

## European Round Table, South Zone July 14, 2011 in Venice, Italy

### **PROGRAM**

**Date of Meeting:** 14.07.2011

**Time:** 09.00 am – 16.00 pm

**Place of Meeting:** “Palazzo Franchetti”, Venice

#### **Target group and invited contributors**

- MAG members of the 3 South Zone partners
- The Managing Authority and the Regional Structural Social Funds representatives in each Winnet 8 partner Regions/countries in the South zone
- Winnet 8 partners
- Elected Members: EU parliament members, Regional and local politicians from the 3 South Zone partners
- Non partners representative from public authority as well as organizations, NGO's and WRC's in South Zone
- Representatives from DG Regio, at the EU Commission responsible

#### **Agenda for the European Round Table, South Zone Conference**

**Moderator:** Gloria Vidali

**09.00-09.30:** Registration

**9.30:** *Welcome*, President of the Provincial Council Marina Ballello

**9.50:** Greek, Portuguese and European dignitaries

**10.10:** *Presentation of Winnet 8 project*, Popi Sourmaidou, Ergani Center, Greek

**10.25:** *Presentation of the result of Winnet8 consultation*, Britt-Marie Torstensson, Winnet Sweden

**10.45:** Coffee break

**11.10:** *In-equality in the Italian labour market: still a gender issue*, Federica Vedova, Provincial Councillor for Gender Equality, Province of Venice

**11.25:** *Balancing work and family life in Southern Europe*, Mercedes García Sáez, Andalusia Councillor for Gender Equality, Spain

**11.50:** *Laborious Undertakings: Women, Entrepreneurship and Access to finance – highlights from the Veneto and Italy*, Sandra Rainero, Veneto Lavoro

**12.10:** *Questions and answers*

**12.30-13.30:** Lunch

**Moderator:** Francisco Sabino

**13.30:** *Presentation of the policy recommendations of the South Zone Winnet8 partners:*

- Italy, Rosanna Lorenzi, Province of Venice

- Greece, Popi Sourmaidou, Ergani Center

- Portugal, Francisco Sabino, CCDR Alentejo

**14.00:** *Dialogue and discussion*

**14.15:** *Presentation of the action plans of the South Zone Winnet8 partners:*

- Italy, Patrizia Daneluzzo, Winnet8 project

- Greece, Popi Sourmaidou, Ergani Center

- Portugal, Maria de Saudade Baltazar, University of Evora

**14.45:** *Dialogue and discussion*

**15.00:** Coffee break

**15.20:** *Gender Equality in EU policies and programs: transferring Winnet8 proposals into the South Zone ERDF and ESF of EU*, Britt-Marie Torstensson, Winnet Sweden

**16.00:** *Closing of the European Round table*

## **PARTICIPANTS**

### **Winnet8 partners:**

- Italy: Gloria Vidali, Rosanna Lorenzi, Patrizia Daneluzzo
- Greece: Parthenopopi Sourmaidou, Alexandra Lygoura
- Portugal: Francisco Sabino, Maria de Saudade Baltazar, Marcos Olimpico Santos, Laurinda Grosso
- Britt-Marie Torstensson, Component2 Responsible

### **Key stakeholders:**

- Italy: Family care office – Veneto Region; School system; AIDDA (Association of female entrepreneurs and managers); Media

### **MAG representative:**

- Italy: Patrizia Gobat, NGE; Silvia Codato, NGE; Federica Vedova, Provincial Councillor for Gender Equality; Sandra Rainero, “Veneto Lavoro”; Giuliana Giusti “Cà Foscari” University

### **Elected Members:**

- Italy: Marina Balleello, President of the Provincial Council; Anna Maria Foschi, Assessore of the Municipality of Portogruaro
- Greece: Alexandra Lygoura, Councillor of West Macedonia

### **Decision makers:**

- Italy: Federica Vedova, Provincial Councillor for Gender Equality; Maria Elena Tomat, President of the Provincial Commission for Gender Equality

### **Non partners representative from public authority, as well as organizations, NGOs and WRCs (quadruple helix perspective):**

- Italy: Representatives of the Provincial Commission for Gender Equality; Staff of the Provincial Councillor for Gender Equality; Representative of the School system; Representative of the regional health-care system; AIDDA (Association of female entrepreneurs and managers); CGIL “Telefono donna” (pink line); UDI (Union of Italian Women); Media representatives

## **PROCEEDINGS**

### **MORNING SESSION**

**Moderator:** *Gloria Vidali*, Province of Venice

**Gloria Vidali** introduces the South Zone Conference with a brief speech about the experience the Province of Venice is having in implementing the Winnet8 project and two suggestions. The first, that gender equality needs to be put in practice: it is a shared good principle, but it needs to become a spread practice too. The second, that we need a shared effort of all the key territorial actors and stakeholders to reach this objective.

