

WOMEN'S RESOURCE CENTRES INNOVATION & POLICIES

for Smart, Inclusive and Sustainable Growth



European Union
European Regional Development Fund



WINNET 8
Municipality of Älvdalen
Box 100, SE-796 22 Älvdalen, Sweden www.winnnet8.eu

Winnnet Sweden www.winnnet.se

Swedish Agency for Economic and Regional Growth – Tillväxtverket www.tillvaxtverket.se

Editors: Inger Danilda, Encounter AB www.quadruplehelix.com (content)
& Jonathan Deller www.jondellar.com (translations)

Layout: Eva Edenby Design www.edenby.se

Print: BI-Reklam AB www.bireklam.se

FOREWORD

by Danuta Hübner, Chair, Committee on Regional Development, European Parliament

Gender mainstreaming is by definition transversal to policy programming and policy implementation, including of the Structural Funds. There are both equity and efficiency arguments to support gender mainstreaming since discrimination and segregation entail inefficiency. Furthermore, it is well-known that both the economy and business benefit from enhancing gender equality. Hence, it is not only crucial to implement the gender perspective through EU Cohesion Policy and the EU 2020 strategy but the achievement of Cohesion Policy and EU 2020 objectives is indeed conditional upon a more extensive, effective and efficient use of women's potential.

Building on Europe's territorial strengths, tapping unused potential, expanding its growth basis, and thus stimulating employment and economic growth, are today among our major concerns. This can only be achieved by actively reinforcing the gender perspective in EU policies, and in particular in Cohesion Policy.

It is imperative that women are effectively given the opportunity and the tools to participate fully in the labour market throughout the EU, particularly in the areas of innovation, ICT and technology, and, last but not least, women should be encouraged and

supported to become entrepreneurs in every branch of industry and commerce.

These objectives are not easy to achieve and require strong intervention through public investment and the provision of high quality public services. We can nevertheless exploit the potential offered by the tools and organisations we have already created, especially by enhancing the existing territorial cooperation structures. Thus Women's Resource Centres must become even more dynamic actors in the Quadruple Helix partnership for smart, inclusive and sustainable growth.

Gender equality must be an integral part of smart economics and be taken into account by economic decision makers at every level. Viewed in that light, the gender dimension should be factored into all decisions concerning the allocation of Structural Funds.

The future Cohesion Policy requires major attention being paid to the gender dimension and actions such as WINNET 8 can only reinforce economic and social cohesion throughout the Union.



*Danuta Hübner
Chair, Committee on Regional Development
European Parliament*

FOREWORD

by Dirk Ahner, Director-General for Regional Policy, European Commission

Equality between women and men is a fundamental principle of the European Union, enshrined in the Treaties. Mainstreaming this principle in all the activities of the EU represents a general aim. It has been, and will continue to be, a key element for Cohesion Policy.

Europe's regions will only be able to reach higher levels of competitiveness, productivity, growth, social cohesion and economic convergence if the potential of Europe's women is better mobilised. "Europe 2020" is the European Union's strategy for jobs and smart, sustainable and inclusive growth. It includes the headline target of raising to 75% the employment rate for women and men aged 20–64. The employment rate of women is still far from reaching this target, whereas the target is much closer in respect of men. This means extra effort will have to be put into removing barriers to women's participation in the labour market. In some of the regions most lagging behind, women's participation in the labour market is extremely low. Europe's regions need the active participation of both women and men in economic and social life.

Europe should also take better advantage of the brains of its women: 60% of European university graduates are women, but this is not reflected in appointment rates to high level jobs and key positions in Europe's economy and businesses, nor in academia or politics. This is a huge underused potential.

Cohesion Policy can help to improve access and to break down the barriers, for both women and men. It can stimulate policies and practice for closing the gender pay gap, improving work-life balance and promote more women into top positions in business and science. It can stimulate business, build public transport and infrastructure that can make it easier to find and get to a job. It can provide childcare facilities, which are key for enabling both women and men to be active on the labour market. Social infrastructure (hospitals, schools, community centres, ...) can improve life for families and make regions better places to live and develop.

