



winnet8

Women's Resource Centres Promoting Innovation in Gender Equality across Europe

- tackling occupational segregation
- influencing policy
- promoting best practice

Study Visit Summary Report 2010–2011



INTERREG IVC
INNOVATION & ENVIRONMENT
REGIONS OF EUROPE SHARING SOLUTIONS



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Foreword

This Winnet 8 Study Visit Report Compendium introduces the experiences of the representatives of the Winnet 8 partner regions making 7 benchmarking visits to each other during autumn 2010 for learning about the existing good practices and exchanging experiences in relation to the objectives of Winnet 8 –project.

Part I of the Compendium is the summary and analyses of gender perspective in connection to growth oriented development policies. It is written by Liisa Horelli from Aalto University in Finland (liisa.horelli@aalto.fi) and Malin Lindberg, Luleå University of Technology in Sweden (malin.lindberg@ltu.se), who were the head gender researches of the project.

The analyses of Part I are based on the Study Visit Reports, which the project partners produced with the support of the participants from their regions. These reports form the Part II of the Compendium.

When preparing for the Study Visits each region was asked to use the given indicator model for mapping out their region about some facts and figures relating to women's situation on the national and regional labour market and provide this background information beforehand to the group visiting them. A common benchmarking model was also provided suggesting themes to be paid special attention to during the study visits and questions to answer by the visiting groups. The objective of the use of the indicator and benchmarking models was to collect comparable statistics and data during the visits. The reports are based on these materials.

The benchmarking and indicator models of Winnet 8 were based on the ones used in the previous Interreg projects W.IN.NET and E-teams. They were edited for Winnet 8 by Malin Lindberg.

The organising and planning of the Study Visits was coordinated by Terhi Välisalo, Rural Women's Advisory Centre of South Ostrobothnia, Finland.

WINNET8, Women's Resource Centres, Promoting Innovation in Gender Equality across Europe, was a project tackling occupational segregation, influencing policy

and promoting best practice. It's overall objective was to contribute to regional growth by improving women's participation in the labour market focusing on:

- Horizontally segregated labour markets
- The lack of women in innovation and technology
- The lack of women in entrepreneurship

The project aimed to shape regional, national and EU-level policies and development programmes that relate to women's status in the labour market and ensure these policies are integrated into mainstream provision

There were partners from 8 European countries and 9 regions working together to build on good practices developed and identified in previous projects for attracting women into non traditional fields. Through interregional exchange of best practice, study visits and research, action plans were developed for addressing the ways the status of women in the labour market can be improved.

Regional Multi Actor Groups were be formed to act as an arena for co-operation between Managing Authorities, local and regional authorities, businesses, research institutions, Women Resource Centers, WRCs and other voluntary Sector and NGOs organisations.

As a result of the project the partner regions were able to benefit from:

- Reformed and improved policies for gender equal local and Regional development with support of WRCs
- Increased knowledge of how to design policies and best practices from WRCs which promotes women in the labour market as a whole and specifically innovation and technology and entrepreneurship, counteracting horizontal gender segregation
- 9 Regional Operational Programme (ROP) action plans to inform EU level policies and development programmes, on how to implement WRCs as an actor
- A best practice guide available containing 100 best practice tips from WRCs and other projects with a gender perspective

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Part I:

Summary and analysis of the study visit reports in Winnet 8



Integrating a gender perspective in local, regional and national growth policies

Liisa Horelli and Malin Lindberg

Introduction

Winnet 8 is a transnational project intended to capitalize previous experiences of integrating a gender perspective in local, regional and national growth policies. These experiences were made in a number of projects exporting the Swedish model of Women Resource Centres to other European Union member states. In Winnet 8, these efforts are to be consolidated by the involvement of local, regional and national actors in eight member states: Bulgaria, Finland, Greece, Italy, Poland, Portugal, Sweden and UK. The actors in each country are to be engaged in policy development to address the problems with low employment rates among women in combination with horizontally segregated labour markets and the lack of women in entrepreneurship, innovation and technology. These problems are perceived as obstacles for regional competitiveness.

In order to achieve the intended policy development, Multi Actor Groups (MAGs) have been established in the participating regions. In these groups, representatives from managing authorities, local and regional authorities, research institutes, social partners and NGOs are participating. The MAGs will use a gender perspective to analyse growth policies in their own regions and to elaborate action plans to improve these policies. In this work, the MAGs are to be inspired by the other W8 partners' practices of integrating a gender perspective in local, regional and national growth policies. Each MAG carries out a study visit to another region involved in Winnet 8. During these visits, data is gathered concerning labour market segregation and the measures employed for improving gender equality within employment, entrepreneurship and innovation. This data collection has resulted in study visit reports from each MAG.

This report summarizes and analyses the study visit reports in order to give an encompassing picture of how the different regions in Winnet 8 have tried to influence growth policies to become more gender equal.

Collection of data

The data informing this encompassing report is constituted by study visit reports from the MAGs in Scotland, Portugal, Greece, Poland, Finland, Sweden and Italy. The statistical part is thereto informed by the presentation made by the sociologist PhD Michela Cozza during the thematic workshop organized by Winnet 8 in Italy, 29-20 Nov 2010.

During their study visits to other regions, the MAGs were encouraged to use a template to collect data about the visited region's characteristics and measures to integrate a gender perspective in growth policies. This template was developed by one of the Head Gender Expert Researchers contracted in Winnet 8. The regional characteristics concerned the main problem areas focused by the Winnet 8 project, i.e. low employment rates among women, horizontally segregated labour market, as well as lack of women in entrepreneurship, innovation and technology. These three areas were measured by the following indicators:

- Population rate
- Education levels among women and men
- Share of women being active on the labour market
- Unemployment rates among women and men
- Share of women and men being entrepreneurs
- Distribution of women and men in different occupations
- Distribution of women and men entrepreneurs in different sectors

The data collection about measures to integrate a gender perspective in growth policies was divided into four areas:

1. Visions, actors and measures
2. Empowerment
3. Management
4. Networking

These areas represented different aspects of gender integration, e.g. which actors who were involved in the efforts, which features that characterized the measures, which needs that had been identified among women in the region, what the primary components of the gender perspective were, and what kind of success and resistance had been experienced when trying to influence policy agendas.

The MAGs were encouraged to perform the data collection with an open mind, paying attention to aspects appearing as relevant in the specific context even if these were not covered by the provided template. The template was in practice applied quite creatively by the MAGs and the focus varied according to cultural and personal interests. Since the study visit reports turned out quite differently in each country, this encompassing summary and analysis are not structured according to countries but rather according to the different issues raised in the study visit reports. These issues are:

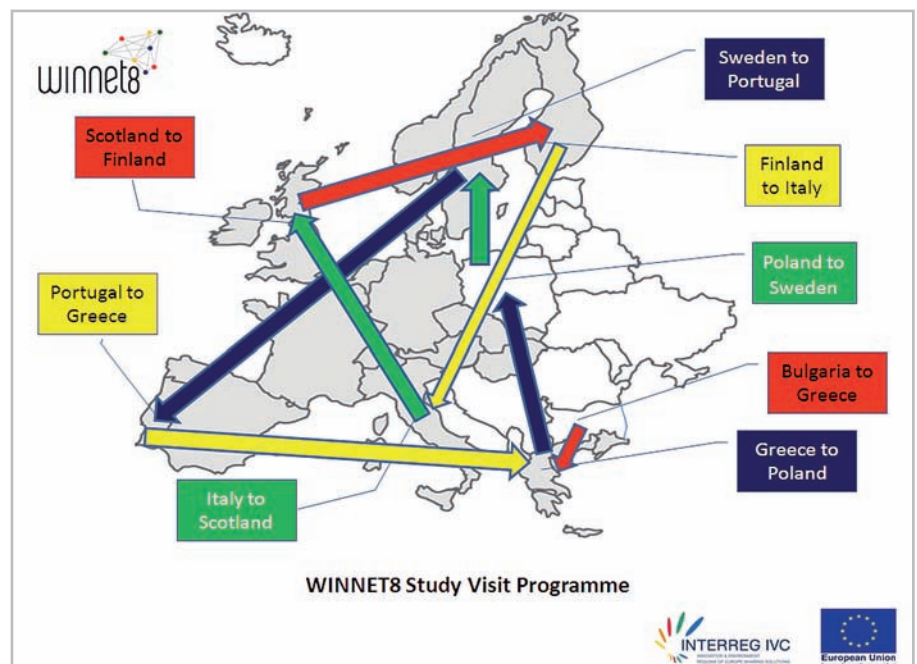
- Labour market segregation
- Shared visions and goals
- Multiplicity of actors
- Variety of problems and needs
- Abundance of measures
- Matching problems and measures

These issues will be dealt with one by one in the upcoming sections. At the end of the report, some learning points are highlighted in order to analyze how the different issues raised in the report might enhance or defer the further efforts by the MAGs.

Performed study visits

During the fall of 2010, each MAG carried out a study visit to another region involved in Winnet 8. Portugal and Bulgaria visited Greece. Italy visited Scotland. Sweden visited Portugal. Greece visited Poland. Scotland visited Finland. Finland visited Italy. Poland visited Sweden.

The map below illustrated that the study visits performed in Winnet 8 project have covered Europe from North to South and from West to East.



The map is drawn by Project Coordinator Kaisa Männikkö, Regional Council of South Ostrobothnia in Finland

Labour market segregation

The Winnet 8 project addresses the problems with low employment rates among women in combination with horizontally segregated labour markets and the lack of women in entrepreneurship, innovation and technology. A horizontally segregated labour market implies that women and men mainly work in different occupations and in

different economic sectors. Generally, women are working within the services sector, including e.g. health care, elderly care, child care, education, tourism and culture. Men are mainly working within manufacturing industries or industries based on natural resources or new technology (e.g. ICT and biotech). Figure 1 below illustrates the segregated labour market in the EU member states.

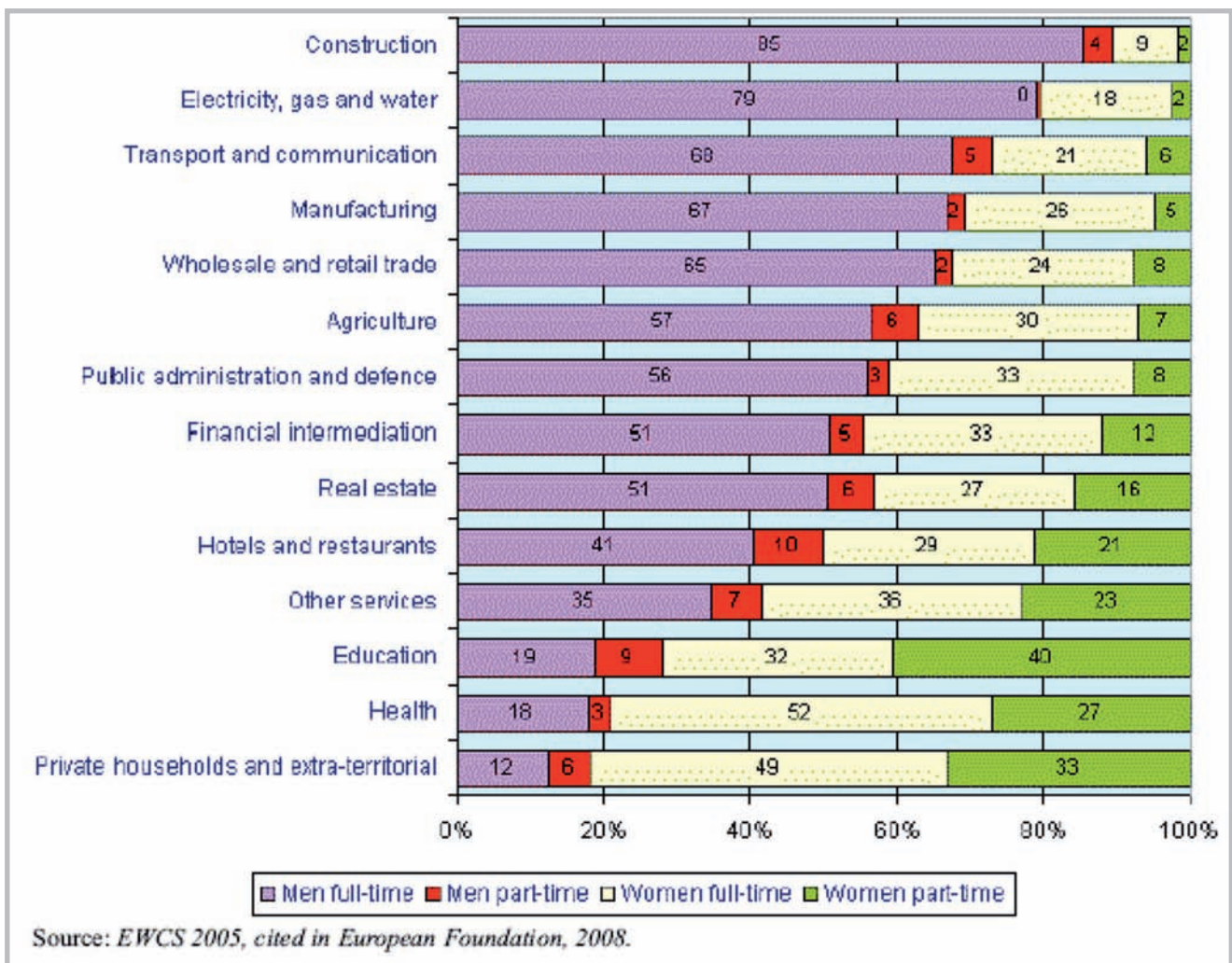


Figure 1. Gender segregation by sector, EU27

Michela Cozza states that the employment rate among women in the EU is now close to attain the objective of 60 % by 2010, mentioned in the Lisbon strategy, having increased from 51 % to 58 % in ten years. As Cozza observes, there are major differences between different member states, though, varying from 37 % in Malta to 73 % in Denmark. The labour market segregation varies among the countries participating in Winnet 8, too. The Nordic countries have among the most horizontally segregated labour markets in EU-27, whilst the South and East Europe is less segregated. On the other hand, the employment rates among women are lower, especially in Southern

also in the very preconditions for performing such work: the provision of child care. This is so far better organised in the Nordic countries than in the Southern ones. Traditional gender roles are another aspect affecting employment participation, according to Cozza. Contemporary gender research has revealed that different regions have different gender contracts, providing limits for what people are allowed or expected to do, depending on if they are women or men (Forsberg 1998). The regions in Winnet 8 can thus be expected to have differing gender contracts forming a specific regional pattern of labour market segregation.



Europe. This reflects the fact that in the Southern countries, the public sector is not as extensive as in the Nordic countries where health care, elderly care and child care are performed as paid work by – mainly women – employees. In the Southern countries, the same tasks are more often performed as unpaid work outside the labour market by women as a part of their family life. In the Eastern countries, the less segregated labour market could be due to their history of socialist governments, discerning women as an important group of labour force.

Cozza states that parenthood has a strong influence on employment participation among women and suggests that this is due to traditional gender roles and the lack of childcare facilities in many EU member states. The differing extension of the public sector is thereby not only to be seen in the division of paid work between women and men, but

Shared visions and goals

One of the issues that the MAGs were encouraged to focus during their study visits was the visions guiding the visited region's efforts to integrate a gender perspective in local, regional or national growth policies or development initiatives. Several reports did not mention any vision at all. Other used the same vision as that of the government or the Lisbon strategy of the EU. In some reports the vision was articulated in quite an abstract manner, such as "women contributing to GDP and welfare" or "desegregation of labour markets". Collectively constructed visions are important, because they are usually built on the basis of shared values and they guide the aim, which again directs the choice of objectives. An appropriate vision directed towards an appropriate level of policy making helps define the mission and the objectives of the endeavour.



Multiplicity of actors

There is plenty of evidence in the study visit reports that the project has mobilized a great variety of actors from different fields, disciplines and sectors of society. They range from grass root activists to top level politicians, such as the President of the Province of Veneto, in Italy. In some cases the actors have formed Quadruple Helix (or Quattro Helix) networks in order to attain their goals, meaning that they have involved stakeholders from four different societal sectors: the public, the private, the academic and the non-profit sector (Lindberg 2007, Danilda et al 2009, Carayannis & Campbell 2010). Some of the MAGs are organized like this. This organizational strategy is similar to the EU model of Public, Private, People Partnerships – called “The Four Ps”.



A variety of problems and needs

The problems among the stakeholders are different, but some of them are common in all countries. The labour market segregation is statistically most severe in the Northern countries, whereas the Southern countries have less segregated labour market (concerning paid work, nota bene). The need for financial resources is shared by all stakeholders irrespective of the country or culture. Most countries provide training courses and business support to entrepreneur women, as lack of know-how is a perceived need. Gender-sensitive business coaching also recognizes the need to increase the self-esteem of the trainee. The importance of the support given by the family and the community is recognized in some countries. A major problem, especially in the Southern countries, is a traditional “macho mentality”, preventing women from improving their work-life balance.



An abundance of measures

The reports disclose that the stakeholders in Winnet 8 have applied a great variety of measures, such as equality work & gender mainstreaming, lobbying and networking. Even systematic and systemic labour market interventions both to the supply and demand side, are not unknown in Scotland.

Women’s Resource Centres (WRCs) constitute a specific way of integrating a gender perspective in growth policies. The centres have been developed all over Sweden since the



Resources and Realia), different gender games and gender pedagogy, especially in Sweden. The town of Portogruaro, in the neighbourhood of Venice, has applied the Italian social innovation approach, called “Time Planning” with a local women’s group.



early 1990’s, expanding internationally thereafter. These centres are supposed to increase women’s influence over regional development policies. In practice, they manage development projects and support women wanting to realize their ideas (of new businesses, innovations, projects, organizations etc). The interventions provided by the WRCs mentioned in the W8 study reports often comprise a variety of packaged and targeted measures, such as special courses, counseling, project work, business planning, founding of coops, etc.). They also include different mainstreaming tools, such as the Three Rs (mapping of the Representation,

The study reports comprise some extensive examples of outcomes, such as the expanded network of WRCs in Sweden, the tested methodology to insert women into science, engineering and technology (SET), the inspiring Girl Geeks and Close the Gap-projects in Scotland, the newly founded coops and start ups in several countries, better work-life balance and reduced pay gaps in other places.



Learning points

In this section, some learning points are highlighted in order to analyze how the different issues raised in the report might enhance (or defer) the further efforts by the MAGs in Winnet 8.

Well-resourced equal opportunity structures at the local, regional and national level seem to be necessary in order to support the entering of women in the labour market and their contribution to growth. Only Sweden has succeeded in building such structures all over the country, e.g. via Women Resource Centres and Gender Experts at the County Administrations. Italy has also a decentralized support system of equal opportunities, but with lacking financial resources.