**9.30: Welcome**, *President of the Provincial Council Marina Balleello*

**Marina Balleello** gives a picture of the local and the Italian situation about gender equality. At the Italian level, some important things have recently happen: a law has been approved about “pink quota”, that makes it compulsory to have at least one woman in the board of the firms that are listed on the Stock Exchange; during his final speech, the departing Governor of the Bank of Italy, Mario Draghi, spoke about the importance of women participation in the labour market to overcome the Italian growth deficit. To increase their participation some important changes need to be done, in terms of enhanced services, a different work organization, fiscal benefits to support it. At the local level, the Province of Venice has acknowledged the feminine as a resource by appointing women in the two main leading roles (President of the Province; President of the Provincial Council).

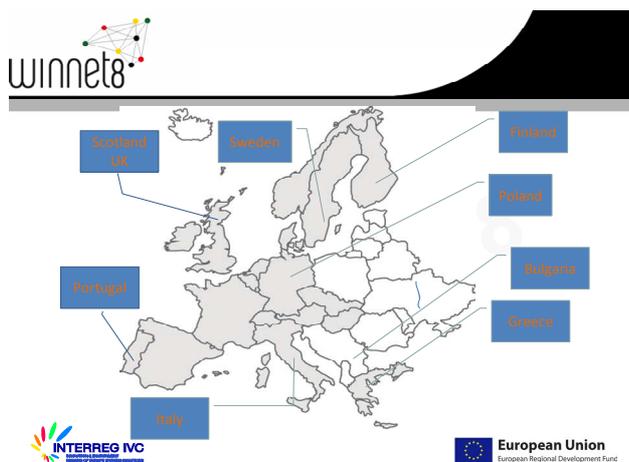
## 9.50: Greek, Portuguese and European dignitaries

**Alexandra Lygoura** gives her greetings on behalf of the Greek delegation. She says she's a sociologist, but Winnet8 is giving her the possibility to know gender equality in practice: there are still huge gender problems and the results of the project will have to be made known to the politicians.

**Francisco Sabino** gives his greetings on behalf of the Portuguese delegation. He speaks about the importance that gender equality and the Winnet8 project can assume in the framework of the current economic crisis.

## 10.10: Presentation of Winnet8 project, Parthenopi Sourmaidou, Ergani Center, Greek

Parthenopi Sourmaidou presents Winnet8 project



### Overarching Aims

- Increase labour market participation of women within male dominated industries/sectors & address occupational segregation
- Exchange experiences of policy & transfer good practice across WINNET8 group & into EU mainstream funding programmes
- Increase Women's Resource Centre models across partner regions focusing on entrepreneurship, innovation, ICT & non traditional employment opportunities



### The mission and purpose of WRCs

- To increase the number of women participating in economic life on a national, regional and a local level
- To integrate regional and local development plans aimed at supporting women to take part in regional and local development
- To create new permanent jobs by developing women's business and enterprise –encouraging increased production of goods & services
- To increase women's influence within the labour market and society
- To support a more equal distribution of economic resources between women and men.
- Promote economic growth through maximising the potential of human capital



### Fundamental to is that they should develop on the basis of local needs and conditions

- Centre activities are supposed to embrace widespread commitment among women who are not normally represented in ordinary male-dominated structures.
- The aim is to broaden and deepen democracy in local and regional development initiatives.
- As activities at these Centres proceed from local needs, they have varying profiles
- A common denominator is the development and utilisation of women's skills and the safeguarding of women's interests in regional development activities
- The documentation is the foundation for changes and development of the work in the Centre – in turn this has supported the dissemination of the work across other EU states through other WINNET Projects



She says all the South Zone partners shares common problems on gender equality and they need common solutions: at the end of the day, they'll have a lot of useful information to fulfil this aim. The Winnet8 partnership also need to take advantage of the capitalization process, by actually sharing their good practices: the Greek partner is willing to develop new platforms to do it.

## 10.25: Presentation of the result of Winnet8 consultation, Britt-Marie Torstensson, Winnet Sweden

**Britt-Marie Torstensson** presents the result of the consultation process: this should be a guide, in order for the South Zone partners to understand what they have to do to increase gender equality and implement WRCs as means to promote innovation according to the recommendations collected. Is it a dream or can be a realistic objective?

