

## **A COMPARATIVE ANALYSIS OF THE WOMEN'S RESOURCE CENTRES IN THE WINNET8-PROJECT**

**Liisa Horelli, PhD  
Centre for Urban and Regional  
Studies,  
Aalto University, Finland**

### **1. INTRODUCTION**

Due to the strong women's movement in local and regional development and the emergence of the first Women's Resource Centres (WRCs) in the late 1980's in the Nordic countries, the Swedish government decided to grant public funding to the establishment of WRCs, in the early 1990s. The aim of the public funding was to increase women's participation in regional policy, development and implementation. This gave impetus to the creation of some 150 WRCs, in Sweden (in 2006; Lindberg, 2010). The WRCs have been self-organised at the local, regional, national and even transnational level, by linking public, private, and the non-profit sector, as well as the academia around different topics (Lindberg, 2011).

Irrespective of the over 20-year-long history of Women's Resource Centres (WRCs), there is still a certain resistance towards them. Some of the resistance is

due to the fact that the phenomenon, WRC, is a challenging concept that is difficult to understand even among the members of the W8-project, although it is part of its objectives, and several publications have been written about it. Another reason is that, as the WRC is a structural solution dealing with non-traditional networks, it might be scary to those in power.

Currently, there are some 400 Women's Resource Centres in different parts of Europe, although the majority are situated in Sweden. In addition, the WRC is not only a European phenomenon, as there are similar kind of support structures, at least in Asia and North America.

The Winnet8-project has ambitious overarching aims: to increase labour market participation of women within male dominated industries, to exchange experience of policy and the transfer of good practices, and to increase across partner regions Women's Resource Centre models that focus on entrepreneurship, innovation, ICT and non-traditional employment opportunities. The European Commission supported Winnet8-project takes place in 8 EU member states, which are in the alphabetical order: Bulgaria, Finland, Greece, Italy, Poland, Portugal, Scotland, UK, and Sweden. Most of the participating states have local and/or regional WRCs or some equivalent support structures to women (Figure 1). The latter do not call themselves Women's resource centres, but in fact function in a very similar way. The so called traditional or 'Swedish model' of

WRC tends to have the following functions:

- empowerment of women
- provision of a neutral meeting place for networking groups of women
- provision of a centre of information and documentation
- counselling and mentorship for business ideas or project implementation
- mediation of contacts with other women's networks



Figure 1. The sample of WRCs in the Winnet8 member countries.

The aim of this article is to present a comparative analysis of WRCs as they appear in the W8-project and to discuss the results and a modelling tool for the WRCs. This assignment was part of the tasks that the head gender experts in the W8-project had to conduct.

The study is based on a literature analysis and a survey among the members of the W8 partners, as well as interviews with some of the key stakeholders.

The research questions deal with the following issues:

1. What is the variety of WRCs like within the Winnet8-project?
2. What are the conditions for WRCs to have a potential impact?
3. How to define and model the WRC-phenomenon?

I will first present the methodology of the comparative analysis and then describe the empirical results emerging from the comparative analysis. Finally, I will discuss the results in terms of the research questions and present a tool that can be used to analyse and model WRCs in the future.

## 2. METHODOLOGY AND DATA

This section comprises the description of the methodology and empirical data.

### Description of the methodology

Some 15 years ago, when the European Commission started to support with specific programmes, such as the RECITE II and ECOS-OUVERTURE, the creation of networks of WRCs in local and regional development, the emerging WRCs were analysed with the help of a diagram that has been elaborated in Figure 2 (Horelli, 2001; Horelli & Erlund, 2005).

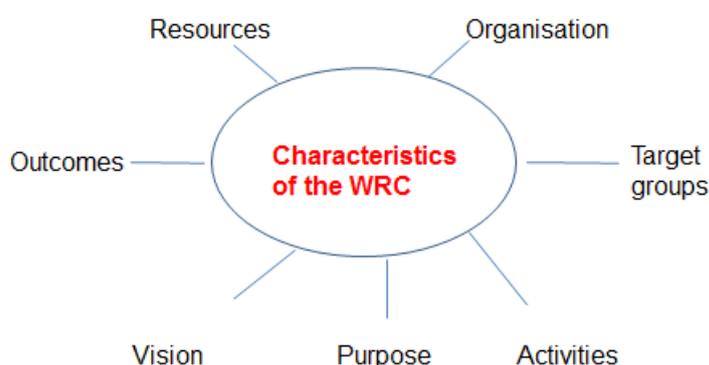


Figure 2. Dimensions of the WRCs for the comparative analysis

This diagram guided the choice of the survey question that were sent by email to the national gender researchers of the eight participating countries who coordinated the national data gathering. The response came from all countries, except for Bulgaria.

The following questions helped the gender experts and their teams in the W8-project to reflect on the nature, role and structural characteristics of WRCs:

1. What is the name, web-site and scope of the WRC or organization (local, regional or national)?
2. What is its context like?
3. Why is the WRC or organisation needed i.e. what problems can it solve?
4. What are its vision<sup>1</sup>, mission and purpose (aim and objectives)?
5. Whom shall the WRC serve (main target groups)?
6. What are the main activities and in what areas?
7. How is the WRC organised?
8. How is the WRC resourced (money, personnel, spaces, equipment)?
9. What are the implemented or expected outcomes?