In our legislative proposal for future Cohesion Policy 2014–2020, we encourage the regions and Member States to develop strategies for the promotion of gender equality, including systems for collecting and analysing data and indicators broken down by gender. They are also advised to develop evidence-based gender policies and to involve gender bodies and relevant experts in drafting, monitoring and evaluating their interventions. In this context, the recommendations you have formulated are certainly welcomed and valuable.



*Dirk Ahner
Director-General
Directorate-General for Regional Policy
European Commission*

FOREWORD

by Nils-Åke Norman, representing Lead Partner in WINNET 8

The policy recommendations for EU Cohesion Policy and the EU 2020 strategy you are holding are based on research, good practices, action planning, consultations and exchanges between regional actors in Bulgaria, Finland, Greece, Italy, Poland, Portugal, Sweden and the UK. It is the result of a collaborative project, WINNET 8, under the framework of the territorial cooperation programme INTERREG IV C. Älvdalen Municipality in Sweden acted as the Lead Partner for WINNET 8 during 2010–2011 and the partnership involved organisations representing different actors in the Quadruple Helix – public sector, academia, industry and civil society.

Our collaboration in WINNET 8 aimed at influencing growth policies and we capitalised on the successful results of Women's Resource Centres (WRCs) and similar initiatives in EU Member States. Since the 90s the WRC in Älvdalen has played an important role in advancing gender equality, entrepreneurship, internationalisation and attractiveness. The support from the national level through the Swedish Agency for Economic and Regional Growth and the resources allocated by different EU programmes have been crucial in this process.

I am delighted to see the development of WRCs in the Member States involved in

WINNET 8 and regional actions plans focused on increasing women's participation in the labour market and in technology, innovation and entrepreneurship. The innovation performance and competitiveness of European regions depend on the increased participation and inclusion of women in different fields of the economy. Our policy recommendations from WINNET 8 reflects the fact that a gender dimension in regional development is a prerequisite for future growth.

I would like to extend my gratitude and appreciation to all the partners in WINNET 8, regional Multi-Actor Groups, researchers and practitioners who contributed their experiences to the project and the policy recommendations. On behalf of the partnership I would also like to thank the representatives of the European Parliament and especially Mrs Danuta Hübner, the European Commission and especially Mr Dirk Ahner and the INTERREG IV C JTS and especially Mr Michel Lamblin, for their reflections on WINNET 8.



Nils-Åke Norman

Mayor of Älvdalen and member of the Structural Fund Partnerships for North Mid-Sweden

EXECUTIVE SUMMARY

This report is one of the results of a two-year capitalisation project, WINNET 8, funded by the European Regional Development Fund (ERDF) within the framework of INTERREG IVC. A programme providing funding for interregional cooperation across Europe focused on innovation and the knowledge economy. WINNET 8 capitalised on two decades of funding from the EU for Women Resource Centres (WRC) initiatives and good practices in Member States. Capitalisation projects address the Managing Authorities (MAs) of the Structural Funds in Member States and seek solutions for more efficient implementation of allocated funds and regional development policies. WINNET 8 is the only capitalisation project in INTERREG IVC 2007-2013 focused on growth, gender equality and counteracting the horizontal segregation in the labour market.

The report introduces the capitalisation process and WRCs, describes the connection between WINNET 8 and the EU's growth strategy 2020, including its flagship initiatives such as the Innovation Union, and outlines suggested policy improvements for the future Cohesion Policy 2014-2020. WINNET 8 policy implications are analysed and contextualised in the light of scientific research. A proposal for integration of a gender perspective in the regulations for the Structural Funds is presented under six main themes

(Framework and objectives; Programming and implementation; Allocation of funding and financial incentives; Statistics and indicators; Involvement and partnerships; and Monitoring and evaluation).