## Is the Gender perspective possible to implement into the next ROP, or is it a dream?

A presentation of the Winnet 8 public consultation and activities to make it become real

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Britt-Marie S Torstensson



### QUESTION 1

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

- **Gender objective** and/or mainstreaming in each objective (e.g. 3% GDP should be invested in R&D - the share of women in R&D is significantly lower than men)
- Gender **specific targets** in the guidelines
- Gender equality as a **flagship** program/project
- Acknowledgement of **women's contribution** both to ICT and scientific sectors as well as to social and service innovation
- More **gender specific data** must be produced and integrated with Europe 2020 actions



### QUESTION 2

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

- **Financial incentives** (e.g. support/budget linked to gender equality results)
- Secure relevant **funding for gender equality actions**
- Outputs and gender specific results indicators as well as a **monitoring system** integrating a gender perspective
- **Gender divided facts and figures** as a ground for policy and actions
- Stimulate and empower an **efficient network of "doers"** (WRCs) + knowledge on a policy and decision level



### QUESTION 3

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

- **Measurable (concrete) goals** concerning gender equality and country-specific recommendations
- **Comparative analysis** would provide input in terms of state-of the art and point out how to act in the next few years
- **Gender budgeting**
- **Monitoring the legislation process** in the member states (some legislation cause the opposite effect than intended)
- **Ongoing evaluation and research** carried out by gender researchers with competencies in all "E+I+I+I" initiatives



### QUESTION 4

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

- Constant **monitoring** of the implementation of the principle of gender equality
- Interregional platform for accessing **gender segregated statistics** and country peer review from a gender perspective
- System of "**prizes and punishments**" ( gender oriented regions vs. non gender oriented" regions)
- Decision makers and technical staff needs to be **educated and trained in gender equality**
- **Dedicated programs**, budget lines and strategic calls for projects



### QUESTION 5

How might we strengthen the role of WRCs as an actor in the implementation process of regional and structural funds?

- WRCs could **participate in the regional decision-making process** during the development of implementation policies, i.e. in the Monitoring Committee of the Regional Operational Programme
- WRC could act as "**technical agencies**" supporting regions, providing counseling for regional stakeholders on gender equality, providing experts giving opinions and advise concerning regional funds
- WRCs could **host trainings** on structural funds, to encourage women's organisations to apply for funding
- **Educate regional authorities** about the condition for women and empowerment



permanent cooperation between WRCs and regional authorities



## 11.10: In-equality in the Italian labour market: still a gender issue, Federica Vedova, Provincial Councillor for Gender Equality, Province of Venice

**Federica Vedova** speaks about some major issues concerning gender equality in the labour market Italy, where women occupations has grown until 2008. After then, in connection with the economic crisis, women occupation starts to decrease at a gradually more alarming rate. Today the average rate of female occupation is 46,4%, being even 30,6% in South Italy. The problem is, gender discrimination in the labour market is not evident, it pass through underlying mechanisms.

The most alarming data concern the rate of women that leave their work after the birth of their first child. According to the Italian law, women cannot be dismissed until their child turns one year old, but they

obviously can decide to leave their work: in Italy 800.000 women took this decision in 2010, 510 in the territory of the Province of Venice. When a woman takes this decision, she is required to have an interview with the Labour Inspectorate representatives: 75% of them leave their work as they have conciliation problems that they cannot face the otherwise.

The fact is nowadays the labour market accepts women and acknowledges their competencies too, but it doesn't accept their lives. The work organization is still depending on an ancient model, when women were not supposed to work. And the social organization sustains this model, by still offering few services to the occupied women. The few laws through which we can do something to change this model, as the Law n.53/2000, are too much complicated for the SME to take advantage of them, plus, they are not regularly funded. The fact is women prefer working, if they can choose.

To solve this problem, some major changes need to be done, in the work organization system, the services system and by an increased sharing of care roles between women and men.

### 11.50: Laborious Undertakings: Women, Entrepreneurship and Access to finance – highlights from the Veneto and Italy, *Sandra Rainero, Veneto Lavoro*

**Sandra Rainero** presents the result of a research they've done, on female entrepreneurship and access to finance, in the framework of another Interreg IVC project on gender equality issues: "Gender for Growth". This project, led by the Ile de France Region aims to reinforce awareness of the gender dimension in relation to regional policies of economic development. The other partner regions are from Spain, Italy, Hungary, Romania, Greek and Sweden.