### Description of the empirical data

The empirical data from the 8 EU member states is quite heterogeneous. The data does not represent the entire

<sup>1</sup> A vision is the state of achievement that we want to reach through our actions on basis of which the mission is defined. The mission expresses the core task that has to be done from which emerges the main objective. The latter will be implemented through yearly goals.

states in question, but deals with the sample of WRCs or equivalent support structures that have been involved with the W8 project (see Appendix 1).

The empirical data consists of seven Women's Resource centres according to the "traditional" Swedish model: Emma Resource Centre (North of Sweden), Entrepreneurial women in Västmanland (Mid Sweden), 2CoreAB (West Sweden); Pihlaja (Vantaa, South Finland); Ergani Centre (North Greece).

Some partners do not have traditional WRCs, but similar kind of support structures or networks. The following six support structures are: The Rural Women's Advisory Centre of South Ostrobothnia (West of Finland); LaDiPG (Poland), and Peterborough Women's Enterprise Centre (PWEC), Scottish Resource Centre for Women in Science, Engineering & Technology (SET), Women Onto Work (WOT) and the Women's Technology Centre (Scotland). As the Italian and Portuguese partners do not have a WRC in action, they have presented two ideal types of WRCs. The ideal type refers here to the vision of the WRC, either of the current one how it should be or a future one that could be strived for.

In addition, there is the National association of WRCs in Sweden, called Winnet Sweden. The mission of Winnet Sverige is to work to ensure that, through the coordination and support to regional and local resource centres and networks,

- women claim their share of society's resources

- women's competence is utilised by society
- efforts made by women and men are equally valued.

The Winnet Sweden generates public opinion and spreads information about women's life situation. It seeks to promote a society in which women's potential, rights and obligations are upheld. This takes place through national and international cooperation.

The European Association of Women's Resource Centres, called Winnet Europe, (<http://winneteurope.org>) was formed in 2006, by national, regional and local WRCs. WINNET Europe has members in 21 of the 27 EU Member States.

Consequently the sample comprises 4 local, 8 regional, 1 national, 1 transnational, and 2 ideal WRCs (Figure 3). I will use WRC as a generic term for both a traditional WRC and the supportive network.

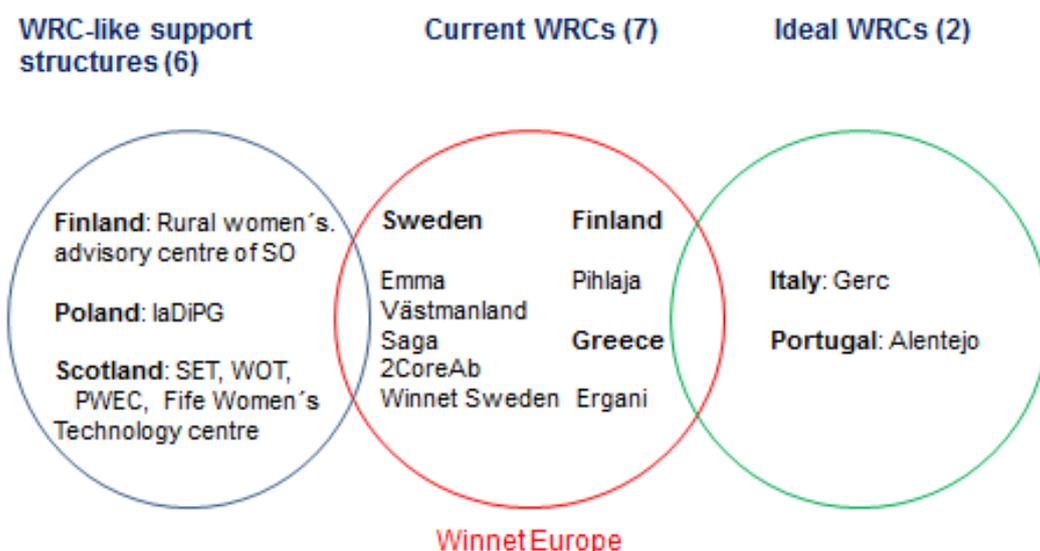


Figure 3. WRCs and WRC-like support structures in the W8-project

### 3. COMPARATIVE ANALYSIS OF THE DATA

The data was analysed into big matrices which allowed to make comparisons in terms of the different dimensions or characteristics (see Figure 3).

#### Comparison by organisational form and resources

The small sample of WRCs represents a great variety of organisational forms (Figure 4). Most of the WRCs (8) are non-governmental organisations or co-operatives, which is the norm, at least in Sweden which promotes the non-profit nature of the WRCs. However, even in Sweden some private companies run WRCs. The other organisational forms are the charity, university, social enterprise and local authority.

In Sweden, public funding is granted for basic and project activities conducted by the national, regional and local WRCs.

During 2010-2012 the yearly sum was 3.3 million euros. However, the support is not enough which means that the amount of funding and personnel depends on the availability of getting projects. In the survey, the funding of WRCs ranges from 0 to 700 000 euros. The latter allows to hire several persons to get involved in a range of activities that enhance local and regional development from the gender perspective.