The approach to gender equality as an economic resource, and not as a constraint, is an interesting view promoted by Scotland and Sweden. The labour market segregation can in fact be claimed to be a market failure, where women and men's abilities and competences are not fully used. However, the W8 partners have not yet discussed the definition of the "sustainable growth" promoted by the project. Does the project imply that women should obey the liberalist market ideology or that they should formulate alternative – more holistic – economic solutions to their work-life balance?

The organization and role of WRCs is another learning point in Winnet 8. None of the study visit reports describes the WRCs in a way that truly benchmarks this model of integrating a gender perspective in growth policies. It might be a good idea to try to model the WRCs collectively, as a separate activity in the project. Then the analysis and management of different types of WRCs in varying national and cultural contexts might be enhanced.

Recent European charters could also help the Winnet 8 participants. The European Commission recently launched their "Strategy for equality between women and men" for

the period 2010-2015. Equal economic independence is one of the goals stated there. The Commission also recently launched a new strategy – EU 2020 – for the long term development of the union, replacing the former Lisbon strategy. EU 2020 is labelled "a European strategy for smart, sustainable and inclusive growth", thus opening up for a wider spectrum of actors and areas to be concerned by growth policies on national, regional and local level. The extended range of actors and areas is in line with the intentions of Winnet 8 to increase the gender equality in growth policies and could be exploited as an opportunity to implement effective action plans. The European Charter for Equality in Local life, launched by the Council of European Municipalities and Regions 2009, have thereto been signed by several of the W8 member countries, opening up yet other opportunities for Winnet 8 to affect local, regional and national growth policies.

Multi-level governance is yet another learning point that might enhance (or defer) the further efforts by the MAGs in Winnet 8. Irrespective of the application of a variety of measures and tools in the project, there is a risk of activities taking place without being guided by a clear, common vision and measurable goals. Combined with a lack of a coordinated, multi-level strategy, this could end up in action plans that are inefficient and irrelevant in regard to contemporary growth policies. A consciously applied multi-level strategy could be helpful in order to sharpen the action plans, as it manages to coordinate the actions of grass root activists as well as of top level politicians. Such a multi-level strategy implies the simultaneous employment of a top down and a bottom-up approach, acknowledging the importance of prevalent policies as well as measures enforced by local level activism.

An additional observation is that the settings of the study visits and the thematic workshops turned out to be important, as they provided impetus and spirit to the collaborative work within Winnet 8.



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Danilda I, Lindberg M & Torstensson B-M (2009). *Women resource centres – a quattro helix innovation system on the European agenda*. Paper presented at Triple Helix VII, 17–19 June, Glasgow, UK.

Lindberg, M (2007). *Deconstructing gender and innovation – four regional networks challenging Sweden’s innovation policy*. Paper presented at Past, present and future, 14–17 June, Umeå, Sweden.

Part II:

Study Visit Reports



Report 1:

South Ostrobothnia, Finland

I General Information

Name of the visiting MAG-group: **South Ostrobothnia, Finland**

Names of the participating MAG members and their Organizations:

1. Ms Terhi Välisalo, (Process Coach) Rural Women's Advisory Centre of South Ostrobothnia
2. Ms Hanna Takanen, Entrepreneur, Co-worker of Leader Group Kuudestaan
3. Ms Raija Saarivirta-Kut, Entrepreneur, Vice President of the Women Entrepreneurs' Association in Kauhajoki
4. Ms Päivi Rintala, Leader Group Kuudestaan
5. Ms Pia Kattelus, (Project Partner) University of Helsinki Ruralia Institute
6. Mr Jaakko Hallila (Project Partner) Regional Council of South Ostrobothnia
7. Ms Kaisa Männikkö (Project Partner) Regional Council of South Ostrobothnia

Name of the visited Region: **Province of Venice, Italy**

Date of the Study Visit: **10–13 October 2010**

II Short overview of the Study Visit

During the Finnish Study Visit to Venice, Italy, the Finnish MAG met many local and regional key actors on gender equality such as: President and Vice President of the Province of Venice, President of the Provincial Council of Venice, Venice City Councillor responsible for Equal Opportunities, Provincial Councillor for Gender Equality, Representative of the Regional Councillor for Gender Equality, President of the Committee for Women Entrepreneurship, Representative of Veneto Lavoro (Employment Service), President and Vice President of the Provincial Commission for Gender Equality and urban Planning Officers of the municipality of Portogruaro. It was interesting to notice that the majority of these actors were women including the President of the Province and President of the Provincial Council.

During the intensive two-day Study Visit programme the experts presented and informed the Finnish MAG about several gender equality projects and programmes considered as best practises. There majority of the good practises were related to conciliation of work and family life such as time-planning which have been implemented in different private companies. Another good practise was related to gender aspect in urban planning at municipality level in Portogruaro. The Finnish MAG learned that the overall impression of the gender equality projects has been very positive in Venice and in Veneto region. As result of the conciliation projects some companies have continued the created new practises also after the project period. The gender perspective on urban planning in Portogruaro has also been very successful and will be implemented also in other municipalities of the province of Venice. The projects related to time planning and urban planning on gender perspective were of great interest of the Finnish MAG and we hope to implement something similar in our region and country, too.

In spite of the interesting good practises presented the gender actors of Venice and Veneto stressed that more awareness raising is still needed before the attitudes and mentality among women and men (and employees and employers) allow a better status for women in labour market. The women of Italy still have a very traditional caretaker role in families being responsible for all home related activities. There are not enough children day care services or nursing of the elderly people which makes it very hard for many women to be active in work life. The observation of the Finnish MAG was that there is still need for a clear gender equality vision, more funding for gender equality actors and activities, more intensive implementation of the existing good practises and gender equality/equal opportunity strategies. Also a more active approach from gender equality NGOs (grass root level) is needed in order to better promote gender equality.

The Study Visit in general fulfilled the expectations of the Finnish MAG well. The opportunity to meet many different actors and learn about different projects combined with the inspiring historical surrounding and atmosphere of Venice made the Study Visit a very motivating and eye-opening

experience for the Finnish MAG. By observing how the Italian colleagues work towards gender equality the Finnish MAG learned also a lot about the gender equality structures, mentality and obstacles in Finland, too.

III Mapping the visited region

1. Population rate

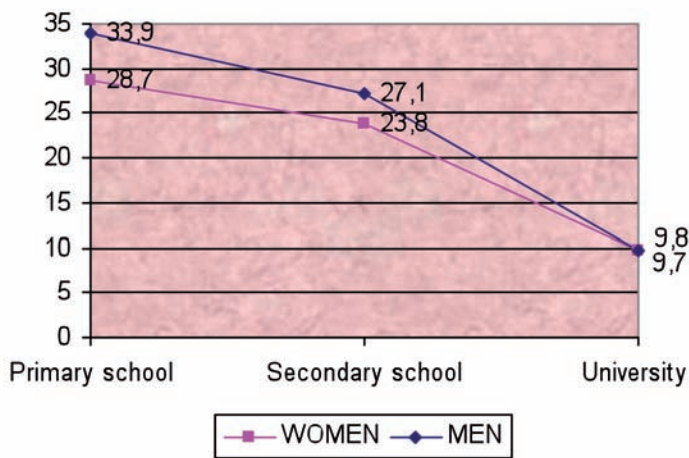
Veneto Region:

Men 2 393 000 (49 %)

Women 2 496 000 (51 %)

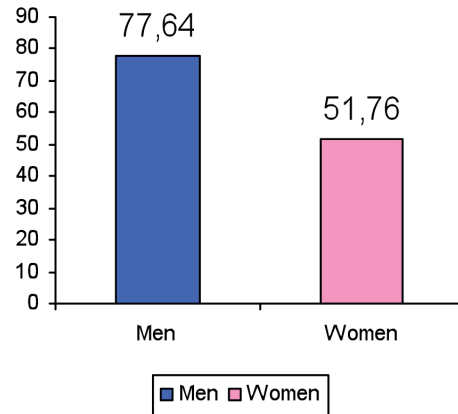
2. Education levels among women and men

Veneto Region (over 15 years old)



3. Share of women being active on the labour market

Veneto region/ Employment rate per gender



4. Unemployment rates among women and men



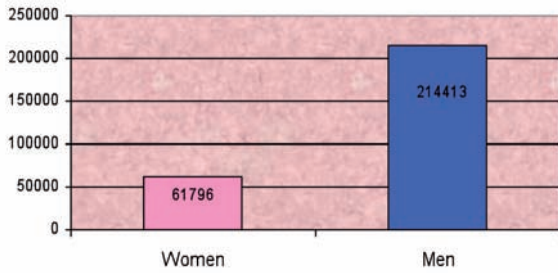
5. Share of women and men being entrepreneurs

Veneto Region/ Population Rate

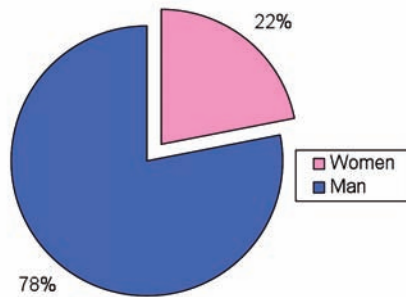
Men 2 393 000 (49 %)

Women 2 496 000 (51 %)

Number of Entrepreneurs by Gender

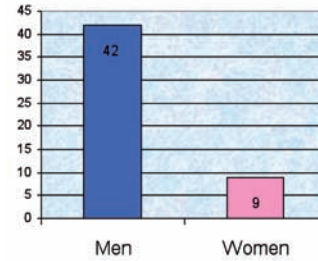


Entrepreneurs per gender

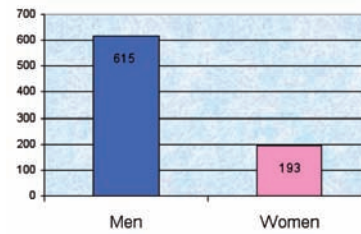


6. Distribution of women and men in different occupations

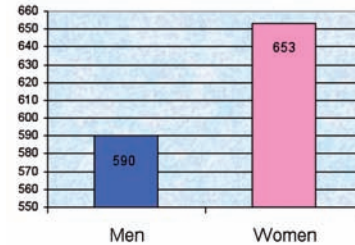
Farming:



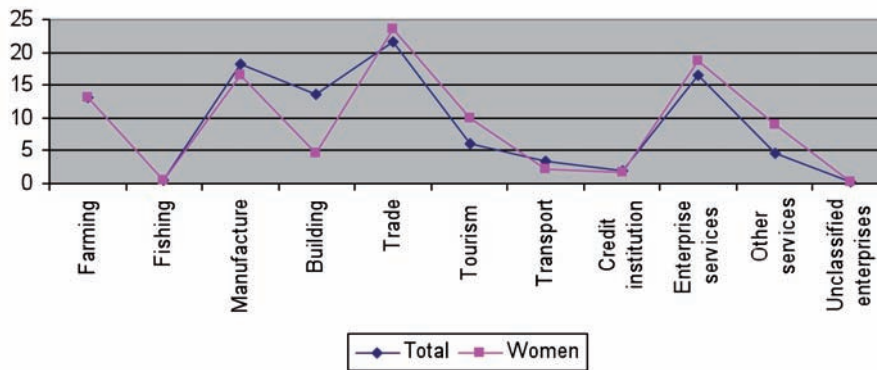
Service Industry:



Manufacturing:



7. Distribution of women and men entrepreneurs in different sectors



V Conclusions

Visions, actors & measures

Question	Observation	N/A
Which are the main visions guiding the region's efforts to integrate a gender perspective in regional and national growth policies?	<p>The most concrete vision was to achieve the objectives of the Lisbon Strategy, but also to achieve the ideal situation where there is no need to discuss about gender issues or e.g. domestic violence. There should be genuinely equal opportunities to all not relating to gender, and as a result of that women would not be protected like pandas, owned or controlled, but appreciated as citizens with full rights and e.g. consumers for businesses and services.</p> <p>Though the situation of women in Scandinavia may seem something to achieve, that is not enough, but there is still work to be done – and also for Italian women there must be their own objectives and visions that suit best to their context.</p>	
Which are the main actors in the region promoting the integration of a gender perspective in regional and national growth policies?	<p>There are many high level actors with the potential to integrate gender perspective to regional and national growth policies.</p> <p>On the regional level: Veneto Lavoro (Employment Service), Regional Councillor for Gender Equality</p> <p>On the provincial level: City Councillor, Manager of the Social and Cultural Sector, Committee for Women Entrepreneurship, Provincial Councillor for Gender Equality, The Provincial Commission for Gender Equality, Network of female representatives, President of the Province of Venice</p> <p>Many of these post were already held by women, which was a positive sign with full of potential – and also little surprising to the Finnish visitors. We have some catching up to do.</p> <p>NGOs / third sector/ associations: we were told that there are many, but any of those were not introduced to us.</p> <p>Key persons at the moment are the women who already have such positions, where they can use power (their awareness of the gender issues is important for them to use the power)</p>	
Which are the main measures employed in the region for integrating a gender perspective in regional and national growth policies (e.g. Women Resource Centres)?	<p>There were several measures used in the region. E.g.:</p> <ul style="list-style-type: none"> – lawyer service for free – work inspectors supporting e.g. in discrimination issues – school campaign for children to notice possibilities to do things in a different way and be critical with advertisements and how they present gender – international projects like Winnet8 – female entrepreneurs' financing systems – urban planning concerning also needs of women and their everyday life – examples from factories: flexible working hours (4 hours shifts were organized so that women were able to work) and the company's kindergarten – awareness raising activities and campaigns – co-operation with trade unions – conciliation law – business advising services 	

<p>How do the measures for integrating a gender perspective in regional and national growth policies address the main problem areas focused by WINNET8 (low employment rates among women, horizontally segregated labour market, lack of women in entrepreneurship, innovation and technology)?</p>	<p>Low employment rates among women</p> <ul style="list-style-type: none"> • business support • conciliation of work and family life <p>Horizontally segregated labour market</p> <ul style="list-style-type: none"> • no observation <p>Lack of women in entrepreneurship</p> <ul style="list-style-type: none"> • female entrepreneurs' financing systems • lawyer service • possible projects of the theme? • business advising services <p>Innovation and technology</p> <ul style="list-style-type: none"> • no observation 	
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Empowerment

Question	Observation	N/A
<p>What needs have been identified among women in the region?</p>	<p>There is need for day care services for children and nursery/care for elderly people. As women are responsible for all family care they find it very difficult to combine family life with working life. The number of women active in labour market in the Province of Venice is 52 % which is above the national average but still far behind the Lisbon goal (60 % by the end of 2010).</p> <p>There is a clear need to share the responsibilities of family life between women and men as currently women take care of majority of the family related responsibilities. Since the share of male and female responsibilities is deep in the cultural structures, there is a need to change the 'macho' culture and mentality both among women and men.</p> <p>There is also a need to change the working life more flexible in order to make it easier for women to continue in the working life after maternity. There is no great segregation in the labour market in Italy and many say that women and men are equal in working life until woman becomes a mother. But because of the lack of day care and the mentality that women should take care of the children many women resign after maternity.</p> <p>There is a need to change laws to encourage women to become entrepreneurs. Also the mentality towards female entrepreneurs among financing bodies should be changed. Also there is need for support for female entrepreneurs.</p> <p>Women need to be considered as potential workers and consumers. Currently this is not the case. Women are treated as weaker minority even if they actually represent the majority of the population in the province of Venice.</p> <p>There is need for supporting women to run for managing positions and political posts. There are few women in managing position and politics and the women feel that because of this the thinking and mentality will not change.</p>	

<p>How do the measures for integrating a gender perspective in regional and national growth policies fulfil these needs?</p>	<p>The Law 53 and especially the article 9 support equal opportunities. They make the implementation possible but unfortunately are not widely enough used. There are some funds dedicated to female entrepreneurs. Also some equality actors (CIF) have been in direct contact with banks to persuade them giving funding for female entrepreneurs.</p> <p>The support system of entrepreneurs has not always just positive influences. Because of the difficulty to combine working life with family life, some women consider starting their own businesses as the only solution. Many times these women do not have enough knowhow on running a business. This is problematic too, since bases of companies and labour market are not very healthy if the entrepreneurship has started in forced situation where there are no other choices.</p> <p>Relating to the lack of family care services there have been some voucher pilot runs but the amount of services and vouchers do not correspond with the needs.</p> <p>Regarding the need for more equal working places there are provincial and regional equality councillors who tackle with discrimination, work with trade unions, companies and individuals and try to change the mentality little by little. There have also been several projects in private companies concentrating on reorganising of work, flexibility and training for women returning from maternity leave.</p> <p>Also the gender equality actors cooperate with schools in order to change the 'macho' mentality and culture early enough.</p>
<p>What are the results of the measures for integrating a gender perspective in regional and national growth policies?</p>	<p>The general observation is that the results of the measures are not really effective and a lot needs to be done yet. Many of the measures look good on paper but in practise they lack funding or implementation. There are many measures but there did not seem to be much of cooperation between the measures.</p> <p>Many results seem to be rather individual and it remains to be seen if they have collective effect as well. One concrete collective result is that the Provincial Equality Councillor has now permanent funding.</p> <p>Many measures seem to be from woman to woman without affecting the whole society.</p>

Management

Question	Observation	N/A
<p>What competence areas are represented among the main actors for gender equality?</p>	<p>Equal opportunity question is one of the competence areas of the Province of Venice. In the Provincial administration the same people who are in charge of the social services, also work with the gender issues. The provincial team consists of four people. Normally one person of the workgroup is working with the gender issues at the time. Co-operation with the health care civil servants is also done on regular basis.</p> <p>The Veneto Region has two people concentrating on the gender issues. Other one of them is a councillor, whereas the other is a voluntary worker. Their main competence area is monitoring discrimination and promoting female entrepreneurship trough the projects. Also projects for improving the employment of women have been made. The region works together with the body of the labour supervisors for decreasing gender based discrimination on the labour market.</p> <p>The Chamber of Commerce has a Committee for women entrepreneurship. Their key competence areas are awareness rising and combining work and family life.</p> <p>Portogruaro town has had a free lawyer service for the women who have suffered from violence.</p>	