#### Female Entrepreneurship

- *Italian female entrepreneurs are increasing*
- *From 06/2007 to 06/2008, 12.000 new companies led by women*
- *Leading sectors:*
  - services for business,
  - personal services,
  - health,
  - education,
  - accommodation and leisure facilities,
  - hotels and restaurants



#### Women lead the way

- *The most significant growth concerns the sectors where the male component is prevailing:*
  - +8,5% of women entrepreneurs in the buildings sector,
  - +6,8% in the real estate sector,
  - relevant growth rates also in the ICT and R&D
- *Women entrepreneurs in Veneto: 37.853 (2009),*
- *They represent 10% of the total Italian women-owned companies (363.668)*



#### Ay, but here's the rub!

- *Compared to men:*
  - The potential related to women entrepreneurship in Italy is still poorly appreciated
  - Women are generally required a very long apprenticeship period before taking managerial roles
  - Women's earned income has a greater effect on total income.
  - The largest gender gap is recorded in income from self-employment.
  - Women have access to the entrepreneurial career with greater difficulty.
  - For women, the incidence of income from investments is lower than that of males.



#### A wider gap!

- *Income from self-employment*
  - Income declared by women is much lower than that found in men (2% against 4.7% in 2004)
  - The average income from **professional** activities of women is much lower than that of men.
  - 23.942 € against 39.073 € of men (2004), with an incidence of 61.3%.
  - The number and relative frequency of women who receive such income is much lower than that of men (40.734 against 152.369, with a ratio of about 4 men per woman)



## Business is business?

- Women in business earn an average income of 11.818 €,
- If the task is performed by men, their income is 18.129 €,
- The ratio woman / man equals to 65.2%.
- The differential is greater for younger taxpayers (60.1%)



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## A lower access to credit

- Female entrepreneurs meet great difficulties in getting access to credit.
- They mainly rely on self-financing (from family and friends) and bank credit.
- All other conditions being equal, female entrepreneurs pay 30 to 50 basis point more than male entrepreneurs.



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## So What?

- Are women then discriminated against in credit markets in Italy?
- FACT: no evidence exist that women are riskier than men in Italy.
- FACT: women pay more than men in Italy for overdraft facilities.
- FACT: the difference cannot be explained by any variable capturing differential risk, directly or indirectly.



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## Then, again.....

- Present policy targeting female entrepreneurship tends to facilitate access to finance in traditional sectors
- It does not promote start-up or innovative sectors (advanced services – technology driven operations, green or white economies)
- This conservative approach could undermine the capability to remain competitive in the future



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## AFTERNOON SESSION

Moderator: Francisco Sabino

13.30: Presentation of the policy recommendations of the South Zone Winnet8 partners

### 1. Italy, Rosanna Lorenzi, Province of Venice



## The path and the vision

The policy recommendations for gender equality elaborated by the MAG group of the Province of Venice have been grounded on an analysis about women condition in the Veneto region and the suggestions and proposal collected during the public consultation of the Winnet8 project, above all those aroused during the regional *Round Table* on April 14th. The main aim of the Italian recommendations is a cultural change on gender equality issues: we should be able to communicate to both the institutions and the other local actors that women participation and empowerment in the labour market is a common good and a means for the development and well being for the whole society.



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## The mainstreaming actions

From a mainstreaming point of view, we recommend to:

- pursue a gender perspective in each and every action and measure, as most policies are gender sensitive and do have different effects on men and women;
- tackle gender issues, that are cross-sectional, by means of integrated policies;
- promote gender equality through networks, in the light of sharing and integrating policies;
- support each person, irrespective of their gender, but recognizing that men and women need different kinds of support to reach their full potential.



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## The specific policies

Concerning the specific sectorial policies, we recommend to involve all the territorial *stakeholders* in promoting gender equality in their own field:

- institutions must act in order for: gender differences to be known, respected, and fully considered when adopting gender laws and policies; promoting female participation in civic and political life; supporting women occupation as source of wealth and wellbeing for the whole society, starting from a qualified offer of care services; supporting women employed in non traditional sectors;

## The specific policies

- the educational system must act to spread a gender culture to the new generations and the whole society, aimed at developing individual potentials and disseminating the values of collaboration, role-sharing and conciliation between the genders;
- companies who guarantee gender equality should be recognized and supported and their good practices should be actively spread, in order to promote in the economic sphere a general development of gender equality issues;
- media and ICT must become partners in spreading a culture of respect and conciliation between genders to everyone.