Access to open space is the key characteristic that distinguishes the WRCs from similar kind of support structures or networks. The latter tend not to have a shared open space, but the space can only be accessed by appointment. In turn, the traditional WRCs, at least in Sweden and Finland, do have open spaces, which enable the meeting of other women and sometimes also men, who are interested in similar activities.

Organisational form	Space	Funding	Personnel
NGO 8 Co-op Private company University Charity Social enterprise Local authority	Accessible open space to women 9  Accessible space by appointment 4	0 – 700.000 €	0 – 7 persons
7 different organisational forms			

Figure 4. The WRCs in terms of the organisational form and resources.

## Comparison by visions and objectives

Summary of the study visits conducted in W8 (Horelli & Lindberg, 2010) reveals that there was a lack of guiding visions in the regions's efforts to integrate a gender perspective in the local, regional and national growth policies. Some of the hosts used the same vision as the government or the EU Lisbon strategy. Others articulated the vision in quite an abstract manner, such as "women contributing to GDP and welfare" or "desegregation of labour markets".

However, collectively constructed visions are important, because they are usually built on the basis of shared values. As the visions are usually multi-dimensional, they tend to guide in a general way the definition of and choice of aims, which in turn steer the choice of objectives. A stimulating vision that is directed towards an appropriate level of policy-making helps the defining of the mission and objectives of the endeavour (Horelli, 2011).

This survey of the WRCs provided, however, a couple of fascinating visions that were nicely illustrated. For example the vision of the Venice province for an ideal WRC is called The Gender equality resource centre (GERC; Figure 5). It welcomes both women and men, as "gender equality should not only be a women's issue". The basis for the centre is constructed via networking possible partners in the "quadruple helix"- spirit.

Thus, it is important to mobilise the business community, local authorities, the academia, NGOs and the regional and national funding representatives. However, the target groups are mainly female who seek to have a voice, a place and a new spirit in the patriarchal society. Four main pillars of activities implement the mission which will hopefully also be expressed through a visual landmark in the form of a meeting place.

## GENDER EQUALITY RESOURCE CENTRE

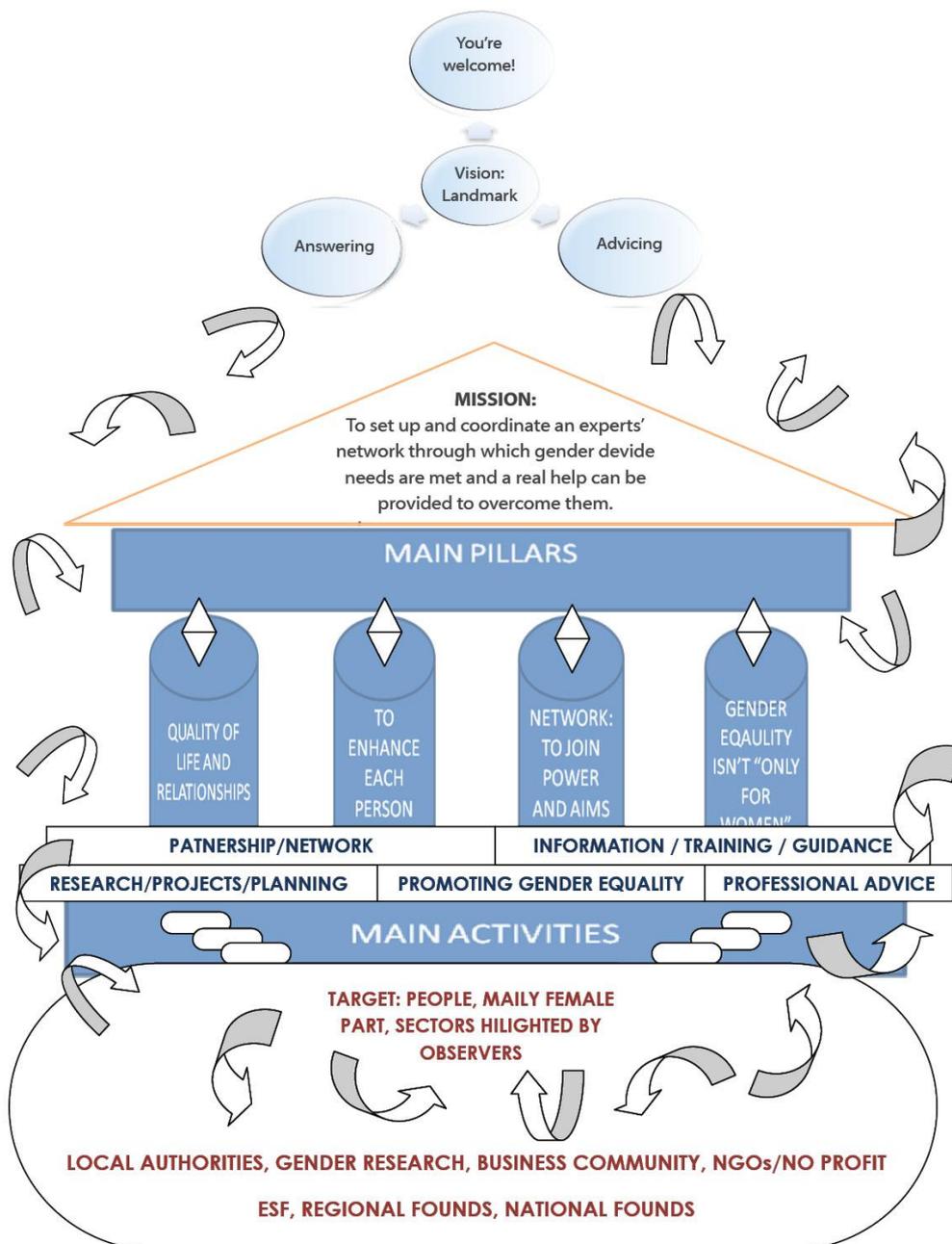
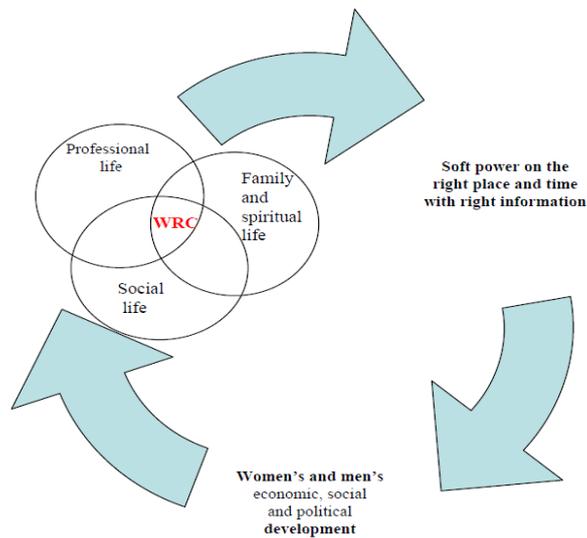