<p>What are the primary components of the gender perspective promoted by the main actors for gender equality?</p>	<p>The primary components of the gender perspective include promoting the equality and the social inclusion, as well as overcoming the obstacles for the women in the work life. On the other hand, the gender perspective has been promoted by female entrepreneurship support actions. Due to classification of the power between different authorities, nothing has been done by the province for the employment questions. However, certain level of awareness rising has taken place. According to Veneto authorities, many of the problems relate to an existing cultural mentality.</p> <p>Primary components of the gender perspective promoted by the regional actors involve female entrepreneurship promotion, information points, certain level of financial aid, start ups, networking entrepreneurship education, seminars and the work for the mentality change within the school system. In the Italian society it has been extremely challenging to combine the woman's role as an actor in the labour market and as a mother.</p> <p>As a form of financial aid to support female entrepreneurship rotation funds have been created. Funding the project-based actions, an average sum for a rotation financed task is between 20 000-100 000 Euros. Equality Councillor is mainly working on the practical level for improving the equality between the genders. According to the Italian experience only the presence of the Councillor has had a positive impact.</p> <p>In the municipality of the Portogruaro a specific participation process of women has been implemented for urban planning. A large scale co-operation between different groups was a key to the success. Such groups as immigrant women, young women, working women and unemployed women were involved in the planning actions.</p>	
<p>Are the measures continuously documented and evaluated?</p>	<p>Certain measures are continuously documented. Statistics about the women and the labour market are being made yearly. Monitoring of the equal opportunities on the job market is done by the regional authorities. As a result 80 cases of discrimination have been recognized. An evaluation questionnaire was made about female life in Portogruaro during the participation process.</p> <p>With the information provided by the study visit it is impossible to draw a profound picture of the level of evaluation being made in Veneto region.</p>	

Networking

Question	Observation	N/A
<p>Which other actors do the main actors for gender equality interact with and which societal spheres* do these actors represent?</p>	<p>Province of Venice co-operates and networks with municipalities and associations. However there are not too many female associations involved.</p> <p>The gender actors of Province Venice and Region of Veneto such as the Equality Councillors co-operate with each other. Both of these actors also co-operate with Labour Unions, Companies, individual employees and schools in awareness raising purposes. The Provincial Councillor focuses mostly on individual discrimination cases and the Regional Councillor on collective action.</p> <p>Committee of Female Entrepreneurs (CIF) co-operates with banks and other financing bodies when negotiating funding for female entrepreneurs.</p> <p>'Network of elected women' works towards raising awareness in general and specifically with women by helping young women in political life, with legal subjects, administration planning etc.</p> <p>The actors notice the importance of networking and stress the need for further networking with different actors.</p>	
<p>What kind of success and resistance has been experienced when trying to influence regional and national policy agendas from a gender perspective?</p>	<p>The most visible resistance is the lack of funding. For example both the regional and provincial Equality Councillors have very little if any funding. In paper there are lots of laws and actors but the level of implementation is low. In some cases there is funding available for equality projects but no project application due to lack of information or interest from company side.</p> <p>Also women are not considered as potential work force. Or the situation of women in the labour market is not really a matter of concern or the decision makers are not really aware of the real state of play.</p> <p>In many cases the discrimination of women in the working places is not open and visible. Women work in positions that are not very visible, such as back office work, and do not have real career opportunities</p>	

**) There are for spheres in the society: public, private, academic, civil sphere. The public sphere includes public authorities. The private sphere includes companies and enterprises. The academic sphere includes universities and researchers. The civil sphere includes non-profit organizations.*

Additional Observations, ideas and questions:

The comprehensive Study Visit programme raised within the Finnish MAG group many thoughts and questions that did not 'fit' in the Checklist. We have collected those observation ideas and questions related to the situation in Italy but also to the situation in Finland here under specific topics.

Role of Women and Family in the Society

There is resistance for changing the traditional family-model also from women's side. Many women resign from work after maternity as they feel that they have to take care of the family. Therefore, would it be possible to interpret the good motherhood in a new different way?

Even though many women stay home and are not active in labour market the families do not have many children. Why is this?

The population in Italy as in all over the EU is aging. Will this create work opportunities for women or are they expected to take care of the elderly at home? Is it possible to think that elderly relatives would live in high quality private nursing homes and be assisted by health care professionals?

Mentality

Is it possible to be a beautiful and feminine woman AND to participate in the work life at the same time? Are women supporting the stereotypes themselves? What is feminine for women? Is it the same as it is to men?

Could the "macho" approach be developed towards the idea, that a real man is able to make the wife to bring money home, too, with just a little help from him at home..?

Could some companies use employing women as a competition advance for creating a positive image for it? Like in Finland one of the biggest food factories is making a TV-campaign about them providing "food prepared by mothers" - as a majority of their employees are women and mass produced factory food is not usually considered as made by moms.

Equal Opportunities – Policy from Women to Women?

The present policies and services were planned by women, organised by women and used by women. Are they irrelevant to male politics and it is safe to keep women cooperating with each other but not on the field where men are (where the real power is and the most important decisions are made)? If so, are there ways to make these issues relevant to men? Is it wise to forget the men when talking about gender equality? When the role of a woman changes the role of a man cannot stay the same.

Many of the current measures are very top-down approaches. What is the role of the women NGOs? Is there a real willingness to change the situation from women's side? We didn't quite find out if women's associations (except for associations and help lines related to tackling violence against women) exist and if they do, do they cooperate and work towards a common goal?

There are a lot of actors working on equality issues. However many of the actors are lacking resources. Why is this?

Actors in gender issues (associations, policy makers, officials, etc) do not seem to work together as a functioning network, which synergies and exchange of knowledge. Are administrative borders impossible to cross?

Women and Work Life:

Do the conciliation and urban planning examples (part-time work, flexible hours, possibility to go easily to shops from home, etc) just make the current role of a woman stronger because they allow women to keep the present role AND work in addition? Why not make services easily accessible to men (i.e. man can stop easily to shop on the way home from work).

There seems to be a lot of demand for increasing conciliation and flexibility in companies but what is the role of public bodies in conciliation? For example there is a demand for companies to provide day care for children. From Finnish point of view the family service provider should be the municipal, regional or national body not necessarily the working place.

Horizontally segregated labour market: do the women need to break into the labour market where it is just possible at the moment, or could they break into the labour market also straight on the male dominated sectors? Example: if there is a lack of work force in male dominated sectors like welding or building, could women start participating in the work life and do it in male dominated sectors? Could they study there vocations and get employment?

Why there is a need for re-educating the worker after the 5–11 months maternity leave: is the re-educating only an excuse to kick women out of work? Where do the skills and competences of women disappear during the maternity leave? Of course some updating needs to be done when coming back to work after a long absence, but is it really so demanding? Do men need similar re-education if they come back to work after e.g. a long sick leave?

Idea: Women employees' renting service company, which has women who want to work on their lists. Other women who will be on maternity leave will get a substitute from the employee renting Service Company. Rental women get work and the mothers get substitutes and can keep the work that way. This could provide work opportunities in a flexible way also in other situations but just in connection to maternity leave substitutes.

Visions of Equal Opportunities:

The presented visions were fine, but the path to the realisation of the vision seems to be very long. The concept of the order of measures was not clear – instead of 'top-down'-thinking, it might be useful to change the thinking towards down-top. The first focus should be on the base, as well male as female attitudes, motivation and accepting the change; the next step might be concentration to education and day care and last, on the top, are women managers and equality in salaries.

Would it be possible to define step by step visions and try to cooperate and coordinate the efforts of different actors towards them?

The term "equal opportunities" can contain more than just gender aspect: i.e. equality between village – city, immigrant – native Italian, healthy people – handicapped, old – young, employed – unemployed, north – south, etc. Are these different aspects considered and worked for?

V Conclusions

The Finnish MAG found it very interesting to learn about the Italian good practises and case studies. Especially the examples of how to include gender equality aspect to time planning and urban planning were very interesting and inspiring to the Finnish MAG. The Study Visit was an eye opening experience as many questions in the Checklist made us think what the situation in Finland is and what similarities and differences the two countries have.

The Checklist provided a good framework for the Study Visit and helped to direct the discussions in to specific direction. The Finnish MAG shared the observations responsibilities so that all group members observed all themes but groups of two persons focused specifically into one theme. The Checklists were then finalised in pairs during the travel back to Finland.

The next step for the Finnish MAG is to complete the Checklist for our own region in order to be really able to compare the regions. The Checklist for our own region will act as a base for the Action Plan too. After this careful analyse of our region we can identify the needs and analyze which good practises are the most suitable actions to be taken.

The Finnish MAG wants to thank the Italian partners and their experts for organising a very intensive and thorough sight into their situation on gender equality.



**PROVINCIA
DI VENEZIA**

Finland to Italy Study Visit

Travelling:

Flights Air Baltic + Lufthansa

Sat 9th October: Tampere 8:00 – Venice 13:40

Wed 13th October: Venice 11:15 – Tampere 21:40

Transportation in Italy by bus and boat

Programme:

Mon 11th

10:00 Collecting at Cà Corner. Welcoming coffee break and presentation of the study visit schedule.

10:30 Programme begins

Presentation of Equal Opportunities and Gender Equality activities and best practices of the Province of Venice by Province Councillor Giacomo Grandolfo

Presentation of the Office activities, check out of participants' expectations and discussion about the project work by Manager of the Social and Cultural Sector Gloria Vidali

12:30 Tour of Cà Corner Palace

13:00 Lunch in Palazzo Franchetti

14:00 Free time

15:30 Focus n.1: Gender Equality in the Labour Market
Gender4Growth: presentation of the project and its results by member of Veneto Lavoro Sandra Rainero

Equal PONTI: presentation of the Committee for Women Entrepreneurship by President Roberta Pilon and of the Equal PONTI project by Chiara Tagliaferro

17:30 Transportation to San Servolo Island by boat

18:00 Tour of San Servolo Island and the Museum of madness, its chemist and library

19:00 Spritz and dinner

20:45 Back in Venice

Tue 12th

9:00 Collecting at Cà Corner. Program begins

9.30 Focus n.2: Laws and institutional subjects supporting equal opportunities

The Regional councillor for Gender Equality: presentation of her role and activities, by Regional Councillor for Gender Equality Lucia

The Provincial councillor for Gender Equality: presentation of her role and activities, by Provincial Councillor for Gender Equality Federica Vedova

10:30 Coffee break.

11:00 The Provincial Commission for Gender Equality presentation of its role and activities, by President Maria Elena Tomat and vice-president Giovanna Pastega.

12:00 Lunch in Palazzo Franchetti

14:00 Focus n.3: Gender Equality in Politics

The network of female representatives: presentation of the network and its activities by the President of the Provincial Council Marina Ballello

14:30 Meeting with the President of the Province of Venice Francesca Zaccariotto

15:00 Focus n. 4: Women and the city

Gender sensitive urban planning: Presentation of the female participative process who led to the new urban plan of the Municipality of Portogruaro by vice-president of the province of Venice Mario Dalla Tor and Urban Planning Officers of the Municipality of Portogruaro

16:00 "Grandi donne a Venezia": guided visit about venetians important women in history, arts, politics, society by Silvia Simionato

18:30 Free time

Wed 14th

8:00 Breakfast in hotel

8:45 Leaving for the Airport

9:45 Arriving at Venice Airport

11:15 Take off from Venice Airport

Report 2:

University of Szczecin and Municipality of Lebork, Poland



I General Information

Names of the participating MAG members and their Organizations:

1. Marta Hozer-Kocmiel/University of Szczecin
2. Urszula Zimoch/University of Szczecin
3. Anna Szubelak/Lebork Municipality

Name of the visited Region: **Gävleborg, Sweden**

Date of the Study Visit: **11–14 October 2010**

II Short overview of the Study Visit

1. What best practises, organisations, key actors etc. your MAG visited?
 - **Gävleborg's Regional Development Council,**
 - **a meeting with representatives of Regional Women Resource Center in Dalarna,**
 - **presentation on Local Resource center in Söderhman,**
 - **the local Family Center of Andersberg,**
 - **Winnet Gävleborg/Saga – Regional Resource Center in Gävle.**

In the preparation phase of the study visit Polish partners asked for as many as possible information about the creation process, management and financing of Women Resource Centers. The Swedish hosting side made their best to meet the visitors' expectations. The meeting started in Gävleborg's Regional Development Council in Gävle. The organizers were represented by Filipa Correia Persson and thanks to her wonderful engagement all planned points of the visit ran in a perfect way.

After the welcome in the Gävleborg's Regional Development Council the visit's program was presented. Carina Löfgren, MAG member in W8, spoke about their work with Gävleborg's Regional Development Council. The next point of the agenda was the presentation of W7- Regional Women Resource Center in Dalarna. Karin Eriksson described the co-operation model in seven municipalities in the county of Dalarna. As there was a need and will to hear

about national, regional and local WRCs, Lena Åkerlind told the visitors about IRIS – the Local Resource center in Söderhman and their co-operation with the municipality of Söderhamn in supporting women's entrepreneurship.

The first day afternoon the guests from Poland had opportunity to learn about the Swedish public model of Families and Children Social Insurance. The information were provided by Filipa and Lina Torstensson.

The second day meeting took place in Winnet Gävleborg's office as well as in the family center and Gävleborg's Regional Development Council. Bodil C. Nillson described with details how to organize a resource center. Then the Polish MAG visited the local Family Center of Andersberg, which is a good example of how a municipality organized themselves in providing childcare, parental advising and health care for both babies and mothers under the same roof. The afternoon meeting was about how to finance a resource center. The Swedish financing model for the Women Resource Center program was described as well as the Swedish Agency for Economic and Regional Growth.

2. What was your MAG groups general impression of the Study Visit?
 - **Swedish model of creating Resource Centres could be a good example of good practices for Poland.**

The visit showed us how one of the best organized European system of social care for children is functioning. A good organization of the above determines women's activity in the public sector, therefore in the labour market as well. It shows that you cannot activate women in the labour-market without arranging the child-care.

In the street and in public places both in Stockholm and visited Gävle it was visible that Sweden has Europe's highest fertility rate, and highest number of women in the labour-market. Many women, often in the age of 30 and more, attend coffeehouses with toddlers, what is very rare in Poland. That is a good way of preventing feelings of isolation and loneliness during first months of taking care of the baby.

Aside the gender issue, the several days spent in Sweden gave us the idea of a proper organisation of social life. It includes clean cities, functional urban planning solutions, lack of car traffic in the centre of the city- the essential traffic circulation in the outskirts, good tourism communication and information. Gävle, although it's small size, seemed to have everything that is needed for peaceful city life: theatre, commercial centre, beautiful park, monumental buildings, the historic wooden old town, often colour in falun red.

The Swedish regional work on gender equality is very impressive, as well as the work of all presented national and regional Women Resource Centres. All documents, written strategies and policies that we got familiar with are a good inspiration for the work that we do and will continue to do in Poland, specially for the preparation of the action plan.

3. What new ideas your MAG got form the Study Visit?

- **Before creating a resource centre there are different possibilities to influence the situation of women in the labour market, for example, seminars or trainings on diverse topics.**

From a university's perspective especially interesting activity and not listed above, was presented in materials from M. Lindberg, „The 3R method” for gender equality analysis. The method was developed to facilitate the description of government work from a gender perspective. The 3 Rs means Representation, Resources and Reality.

The authors raise questions: How are women and men represented in all the groups that contribute in one way or another to local government decision-making in a particular field? How are the resources localised and what priorities are made? What norms, values and quality measures steer an organisation and who sets the standards? Whose needs does the organisation satisfy?

The organizers of the study visit informed where more information concerning that method can be found, what will be very helpful in our further university research, as well as in creating action plan and for winnet8 project purposes.

The next new idea that we got from the visit was about gender pedagogies, which is about teaching from a gender perspective. Sweden is the leader of gender-sensitive pedagogy attitude that is used in preschool. Gävle and the region of Gävleborg were pioneers of implementing the described initiative. The purpose of the action was to find out whether it was possible to widen the gender roles of boys and girls as to give them more alternatives later on in life.

We had also an opportunity to learn how to organize a good and interesting study visit. What was impressive is the engagement, openness and presence of many Swedish project's participants and stakeholders like the international coordinator, the financial coordinator, the project coordinators from different Swedish partners and all people from national, regional and local Women Resource Centers.

4. How did the Study Visit correspond with your MAG groups expectations?

- **The visit showed in a sufficient way the general condition of women in the Swedish labour market.**

On the meeting in Edinburgh, the organizers asked us what is the most interesting for us in study visits. We responded that we would like to gain as much information as possible about Women Resource Centre.

The visit disclose the knowledge of how to organize WRC, how WRC are functioning on the different levels: national, regional and local, as well as how the system of financing them looks like. We had the opportunity to talk with a dozen or so persons, who with different way are connected to creating and operating RC.

The next request was to present examples of joined children and parent's care. This is how the idea of getting familiar with Family Centre came out.

We collect as well many essential information concerning gender mainstreaming strategy in Sweden. We will use them in the process of creating the action plan for our region.