### 2. Greece, Popi Sourmaidou, Ergani Center



- It is important to introduce a system to measure/monitor/evaluate the performance of the Region on Gender Equality and the participation of the women in the economic and social lives
- The region must start to collect gender data
- The region should motivate and secure the creation and the operation of different regional networks (e.g. Mass Media, local authorities)
- Make sure that all available resources, results, tools, experiences from the past are used



- The MAG and the existence of a WRC (two tools from WINNET8) that can play an important role in the gender equality
- Acknowledge the interaction of all local, regional and national actors
- Implement the regional action plan (or parts of it) a.s.a.p.
- Use all the available new programmes with a gender perspective (and in order to implement the AP)
- Create new tools of raise awareness in all the aspects of gender discrimination
- To promote the participation of women in the decision making centres at local and regional level

### 3. Portugal, Francisco Sabino, CCDR Alentejo



- Create a program co-financed for implement national and transnational projects promoting gender equality;
- Give fiscal incentives for companies that promote equality of opportunities (through pre-established criteria);
- Stimulate the social responsibility of the enterprises and other organizations, through the attribution of awards in recognition of conditions favouring the equality of chances;



- Give visibility to the role of WRC, for example, through pilot initiatives of presentation of the work to be undertaken by WRC (in network or individually);
- Create a network for exchange of practical good practices amongst WRC identified and constituted in the scope of the project and others WRC;
- Create a joint information system that contributes to the periodical updating of policies, strategies and studies on the subject;



- Propose the inclusion in the curricula of secondary schools, of matters relating to gender equality and awareness on youth violence;
- The formative offers (either at the level of higher education or at the level of vocational education), need to be in articulation with the needs of the labour market, with particular emphasis on the issue of entrepreneurship;



- Promote the creation of Plans for the Equality (Enterprises, IPSS, ONG, Cities);
- Focusing on creating a Regional Network of Local Councillors for Equality, based on Municipal Commissions for equality.



### 14.00: Dialogue and discussion

**Britt-Marie Torstenson** says that the recommendations of the South Zone countries have several points in common. One is the conciliation problem: is a main issue also in the East Zone, while in the North Zone they must be careful not to take steps back on it. The other is the importance of networking, concerning which, she remembers Winnet Europe exists since 2006: the EU consider them as experts and they are in charge of collecting and forwarding the policy recommendations to EU, so Winnet Europe can be provide a suitable networking platform for all the Winnet8 partners.

### 14.15: Presentation of the action plans of the South Zone Winnet8 partners

#### 1. Italy, Patrizia Daneluzzo, Winnet8 project



#### Gender equality in Veneto Region at a glimpse

- we need to rethink what gender equality means today, in 2011
- we have several gender equality problems, that require a general cultural change to be tackled
- the actual economic crisis is a threat for gender equality in the labour market
- we have a low rate of women participation in democratic life and decision making roles
- we need to build up stronger networks among stakeholders
- we have functioning WRCs, that are really appreciated even if on a small scale
- violence and the theme of women dignity in general is growing also through the media



#### Our priorities

- To create and spread a new approach to gender equality as an issue concerning women, men and the whole society;
- to tackle gender issues, that are cross-sectional, with integrated policies and through networks, in order to coordinate actions, and save human and economic resources;
- to focus this new approach in empowering and supporting each person, irrespective of their gender, but recognizing that men and women need different kinds of support to reach their full potential;



## Our priorities

- to involve the educational system, from preschool to academia, in the transmission of a gender culture aimed at overcoming gender stereotypes and disseminating the values of collaboration, role-sharing and conciliation between the genders, to the new generations and to whole society;
- to involve the media and ICT in spreading gender quality and a more general culture of respect, in order to prevent violence.

## Economic resources

There are different kind of actions in our Action Plan:

- administrative and organizational strategies that regional, provincial and local institutions can realize with their own staff, and needing no additional economic resources;
- initiatives and actions that can be funded by the existing national and regional laws, such as L. 125/1991, L. 215/1992, L.53/2000, L.R. 3/2003,....;
- initiatives and actions that require additional economic resources and could be implemented, launched or enhanced with other European funds.

**Patrizia Daneluzzo** specify that the actions the Italian partners suggest to the Veneto institutions are the following (please note that two kind of WRCs are involved: one at regional level, that has mainly the role of Documentation centre, one at local level, aimed at promoting gender equality, empowering citizens and prevent violence).