Figure 5. The Venetian vision for an ideal WRC.



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Figure 6. A vision of the integrative processes enhanced by the WRC in Poland.

Martha Hozer-Kocmiel, from Szczecin, Poland, has created an interesting vision for the Women's Resource Centre, IADiPG, in terms of the way the WRC could enhance the integrative process of social, professional, family and spiritual life (Figure 6).

The other visions of the WRCs in the survey are more or less objectives that deal with the improved gender-aware culture and policies that will enhance the fair distribution of resources for women and even for men in a variety of areas:

- Living and working in sparsely populated areas
- The rural women's network as a forerunner of rural development
- A multicultural environment, where women and girls make things happen
- A barrier-free culture for women to start and grow businesses and participate in growth policies
- An equal distribution of resources in society
- Women enjoying good labour market support & terms for entrepreneurship
- A culture where women can and wish to participate in science, engineering and technology sectors (SET)
- Equal number of women and men in technology sectors
- The pattern of prioritization favours both female and male dominated areas
- Both women's and men's interests are addressed in public policies in a gender-friendly business atmosphere

Areas of activities	Activities
Local & regional development <ul style="list-style-type: none"> <li>• Business consultation</li> <li>• Labour market support</li> <li>• Culture &amp; tourism</li> <li>• Health &amp; wellness</li> <li>• ICT &amp; innovations</li> <li>• Education &amp; research</li> </ul>	Confidence building, role modeling, mentoring, career building, counselling, recruitment advising Projecting, networking, clustering, lobbying, coordinating Training, seminars, handbook writing, best practice dissemination, surveys, finance & feasibility studies Services of events, food, cleaning, catering, handicrafts, cultural care, business start-ups

### Comparison by areas of activities and activities

The WRCs in the sample are involved with several areas of activities. The number one area is, of course, local and regional development in general. The latter comprises the areas of business consultation, labour market support, culture and tourism, health and wellness, as well as ICT and innovations.

Due to the vast scope of the areas with which the WRCs are involved, the number of activities is amazing (Table 1). The activities are targeted both at the individual and collective levels. They comprise both high-brow, intellectual and concrete manual work. The activities can be social or solitary by nature

Due to the vast number of activities by the supportive networks, the Scots have started to classify and assess the spectrum of activities within the WRCs in order to be able to understand the role and profile of the WRC itself. A special Assessment Spectrum for Winnet8 gender equality activities and outcomes

has been created for this purpose by Hazel Smith (2011).

### Comparison by target groups

The WRCs in this sample have also a variety of target groups at different levels and in many sectors depending on the context. The local and regional WRCs or supportive structures tend to target specific groups in the local context, such as rural women, migrant girls and women, women in business, technology and ICTs. However, in addition to the specific end-users, most of the WRCs also target the civil servants, employers and work-places in the area and the relevant institutions, such as schools, universities, regional councils and the administrative bodies. As for the national and European WRCs, they negotiate with the high-level politicians within the country as well as with the European Commission and the EU Parliament.

### Comparison by outcomes

The massive amount of activities and stakeholders around the WRCs has

brought forth outcomes at several levels, in the form of many categories (Figure 7). The first thing that the funders and other formal accountability representatives inquire deals with tangible outcomes, such as jobs, new enterprises, products, services and innovations. The WRCs can show many tangible outcomes.