III Mapping the visited region

1. Population rate

Population gru-09		
	NUTS 2	SWEDEN
Men	412 477	4 649 014
Women	413 454	4 691 668
Total	825 931	9 340 682

4. Unemployment rates among women and men

sie-10 16-64 yrs Unemployment*		
	NUTS 2	SWEDEN
Men	21 111	215 451
Women	19 479	191 786
Total	40 590	407 237

*incl persons in support-activities

2. Education levels among women and men

2009				
20-64 yrs				
	Higher education*		Employed	
	share		share	
	Men	Women	Men	Women
NUTS 2	48,9	56,9	79,7	75,3
SWEDEN	55,8	62,3	79,5	75,4

*more than compulsory school

5. Share of women and men being entrepreneurs

Active entrepreneurs 20-64 yrs 2008 share of population			
NUTS 2		SWEDEN	
Men	Women	Men	Women
9,1	3,8	9,5	4,0

3. Share of women being active on the labour market

2007		
Employed full-time share		
	Men	Women
Dalarna	90	57
Sweden	88	64

6. Distribution of women and men in different occupations

	Employed/sector 2008			
	Share			
	NUTS 2		SWEDEN	
	Men	Women	Men	Women
Wood/agriculture	3,9	1,0	2,6	0,7
Industry+construction	42,5	9,2	34,1	8,8
Trade	11,0	10,5	13,0	11,7
Energy+Transport	8,5	2,3	9,1	3,0
Hotel+Restaurants	2,0	3,7	2,5	3,3
Company-services	13,3	10,8	19,7	15,7
Public administration	4,4	6,8	4,6	6,4
Education	4,7	16,0	4,9	16,1
Health and Social care	5,1	33,0	5,1	27,9
Personal Services	3,4	5,2	3,4	5,0
Unknown	1,2	1,6	1,0	1,4

7. Distribution of women and men entrepreneurs in different sectors

20-64 yrs	Active entrepreneurs/sector 2008			
	Share			
	NUTS 2		SWEDEN	
	Men	Women	Men	Women
Wood/agriculture	17,4	10,7	12,4	5,9
Industry + construction	29,2	7,0	27,1	6,3
Trade	15,7	17,6	15,0	15,0
Energy+Transport	6,9	1,3	6,8	1,3
Hotel+Restaurants	4,6	6,1	4,5	5,0
Companyservices	16,5	15,4	23,7	23,9
Public administration	0,0	0,0	0,0	0,0
Education	1,0	1,4	1,0	2,4
health and social care	1,9	6,0	2,1	7,7
Personal services	4,0	23,1	4,8	22,2
Unknown	3,0	11,4	2,6	10,3

IV Checklist

Visions, actors & measures

Question	Observation	N/A
Which are the main visions guiding the region's efforts to integrate a gender perspective in regional and national growth policies?	Gender equality in the workplace and society, preventing segregation of labour market.	
Which are the main actors in the region promoting the integration of a gender perspective in regional and national growth policies?	Regional and Local Women Resource Centres.	
Which are the main measures employed in the region for integrating a gender perspective in regional and national growth policies (e.g. Women Resource Centres)?	Spreading gender equality in workplaces, teaching and guiding young people, trainings to make women's qualifications more suitable for the labour market and for the sectors which are supposed to be masculine and hardly available for women.	
How do the measures for integrating a gender perspective in regional and national growth policies address the main problem areas focused by WINNET8 (low employment rates among women, horizontally segregated labour market, lack of women in entrepreneurship, innovation and technology)?	<p>The problem areas are addressed, for example, through cooperation with particular companies where gender equality is examined and discussed (we were shown a game which was supposed to induce co-workers to discuss gender issues in their workplace), through lectures and seminars, gathering data concerning unemployed women in Women Resource Centres.</p> <p>There are 2 methods for gender equality in Gävleborg:</p> <p>1) The 3R method (Representation, Resources, Realia)</p> <p>The 3R method was developed by the Swedish Association of Local Authorities within their JämKom project. It is a tool for gender equality analysis. They have developed the 3R method in order to facilitate the analysis of local government work from a gender perspective. 3R stands for Representation, Resources and Realia.</p> <p>A 3R analysis should make it possible to answer questions about how power is distributed between women and men, how gender influences the formation of structures and organisational solutions, and how norms are set in terms of gender in the various local government activities.</p> <p>2) Gender pedagogies</p> <p>Gender pedagogy can be defined as teaching from a gender perspective. It was not until after the turn of the millennium that this concept was spread under the name of pedagogy with a focus on gender. During the last years the interest to develop a gender-sensitive pedagogy in preschool has grown in Sweden.</p>	

	<p>Inspiration has partly come from some preschools in the city of Gävle where the staff started to examine and develop their work from a gender point of view some years ago. In the fall of 1996 the county administration of Gävleborg came up with an idea for a project regarding equality in the pre-schools. In the district of Gävle it was the pre-school Björntomten/Tittmyran that joined the project. The purpose of the project was to find out whether it was possible to widen the gender roles of boys and girls as to give them more alternatives later on in life.</p> <p>The two pre-schools began to videofilm their activities with the children to show that girls and boys were treated in the same way by the staff and to study the gender differences between the children to gain an understanding of how the children could be changed. Instead, it was found that what needed to be changed was the approach of the staff. A greater awareness of the gender-related behaviour patterns of the adults themselves has led to a change in gender patterns of the children as well.</p> <p>Kajsa Wahlström, head of the pre-schools in Gävle where gender pedagogy was developed between 1996 and 2000, says that broadening gender roles among preschool children was most difficult with those girls who had held the most subordinate roles, the most quiet girls. In order to broaden their gender roles, girls have to learn to appreciate themselves and each other. This is a much more difficult starting point than to get boys, already starting from a superior starting point, to broaden their gender roles.</p>	
Other additional observations		

Empowerment

Question	Observation	N/A
What needs have been identified among women in the region?	The labour market is segregated horizontally and specific for the region	
How do the measures for integrating a gender perspective in regional and national growth policies fulfil these needs?	Through trainings, guidance and job mediation done by Women Resource Centres	
What are the results of the measures for integrating a gender perspective in regional and national growth policies?	More women in entrepreneurship	

	Women	Men	Immigrants	Total	Target 2009 – 2011
New entrepreneurs	36 (85)	16 (30)	4 (5)	56	120
New generations/ owners	7	13		20	30
Business Advice	580	426		1006	0
Business School				102	120
Recommendations				11	45
Equality in companies				16	20
Other additional observations?					

Management

Question	Observation	N/A
What competence areas are represented among the main actors for gender equality?	Main actors represent mainly Women Resource Centres and Municipalities (self-government).	
What are the primary components of the gender perspective promoted by the main actors for gender equality?	Transferring good practices, creating Action Plans.	
Are the measures continuously documented and evaluated ?	Yes, they are	
Other additional observations?		

Management

Question	Observation	N/A
Which other actors do the main actors for gender equality interact with and which societal spheres* do these actors represent?	They represent private and civil sphere and they interact with all other spheres (public, private, academic, civil).	
What kind of success and resistance has been experienced when trying to influence regional and national policy agendas from a gender perspective?	Success is a widespread network of Resource Centres; resistance can be lack of continuation after finishing of EU programs (problems with funding).	
Other additional observations?		

**)There are for spheres in the society: public, private, academic, civil sphere. The public sphere includes public authorities. The private sphere includes companies and enterprises. The academic sphere includes universities and researchers. The civil sphere includes non-profit organizations.*

V Conclusions

Please write here short your MAGs conclusions of the Study Visit. Include here e.g. how your MAG will use the experience gained in its future work. You can include here also feedback.

Sweden can be a good example for Poland and pattern to follow. The MAG group from Leżbork will be informed about good practices from Gävle and will decide what can be implemented by Municipality.

Study visit to Gävle, Sweden, 12th – 13th of October 2010

Programme

Day 1

12th of October

Place: Region Gävleborg, Ruddammsgatan 30, 2th floor, Gävle – Meeting room Järven

08.30 Welcoming from the Director of Gävleborg's Regional Development Council and presentation of the visit's program.

09.00 Gävleborg's Regional Development Council – presentation of their work with regional development with gender equality focus, Carina Löfgren, MAG member in W8.

10.00 W7 – Regional Women Resource Center in Dalarna: a co-operation model in seven municipalities in the county of Dalarna, Karin Eriksson.

12.00 Lunch – Restaurant Absint

13.45 IRIS – Local Resource Center in Söderhamn: presentation of their co-operation with the municipality of Söderhamn in supporting women's entrepreneurship, Lena Åkerlind.

– Winnet Gävleborg/Saga – Regional Resource Center in Gävle, presentation of their work with questions related to gender segregated labour market Filipa Correia Persson.

19.00 Dinner – Restaurant Akropolis Taverna

Day 2

13th of October

09.00 Winnet Sweden – How to organize a resource center? Bodil Nilsson

10.30 Presentation of the Swedish public model on Families and Children Social Insurance, Lina Torstensson and Filipa Correia Persson.

Place: Winnet Gävleborg's office, S. Skeppsbron 6, Gävle

11.45 Lunch – Restaurant Fiskmagasinet

13.00 Field visit to the local Family Center of Andersberg – Gävle

Drop in child daycare, parental supporting, health center – A good example of how a municipality organized themselves in providing childcare, parental advising and health care for both babies and mothers under the same roof, Susanne Skoog.

14.45 How to finance a resource center? The Swedish financing model for the Women

Resource Center program – Swedish Agency for Economic and Regional Growth, Erik Dahlberg.

Place: Region Gävleborg, Ruddammsgatan 30, 2th floor, Gävle, Meeting room Lodjuret

18.30 Dinner – Restaurant Trattoria Cinque

Report 3:

Region of Western Macedonia, Greece



I General Information

Name of the visiting MAG-group: **Region of Western Macedonia**

Names of the participating MAG members and their Organizations:

1. Peristera Demetriadi
2. Alexandra Lygoura
3. Parthenopi Sourmaidou

Name of the visited Region: **Westpomeranian region, Poland**

Date of the Study Visit: **October 18th – 20th**

II Short overview of the Study Visit

What best practises, organisations, key actors etc. your MAG visited?

- a) ZARR. West Pomeranian Agency of Regional Development in Szczecin. They present us 3 very interesting good practices.
 - **Passport to Entrepreneurship:** combining training, counseling and grant to start-up a new business. Was not only for women but mostly for them (from 43 starters 31 were women). After the start of the new business they had one year free advisory services and some small extra grant.
 - **Change for a time, time for a change.** Networking of local/regional actors, stakeholders and businesses in order to create a tool for overcome the economic crisis.
 - **Modern Seller.** Target group was unemployed women over 45yo. Aim to develop their skills for e-commerce and traditional commerce through training and individual counseling.
- b) Women Resource Center in Szczecin hosted by the **Scientific Investigate Institute of Economic Analysis, Diagnosis and Forecast**
 - Presentation of the Institute and the WRC of Szczecin
 - Good practice: **FEM project** funded by Interreg IIIB
- c) Visit to 2 women entrepreneurs/farmers in rural areas.
 - **Magda's Ecology farm** in Wolczkowo – owner Magdalena Goc-Zieciak
 - Kozi Ogródek – Goats' Garden – meeting with finalist of UE contest for innovative women farming Lidia Ordysinska
- d) **Westpomeranian Center of Teachers Improvement.** Presentation of the Center and especially the project POMOST about to promote the idea of equal opportunities among education. Main result a conference with the support of the neighbor German Region of West Pomeranian.
- e) **University of Szczecin, Faculty of Economics and Management**

Presentations of:

- Szczecin and Westpomeranian region in figures
- An interesting research and its finding about female employment, discrimination, vertical and horizontal segregation on the Polish labour market my Dr Patrycja Zwiech
- Another good practice of a young woman entrepreneur graduated from the Technical University and used a special grant. "Intro" sector: Interior and garden design
- Great Women Associations in Poland (OSKA, EFKA, KONOLA)
- f) **Gryfice Council** where a good practice about the women in rural areas by the local activities association was presented.

What was your MAG group general impression of the Study Visit?

For some of the members of the MAG were a first experience of such a study visit, so they were open to see and to learn as much as possible. The commitment of the local organizations was impressive. The Study Visit was very well prepared and supported by the members of the local team. Most of the good practices were very interesting. We found some similarities and some differences of what happened in Greece for the promotion of women employment and entrepreneurship

What new ideas your MAG got form the Study Visit?

During our visit some new ideas were born:

The first one was about the possibility to create a subnetwork consisting of academic organizations (Universities, Technical Universities, Academic Institutes etc) partners or participating (through other partners) in WINNET8 project, in order to initiate a permanent network of researchers/organizations and to conduct researches/ surveys and to elaborate more project ideas. We pass already the information to our 2 educational institutes of our region (University of Western Macedonia and Technological Educational Institute of Western Macedonia) and they are really interested.

Another idea was to think some more (with the support of other partners) new actions / projects regarding the facilitation the working life for the women entrepreneurs in rural areas and to create new means for networking. We have some similar cases in Greece (and we know in several other countries) and it is good to work further with them.

At last, after a discussion at regional level came out the idea to try to establish a network of women entrepreneurs who have been supported and funded from similar programs in the partners' regions.

How did the Study Visit correspond with your MAG groups expectations?

The members of the MAG were very satisfied from the study visit as we had the opportunity to investigate a lot of different projects and see their results. The similarity with some of local, regional and national programs if very obvious and the possibility to cooperate on exchanging ideas on difficulties and resistance on one hand and the strong points and the good results on the other seems to us great.

III Mapping the visited region*

Mapping the region: Westpomeranian Region, Poland	Poland	Wespomeranian region
- Population rate	38167329	1692957
- Share of women being active on the labour market	47,3	44,6
Unemployment rates among women in %	14	15
Unemployment rates among man in %	12	16
Share of women being entrepreneurs (total entrepreneurs=100)	35,4	37
Share of men being entrepreneurs	64,6	63
Distribution of women in private sector (all employed women=100)	64,9	67
Distribution of men in private sector	76,0	73
Distribution of women in public sector (all employed women=100)	35,1	33
Distribution of men in public sector	24,0	27

Education levels among women and men	Poland	Wespom.
Primary education / women	31	31,6
Secondary / women	30,4	31,0
Tertiary (university) / women	10,4	10,4
Other / women	28,2	27,1
Primary education / men	28	28,5
Secondary / men	26	26,2
Tertiary (university) / men	9,3	9,6
Other / men	36,7	35,7

Distribution of women and men in different occupations (share of women for 100 employed women and men)	Poland	Westpom.
Agriculture, hunting and forestry	25	23
Fishing	16	19
Industry	32	32
Construction	12	11
Trade and repair	50	52
Hotels and restaurants	65	64
Transport, storage and communication	32	37
Financial intermediation	71	72
Real estate, renting and business activities	44	40
Public administration and defence, compulsory social security	62	65
Education	77	77
Health and social work	82	76
Other community, social and personal service activities	50	52

IV Checklist

Visions, actors & measures

Question	Observation	N/A
Which are the main visions guiding the region's efforts to integrate a gender perspective in regional and national growth policies?	<ol style="list-style-type: none"> 1. to mainstream the gender problematic in policy and economy debates 2. to achieve the objectives of the Lisbon strategy 3. to inform, to convict Polish women and men that there is a lot do with equality in the region they live in to create groups of stakeholders (institutions, NGOs) working with equality themes 	
Which are the main actors in the region promoting the integration of a gender perspective in regional and national growth policies?	<p>On the national level: Labour Office, Government Plenipotentiary for Equal Treatment, Parliamentary Women Clubs and Groups</p> <p>On the regional level: Sejmik (Council) of West Pomeranian region, Chamber of Commerce (specially Women Board at the Chamber). On the local level: Szczecin City Board, Women Organisations like "Women for Szczecin", "Women's league" and successful business women representatives,</p>	
Which are the main measures employed in the region for integrating a gender perspective in regional and national growth policies (e.g. Women Resource Centres)?	<ol style="list-style-type: none"> 1. free legal advisory service (one of the best practice in the region) 2. labour office projects and EU projects promoting gender issues 3. business advisory service for women 4. Women Resource Centres as result of international cooperation e.g.project FEM 	

<p>How do the measures for integrating a gender perspective in regional and national growth policies address the main problem areas focused by WINNET8 (low employment rates among women, horizontally segregated labour market, lack of women in entrepreneurship, innovation and technology)?</p>	<ol style="list-style-type: none"> 1. business support fights against low employment rates among women 2. gender mainstreaming in education encourage women to start education and work in male dominated areas (step against horizontally segregated market) 3. advisory service contra lack of women in entrepreneurship 4. no strong actions addressing women's participation in innovation and ICT, extremely low level of women active in this field in Poland 	
<p>Other additional observations?</p>		

Empowerment

Question	Observation	N/A
<p>What needs have been identified among women in the region?</p>	<ol style="list-style-type: none"> 1. help in reconciliation gainful and domestic work - professional and not too expensive day care service for children, only 28 % of children in kindergarten age attain the kindergarten, the rest stay at home with parents or nannies often grandmothers 2. to inform men and women about equality and equal rights for both genders 3. to make the work time and place more flexible for women as they have their reproductive role too 4. to change patriarchal mentality of the society, both women and men, and institution as well 	
<p>How do the measures for integrating a gender perspective in regional and national growth policies fulfil these needs?</p>	<ol style="list-style-type: none"> 1. funds dedicated to female entrepreneurs 2. many new expensive day care service for children opened 3. in all EU projects there is an obligation to make a gender analysis in the application phase as well as during many project's actions 4. gender mainstreaming in education actions influence young couples who's relations often take equality into consideration 	
<p>What are the results of the measures for integrating a gender perspective in regional and national growth policies?</p>	<ol style="list-style-type: none"> 1. you can assure some policies or force people to take some actions but people's mentality changes slowly so there is a lot too be done in gender issues in the region and in the hole country 2. much more women in decision making bodies of the region's government and in the individual business' boards 3. a huge amount of money spend for helping women to open their own firms (for entrepreneurship) 	
<p>Other additional observations?</p>		

Management

Question	Observation	N/A
What competence areas are represented among the main actors for gender equality?	<ol style="list-style-type: none"> 1. politicians working with gender issues and equal opportunity questions are often people from business environment 2. some of them are deeply involved with international, specially European cooperation so a lot of impulses come from EU directives, projects and actions 3. The Chamber commerce and a lot of other business and political bodies have in their structure women's groups or women's committees 4. a lot of gender equality work is done by internet (forums, blogs, websites) 	
What are the primary components of the gender perspective promoted by the main actors for gender equality?	<ol style="list-style-type: none"> 1. promotion of gender equality in social life, gainful work and family life 2. female entrepreneurship 3. redefinition of traditional model of family and traditional roles of women and men 4. gender budgeting in government of all levels: national, regional and local 5. economic activation of women from rural areas 6. fight contra women's social exclusion specially in rural areas 	
Are the measures continuously documented and evaluated?	Some of them are being permanently evaluated, e.g. statistics about women participation in the labour force, business, and public sector in general. Regional authorities, specially their women representatives make monitoring of the equality situation. In the evaluation process of EU projects and programmes – a lot of gender analysis done as well as in scientific work (MA and Ph.D thesis).	
Other additional observations?		

Networking

Question	Observation	N/A
Which other actors do the main actors for gender equality interact with and which societal spheres* do these actors represent?	<ol style="list-style-type: none"> 1. Not too many women association in the region in general, so not to many of them in networking process 2. some cooperation put into effect between NGOs and regional and local politicians and their actions 	
What kind of success and resistance has been experienced when trying to influence regional and national policy agendas from a gender perspective?	<ol style="list-style-type: none"> 1. lack of time as main actors are often intensively engaged in many other public spheres: politics, business, culture 2. lack of financial means (funding) 3. glass ceiling effect – not always women who attained high societal positions are ready to help other women to go by their steps 	
Other additional observations?		

*) There are for spheres in the society: public, private, academic, civil sphere. The public sphere includes public authorities. The private sphere includes companies and enterprises. The academic sphere includes universities and researchers. The civil sphere includes non-profit organizations.

V Conclusions

Please write here short your MAGs conclusions of the Study Visit. Include here e.g. how your MAG will use the experience gained in its future work. You can include here also feedback.

We were impressed of the quality of the preparation, of the richness of the program and of the possibilities of further cooperation with our Polish partners and some of the organizations we visited during our stay at Szczecin.

Unfortunately the situation at local or regional level in Westpomeranian is not better than here in Western Macedonia and there are not any good practices to follow. But there are some similarities in some of the regional programs that can be discussed or used for mutual evaluation or further cooperation.

New ideas came out and some new possibilities are anticipated.

Report 4: Sweden



I General Information

Name of the visiting MAG-group: **Sweden**

Names of the participating MAG members and their Organizations:

1. Pirkko Jonsson, Winnet Gävleborg WRC in the Region of Gävleborg
2. Karin Eriksson, W7, WRC in the Region of Dalarna
3. Hans Lundkvist, Investigator Tripple Steelix, Region of Dalarna

Representants of other Swedish partners

1. Britt-Marie S Torstensson, Winnet Sweden (National Resource Centre)
2. Maria Von Schantz, Swedish Agency for Regional Development and Economical Growth
3. Lina Torstensson, Regional Development Council of Gävleborg
4. Filipa Persson, Winnet Gävleborg (Regional Resource Centre)

Name of the visited Region: **Alentejo, Portugal**

Date of the Study Visit: **25–26 October 2010**

II Short overview of the Study Visit

What best practises, organisations, key actors etc. your MAG visited?

