

They should have local offices that provide information, professional education at different levels, but especially provide self-management courses to support women empowerment

This has to be based on long-term and bottom up perspectives. A national financing is needed to secure the work of WRCs in all regions. Lack of regional and local knowledge in gender equality must not lead to that women's voices are not heard and that women's knowledge is not used in regional development.

There's a general need for rethinking to the role, aims and organization of WRCs, in order for them to actually meet our society needs and be able to satisfy them. We also need a shared vision about them at all the governmental levels, starting from EU. In this sense, WRCs should be:

- organized according to the networking model, in order to put energies together and save human and economic resources;
- developed in order to meet the real needs of citizens and territories, aiming to support each person – thus resulting in a general improvement of the local human and intellectual capitals – being conscious that women and men needs to be supported differently to realize their potentials;
- financed through specific laws that assure their survival, but also improving their skills in raising fund at all political levels and across different policy sectors: most sectors are gender sensitive and this means that we can work for gender equality, starting from almost every funding line.

The funding would be substantially improved for WRC if there were regional options. Stakeholders at local and regional level should use the WRC as a complement to their structural work

Swedish agency for regional development and growth has a special program for the funding of WRC, which primarily is the main financier of the WRC today. After 2012, nobody knows how or if the program is still there. Without the financing WRC will not be able to work like they are doing today.

A regional funding options would be a great complement.

EU Commission and Parliament includes the WRCs as a tool in the next EU 2020 strategy and Cohesion policy and action plan for the next program period of ROP 2014, to be an legitimated actor for gender specific actions and that all member states should priorities gender specific actions and budget in the next program

period, request to tell the European Commission, how they have organised, financed and role of WRCs in each member state and how they are involved in ROP + Flagship project to secure the goal for EU to increase women's participation on the labour market, in ICT and innovation and entrepreneurship. Always demand on evaluation and measures, budget allocation and priorities from EU Commission and parliament could be a strong tool for changes and really reach a gender equal EU society. Notify the obstacles that can be seen in different countries and regions in all EU member states and secure that it will be obvious and then act for change. EU should allocated budget, policy and actions. All member states should allocate policy and actions – on a national level top down and bottom up, for the regional and local levels, always with an empowerment and co-operating perspective and network for regional innovation within different thematic areas for growth

To provide sufficient financing of WRCs a constant financial support of local or/and national authorities is needed. The WRCs should be also able to apply for subsidies to European Social Fund and other any possible founding sources as the stakeholders.

WRCs needs to have national support at all levels as in Sweden to function as a legitimated organisation and to be an actor to secure gender specific actions and secure the result into ordinary system to secure that the gender equality will be inbuilt in all steps to increase women's participation on the labour market, entrepreneurship, innovation and ICT and technology. WRCs are an actor to participate in partnership, co-operate, network, thematic focus and for regional innovation, secure the gender perspective in regional development and growth

Thinking about the development of the WRC, it has to be kept in mind:

1. Computerization and application of new techniques,
2. Internationalization of activities: new regions = new people, new ideas, new areas of work, a new perspective of looking at equality problems, new experiences,
3. Ideas for overcoming the language barrier: English language in each WRC,
4. Being in contact with universities – it will enhance the quality of the WRC,
5. Have fun in the process of creation of the Better and Equal World.