For example, the Peterborough Women's Enterprise Centre in Scotland had the six month output and outcome in 2010: 130 workshops, 140 coaching sessions, 470 clients, 25 new businesses, 58 business assists, and 38 people were helped to get a job.

Malin Lindberg (2010) has shown in her doctoral dissertation, how the WRCs and other support networks have changed the notion of innovation. Irrespective of the fact that women's networks around services have not been counted as innovation systems, they tend to work with the same logic as in formally recognised innovative clusters. In fact, the women's networks expand the clusters or networks to include partners even from the civil society, in addition to the public, private and academia stakeholders. This quadruple helix-approach has meant a less segregating

and hierarchical tactic and opened up possibilities for new actors to produce new kinds of innovations, such as a new system for ICT connection in a sparsely populated area.

Besides the tangible outcomes, impacts can be seen at the individual level (an increase in self-esteem) and the interpersonal level (networks and meshworks). The methodological development by the WRCs has also been important. A variety of gender impact assessment instruments have been taken to use some of which have been turned into best practices that can be seen on the W8 web-site.

Last but not least, there are the cultural outcomes. The awareness of the significance of "doing gender" in different contexts has increased, not only among women themselves but also among authorities and politicians. For example, the South Ostrobothnian region of Finland has become familiar with the slogans that "segregated labour markets are a market failure" and "innovations in the knowledge-intensive societies require the presence of both women and men" (Danilda & Granat Thorslund, 2011).

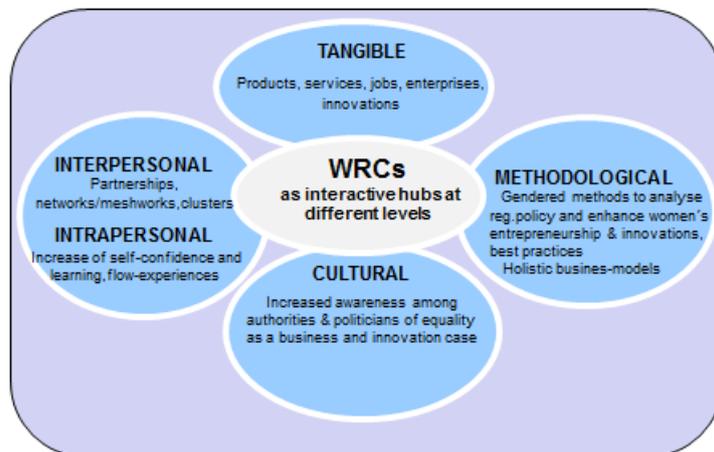


Figure 7. Outcomes of WRCs at different levels and as varying categories.

#### 4. PORTRAITS OF A NORDIC AND SOUTHERN WRC

As the comparative analysis only gives a general picture of the WRC, it is justified to focus on a more detailed picture of two examples from different contexts.

##### Case Saga, Sweden



The Women's cooperative Saga was founded in 1998 by three private persons and four associations. The WRC lies at the centre of Gävle, (Mid-Sweden). As Saga became a regional centre, it changed its name to WINNET Gävleborg. ([www.gavleborg.winnnet.se/](http://www.gavleborg.winnnet.se/)). It is also the home for Winnet Sweden, the Swedish National Federation of Resource Centres for Women. WRC Winnet Gävleborg, (Saga) had four employees in 2010, **with a budget of apr. 200 000 euros**. The employees differ depending on the available funding. During 2003- 2007 Saga had 7 employees due to many ERDF and ESF projects.

The vision of the centre is "Women enjoying good labour market support & terms for entrepreneurship". Its aim is to enhance gender equal labour markets and local and regional development. The areas of activities are labour market support, business counseling and regional development. The objectives comprise the provision of a place for women to meet and network.

As a Regional Resource Centre Saga does not work directly towards target groups in the field. It aims at influencing

the regional and local decision makers on gendered labour market policy. The chairman, directors and personnel of Winnet Gävleborg (Saga) participate in several partnerships in the region, the Gävleborg County.

Winnet Gävleborg (Saga) collaborates with the Swedish Employment Agency to co-develop a method and a guide book to improve the coaching of unemployed young people. It comprises a process training that supports the self-esteem and communication abilities of young unemployed people in both mixed and gender-segregated groups.

Winnet Gävleborg (Saga) is currently a partner in the Gender Equality Platform with a Quadruple Helix-perspective which co-operates with several partnerships. It focuses on actions from the gender perspective in different priority areas of concern for the region of Gävleborg in order to increase women's participation in, for example, the labour market, entrepreneurship, innovation and new technology, as well as in transnational and rural development. The WRC is now a legitimate actor within regional development and growth

## Case Ergani, Greece



Ergani Centre (EC) was established in 1991, as a consortium of organizations in order to implement projects and actions to enhance the situation of unemployed women. In the following years, the work of Ergani became permanent. Its target groups extended to women who wished to start their own business. Recently, the clients comprise even young people as well as men and women from vulnerable social groups. Ergani was transformed into a non-profit organization, in 2001, and today it consists of 7 legal bodies, both public and private ones ([www.ergani.gr](http://www.ergani.gr)).