1.1 Cooperative ESDIME – Cooperative/Agency for Social Solidarity which operates in the region of Southwest Alentejo. Their strategy is to enhance the strong aspects of this sub-region, such as good accessibility, a well preserved and unique cultural and natural environment. As well as to minimize the local weaknesses, such as low education of the human resources, the weak enterprising dynamics, the fragile industrial production and the negative demographic trend of the region. Their main goal is therefore to reinforce the re-qualification of local and regional human resources in order for them to take

responsibility for their own development, so they can become the main actors in the revitalization of the socio-economic life of the region.

Shown best practises:

Natur Natos, e.g. of how a couple of handcraft artists returned to their birth region and established themselves after many years away;

Sónia Cabrita's business, a family business which sells a traditional liquor, produced with traditional methods and employs local women.

1.2 Association Terras Dentro – Association for local development, Nongovernmental organization of public interest in the area of the Central Alentejo. Their main goals are the sustainable and integrated development of the area they operate within by respecting the traditional values of the people living there. Their work is focused on the problematic of women's unemployment and entrepreneurship. They are accredited by the state Institute for Unemployment and Professional Training as a professional training organization.

Shown best practises:

Restaurant País das Uvas, a family business started by a local woman and their children which produces wine and food by traditional methods;

Dressmaking's Atelier, example of a women's cooperative, partly founded by **Terras Dentro**, where dressmakers/seamstresses together rent a local and share expenses, after they got a subsidy from T. Dentre.

Rural Tourism/Guest House Casa Santos Murteira, a renovated Manor House where, besides the accommodation aspect the house is also a local that can be hired for diverse festivities. Local associations, of e.g. women, can rent the place for cheaper rent or the revenues of the rent are distributed by the owner to the several local associations. This was co-financed by PRODER- a LEADER program for development of rural areas.

1.3 Agency ADRAL – Alentejo Regional Development Agency, a wide partnership, composed by several entities, both public and private. Their major goals are the reinforcement of the international position of the region, to contribute for the valuation and development of the regional productive base; to promote Innovation and Qualification; to reach high levels of social cohesion, promoting and qualifying employment as well as creating future perspectives for young people in the region; They operate by cooperation with local actors, promoting common initiatives and projects.

Shown best practises:

Project LABORATÓRIO DE IDEIAS (Idea’s Lab) and **Project COMEÇAR (Beginning)**. Both projects have as a goal to instigate the levels of entrepreneurship in the region. Laboratorio de Ideias target group was chosen between people who are more exposed to unemployment and have the highest difficulty in getting into the labor market, therefore it consisted of 90% women. The focus was business advising and follow up. The project Começar, had recently graduated young people has target group. Even here the focus was providing help to make a start into the professional life.

What was your MAG group’s general impression of the Study Visit?

They have used a lot of European Funding for all their project work, but the good examples and results have not been integrated in the ordinary system as methods and/or action plans.

It is important to support the Portuguese partners in building their own Women Resource Centres. It is as well of the greatest importance to create the conditions for implementation of a system for gender equality in all levels of the society.

What new ideas your MAG got form the Study Visit?

Some of the presented good examples had an impact on our knowledge for how to work with women in rural areas.

How did the Study Visit correspond with your MAG groups expectations?

The study visit was very organized and it fulfilled our MAG’s expectations.

III Mapping the visited region

1. Population rate

Population		
	NUTS 2	Portugal
Men	368 700	5 145 600
Women	382 500	5 487 100
Total	751 300	10 632 700

2. Education levels among women and men

Education levels between 15–64 yrs (per thousands of individuals)								aug-14	
	Illiterate		Compulsory (only 9th grade)		Secondary		Higher education		
	Men	Women	Men	Women	Men	Women	Men	Women	
NUTS 2	7,4	4,6	50,6	37,6	32	35,5	16,6	34,5	
Portugal	104,2	115,2	650,2	512,6	502	499,3	350,4	546,2	

3. Share of women being active on the labour market

Activity rate (15 and over)		2nd trim. 2010	
Share of the population %			
NUTS 2		Portugal	
Men	Women	Men	Women
63,2	50,9	67,7	56,5

4. Unemployment rates among women and men

Unemployment % (15 and over)	NUTS 2		Portugal	
	Men	Women	Men	Women
	10,2	13,6	9,7	11,5
Total	11,8	10,6		

5. Share of women and men being entrepreneurs.

Not available.

6. Distribution of women and men in different occupations

Not available.

7. Distribution of women and men entrepreneurs in different sectors

Not available.

IV Checklist

Visions, actors & measures

Question	Observation Actor #1: ESDIME	N/A
Which are the main visions guiding the region's efforts to integrate a gender perspective in regional and national growth policies?	<ul style="list-style-type: none"> – They work with local development in the most rural region of Portugal. They have found that women stay in the region and are more motivated to become entrepreneurs than men when unemployed. – Women need more support since they have less opportunity/time for own career because of the gender contract, taking a larger responsibility for the family and domestic work. 	
Which are the main actors in the region promoting the integration of a gender perspective in regional and national growth policies?	We were not given the answer for this question. We believe that ESDIME is one of few promoting gender equality. The ESDIME organization is integrating equality in their work. An impression was that the relation with national governmental institutions was not the best and that this can be developed. ESDIME collaborate with different partnerships.	
Which are the main measures employed in the region for integrating a gender perspective in regional and national growth policies (e.g. Women Resource Centres)?	<ul style="list-style-type: none"> – They arrange courses for development of women's self esteem, in order to encourage them to take responsibility for their subsistence. These measures are done for increase the amount of self-employment. They are trying to stimulate entrepreneurship in schools, with a gender perspective. Face the future, take responsibility and so forth. – One project, NOW New Opportunities for Women was highlighted as an initiative for achieving the goals of more women becoming economical independent. 	

<p>How do the measures for integrating a gender perspective in regional and national growth policies address the main problem areas focused by WINNET8 (low employment rates among women, horizontally segregated labour market, lack of women in entrepreneurship, innovation and technology)?</p>	<ul style="list-style-type: none"> - The measures taken by ESDIME are addressing the main problem, high rate of unemployment, men moving to urban areas leaving the women on a regional perspective. The efforts taken will slowly change the structure of segregated labour and empowerment. 	
<p>Other additional observations?</p>	<p>The managing team gave an impression of being very devoted and engaged in the development of the region but expressed some disappointment regarding the lack of interest showed for NGO's on national level.</p>	

Question	Observation Actor #2: Terras Dentro	N/A
Which are the main visions guiding the region's efforts to integrate a gender perspective in regional and national growth policies?	The Association is a non-profit private organization of Public Utility; NGO for the Development; NGO for the Environment; and Vocational Training Entity recognized by the Portuguese Vocational Training Quality Institute.	
Which are the main actors in the region promoting the integration of a gender perspective in regional and national growth policies?	They collaborate close with the local employment agency but also with ministries on the governmental level.	
Which are the main measures employed in the region for integrating a gender perspective in regional and national growth policies (e.g. Women Resource Centres)?	Education and encouragement in order to strengthen the women in the region. They mentioned that they have a strong focus on activities for women.	
How do the measures for integrating a gender perspective in regional and national growth policies address the main problem areas focused by WINNET8 (low employment rates among women, horizontally segregated labour market, lack of women in entrepreneurship, innovation and technology)?	<ul style="list-style-type: none"> - With different actions aiming to promote female participants in order to encourage them for personal development. They have arranged day care centres so women will get a chance to participate in different activities. - Two good practices were highlighted, one woman who had rebuilt an old farming mansion in to a hotel. The business was successful contributing to both jobs and a social place for meetings. The second good practice was a dressmakers' workshop with three women successfully collaborating. 	
Other additional observations?	TD felt more open minded and less frustrated than ESDIME	

Question	Observation Actor #3: ADRAL	N/A
Which are the main visions guiding the region's efforts to integrate a gender perspective in regional and national growth policies?	To promote economical development in the region.	
Which are the main actors in the region promoting the integration of a gender perspective in regional and national growth policies?	ADRAL is a non-profit joint stock company with in total 66 owners/stakeholders	
Which are the main measures employed in the region for integrating a gender perspective in regional and national growth policies (e.g. Women Resource Centres)?	They mainly work with economical information, marketing the region, supporting enterprises and education. They collaborate with the regional University. I did not understand that they made direct effort for gender equality or mainstreaming.	
How do the measures for integrating a gender perspective in regional and national growth policies address the main problem areas focused by WINNET8 (low employment rates among women, horizontally segregated labour market, lack of women in entrepreneurship, innovation and technology)?	They are aware of the suppression and disadvantages for women in the local/regional context but I did not find any direct efforts being done to promote women.	
Other additional observations?		

Empowerment

Question	Observation	N/A
<p>What needs have been identified among women in the region?</p>	<ul style="list-style-type: none"> - Improve their self-esteem. - Education in business management, accounting , marketing and other subjects which can empower them in the process of starting their own business. - Better knowledge of the possibilities of local market, but as well as the markets of the surrounding regions. - Most women lack work experience and/or experience about the market segments in which they want to operate. - Funding, women often don't have own capital neither properties that they can use as a security to loan money. Most of the women that have/have had a job don't earn so much. - Better support from within the family. Most husbands aren't supportive towards their wives creating their own businesses or even work outside the home. 	
<p>How do the measures for integrating a gender perspective in regional and national growth policies fulfil these needs?</p>	<ul style="list-style-type: none"> - Women have participated in diverse kind of training, mostly unemployed women. If we compare with the Swedish reality, which we know, the offered training programmes have a long time perspective. Due to the lack of experience of the target group, or the longevity of their unemployment/inactive situation the training has to be longer in order to provide them with the necessary knowledge. - Funding and financing of small businesses are done by subsidies –EU, state, etc, or trough micro-credit applications. (See the example of the Dressmaker's Atelier on page 2) 	
<p>What are the results of the measures for integrating a gender perspective in regional and national growth policies?</p>	<ul style="list-style-type: none"> - The Portuguese partners agree themselves that the results should/should have been better. For example, Adral's project leader's expressed their own frustration over the fact that so few of the participants in the "create your own business" training programs actually took the further step into creating something of their own afterwards. 	
<p>Other additional observations?</p>	<p>Observations on the results named above: this could be a consequence of that all the trainee's needs haven't been fulfilled or maybe that it wasn't the right target group. A suggestion would be to create solutions targeted at women. Individualize the taken measures.</p>	

Management

Question	Observation	N/A
What competence areas are represented among the main actors for gender equality?	<ul style="list-style-type: none"> - They have a, so called, quadruple Helix model for partnership and co-operation, which means that they have public, private, academic, NGO and non-profit organisations involved in different activities and projects. - One project had a specific gender expert involved to secure the gender perspective. - There is a need of gender training to secure this perspective in all future policies and projects, which also should be integrated in the all action plans, both at national and regional level. 	
What are the primary components of the gender perspective promoted by the main actors for gender equality?	<ul style="list-style-type: none"> - The majority of the women are un-employed or in a situation of changing from domestic work to market driven employment, which is an historical change that should be integrated in the development of the modern society. - How to secure women's participation in the labour market or in business. As well as how to combine family life with work. 	
Are the measures continuously documented and evaluated ?	<ul style="list-style-type: none"> - They evaluate and follow up of all measures, as well as document them. However, the good examples from projects they have been running over the years haven't resulted in new methods and/or action plans to increase women's participation in the labour market or in business creation. - Resuming, the good results of these projects and activities didn't go further into the public and political structures, which couldn't generate any policy changes towards the improvement of women's participation in entrepreneurship or employment. 	
Other additional observations?	<ul style="list-style-type: none"> - The public structures are mostly on the national level, there are no middle regional levels for decision taking which makes the processes long and bureaucratic 	

Networking

Question	Observation	N/A
Which other actors do the main actors for gender equality interact with and which societal spheres* do these actors represent?	<p>ESDIME (Cooperative for Social Solidarity)- civil sphere;</p> <p>Terras Dentro (non-profit private organization of Public Utility) – civil sphere + private;</p> <p>ADRAL (Alentejo Regional Development Agency) – public sphere + non-profit share holders + trade unions + member of a European organization for regional development.</p>	
What kind of success and resistance has been experienced when trying to influence regional and national policy agendas from a gender perspective?	<ul style="list-style-type: none"> – ESDIME and Terras Dentro have an explicit gender perspective in their work. Both face the difficulty of being accepted at the national level but have a great acceptance on the local and regional level. One of ESDIME's success key factors is their partnership with local schools, where they work with stimulation of entrepreneurship and motivate young students to be willing to create something for themselves and their future. They work as well with democratic and citizenship issues with a gender approach. – T. Dentro can see some positive attitude changes of the society towards working women, although inside the "home" the resistance is still high. – Women to start their own business mostly in traditional occupations, taking advantage of the local economic and market conditions. They use local trainers and project personnel who know the local problematic. 70% of them participating in T.D. courses have got a job/occupation. – In Adral's case it is the projects for students that are interesting in the networking point of view, but the gender perspective is not their main subject. 	
Other additional observations?	In ESDIME's case we could see similarities with the Swedish resource centres in what concerns being recognised as a legitimate partner.	

**)There are for spheres in the society: public, private, academic, civil sphere. The public sphere includes public authorities.*

The private sphere includes companies and enterprises. The academic sphere includes universities and researchers. The civil sphere includes non-profit organizations.

V Conclusions

The unemployment rate is high in the visited region of Alentejo, and the rate for women unemployment is 3,4% higher for women then it is for men. The region is characterized by factors such as the low education of the population, the weak enterprising and business dynamics, the fragile industrial tissue and a strong negative demographic trend.

Agriculture has historically been the biggest employment sector, where an influent feudal system owned most part of the cultivated land. Although the rationalization of the agriculture have occurred later in Portugal or in this region than in Sweden, the actual situation is that the sector doesn't have the same need of manpower anymore, leaving many low educated and aged women without a work.

We consider it difficult to discuss and compare the "gender perspective" since we have such different context, living standard, traditions and culture. To pinpoint one observation, in the rural areas most men used until not so long ago to left for work in the cities. This a not the trend in Sweden where an opposite has taken place the last decades, men stays in the rural areas and young females leave for more opportunities in the urban areas. The situations for women are in many ways different because of the culture.

On a structural level the problems are the same regarding un-equalities. Women in these areas have to fight both poverty, less educational tradition and a deeply rooted tradition of men being the head of the family.

However, based on our Swedish experience we could identify the need to create, for instance, trainee places, like internships for those women whose participate in the provided courses. Another suggestion would be to let the women participating in the current projects to visit other regions or even other countries, for them to see other realities that they could learn from.

The low support or lack of back up from the families when women try to start their own businesses or create their own jobs should decrease by working on the change of attitudes, e.g. by working with role models directly in schools, as ESDIME already does in their sub-region.

As it has been mentioned above, we see the need to support the Portuguese partners into starting their own Women Resource Centres. As for, on the decision making levels we see the need to create conditions for implementing gender equality in all levels of the society, in order to reach the goals from European Union's Charta for Gender Equality launched 8 March, 2010 by Commissioner Reding.

Report 5: Scotland

I General Information

Name of the visiting MAG-group: **Scotland**

Names of the participating MAG members and their Organizations:

Emma Ritch – (Manager); Close the Gap

Geraldine Wooley – (Employers Project Officer); Scottish

Resource Centre for Science Engineering & Technology

Hazel Smith – (Lead Consultant), Winnet 8

Susan Harkins – (Business Manager), Edinburgh Chamber of Commerce

Niki Kandikikirira (Executive Director), Engender (Perspective Pending)

Name of the visited Region: **South Ostrobothnia, Finland**

Date of the Study Visit: **26–27 October 2010**

Close the Gap 2010:

1.0 Background

Close the Gap took part in a study visit to Finland in October 2010, as part of the Winnet8 transnational initiative to share good practice around occupational segregation. The observations are offered with the caveat that they are informed by a two-day study visit, and some very minimal additional reading. It should also be noted that the Finnish participants in the visit were selected partly on the basis of their English language skills, and salient Finnish perspectives may therefore not have been able to be included in the presentations or written materials.

2.0 Drivers on occupational segregation: the policy context

An interesting observation within the Beijing +15 parallel report of the National Council of Women of Finland² was that the Beijing Platform for Action was being identified less and less as a driver of action by Government at all levels. Instead, delivery of European anti-discrimination law and programmes was seen as providing the underpinnings to Finnish activity.

Finland has ratified both the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), and the International Covenant on Economic, Social and Cultural Rights (ICESCR). Both contain articles that pertain directly to women's labour market experience, and neither was mentioned during the course of the study visit.

This, perhaps, echoes the position in Scotland, where the processes for engaging with, and delivering on, international obligations is not always completely linked with gender policy processes.

The 'business case' for equality action, including measures to enable citizens to balance work and family life, was a key element of the Lisbon Agenda. The argument that increasing the quantity and quality of women's labour market participation will enhance productivity, and that occupational segregation constitutes a market failure, is fundamental to this. This perspective is very evident in Scottish and UK approaches to policy around women and labour markets, and appeared to be important to Finnish policy and practice.

² Rantala, M (2010) NGO Parallel Report on the implementation of the Beijing Platform for Action in Finland during 2005–2010 National Council of Women of Finland: Helsinki

3.0 Occupational segregation actors

The Finnish Government *Action Plan for Gender Equality 2008-2011*³ is provided in summary form in English, and sets out seven priority areas for action. Four of these relate explicitly to women and the labour market.

The summary document identifies government ministries that are responsible for delivery on the various commitments. From this, and from the framing of the objectives themselves, it is possible to note that these are not particularly focused on outcomes, and are not specific in terms of delivery. This reflects concerns about the Scottish Government's activity in respect of occupational segregation, in that individual Government departments, and key non-departmental public bodies (NDPBs) are not working to a strategic plan to deliver activity. This is not to say that valuable work is not being conducted, but rather that planning processes, and buy-in from key stakeholders, is insufficiently robust.

From the various presentations, it would seem that the majority of activity around occupational segregation is occurring with short-medium term projects that receive external, time-limited funding. As with similar Scottish initiatives, this places initiatives at risk when public spending comes under pressure.

The majority of the activity that was presented in Finland, was supply-side, in that it sought to build women's capacity to participate in non-traditional occupations. The activity of the Scottish actors, achieves more of a balance of work with women, and work with employers, sector representative bodies, and policy makers.

4.0 Childcare v health? Variations in public expenditure patterns

Demographic and balance of payments pressures in the 1940s, prompted Finland to take decisive action to increase women's labour market participation, at the same time as encouraging reproductive labour. It did this by providing free, or low-cost, childcare to all families who sought it. One of the consequences of this, is that women in Finland work

full-time, and want to work full-time. This is particularly interesting given the correlation in UK research between part-time work and occupational segregation, in which women can be seen to be 'crowded' into low pay, low status occupations because of their need to balance work and family life.