### VENETO REGION

ADMINISTRATIVE AND LEGAL AREA	PUBLIC RELATIONS AREA	EDUCATIONAL AND TRAINING AREA
<p>ACTUAL FUNDING OF EXISTING LAWS FOR GENDER EQUALITY</p> <p>FIT A MAINSTREAMING ATTENTION FOR GENDER ISSUES INTO THE NEXT ROP ESF 2014</p> <p>INSTITUTION OF AN ASSESSMENT BOARD TO EVALUATE ALL THE REGIONAL LEGAL ACTS IN TERMS OF GENDER EQUALITY</p> <p>APPOINTING A GUARANTOR FOR GENDER EQUALITY TO MONITOR AND SPREAD A GENDER CULTURE INSIDE THE VENETO REGION INSTITUTION, STARTING FROM THE ANNUAL PUBLICATION OF ITS GENDER BUDGET</p> <p>DELEGATE THE PROVINCES TO COORDINATE ORGANISMS, SERVICES AND ACTIONS FOR GENDER EQUALITY, WITH AN ANNUAL BUDGET</p> <p>PROMOTING GENDER EQUALITY ALSO THROUGH SUPPLIERS, BY ENSURING THAT, IN CONTRACTING OUT THE PROVISION OF AN IMPORTANT SERVICE, THE LEGAL ENTITY THAT WINS THE CONTRACT PROMOTE EQUALITY OF WOMEN AND MEN</p>	<p>INSTITUTION OF A REGIONAL RESOURCES CENTRE, WITH THESE FUNCTIONS:</p> <ul style="list-style-type: none"> <li>- PROMOTING RESEARCH WITH ACADEMY</li> <li>- COLLECTING GOOD PRACTICES FROM THE REGION</li> <li>- SHARING AND SPREADING GOOD PRACTICES IN THE REGION</li> <li>- HOLDING A REGISTER OF REGIONAL ACTORS AND STAKEHOLDERS PROMOTING GENDER EQUALITY</li> </ul> <p>SET LOBBYING STRATEGIES TO PROMOTE GENDER EQUALITY WITH BOTH GOVERNMENT ORGANS AT DIFFERENT LEVELS AND THE GRASS ROOTS</p> <p>ESTABLISH A MONITORING SYSTEM WITH CO.RE.COM. (REGIONAL COMMITTEE FOR COMMUNICATION) TO INDIVIDUATE AND PROMOTE THE REGIONAL MEDIA THAT DISSEMINATE GENDER EQUALITY AND MAKE A PROPER USE OF NON-SEXIST LANGUAGE AS WELL AS OF IMAGES REPRESENTING MEN AND WOMEN</p>	<p>INCLUDE A GENDER EQUALITY UNIT IN ALL THE TRAINING COURSES FOR THE REGIONAL EMPLOYEES: THIS UNIT NEEDS TO BE SPECIFICALLY REQUIRED IN CONTRACTING THE SERVICE AND TO BE TAUGHT BY A GENDER EXPERT</p> <p>INCLUDE A GENDER EQUALITY UNIT, TO BE TAUGHT BY A GENDER EXPERT, IN ALL THE TRAINING COURSES FOR TEACHERS OF THE REGIONAL SCHOOL SYSTEM</p> <p>SIGN AGREEMENTS WITH THE SCHOOL SYSTEM TO PROMOTE GENDER EQUALITY AND PREVENTING GENDER VIOLENCE IN SCHOOLS</p>

### VENETO PROVINCES

ADMINISTRATIVE AND LEGAL AREA	PUBLIC RELATIONS AREA	EDUCATIONAL AND TRAINING AREA
<p>APPOINTING A GUARANTOR FOR GENDER EQUALITY TO MONITOR AND SPREAD A GENDER CULTURE INSIDE EACH PROVINCIAL INSTITUTION, STARTING FROM THE ANNUAL PUBLICATION OF ITS GENDER BUDGET</p> <p>COORDINATION OF PROVINCIAL ORGANISMS, SERVICES AND ACTIONS FOR GENDER EQUALITY, FOLLOWING REGIONAL ROP GUIDE LINES</p>	<p>GIVE TIMES AND SPACES FOR LOCAL AUTHORITIES AND RESOURCES CENTRES TO MEET AND COORDINATE ACTIONS</p> <p>SUPPORT AN INTERSECTORIAL BOARD ON GENDER EQUALITY, TO CONTINUE THE WINNET8 MAG ACTIVITY AFTER THE PROJECT CONCLUSION, IN ORDER TO PROMOTE NETWORKING AMONG PROVINCIAL GENDER SENSITIVE ACTORS AND STAKEHOLDERS</p>	<p>INCLUDE A GENDER EQUALITY UNIT IN ALL THE TRAINING COURSES FOR THE PROVINCIAL EMPLOYEES: THIS UNIT NEEDS TO BE SPECIFICALLY REQUIRED IN CONTRACTING THE SERVICE AND TO BE TAUGHT BY A GENDER EXPERT</p> <p>ORGANIZATION OF GENDER TRAINING SESSIONS FOR THE POLITICIANS IN THE PROVINCIAL TERRITORY</p>