The vision of Ergani is that “each woman is a different case and deserves equal treatment and a secure environment”. Its main objectives are:

- the provision of information, counselling, career guidance and

mentoring to unemployed women, women with a business idea, women entrepreneurs, employed women, young people and members of vulnerable groups

- the conducting of surveys, production of scientific tools and know-how, the publishing of special publications
- working with other organizations, authorities and businesses in order to enhance their gender mainstreaming

The headquarters of Ergani are in the municipality of Sykies, in the major area of Thessaloniki, Central Macedonia and in a branch of Kozani, Western Macedonia. Ergani provides every year services to hundreds of women. The number of Ergani staff and its budget

depends, unfortunately, on the availability of co-financing projects.

## 5. CONCLUSIONS AND DISCUSSION

The comparative analysis of the WRCs within the Winnet8-project has prepared the knowledge base that enables to answer and discuss the research questions presented in the introduction of this article. They concerned the variety of WRCs within the Winnet8-project, the conditions for WRCs to have a potential impact and the definition and modelling of the WRC-phenomenon.

### A great variety and flexibility around the WRCs

The analysis showed that the WRCs tend to vary in terms of their organisation, resources, visions, activities, target groups, and outcomes. The flexibility of the WRC concept and practice seems immense. The sample in this study was divided into two categories, the “traditional” WRCs and the WRC-like support structures or networks (Figures 1 and 2). Both types have the basic elements in common, i.e. the purpose to empower women to become active players in the development of the local and/or regional activities, gender-aware objectives, the provision of a centre and meeting place for information, counselling, networking and conducting

projects, and diverse outcomes at different levels and in varying categories. Both types also share the biggest problem, namely that of financing. Only the Swedish government has provided some basic funding for the continuity of WRCs. All the others have to depend on project money from different sources.

The difference between the “traditional WRCs” and the support networks lie in the fact that the latter tend to have a narrower focus of the activities and they are targeted to specific groups, such as women in science and technology. They also tend to lack spaces that are freely open to the public.

The comparative analysis also showed that the “traditional” Swedish model of WRCs has been expanded by the WRCs in Winnet8, at least in three ways. Firstly, the WRCs are no longer only organised as an NGO, but they adopt many other organizational forms, such as the cooperative, charity, private company, social enterprise and even the local government. Secondly, the visioning of the WRCs tends to take place more often among other structures than among the traditional ones. Thirdly, the support structures tend to bring forth both women and men as a target group, as well as the intersectional or gender+ approach. The latter means that gender is taken into consideration as it intersects with other important social categories, such as class, age, sexual orientation, ethnicity, disability etc.

## Conditions for WRCs to have an impact

	Practical actions	Strategic actions
Individual	Empowerment of women, mentoring, career guidance, personal development	Role models, participation in political debates, evidence-based research
Collective	Networking and meshworking, coordination, equality training, conducting of projects	Clustering, reconceptualisation of concepts (joint networks of innovation), lobbying, negotiation with politicians etc.

Long time ago, Maxine Molyneux (1985) made the distinction concerning women's interests and the practical and strategic gender interests. Women's interests is a contested term, due to the great variety of interests, influenced by class, ethnicity etc. However, there are some practical gender interests that arise from the everyday life context of the participants. These might get politicised and transformed into strategic gender interests that can have transformative power, such as desegregating labour markets or reconceptualising innovation in a gender-aware way. According to Molyneux (1985), the strategic interests become appropriated by women (and also by men), only if they are embedded in the practical gender interests.

The comparative analysis allowed to look at the sample from the perspective of both practical and strategic actions that take place at the individual and collective levels (Table 2). These actions have certain linkages with the gendered interests, described by Molyneux. It seems that the potential of the WRC to have an impact is conditioned by a context-sensitive and systemic approach in which both the practical and strategic actions have been supported through

individual and collective measures, for example in the case of Saga and Ergani. Table 2. Practical and strategic actions taking place within WRCs, at the individual and collective levels, depending on the context.