Scotland, like the rest of the UK, has not, as the state, intervened as significantly in the childcare market. Consequently, access to childcare presents a challenge to women returners.

During the 1940s the UK concentrated on the development of the National Health Service (NHS), and the welfare state. Finland has more complex healthcare arrangements, in which companies are responsible, to some degree, for the healthcare of their workers.

It is impossible to draw definitive conclusions about how this different public expenditure impacts on women and work, but it would be an interesting for UK actors to explore this further when drawing together the learning from Winnet8, particularly as the NHS is such a significant employer of women.

5.0 A gender analysis?

UK and Scottish policy is influenced by organisations that are explicitly feminist: Engender in Scotland, and, for example, the Fawcett Society in England and Wales. Although not all organisations and initiatives working in Scotland do operate from a feminist perspective, this does mean that a gender analysis is more likely to be brought to bear on issues around women and employment.

This analysis was not evident in all of the work that was being conducted in Finland. The project to encourage women in nursing, being delivered in Seinäjoki, to establish their own healthcare enterprises, did not consider the limited impact that this might have on the majority of the women working in healthcare, who would simply have a new employer, nor that this would not tackle any of the underlying assumptions around women as carers and the doers of emotional labour.

³ Ministry of Social Affairs and Health Finland (2008) *Gender Equality as a Goal: Government Action Plan for Gender Equality 2008-2011* MSAH: Helsinki

Geraldine Wooley – Scottish Resource Centre for Women In Science, Engineering and Technology. Gender segregation, labour market participation and the gender pay gap: lessons learn from WINNET 8 in Finland⁴.

Background & Introduction

The WINNET 8 visit to Finland in October 2010 highlighted some interesting comparisons and analysis of gender segregation and labour market participation. One focus of the study visit was gender segregation in the labour market, and the Scottish Resource Centre for women in science engineering and technology (SRC) participated in and contributed to this work in the context of their expertise in highly segregated sectors of the labour market in Scotland. The SRC has a bi-lateral approach to increasing women's participation in SET labour markets, and our underpinning belief is that gender inequality in SET sectors is characterised by “poor [employment] practice, lack of support and cultural barriers” (Annette Williams, 2010). However, to successfully address gender equality in the workplace work has to be set in the context of public policies and practices such as affordable and available childcare, maternity and parental rights, statutory rights to equal pay and conditions, flexible working practices and equal access to SET courses in tertiary education.

Summary Perspectives

At an initial glance, Finland seems to have addressed many of these issues successfully. It has the 4th highest level of labour market participation for women in Europe, with over 67% of women aged 15–64 economically active, only about 1% lower than the male participation rate. Part time and flexible working arrangements are not popular ways of achieving work/life balance in Finland, and they rank 2nd in Europe for full-time employment rates for women. Full time, permanent contracts are seen as a desirable norm for both women and men, with only 18% of the female workforce in part time work (approx. 13% below the EU average). This high level of labour market participation is supported by universal childcare provision which is highly subsidized by the state and municipalities, as well as generous maternity and parental leave to support families.

However, despite this exemplary level of structural support, the Finnish labour market faces serious challenges in terms of gender segregation and a significant gender pay gap in the labour market. Levels of gender integration in the workplace are significantly better in the UK (which has one of the better records for the EU), and the gender pay gap of 20% in Finland is apparently higher than the UK.

This high level of occupational segregation in Finland is predicated upon the “split” between public and private sector employment, and is rooted the post war pressures on the Finnish economy which demanded high levels of labour market participation from women. In turn, this required public provision for family and childcare – generally low-paid employment taken by women. This structuring has become embedded in the Finnish labour market with a pattern of low-paid, public sector “caring” roles for women, and higher-paid, private sector “productive” roles for men. Almost 50% of women work in healthcare, education and social services. No sector dominates men's employment in the same way, although about 25% of men are employed in manufacturing and industry. (2007, Statistics Finland).

It is also worth noting that job security is also gendered with over 85% of men working in the private sector holding the highly desired full-time permanent contracts, with just under 70% of women in the public sector having similar levels of job security.

So, today the pattern of employment in Finland is gendered by the public/private sector employer division, with only 11% of workers in unsegregated workplaces. Not only does this reinforce the gender pay gap, it perpetuates segregation on the basis of skills as well as employer. Women are better educated than men, but their educational choices reflect the gender segregation of the labour market. Over 90% of students in social and healthcare tourism, catering and physical education and over 80% in education, are women, channelling them into lower-paid public sector and service sector jobs. About 80% of students in technical subjects are men giving them access to higher-paid jobs in the private sector.

⁴ This report is based on a 2-day study visit to Sienäjoki in South Ostrobothnia in October 2010. The information available was limited by both time and language issues, and as a consequence the report should be read as initial impressions rather than in-depth research.

Consequently, women's work is concentrated in the service sector where a culture of low pay underpins the high level of welfare provision offered by the state. So through low salaries women are "paying" for being able to shift the burden of caring responsibilities onto the state, while men profit from their access to higher-paid private sector jobs with no responsibility for, or necessity to pay for, childcare. Even the statutory provision for parental leave which can be taken by both parents has not resulted in high levels of participation in childcare by fathers.

This high level of public provision for social care operating alongside a highly gender segregated job market demonstrates the importance of cultural practice and change management in desegregating labour markets and addressing the gender pay gap. The experience of Finland indicates that education, personal choice, social support and "gender blind" policies are not in themselves enough to address these entrenched issues⁵. Combining three areas of action on a long-term basis is required to create the deep-rooted change necessary for gender equality in the labour market:

- Addressing the demand side of the labour market by supporting the "pipeline" of women entering and staying in segregated labour market sectors (mainly SET). This requires support throughout the education system, as well as career development and support for qualified women.
- Active programmes with businesses and organisations (the supply side) which support cultural change and individual women's career development in sectors which are highly gender segregated by addressing employment practice, workplace culture and the work/life balance of both men and women.
- Addressing the problems of "feminisation" of certain labour market sectors, which leads to low pay despite increasing demands for high levels of qualification. This problem is rooted in wider society, rather than the labour market alone; it is generally linked to "caring" or service professions, areas in which women have traditionally supplied unpaid labour, and despite higher levels of

formal labour market participation, still bear the main burden within the family and informal caring sectors.

Hazel Smith (WINNET8/Edinburgh Chamber of Commerce):

Wider Strategic Perspective and Actors (Finland)

The ministry of Social Affairs and Health has 4 separate bodies working to promote and implement gender equality legislation, strategy and policy. They are.

- ⁶The Gender Equality Unit (similar to the Equalities Unit within Scottish Government) are responsible for delivering on policy, strategy and outcomes of gender equality work including mainstreaming and support for wider initiatives via public sector and NGO's.
- ⁷The Ombudsman for Equality (offers some of the services and supports provided by Trade Unions and Equality and Human Rights Commission here in UK). That is working within the labour market and with employers to ensure they are meeting their legal obligations, advising on legislation, ensuring the Equality Act is not being violated and providing reports and subsequent advice to the Judiciary.
- ⁸The Council for Gender Equality provides advice and guidance in state administration. The Council is made up of elected members and representatives of specialist agencies and services which are developing and delivering services which promote gender equality. The Council have a role in monitoring and reporting on the implementation of gender equality work and also commission and lead research for the purpose of informing the development of equality legislation. The Council also follow international developments both at the EU and UN level.
- ⁹The Equality Board provides a platform for organisations to bring matters forward concerning the Equality Act, including contraventions of the Act. The Board has legal powers and will also provide support and direction to the Court of Justice in the event where legal actions are raised in relation equality issues.

⁵ Only one example of a project addressing these issues (in the logistics and transport sector) was showcased during the visit. However, there are other projects such as the Finnish Research Council's Equality Plan (Husu, 2007) which indicates that Finland is doing more to tackle gender segregation in SET, at least in the university/ education sectors.

⁶ www.stm.fi/tasa-arvo/tasa-arvoyksikko

⁷ www.tasa-arvo.fi

⁸ www.tane.fi

⁹ www.stm.fi/tasa-arvo/tasa-arvolautakunta

The Finnish Structural Fund Strategy explicitly and actively promotes female entrepreneurship, tackling occupational segregation and creating versatile occupational structures for women. There are five key principles for implementation of ERDF and one of them focuses on improving gender equality through the priorities of promoting entrepreneurship, innovation and networking and strengthening knowledge structures.

It would have been useful to have heard perspectives from these stakeholders and actors to establish how the commitment and focus has evolved and been cultivated. From observations there didn't appear to be dedicated analysis around gender or strategic framework inc. indicators/measures of success etc for addressing occupational segregation and promoting entrepreneurship. There was however a great deal of activity on the ground.

NB Some of this information came from our research online and from literature provided from **Kaisa Männikkö Project Coordinator, Regional Council of South Ostrobothnia.**

Measures/Good Practice Examples Entrepreneurship

What was also clear is that there are a great many initiatives aimed at promoting women's enterprise. Some examples we heard back from include:

- Ladies Business School is a national management programme for women in business and entrepreneurs providing training, education, mentoring and practical business services, targeting welfare, agriculture, forestry, technology and service sectors. It aims to improved women's position in business. Not sure what the outcomes were for this or for the wider strategy work but impressive level of commitment to promoting women in leadership, business and entrepreneurship
- Wellamo – Business Incubator service targeting women from the healthcare sector. The service aims to meet the

growing demand for care services. Wellamo incorporates a standard programme of business start up including practical and motivational training and advice with additional perspectives i.e. getting a nurse to think like a businesswoman. Although some aspects were innovative it was not addressing gender inequality or occupational segregation indeed it appeared in some ways, to be contributing to occupational segregation and promoting women in a traditional and low paid sector; some women seemed only to be transferring from one employer to another.

- There was a broader strategic initiative aimed at promoting women's entrepreneurship, increasing women's share in business from 30% to 40% and promoting women in growth industries and segregated areas of business. A strong focus but I was not clear on the approaches, methodologies and services on the ground and the relationship between this and examples like Wellamo.

Occupational Segregation – Good Practice Measures

In terms of occupational segregation, there are a number of European funded initiatives within Finland. The example which was presented was NaisWay which aims to encourage and support women to seek employment in male dominated professions and increase opportunities for women to set-up businesses in segregated industries and sectors. The project provides training in transport and logistics, management and entrepreneurial training to support women to advance their careers and businesses in transport and logistics. They also work with employers in the sector to challenge attitudes and provide mentoring and guidance for women who are already working in the sector.

We also heard back on gender equality policy transfer to practice with again a clearer picture in terms of promoting women's entrepreneurship than there was of tackling occupational segregation.

Childcare – Measures and Perspectives

Finland has a longstanding commitment to ensuring women's increased participation in the labour market and have invested in comprehensive, low cost and flexible childcare to support that goal. Consequently, there is a higher percentage of women working full-time and a seemingly high percentage of women who choose to do this for personal and professional reasons; the indication was that women were aspirational. Naturally, this in itself would address some aspects of vertical segregation as women are often sidelined from promotion and career development opportunities as a result of working part-time. Women are still disadvantaged in relation to their role as primary carer and indeed women generally take up to three years out of the labour market from maternity to nursery age. The early education and care system in Finland does provide equal rights irrespective of the parents background and circumstances which means all children have access to a high standard of early childhood education.

Additional Conclusions

With the limited analysis on the Finnish gender pay gap there seems to be little difference between Finland and the UK despite their longstanding investment in childcare, high level of activity and extensive project work aimed at promoting entrepreneurship and addressing occupational segregation. Therefore it would be useful to examine how we could draw on our respective progress and shortcomings in terms of tackling occupational segregation since the results of efforts from both countries in different areas seemed to have reaped similar results. Round table events may provide opportunity for this.

There is potential to examine the wider strategic framework in Finland, examples practice on the ground and marry with expertise in terms of analysis from UK. Generally there appears to be more activity around promoting women's

WINNET8 Study trip to Finland October 2010 (Edinburgh Chamber of Commerce)

This summary provides observations and perspectives from Susan Harkins, Manager of the Business Gateway Contract for Edinburgh Chamber of Commerce. This perspective focuses specifically on the work being done in Finland to promote women's entrepreneurship and was developed during Winnet8 study trip to Finland.

Introduction and Background

Women make up 30% of total entrepreneurs in Finland

Women's share of growth business is generally significantly less as businesses set-up by women tend to have limited growth potential

Women in Finland generally pursue self-employment opportunities in the Service Sector despite women's high levels of educational attainment

Issues/Barrier's to Self-Employment

- Accessance
- Lack of entrepreneurial experience and business skills
- Lack of knowledge about regulations, support and loans
- Problems entering markets (lack of skills)
- Utilisation of new technology
- Shortage of networks
- Lack of Confidence and Self Belief

Types of Services offered by Ministry of Employment & Economy

- Business Service Points in the Centers for Economic Development, Transport and the Environment
- Internationalisation Services
- Female Business Advisers for Women Entrepreneurs
- Mentoring
- Women Entrepreneur networking programme

Finance

Loans specifically for Women entrepreneurs' maximum amount €35,000.00 up to 75% of the funding request, Interest 1% lower than ordinary bank rate

National venture capital fund – public venture capital financing

Grants for start-up business - €527.00–€630.00 per month paid to individuals starting a business up to a maximum of 18 months. Open to all individuals not just Women. 50% of grants paid out are to women entrepreneurs. Assistance towards salary of first employee

Specific Agencies/Measures promoting women entrepreneurship

- Women's enterprise agencies – Financed by Ministry of Employment and Economics. Adviser and training support
- Central association of women entrepreneurs in Finland – national organisation looking after interests of female entrepreneurs
- Women entrepreneur portal
- Starting point of women entrepreneurship
- Ladies Business School

Projects/Measures encouraging Women to pursue Non traditional self-employment routes

NaisWay

- Encourage women to seek male dominated professions.
- Target was transport and logistics sector
- Over 2500 participants and over 200 women started to work in – many in their family businesses

Comparison to Scotland (UK)

There are similarities in the UK with regards to self employment sectors that Women enter. In the UK the self-employment sectors Women tend to enter are Personal Services such as Hairdressing, Beauty Therapy, catering etc all sectors that have limited growth potential.

Similarities also exist with regards to barriers to self-employment such as finance, shortage of networks etc and although not stated directly in the Finnish presentations my interpretation from the visit was that Women are still the main carer in the home and have a greater share of domestic responsibilities, therefore similar issues such as family expectations exist in Finland as in Scotland.

Finance

Finland has a much more comprehensive funding offer than Scotland. In Scotland we have no specific loans for women and funding is a main barrier to self-employment. The grants for start-up businesses, although not specific to women is good practice; in Scotland we have no such support.

Support for Women Entrepreneurs

Business advice and support offer is similar in both countries, however Finland offers a service specifically for women entrepreneurs with women advisers. Finland has numerous support agencies and projects for women entrepreneurs and have ran one specific projects to encourage women into transport. In Scotland we don't have any national projects or agencies promoting female entrepreneurship. However at a UK level there are a number of dedicated women's entrepreneurship projects and agencies.

Conclusion

There are many similarities between the support and advice offered to women in both countries however Finland offer far more comprehensive services targeted at Women Entrepreneurs than here in Scotland (UK) particularly around finance.

Although Finland has additional entrepreneurial support for Women and an affordable pre-school childcare system in comparison to Scotland the national rate of women entrepreneurs is the same as Scotland – 30% and Women still generally choose limited business growth sectors.

Report 6:

Province of Venice, Italy

I General Information

Name of the visiting MAG-group: **Province of Venice, Italy**

Names of the participating MAG members and their Organizations:

1. Maria Cristina Tonini (Province of Venice)
2. Rosanna Lorenzi (Province of Venice)
3. Michela De Sandre (Veneto Lavoro)
4. Lorenzo Liguoro (Veneto Lavoro)

Name of the visited Region: **Edinburgh (Scotland)**

Date of the Study Visit: **9th and 10th November 2010**

II Short overview of the Study Visit

What best practises, organisations, key actors etc. your MAG visited?

What was your MAG groups general impression of the Study Visit?

What new ideas your MAG got form the Study Visit?

How did the Study Visit correspond with your MAG groups expectations?

9th Nov 2010 – City Chamber

MAG participates in a round table organised by the PP Chamber of Commerce of Edinburgh. Participants have been: a representative of the City Council; a representative

of the Chamber of Commerce of Edinburgh, a representative of the Engender Association, a representative of the Girl Geek initiative, two representatives of the Gender Commission. Participants presented themselves and illustrated their activities. The governance of gender policy has been described by active stakeholders. Specific innovative practices (such as the Girl Geek Dinner) have been widely presented and discussed.

Learning points: feminist organisations have a voice in the national governance and provide a qualified assessment of a wide range of policy instruments; gender approach is mainstreamed being incorporated in each policy; pay gap and gender occupational segregation are high concerns for stakeholders; enhancing female contribution to GDP is a common objective.

9th Nov 2010 – Scottish Government

MAG had the opportunity to be welcomed by the Head of Equalities Unit. The recent development of the equality policy in Scotland has been presented through the specification of main Act adopted, strategic papers released, organisational changes incurred and innovative operations launched. The approach presented is technical rather than political. The overall strategy tackling gender discrimination is structured in a ten points programme. The Scottish Government decided to focus on two points recognised as highly strategic: combating violence against women and reducing gender occupational segregation. An extended partnership is claimed to provide technical solutions in order to achieve expected results. The national government steer the policy development.

Learning points: the mainstreaming approach has influenced the organisation and the activities of the Equalities Unit; strategic documents have been realised with the active participation of experts; the government has a central role in the execution of the policy; the partnership animating the national governance is wide and this facilitates the active participation of stakeholders in the implementation phase of the policy cycle.

9th Nov 2010 – Scottish Women’s Resource Centre for Women in Science, Engineering and Technology

MAG visited the Scottish Women’s Resource Centre. Lectures provides full information about the organisation and the services delivered. Occupational segregation is actively tackled by specific courses encouraging women to attain education in the SET sector. Construction is acknowledged as main problematic sector in terms of gender occupational segregation. Training facilities and expertise of the Women’s Resource Centre tangibly sustain young women willing to improve their skills and knowledge in order to overcome obstacles and constraints limiting the female presence in SET sector.

Learning points: the causes of the gender occupational segregation considerably stay in the education sector which fails in providing a non-discriminatory access to boys and girls in scientific and technical training courses; the positive actions carried on by the WRC are mostly devoted in the empowerment of female students potential, encouraging them to opt for education experiences related to SET subjects and creating a favourable environment for them in a consolidated male predominant sector; the role of families in orienting girls’ choice of training courses has been underestimated.