<p>PROMOTING GENDER EQUALITY ALSO THROUGH SUPPLIERS, BY ENSURING THAT, IN CONTRACTING OUT THE PROVISION OF AN IMPORTANT SERVICE, THE LEGAL ENTITY THAT WINS THE CONTRACT PROMOTE EQUALITY OF WOMEN AND MEN</p>	<p>SET LOBBYING STRATEGIES TO PROMOTE GENDER EQUALITY WITH BOTH GOVERNMENT ORGANS AT DIFFERENT LEVELS AND THE GRASS ROOTS</p> <p>PROMOTE PUBLIC AND PRIVATE ACTORS ACTING GOOD PRACTICES ON GENDER EQUALITY THROUGH PROMOTIONAL EVENTS AND/OR MATERIALS</p>	<p>SIGN AGREEMENTS WITH THE SCHOOL SYSTEM TO PROMOTE GENDER EQUALITY AND PREVENTING GENDER VIOLENCE IN SCHOOLS</p>
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### VENETO MUNICIPALITIES

INTERNAL ACTIONS	EXTERNAL ACTIONS
<p>APPOINTING A GUARANTOR FOR GENDER EQUALITY TO MONITOR AND SPREAD A GENDER CULTURE INSIDE EACH MUNICIPALITY, STARTING FROM THE ANNUAL PUBLICATION OF ITS GENDER BUDGET.</p> <p>TAKE PART IN THE GENDER EQUALITY ORGANISMS AND INITIATIVES FOR LOCAL AUTHORITIES PROMOTED BY THE PROVINCES</p> <p>INCLUDE A GENDER EQUALITY UNIT IN ALL THE TRAINING COURSES FOR THE MUNICIPAL EMPLOYEES: THIS UNIT NEEDS TO BE SPECIFICALLY REQUIRED IN CONTRACTING THE SERVICE AND TO BE TAUGHT BY A GENDER EXPERT</p> <p>PROMOTING GENDER EQUALITY ALSO THROUGH SUPPLIERS, BY ENSURING THAT, IN CONTRACTING OUT THE PROVISION OF AN IMPORTANT SERVICE, THE LEGAL ENTITY THAT WINS THE CONTRACT PROMOTE EQUALITY OF WOMEN AND MEN.</p>	<p>SET LOBBYING STRATEGIES TO PROMOTE GENDER EQUALITY WITH BOTH GOVERNMENT ORGANS AT DIFFERENT LEVELS AND THE GRASS ROOTS</p> <p>SIGN AGREEMENTS WITH THE SCHOOL SYSTEM TO PROMOTE GENDER EQUALITY AND PREVENTING GENDER VIOLENCE IN SCHOOLS</p> <p>PROMOTE AND FACILITATE WOMEN PARTICIPATION TO LOCAL CIVIC AND DEMOCRATIC LIFE, OFFERING SPECIFIC SOLUTIONS FOR CONCILIATION (CHILDCARE, TRANSPORT...)</p> <p>INSTITUTION OF A LOCAL RESOURCES CENTRE, TO EMPOWER CITIZENS, PROMOTE GENDER EQUALITY AND PREVENT VIOLENCE, WITH THESE FUNCTIONS:</p> <ul style="list-style-type: none"> <li>- RAISING AWARENESS: ORGANIZATION OF CAMPAIGNS, EVENTS, SEMINARS, PROMOTION OF PUBLIC AND PRIVATE ACTORS ACTING GOOD PRACTICES ON GENDER EQUALITY</li> <li>- TRAINING ACTIVITIES ON GENDER ISSUES FOR LOCAL INSTITUTIONS, ORGANIZATIONS, PRIVATE FIRMS, CITIZENS</li> <li>- VOCATIONAL TRAINING IN COORDINATION WITH PROVINCIAL JOB CENTRES</li> <li>- PROFESSIONAL COUNSELLING</li> <li>- CONDUCTING PROJECTS AND RESEARCH ON GENDER ISSUES</li> <li>- FUND RAISING</li> </ul>

## 2. Greece, Parthenopi Sourmaidou, Ergani Center

**Parthenopi Sourmaidou** specify that the Greek Action Plan has been grounded on a wide consultation process, involving both questionnaire and focus groups.

### The Vision of the Action Plan:

- To activate all regional factors for a chance for change!
- To influence positively the region's gender performance.
- To maximize women's participation in the society and the labour market.