### A modelling tool for the WRCs

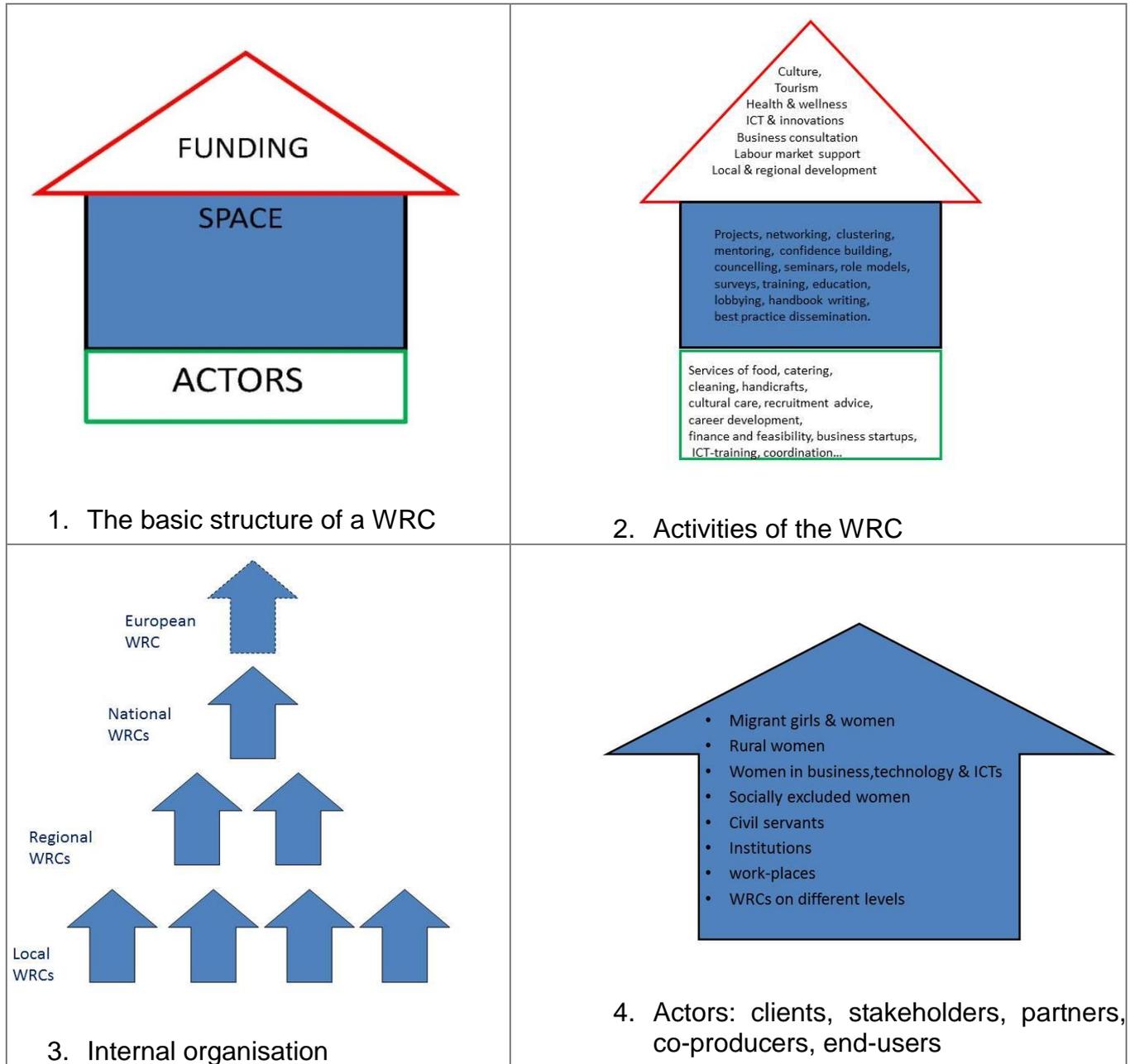
The defining and modelling of the WRC-phenomenon depend on the choice of perspective. *Phenomenally*, the WRC can be a sensational space where flow-experiences can be achieved. These increase motivation and provide strength to continue with the work. *Functionally*, the WRC is a supportive structure, an interactive hub, as well as an instrument of change in local and regional development. I am willing to define the WRC *structurally* in the following way:

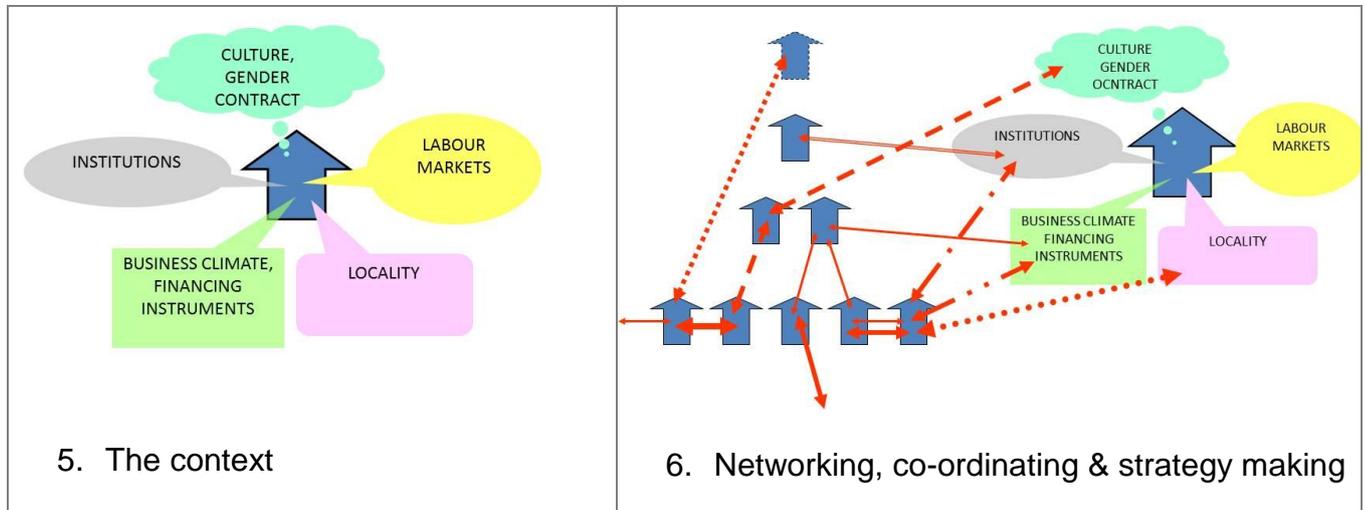
*The WRC is a multilevel and multidimensional hub of networked and coordinated activities with shared purpose. It is provided with some basic resources and organized under different forms, which emerge from an open space with ICTs and contact person(s).*