10th Nov 2010 – Fife Women’s Technology Centre

MAG has been welcomed in the premises of the Fife WTC. Running courses and projects have been presented. The organisation plays an evaluable role in the community development investing in the education of vulnerable persons at risk of social exclusion. Adopting a tested methodology based on an individual-oriented approach

integrated with an extensive provision of co-related social services, the Centre manages to attract over 180 trainees a year. The rationale of its intervention is to change the individual perception of the educational experience and create new basis for learning practices.

Learning points: the centre entirely cares the user needs in order to get over the potential beneficiary’s resistances; the centre share the premises with a College, it is located in a historical building representing a core hub for the community and it is still freely accessible to everybody; striking results have been achieved by the centre in terms of occupation created.

10th Nov 2010 – Edinburgh Chamber of Commerce

MAP has been introduced in a running project aimed at tackling the pay gap between men and women. Started as a pilot initiative under the Equal Programme, the project developed in Scotland receiving direct sustain from the Government. The lecture presented the legal framework in UK and explored the recent innovation in terms of policy. The project foresees an intensive awareness raising campaign combined with active coaching and training sessions. Target of the initiative are employers and unions’ representatives. The approach is business oriented consistently with the overall mission which is to demonstrate that pay gap and gender occupational segregation are severely limiting the development potential of the Scottish economy.

Learning points: small and medium enterprises are considerably less sensitive to the project; the legal framework in UK differs largely from the Italian one (e.g.: the juridical system based on the common law, the central role of individual negotiation; the different role of unions and employers’ associations); equality is a resource for the economy and not a constraint limiting the freedom of entrepreneurs.

The study visit has been successfully organised by the Scottish Project Partner. Lectures provided detailed information. Floor for the exchange of experiences and ideas has been given. The activity has been pleasant for participants.

III Mapping the visited region

1. Population rate

The latest population estimate for Scotland is 5,194,000. There has been an increase of 25,000 over the last year driven primarily by in-migration. Between 2008-2009 Scotland's population growth rate was 0.49%. Over the same period the EU15 population growth rate was 0.51%.¹⁰ Female and male population is almost equal in Scotland.

¹⁰ Source Scottish Government update September 2010 <http://www.gro-scotland.gov.uk/files2/stats/high-level-summary/j11198/j1119805.htm> accessed October 2010

However, there are slightly more women than men aged 70 and over due to a lower male mortality rate in Scotland (and the UK).

2. Education levels among women and men

The tables below illustrate the educational attainment of school leavers in Scotland and Higher Education qualifications. Appendix I has further information on students in higher education in Scotland.

Table 3: Percentage of highest educational level obtained for school leavers in Scotland by gender 2008/2009

	Total Leavers (=100%)	No NQ @ level 3 or better	1-2 @ SCQF Level 3	3-4 @ SCQF Level 3	5+ @ SCQF Level 3	1-2 @ SCQF Level 4	3-4 @ SCQF Level 4	5+ @ SCQF Level 4	1-2 @ SCQF Level 5	3-4 @ SCQF Level 5	5+ @ SCQF Level 5	1-2 @ SCQF Level 6	3-4 @ SCQF Level 6	5+ @ SCQF Level 6	1-2 @ SCQF Level 7	3+ @ SCQF Level 7
T	55,110	3.3	1.7	0.7	0.5	6.4	6.1	6.8	14.6	6.9	5.6	13.2	9.7	9.5	13.1	1.8
M	27,715	3.7	1.9	0.9	0.6	6.8	6.6	7.1	16.2	7.4	5.6	12.8	9.0	8.1	11.4	1.9
F	27,395	2.9	1.4	0.6	0.4	5.9	5.7	6.5	13.1	6.4	5.6	13.6	10.4	11.0	14.8	1.7

Read as: SCQF as the qualification level from 1-7, where 7 is a Higher/Advanced Higher. Therefore, 14.8% of the total female leavers obtained 1-2 SCQF level 7.

Source: adapted from Scottish Government (2010) SQA Attainment and School Leaver Qualifications in Scotland 2008/2009 accessed October 2010 <http://www.scotland.gov.uk/Publications/2010/03/22111037/29>

3. Share of women being active on the labour market

In 2009, there were 2.49 million people aged 16 and over in Scotland in employment. This is a decrease of 39,500 (1.6%) over the year and a decrease of 34,300 (1.4%) from the 2007 level which was before the onset of the recession.

The headline employment rate (calculated on the traditional working age definition of 16–59 for females and 16–64 for males) was 73.9% in Scotland in 2009.

The latest data on labour market activity amongst women and men is from the Labour Force Survey (LFS) data. This information covers the period from June 2010 until August 2010.

4. Unemployment rates among women and men

Table 5: Employment and unemployment statistics for women and men in Scotland

Scotland: period June 2010- August 2010					
All aged 16 and over					
	Total economically active ('000s)	Total in employment (000s)	Total unemployed (000s)	Employment rate	Unemployment rate
Men	1396	1263	133	62.1%	9.5%
Women	1287	1189	97	53.4%	7.6%
Aged 16-64					
Men	1360	1227	132	73.6%	7.7%
Women	1260	1163	97	67.2%	9.7%

Source: ONS Labour Force Survey Headline Statistics: Scotland accessed October 2010 <https://www.nomisweb.co.uk/default.asp>

5. Share of women and men being entrepreneurs

GEM is the Global Entrepreneurship Monitor and is in its tenth cycle of analysing entrepreneurial activity across a variety of countries. Entrepreneur activity is based on the following definitions; those who are expecting to start a business, who are active in starting a business, who are running their own young business, who are running their

own established business and who have closed a business.

The following information is based on the 2007/2008 report.

Total Early-Stage Activity (TEA) in Scotland in 2008 was 4.4%. This compares to 5.8% for the UK in 2008. In Scotland the TEA female to male is 39% and is the second lowest behind Northern Ireland in the UK.¹¹

6. Distribution of women and men in different occupations

Table 6: Percentage of women across different occupational sectors in Scotland 2009¹²

Occupational group	% (number) male	% (number) female
All Scotland		
Managers and senior officials	64 (213,900)	36 (121,900)
Professional occupations	54 (182,000)	45 (152,000)
Associate professional and technical	48 (175,500)	53 (194,000)
Administrative and secretarial	21 (57,300)	79 (221,500)
Skilled trades	92 (251,400)	8 (21,200)
Personal service	18 (39,800)	82 (186,200)
Sales and customer service	32 (65,600)	68 (140,800)
Process, plant and machine operatives	88 (157,000)	12 (21,100)
Elementary occupations	53 (152,000)	47(136,200)
All	52 (1,295,000)	48 (1,194,900)

Source: adapted from Scottish Government Social Research (2010) Tackling Occupational Segregation a Review of Key Evidence and National Policies, pg 4.

Occupational sector	Total number of employees (000s)	% female
Agriculture, forestry and fishing	28	51.3
Energy and water supply	40	17.8
Manufacturing	200	22.7
Construction	122	22.3
Distribution, hotels, catering and restaurants	517	17.4
Transport and communications	123	53.3
Banking, finance and insurance	434	26.9
Public admin, education and health	751	45.9
Other	123	73.0
Total*	2336	50.8

Source: adapted from Scottish Government Social Research (2010) Tackling Occupational Segregation a Review of Key Evidence and National Policies, pg 6 which sourced data from *Scottish Government Labour Market Statistics: Annual Population Survey (October September 2009)*

¹¹ Levie, and Mason (2008) Global Entrepreneurship Monitor 2007/2008 University of Strathclyde, http://www.strath.ac.uk/media/departments/huntercentre/research/gem/GEM_2007-8.pdf accessed October 2010

¹² Scottish Government Social Research (2010) Tackling Occupational Segregation a Review of Key Evidence and National Policies, Scottish Government, Edinburgh available www.scotland.gov.uk/socialresearch

IV Checklist

Visions, actors & measures

Question	Observation	N/A
<p>Which are the main visions guiding the region's efforts to integrate a gender perspective in regional and national growth policies?</p>	<p>Within the Equalities Unit of Scottish Government some research and policy development has been underway and the 2010 mission statement on occupational segregation reads: 'The Scottish Government is committed to working with others to ensure that Scotland is a more successful country where girls and boys no longer face barriers to subject and career choice at school women and men no longer face barriers to subject choice in colleges, universities and other training providers as well as to employment and earnings opportunities.'</p> <p>The main reasons highlighted for this commitment are:</p> <p>Occupational segregation is one of the barriers which prevents women and men from fulfilling their potential in the labour market, and consequently contributes to the pay gap. Women tend to be concentrated in the lower paid jobs (e.g. caring, catering, cleaning, clerical, cashiering) and the lower grades within an organisation.</p> <p>Tackling occupational segregation is not simply a question of progressing gender equality in Scotland; it is also beneficial to Scotland's overall social and economic well-being. We need to ensure that the pool of talent and skills available to employers is not inhibited by stereotypical perceptions of what women and men 'do', and that everyone's skills are being utilised to the maximum potential.'</p> <p>Gender equality is a resource for the economy. Combating gender occupational segregation means extending the opportunities for entrepreneurs to find the best human resource for a particular job.</p>	
<p>Which are the main actors in the region promoting the integration of a gender perspective in regional and national growth policies?</p>	<p>During the study visit we appreciated the actions of Scottish Government and its partnerships:</p> <p>Scottish Government</p> <ul style="list-style-type: none"> • Equalities Unit-Develop and implement policy and strategy on the ministerial and wider government priorities for equality with reference to specific groups (gender, race, religion, age). Within the Unit there is dedicated priorities and action for gender equality. • Employability Policy-Policy and interventions to support unemployed adults, promote economic growth and end child poverty. • Economic Development and Delivery-Local economic development, including Business Gateway policy • Investment and Entrepreneurship Policy-Specific policies in relation to small business creation and growth <p>Close the Gap working across key sectors and with employers and employees to encourage and enable action to address the causes of the gender pay gap</p> <p>Engender works to make Scotland a fairer, safer place where women can flourish and contribute to both the social and market economies with dignity, freedom and justice. They seek to increase women's power and influence; make visible the impact of sexism on women and on Scotland's social, economic and political development; and support people, organisations and our government to make equality a reality. In practice they work with groups of women across Scotland to provide a vehicle for women's decision making at government level</p> <p>Trade Unions</p> <p>Promote issues that are important to working women and advocates on their behalf</p> <p>Other important actors reported by the Edinburgh Chamber of Commerce are:</p>	

	<p>Non Departmental Public Bodies Forum (NDPBF)</p> <p>NDPBs play an important role in the delivery of public services in Scotland. Their functions range from health and social care to the arts, culture and the built environment. They are part of the wider delivery landscape of Scottish public services which includes local and regional government. Through alignment with the Government’s National Performance Framework, Public Bodies make a significant contribution to the delivery of the Scottish Government’s Purpose and Strategic Objectives which are part of its overall Economic Strategy. Their place in the process of government is well established allowing important statutory, regulatory and advisory functions to be carried out at arm’s length from central Government, particularly in areas where it would be inappropriate for legal or other reasons for mainstream Scottish Government to be directly involved.</p> <p>Skills Development Scotland (SDS) is an (NDPB) which brings together careers, skills, training and funding services. SDS play a central role in raising employment levels and productivity and are fundamental to ensuring Scotland’s businesses have the capability to compete successfully both now and in the future. Skills Development Scotland are tasked with catalysing real change in Scotland’s skills performance by linking skills supply and demand more effectively.</p> <p>Scottish Enterprise is the primary economic development agency in Scotland and work with ambitious, innovative companies in key industry sectors to help improve the business environment they operate in. Their main aim is to make Scotland more globally competitive. SE work with businesses of all sizes which have the potential to grow and are important to the economy. SE focus on key sectors and with growth industries to strengthen Scotland’s economic performance, for example, Energy, Textiles, Life sciences, Chemical sciences, Aerospace, Defence & Tourism</p> <p>Highlands and Islands Enterprise focus on economic and community development to build sustainable economic growth in all parts of the region. They are guided in this by the Scottish Government Economic Strategy, and by the Scottish Economic Recovery Plan. Their purpose is to deliver the Scottish Government’s Economic Strategy which aims to create a more successful country, with opportunities for all of Scotland to flourish, through increasing sustainable economic growth. The strategy sets five strategic objectives, for Scotland to become: Wealthier and Fairer , Smarter, Healthier, Safer and Stronger, Greener</p> <p>Scottish Funding Council (SFC)</p> <p>The Scottish Further and Higher Education Funding Council (SFC) is the national, strategic body responsible for funding teaching and learning provision, research and other activities in Scotland’s 43 colleges and 20 universities and higher education institutions. They invest funding in ways that support the Scottish Government’s national priorities. In 2009-10, they invested about £1.7 billion in Scotland’s colleges and universities. SFC is a (NDPB) of the Scottish Government. The SFC is currently exploring ways of responding to the challenge of occupational segregation through their relationship with strategic and working partners.</p> <p>Parliamentary Committees</p> <p>Committees play a central part in the work of the Scottish Parliament – taking evidence from witnesses, scrutinising legislation and policy and conducting inquiries. The Equal Opportunities Committee, Education & Lifelong Learning & Economy, Energy and Tourism Committees are relevant to the objectives of WINNET8 and have all been approached. The Equal Opportunities Committee have committed to engaging with WINNET8 in Scotland</p> <p>Scottish Parliament – Cross Party Working Groups</p> <p>Cross-Party Groups (CPGs) provide an opportunity for Members of all parties, outside organisations and members of the public to meet and discuss shared interests in a particular cause or subject. CPG’s are consultative forums who lobby on specific issues within parliament and across Scotland/UK</p>	
<p>Which are the main measures employed in the region for integrating a gender perspective in regional and national growth policies (e.g. Women Resource Centres)?</p>	<ul style="list-style-type: none"> • Gender mainstreaming • Main Act of Scottish Government’s Equalities Unit • Encouraging women to attain education in SET sector • Encouraging women to undertake entrepreneurial activities in SET sector • Scottish Women’s Resource Centres • Fife Women’s Technology Centre • Pay Gap Project • Girl Geek Dinners. 	

<p>How do the measures for integrating a gender perspective in regional and national growth policies address the main problem areas focused by WINNET8 (low employment rates among women, horizontally segregated labour market, lack of women in entrepreneurship, innovation and technology)?</p>	<p>General and employment:</p> <ul style="list-style-type: none"> - gender approach is mainstreamed being incorporated in each policy; - feminist organisations have a voice in the national governance and provide a qualified assessment of a wide range of policy instruments; - strategic documents have been realised with the active participation of experts; - the partnership animating the national governance is wide and this facilitates the active participation of stakeholders in the implementation phase of the policy cycle; - Fife Women's Technology Centre educational methodology; - Chamber of Commerce mission to demonstrate that pay gap and gender occupational segregation are severely limiting the development potential of the Scottish economy. <p>Innovation and technology:</p> <ul style="list-style-type: none"> - Occupational segregation is actively tackled by specific courses encouraging women to attain education in the SET sector. - Training facilities and expertise of the Women's Resource Centre sustain young women willing to improve their skills and knowledge in SET sector. - empowerment of female students potential, encouraging young women to opt for education experiences related to SET subjects 	
<p>Other additional observations?</p>		

Empowerment

Question	Observation	N/A
<p>What needs have been identified among women in the region?</p>	<p>To attain higher qualifications in science, engineering and technology sector. To dismantle obstacles limiting career potential of women in male-predominant sectors. To promote a better conciliation between labour and family life.</p>	
<p>How do the measures for integrating a gender perspective in regional and national growth policies fulfil these needs?</p>	<p>Raising awareness in entrepreneurs about the business opportunities residing in a better diversity management. Encouraging women to opt for training courses providing them skills and knowledge mostly appreciate in the labour market and usually attended predominantly by men.</p>	
<p>What are the results of the measures for integrating a gender perspective in regional and national growth policies?</p>	<p>More women conclude training courses in the SET sector. An increasing number of enterprises adopt an equal pay policy.</p>	
<p>Other additional observations?</p>		

Management

Question	Observation	N/A
What competence areas are represented among the main actors for gender equality?	Mainly economic. Social and political competences are also available in the stakeholder arena. Psychological competences are less represented.	
What are the primary components of the gender perspective promoted by the main actors for gender equality?	Combating violence against women. Tackle the gender occupational segregation.	
Are the measures continuously documented and evaluated ?	Yes, they are.	
Other additional observations?		

Networking

Question	Observation	N/A
Which other actors do the main actors for gender equality interact with and which societal spheres* do these actors represent?	The network of implementing actors counts public, private, academic and civil society representatives. The public actor is at the centre of the network and steer the governance.	
What kind of success and resistance has been experienced when trying to influence regional and national policy agendas from a gender perspective?	Key of success is linked to the understanding of business potential of gender equality.	
Other additional observations?		

*)There are for spheres in the society: public, private, academic, civil sphere. The public sphere includes public authorities. The private sphere includes companies and enterprises. The academic sphere includes universities and researchers. The civil sphere includes non-profit organizations.

Italy to Scotland Study Visit

November 9th & 10th 2010

Travelling: Arrive Monday 8th (Evening) Leave Thursday 10th (Morning)

Programme Monday 8 th Nov	Details
(Edinburgh Airport) (Welcome from Hazel Smith and Escorted to Hotel)	People Carrier to Hotel

Programme Tuesday 9th Nov	Details
6:30 – 9:00 Breakfast in hotel.	Edinburgh Chamber of Commerce Capital House, Festival Square, EDINBURGH
10:00 – 12:30 Scottish Gender Equality Experts <ul style="list-style-type: none"> • Close the Gap http://www.closesthegap.org.uk/ • Engender www.engender.org • Scottish Women's Convention http://www.scottishwomensconvention.org/ 	Goals: Mapping measures for integrating a gender perspective in regional and national growth policies in the visited region. Checklist: visions, actors & measures, management, empowerment Perspectives from Government partners on the work they do, achievements in relation to WINNET8 aims and barriers they face promoting gender equality.
Presentation on the work of Business Gateway (inc Business Incubators)	Promoting women in enterprise (current perspective and priorities for the way ahead)
12:30 – 13:45 Lunch break	
2:00pm – 15:45 <ul style="list-style-type: none"> • Visit to Scottish Government Equalities Unit (Victoria Quay) EDINBURGH 	What the Equality Unit does specifically around gender equality work and occupational segregation as a Ministerial gender equality priority
15:45-16:15	Discussion and reflection including share of practice from Italy
19:00	Dinner – Scottish Whisky Experience & Amber Restaurant http://www.scotchwhiskyexperience.co.uk/ http://www.scotchwhiskyexperience.co.uk/

Programme Wednesday 10 th Nov	Details
6:30 – 8:30 Breakfast	VISITS: Fife Women's Technology Centre & SRC for Women In SET
Travelling 8:30 – Fife Women's Technology Centre – Visit (Presentation on the work & Examples in Practice)	Goals: Provide an insight into the practical work being undertaken to address occupational segregation and provide sustainable routes into learning and careers Technology
12:45 – Lunch	North Queensferry http://www.queensferryhotelfife.com/ (Overlooking the Forth Bridges) http://www.forthbridges.org.uk/
14:00 – Scottish Women's Resource Centre for Women in Science, Engineering & Technology (Examples in Practice)	Provide an insight into education, work with employers and other practical work being undertaken to address occupational segregation support women to progress careers in science, engineering and technology
15:30	Reflections and comparative analysis
16:00 Visit or Royal Mile Tour	To be arranged (Either Edinburgh Castle/Scottish Parliament
18:45 Dinner	Loch Fyne Restaurant http://www.lochfyne.com/Restaurants/Locations/Edinburgh

Report 7: Alentejo, Portugal



I General Information

Name of the visiting MAG-group: **Alentejo, Portugal**

Names of the participating MAG members and their Organizations:

1. Maria do Castelo Casinhas (Monte – ACE)

Representatives of other Portuguese partners:

1. Francisco Manuel Sabino (CCDR Alentejo)
2. Laurinda da Conceição Capucho Grosso (CISA-AS/ University of Évora)
3. Marcos Olímpio Gomes dos Santos (CISA-AS/University of Évora)
4. Maria da Saudade Rodrigues Colaço Baltazar (Sociology Department/University of Évora)

Name of the visited Region: **Central and Western Macedonia, Greece**

Date of the Study Visit: **17th and 18th November 2010**

II Short overview of the Study Visit

What best practises, organisations, key actors etc. your MAG visited?

a. Ergani Centre – The Centre is the outcome of a mixture of ideas from a number of organizations and authorities of Northern Greece, all focusing on enhancing female participation in the workforce and on eliminating factors that lead to women's exclusion from the labour market.