### General objectives of the Action Plan:

- To mobilize women to develop their professional and entrepreneurial skills and to provide them a permanent support.
- To increase the women's participation in to the economic and social life.
- To plan and implement positive actions and projects for the women.
- To support the existence of a Regional Center, this will coordinate and evaluate the activities, projects and programs and will capitalize their results in favor of the women of the region.



 Our planned actions are divided to 3 main categories

- A. Regional Gender Umbrella**
- B. Gendered actions: the core**
- C. The mattress**

 **Regional Gender Umbrella**

- A.1. The permanent operation of a MAG in connection with the Regional Gender Equality Committee
- A.2. The development and the full operation of a Regional Women Resource Center
- A.3. The formation of regional Networks

 **Gendered actions: the core**

- B.1. Preparing women for more and better jobs
- B.2. Female entrepreneurs
- B.3. Training activities
- B.4. Promoting Innovation and ICT

 **C: The mattress**

- C.1. Combating the violence against the women
- C.2. Promoting women in Decision Making Centers
- C.3. Improving the health and social care facilities



The Greek partner wishes their MAG can be used as a consultant by their Regional Committee for Gender Equality, which is a political body with few experience on gender issues. Parthenopi Sourmaidou also specify that, due to the economic crisis and elections, the implementation of many European projects is late in Greece and this could be an opportunity to include gender equality in this projects.

### 3. Portugal, Maria de Saudade Baltazar, University of Evora



**Vision**

Until 2012, have in Alentejo Central, a Resource Centre for Employment, Entrepreneurship and Gender Equality, working for the promotion of gender equality, promotion of female entrepreneurship and increasing skills in new technologies and innovation.



**Detailed objectives**

- Until December 2011, start the exchange of experiences and information at the level of methodologies and tools to support business creation and entrepreneurship;
- Until May 2012 start the process of identification, appropriation and adaptation of methodologies to support business creation and entrepreneurship among women, applied to the regional context;
- Until May 2012, create a Resource Centre for Employment, Entrepreneurship and Gender Equality (MONTE-ACE);





### Detailed objectives (continuation)

- Until May 2012, establishing networks of cooperation between entrepreneurs from different regions in order to stimulate the exchange of experiences among enterprises managed or created by women, located in rural areas;
- Until September 2012, start actions aimed the motivation for entrepreneurship of women unemployed or looking for their first job;
- Until April 2013, reinforcing the knowledge/skills of the technicians of the partner institutions on entrepreneurship, particularly in areas of low population density with development problems;



### Detailed objectives (continuation)

- Until April 2013, start training agents for the creation of enterprises and entrepreneurship;
- Until April 2013, promote the mainstream of women entrepreneurship, in rural areas of intervention of the partner institutions;
- Until April 2013, promote the internationalization of products and services through the European Network for Women's Resource Centre.



## 14.45: Dialogue and discussion

**Britt-Marie Torstensson** says she's very happy with these recommendations, whose aim is to really change the system. She suggests each partner to also have a look to the forthcoming Winnet8 document about managing a WRC, in order to make it a place to change people and society consequently.

**Gloria Vidali** says the Italian partner really did an effort to draft an Action Plan that can be actually implemented in the Veneto Region and by the local institutions.

## 15.20: Gender Equality in EU policies and programs: transferring Winnet8 proposals into the South Zone ERDF and ESF of EU, Britt-Marie Torstensson, Winnet Sweden

**Britt-Marie Torstensson** presents a document that Fredrik Tiger, Programme Manager for Sweden in the EU DG Regio presented at the Round Table North Zone about Gender Equality in EU policies and programs.

**Lisbon Treaty and Europe 2020**

- Gender equality is a "fundamental value" (art.2) and an "objective" (art.3)
- The Union is required to promote equality between men and women in all its activities
- "Without the contribution of women, the Europe Growth Strategy will be neither smart, nor sustainable, nor inclusive,"
- A necessary condition to meet the EU's economic and social objectives

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**ERDF Regulations**

- "The Member States and the Commission shall ensure that equality between men and women and the integration of the gender perspective is promoted during the various stages of implementation of the funds.
- The Member States and the Commission shall take appropriate steps to prevent any discrimination based on sex, ... during the various stages of implementation of the funds and, in particular, in the access to them."

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## 16.00: Closing of the European Round table

**Gloria Vidali** closes the Round Table, saying that the results of Winnet8 in the South Zone countries are very similar but what even more important than the results has been the process that led to them: the Italian partner really values the experience and the network that the project has allowed the Province of Venice to realize in order to have the Italian recommendations and Action Plan.