Modelling refers to a schematic description of a system or a phenomenon that accounts for its known or inferred properties. The modelling of the current

WRCs or planning future ones can be assisted by applying an analytical tool in

six parts that is described in Figure 8





The six parts, together with the nine survey questions at the beginning of this article help to see the WRC from different perspectives and to position it in its context. The basic question is, why the WRC or the equivalent organisation is needed i.e. what problems can it solve? This leads to the reflecting about the vision, mission and aim of the WRC which takes time to emerge. The visionary content can be thought of at the same time with the basic structure which deals with questions concerning the actors, resources and space. For example, the difference between the traditional WRC and the supportive networks is, whether an open meeting space exists or not.

The second part deals with the variety of areas to which the WRC will zoom with different kind of activities. The third part is concerned with the internal organisation in terms of the organisational form and level. The comparative analysis showed that a great variety of organisational forms and levels exists. In addition, there

are WRCs beyond Europe as well, especially in Japan and in Canada. The fourth part concentrates on the actors and their roles around the WRC. Are the stakeholders both service providers and end-users? Who are the target groups eventually, individuals or institutions?

The fifth part brings forth the importance of the context for the possibilities for women (and also men) to get involved. The potential action space for women and even for men depends on the local or regional gender contracts, business climate, as well as institutions and the nature of the labour markets. It is pertinent here to conduct a gender+ impact analysis (GIA) of the situation. Does the WRC target women in a subordinated position or women that are well-educated but need a push to climb the ladder? Are men also among the target groups or stakeholders? And last but not least, to what kind of growth and competitiveness does the WRC want to contribute?

The sixth part of the modelling tool seeks to focus on the synthesis of the whole endeavour, which raises many new questions. Are the different parts in synch with one another or are there tensions? What are the gendered strategies to manage the complex situation? Is the WRC just an add-on in the neoliberal development policy or does it have some transformative potential? How do the different configurations of actors, resources and strategies influence the ability to balance work and private life, or the building of joint action networks leading to innovations? And last but not least, what is the impact of “doing gender” through WRCs for local and regional development?

In terms of practice, it will be interesting to follow, whether the WRCs themselves will apply the modelling tool to increase their self-awareness and strategic options. The challenge for future research is to further analyse, with the help of the modelling tool, to what extent the results of this comparative analysis are representative of those of the rest of the European WRCs and beyond.

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Horelli, Liisa: Winnet8 as a Journey! - Summary of the Learning café of the Thematic Workshop in Venice, 30.11.2010. C3

Horelli, Liisa & Lindberg, Malin: Integrating a gender perspective in local, regional and national growth policies. Summary and analysis of the study visit reports in Winnet 8. C3

Lindberg, M: Two methods for gender equality used in Gävleborg, C3

Lindberg, Malin: Women's Resource Centres as a research topic, a summary of Malin Lindberg's work. C3

Smith, Hazel: Assessment Spectrum for WINNET8 Gender Equality Outcomes/Activities  
Winnet Sweden: Women's Resource Centres-WRCs, C1

## A List of WRCs or equivalent structures in W8

### *Finland*

Rural Women's Advisory Centre of South Ostrobothnia [www.proagria.fi/ep/naiset](http://www.proagria.fi/ep/naiset)  
[www.maajakotitalousnaiset.fi](http://www.maajakotitalousnaiset.fi)

Women's Resource Centre Pihlaja, at Vantaa [www.nicehearts.com](http://www.nicehearts.com)

### *Greece*

Ergani Centre [www.ergani.gr](http://www.ergani.gr)

### *Poland*

[Women's Resource Centre at the Institute of Economic Analyses, Diagnoses and Forecasts WRC-IADiPG, at Szczecin www.iadipg.pl](http://www.iadipg.pl)

### *Scotland, UK*

Peterborough Women's Enterprise Centre (PWEC) [www.pwec.org.uk/](http://www.pwec.org.uk/)  
Scottish Resource Centre for Women inScience, Engineering & Technology [www.napier.ac.uk/randkt/rktcentres/src](http://www.napier.ac.uk/randkt/rktcentres/src)

Women onto Work [www.womenontowork.org](http://www.womenontowork.org)

Fife Women's Technology Centre <http://fwtc.net>

### *Sweden*

Emma Resource centre [www.emma.se](http://www.emma.se)

Winnet Västmanland [www.vastmanland.winnet.se](http://www.vastmanland.winnet.se)

Saga [www.gavleborg.winnnet.se](http://www.gavleborg.winnnet.se)

2Core AB [www.2core.se](http://www.2core.se)

Winnet Sverige – The former NRC,  
National Resource Centre for women in  
Sweden

[\\_winnetsweden.se](http://_winnetsweden.se)  
[www.winnetsweden.se/web/page.aspx?refid=37](http://www.winnetsweden.se/web/page.aspx?refid=37)

*Europe*

Winnet Europe The European  
Association of Women's Resource  
Centres

<http://winneteurope.org>