Shown best practises:

Women Resource Centre, presentation of the Ergani Centre: objectives, services and methodology;

Women's Cooperative "Kipseli", was founded in 2001 by 8 women in a small village called Kalamoto with support of Ergani Centre. The main activity of "Kipseli" cooperative is the production of traditional food products such as: pies, special kind of pasta, sweets made from fruits. "Kipseli" cooperative is a raw model cooperative due to its: top quality products, facilities, efficient

production procedure, distribution channels but also for the sustainability of the local tradition;

About Art Shop (Peri Technis), Woman artisan. The owner, Ms Evi Sgouromalli, was beneficiary of the counselling, training and mentoring services of Ergani Centre;

Restaurant "Mamisio", the owner, Ms Loulia Lazaridou was beneficiary of the counselling, training and mentoring services of Ergani Centre;

Women's Cooperative "Agiou Anargyroi", was founded in 1999 by 5 women from a small remote and mountainous village called "Vasileiada" in Kastoria Prefecture. These women have the support of Ergani Centre. The "Agiou Anargyroi" cooperative is mainly producing high quality products such as: pies, pasta and sweets made by fruits, but also is undertaking the catering for social and cultural events.

b. Municipality of Sykies – is located in the north-west area of the building complex next to the Seih-Sou forest. Municipality of Sykies is neighbouring with municipality of Thessaloniki, the Byzantine Wall of the city, along approximately 1500m. The extent of the municipality is 451ha. (4510 acres). Population is approximately 55,000 residents (41,726 according to the census in the year 2001).

Shown best practises:

Social services on local level, presentation of social services of the municipality in support of women unemployed and support women in their effort to combine family and profession.

What was your MAG groups general impression of the Study Visit?

Very positive in with is related with several practices that can be transferable for our Region and implemented by the WRC.

What new ideas your MAG got from the Study Visit?

Work methods and Services provided by the Women Resource Centre (Ergani Centre); Timetables and services offered by the Social Services of the Municipality of Sykies.

How did the Study Visit correspond with your MAG groups expectations?

The expectations were fulfilled considering the presentations and contact with the best practices visited. According the project's objectives, the best practices above mentioned surpassed our expectations due to the support that give to their beneficiaries.

III Mapping the visited region

Please copy here the data that was provided to your MAG by the hosting region. The data should cover both national and regional level. The Data can be provided in writing or in charts.

1. Population rate

Population		
	Western Macedónia	Greece
Men	152147	
Women	149375	
Total	301522	11202751

2. Education levels among women and men

Per Sex	Education level (%)														
	Total (over 6yo)	PHD	Master	University Level	Special Institutes (University Level)	Post Secondary Education	Secondary Education	Technical Schools Secondary Education	Technical Schools (Basic Level)	Basic Level (9 years)	Basic Level (6 years)	Are at school now	Left school but are literate	Not literate	
Total/National															
Men	49,39	70,84	61,90	52,67	54,91	43,89	47,24	68,53	85,47	54,87	48,77	51,72	38,21	27,09	
Women	50,61	29,16	38,10	47,33	45,09	56,11	52,76	31,47	14,53	45,13	51,23	48,28	61,79	72,91	
Region of Western Macedonia															
Men	50,41	75,91	63,18	52,91	51,38	47,80	48,70	66,70	90,26	54,18	49,71	51,61	39,82	27,03	
Women	49,59	24,09	36,82	47,09	48,62	52,20	51,30	33,30	9,74	45,82	50,29	48,39	60,18	72,97	

3. Share of women being active on the labour market

2nd semester 2010					
	WOMEN				
	Employee	Employment Rate (%)	Unemployed	Unemployment Rate (%)	Non economically active
WESTERN MACEDONIA	40.737	32,9	9.592	19,1	73.459
GREECE	1.782.343		321.067	15,3	2.658.728

4. Unemployment rates among women and men

5. Share of women and men being entrepreneurs Not available.

Unemployment %	2nd semester 2010	
	Western Macedónia	Greece
Men	11,5	9,4
Women	19,1	15,3
Total	14,6	11,8

The Region of Western Macedonia has the higher unemployment rate in Greece.

6. Distribution of women and men in different occupations

2nd semester 2010						
Sex	WESTERN MACEDONIA			GREECE		
	Primary Sector	Secondary Sector	Tertiary Sector	Primary Sector	Secondary Sector	Tertiary Sector
Men	10261	25560	28550	326427	743648,7	1574574
Woman	8918	4654	27165	225247,1	142768	1414327

7. Distribution of women and men entrepreneurs in different sectors

The entrepreneurial activities of women in Western Macedonia are in the sectors of:

- Concerning the urban areas:
 - ➔ provision of services;
 - ➔ commerce;
- Concerning the rural areas:
 - ➔ Agriculture;
 - ➔ Agro-tourism;
 - ➔ Food from agricultural products and other processing from agricultural products.

IV Checklist

Visions, actors & measures

Question	Observation	N/A
Which are the main visions guiding the region's efforts to integrate a gender perspective in regional and national growth policies?	They have Strategic partnership with relevant actors and they are all focusing on enhancing female participation in the workforce and on eliminating factors that lead to women's exclusion from the labour market.	
Which are the main actors in the region promoting the integration of a gender perspective in regional and national growth policies?	We believe that Ergani Centre, with the partnership of the Municipality of Sykies (and other strategic partners), is one of few promoting gender equality. An impression was that the Ergani Centre was a great relation with regional and national governmental institutions.	
Which are the main measures employed in the region for integrating a gender perspective in regional and national growth policies (e.g. Women Resource Centres)?	<p>The Ergani Centre conceived, created and developed four basic services to provide multidimensional support for women, they are:</p> <ul style="list-style-type: none"> • Employment Services; • Entrepreneurship Services; • Social Economy; • Psychosocial Support Services; • Legal Counselling Services; • Mentoring. <p>The Ergani Centre organize courses for the development of self esteem of women, to encourage them to enter or re-enter the labour market and gives women flexible training adapted to their needs. These measures are done for increase the amount of self-employment. The Ergani Centre gives also training courses in ICT, in order to encourage the use of modern technologies among women. The Centre supports and empowers women through counselling, training and mentoring services. Moreover Ergani Centre, through a partnership with the Educational Institute of Thessaloniki, offers students courses on entrepreneurship, instilled an entrepreneurial spirit in these young.</p> <p>The Municipality of Sykies have also some services for unemployed women and some measures to Support women in their effort to combine family and profession, like for example day care and nursery for preschool children.</p>	
How do the measures for integrating a gender perspective in regional and national growth policies address the main problem areas focused by WINNET8 (low employment rates among women, horizontally segregated labour market, lack of women in entrepreneurship, innovation and technology)?	The measures taken by Ergani Centre and the Municipality of Sykies are geared towards solving the key problems, high rate of women unemployment and lack of women in entrepreneurship, innovation and technology. The efforts taken will slowly change the structure of segregated labour and empowerment.	
Other additional observations?		

Empowerment

Question	Observation	N/A
What needs have been identified among women in the region?	<p>Were identified the following needs among women in the region:</p> <ul style="list-style-type: none"> → Employment; → Improvement of women self esteem and empowerment; → Lack of entrepreneurial initiative; → Elimination stereotypes in the choice of career; → Changing the role of women in society (Greek society is quite conservative, the role of women is always kept in the private life and not in market or in the decision making centres); → Difficulties in conciliation between professional and familiar life. → Training in business management, accounting, marketing and other subjects which can empower them in the process of starting their own business; → Training in ICT; → Law Counselling; 	
How do the measures for integrating a gender perspective in regional and national growth policies fulfil these needs?	<p>Those measures (in compliance with the regional and national growth policies), fulfil the needs identified through projects implemented and on going, which give answer to the situations identified in diagnosis already carried out.</p> <p>This work is materialized in several outputs such number of women qualified, as number of cooperatives functioning, services of support to the children aiming to contribute for the conciliation between the familiar and professional life.</p>	
What are the results of the measures for integrating a gender perspective in regional and national growth policies?	<p>The results are more women integrated in the labour market; Creation of self employment in general (Maria Kourkouta, Maria Charisiou), and in sectors typically masculine (Sofia Papanikolau, Alexandra Gadani), creation of cooperatives (Eratyra, Velvento, Agioi Anargyroy, Kipseli).</p>	
Other additional observations?		

Management

Question	Observation	N/A
What competence areas are represented among the main actors for gender equality?	<p>The main actors for gender equality have competences in:</p> <ul style="list-style-type: none"> → Training (flexible group trainings, vocational training opportunities, training in ICT); → Counselling (Individual and group counselling, law counselling) → Information on all aspects of employment and connection to the labour market; → Provide services for unemployed women; → Provide services to facility the conciliation between the familiar and professional life. 	
What are the primary components of the gender perspective promoted by the main actors for gender equality?	<p>How to enhancing female participation in the workforce and on eliminating factors that lead to women's exclusion from the labour market. How to support women entrance and re-entrance in the labour market. As well as how to combine professional and familiar life.</p>	
Are the measures continuously documented and evaluated ?	<p>We understood that those measures are evaluated generally in each six months</p>	
Other additional observations?		

Networking

Question	Observation	N/A
Which other actors do the main actors for gender equality interact with and which societal spheres* do these actors represent?	<p>Public sphere</p> <ul style="list-style-type: none"> ➔ Local power: Municipality of Sykies ➔ Education / Training: Alexander Technological Educational Institute of Thessaloniki; University of Western Macedonia; <p>Private sphere</p> <ul style="list-style-type: none"> ➔ Education / Training: Centre for Vocational Training of SEVE – BBE – TIF ➔ Industry and Commerce: Exporters' Association of Northern Greece; Network of Women Entrepreneurs of Ergani Centre; ➔ Regional end Local Development: Anatoliki SA, Development Agency of Eastern Thessaloniki 	
What kind of success and resistance has been experienced when trying to influence regional and national policy agendas from a gender perspective?	<p>Success: the number of Ergani Centre beneficiaries as it is increasing every year and their evaluation which is 99/100 satisfied. Also the cooperation with the agents/organizations from the region, gives Ergani Centre opportunities to start always news initiatives.</p> <p>Resistance: Greek society is quite conservative and changes very slowly. So the role of the women is always kept in the private life and not in market or in the decision making centres. This do not facilitate Ergani Centre role as a WRC and keep they under continuous pressure.</p>	
Other additional observations?		

*)There are for spheres in the society: public, private, academic, civil sphere. The public sphere includes public authorities. The private sphere includes companies and enterprises. The academic sphere includes universities and researchers. The civil sphere includes non-profit organizations.

V Conclusions

The unemployment rate is high in the visited region of Western Macedonia. Moreover, this region has the higher unemployment rate in Greece. The unemployment rate is 7.6% higher for women than for men.

The region is mostly rural (56% of its population lives in rural areas), 82% of total surface is mountainous and semi-mountainous areas.

Western Macedonia is characterized by factors such as a low population density (32 inhabitants per km² compared to the country's density: 79,7 inhabitants per km²); lack of cash flow in the business sector; high costs for SMEs in order to respond effectively to bureaucratic and legislative procedures; high functional costs and low productivity; weakness in the sections of research and development due to the small size of companies; lack of specialized skilled personnel; lack of information on the acquisition of quality and origin labels of unique products.

Regarding the "gender perspective", Greek society is quite conservative and the women role is always kept in the private life and not in market or in the decision making centres. The Ergani Centre, through the measures mentioned above, has made a strong contribution to changing this situation.

In Portugal, Alentejo has some similarities with this region of Greece that we visited, such as: it is mostly a rural area with low population density (24 inhabitants per km², compared to the country's density: 113,9 inhabitants

per km²) and a high unemployment rate (11,8%). The unemployment rate is 3.4% higher for women than for men. The industry is very weak and attracts little investment. The business sector is weak, dominated by SMEs. Regarding the role of women in society, as in Greece also in Portugal, and especially in Alentejo, women are still very much related to the private sphere, with the housework.

In Portugal and in Alentejo Region, there are already some measures to mitigate this situation. There are already some measures to promote gender equality, entrepreneurship and innovation, and some associations that work in this issues (examples of this are ADRAL, Monte, ESDIME, Terras Dentro and Terras do Regadio, all members of our MAG).

However, the available services are still insufficient and very scattered. For this reason it is pertinent to create a Women Resource Centre (WRC) in the region.

Given our objective of creating the WRC, the presentation of Ergani Centre and its objectives, services and work methodology, was very important. The Ergani Centre is a good example of an excellent WRC from which we can draw some ideas to put into practice in our future WRC.

In other cases, the experiences presented were not directly connected with female entrepreneurship. Nevertheless they constitute good practices of regional and local development if transferred suitably for the Portuguese reality (e.g. experiences related by Anatoliki SA, Development Agency of Eastern Thessaloniki).

INTERREG IVC/WINNET8 project

Program of the Study Visit

Portugal → Greece

Responsible partners/Organizers: Region of Western Macedonia & Ergani Centre

Visitors: Region of Alentejo & University of Evora, Municipality of Plovdiv

Participants:

Ms Filipa Correia Persson, representing the Lead partner, Municipality of Aldvalen (Sweden)
 Mr Francisco Sabino, Region of Alentejo (Portugal)
 Ms Maria Casinhas, member of the MAG at Evora (Portugal)
 Prof. Marcos Olimpio, Ms Maria Saudade Baltazar and Ms Laurinda Grosso, University of Evora (Portugal)
 Ms Diana Vaneva, Municipality of Plovdiv (Bulgaria)

Tuesday, November 16th: Arrivals at Macedonia Airport, Thessaloniki

- Filipa Correia Persson, at 16/11, 12:35 pm
- Francisco Sabino, Maria Casinhas, Marcos Olimpio, Maria Saudade Baltazar, Laurinda Grosso at 17/11, 00:10 am

Accommodation in Thessaloniki at Hotel Luxemburg (for 2 nights)

Wednesday, November 17th

Breakfast at the hotel

09:00 Meeting at the hotel and Departure for Ergani

09:15 – 10:00 Visit to the Municipality of Sykies and the Municipal Centre for Counseling and provision of Social Services

10:15 Arrival at Ergani Centre, Coffee Break

10:30–12:30 1st Session of Presentations of Good Practises

- ➔ Introduction to the Regions of Central and Western Macedonia
- ➔ Presentation of Ergani Centre
- ➔ Analysis on Counselling Services provided to women through Employment and Entrepreneurship of Ergani Centre
- ➔ Introduction to the Greek Women Agricultural Cooperatives

➔ Presentation of the special program to Support Women Cooperatives

➔ Presentation of the KYPSELI (“beehive”) Cooperative from Kalamoto Village (Central Macedonia)

12:30 – 13:00 lunch break

13:30 – Visit to the Byzantine walls of the city, area of the monument symbol of Thessaloniki, the White Tower (in Greek “Lefkos Pyrgos”) and walk through the streets of the city centre to the Shop “About Art. In between we will have the opportunity to see the Byzantine Church of Agia Sofia 7th century. All Byzantine monuments of Thessaloniki are included in the UNESCO’s World Heritage List.

14:00 – 15:00 Visit to “About Art” shop (“Peri technis” in Greek). Discussion with the owner, Ms Evi Sgouromalli, beneficiary of the counseling, training and mentoring services of Ergani Centre (www.aboutart.gr).

At the same time visitors may visit the area around, named Vlali Market, a part of the old market of the city.

15:30 – 16:15 Visit to the Church and the Chrypt of Saint Demetrios (Agios Dimitrios, first built on 313 bc, rebuilt on 634, destroyed by fire on 1917 and finally rebuilt on its contemporary form on 1949)

16:30 – 18:00 Visit to the Restaurant “Mamisio” (“mother’s food’ in English) and discussion with the owner Ms Ioulia Lazaridou, beneficiary of the counseling and mentoring services of Ergani Centre

Lunch

18:00 – free time to rest, to walk, to visit the city or the shops

Thursday, November 18th

08:15 Departure for Kastoria, small tour of Kastoria City

10:45 Arrival at the Greek Furs Centre – Coffee break

11:00 – 13:00 2nd Session of Presentations

- Presentation of the Region of Western Macedonia
- Presentation of the Greek Furs Centre
- Presentation of good practices: 1) Integrated Interventions for Women in Western Macedonia & 2) Women Cooperatives of Western Macedonia

13:30 – 14:30 Visit at the workshop of the women cooperative 'Agioli Anargyroi', located in Vassiliada Village and Lunch Break

14:30 departure for Kozani, the capital city of the Region of Western Macedonia

15:30 – 16:00 Visit at the Development Agency of Kozani, ANKO

16:10 – 18:50 Rest at the Elena Hotel, in Kozani

19:00 – 20:30 Diner at Tripokarydos (means Woodpecker) beer restaurant in Kozani down town with the representatives of the MAG of Western Macedonia

Accommodation at Elena Hotel

Friday November 19th: Departures from Kozani

8:30 Departure from Kozani and travel to Macedonia Airport of Thessaloniki

10:30 Arrival at the airport

12:50 Departure of the Portuguese delegation

13:20 Departure of Filipa