WINNET 8 X 8 priorities

WINNET 8 with representation from Member States in northern, southern, eastern and western Europe has identified eight priorities in the regulations for the future Cohesion Policy 2014-2020 in the EU. These priorities cover an increased focus on gender equality in the labour market to achieve: the 75% employment rate target for women by 2020; gender budgeting to analyse the impact of the policy and assess the extent to which resources are allocated in gender-equal or unequal ways; data and indicators broken down by sex; gender perspective in the Operational Programmes for the European Structural Funds; a dual approach combining gender mainstreaming with specific funding for positive actions; access to gender equality expertise in partnerships and decision-making bodies for the Structural Funds. A gender equality flagship and interregional platform for cooperation are suggested, encompassing the collection of gender segregated statistics, comparative interregional analysis, research, advanced training and an exchange of practices.

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1. INTRODUCTION

1. INTRODUCTION

This report outlines the main policy implications of the INTERREG IVC project, WINNET 8 (Women's Resource Centres, Promoting Innovation in Gender Equality across Europe) to inspire qualified efforts to mainstream gender in (regional) growth policies. Implemented during 2010 and 2011, WINNET 8 provides policy input in several domains: rural development, local and regional development, employment, education, entrepreneurship, innovation, and science and technology.

The Swedish-led partnership in WINNET 8 involved regions from eight EU Member States: Bulgaria (Yuzhen Tsentralen), Finland (South Ostrobothnia), Greece (Western Macedonia), Italy (Veneto), Poland (Pomerania and Western Pomerania), Portugal (Alentejo), Sweden (North Mid-Sweden) and the UK (Scotland). All involved regions faced similar challenges in designing effective policies for creating more and better jobs for women, breaking the horizontal segregation in employment

and education and inclusion of women in technology, innovation and entrepreneurship. The aim of WINNET 8 was to influence and inform policies at regional, national and EU levels and improve women's status in the labour market.

A series of events led to the creation of the partnership for WINNET 8. There was a meeting between WINNET Europe (the European association for Women Resource Centres) and Danuta Hübner, the former Commissioner for Regional Policy at the European Commission. There was a collaboration between the Swedish and Finnish National Federations of Women Resource Centres, the ministries in Finland and Sweden and the Nordic Council of Ministers. Finally, there was a Nordic Conference in 2007 focused on building up an infrastructure of Women Resource Centres to secure women's participation in regional development programmes during the period 2007–2013, and beyond¹. The Conferences mainly targeted actors in the Baltic Sea Region, but participants came from all over Europe.

CAPITALISATION PROJECTS

WINNET 8 was financed by the European Regional Development Fund (ERDF) and was selected as a capitalisation project within the framework of the territorial co-operation programme INTERREG IVC. Capitalisation projects are based on good practices identified and successfully tested in different European regions.

“In this context capitalisation is understood as a process of collecting, analysing, transferring and disseminating good practices. It helps increase the effectiveness of regional and local development policies in the selected field of cooperation.”²

Capitalisation projects address the Managing Authorities (MAs) of the European Structural Funds of EU Member States and seek solutions for more efficient implementation of allocated funds. In the case of WINNET 8, the Swedish Agency for Economic and Regional Growth (acting as MA for all eight Regional Structural Fund Programmes in Sweden 2007–2013) played a role in the project initiation and implementation. Nevertheless, Women’s Resource Centres (WRCs) played the key role in initiatives which ultimately led to WINNET 8.

WINNET 8 took as its starting point the successful transfer of practices in previous territorial cooperation initiatives: W.IN.NET, (the European Network of Women’s Resource Centres) was implemented in INTERREG III C and FEM (Female Entrepreneurs’ Meetings

in the Baltic Sea Region) was implemented in INTERREG III B. Other good practices were identified in connection with WINNET 8 and categorised into four themes: Women’s Resource Centres and Mobilisation; Horizontal Occupational Segregation; Innovation and Organisational Development; Leadership and Entrepreneurship. Over 40 practices are presented in the book *Women’s Resource Centres, Innovation & Practices for Smart, Inclusive and Sustainable Growth*; this can be downloaded from www.winnet8.eu Some of these practices are also highlighted in this report.

In capitalisation projects, the focus is on activities for preparing to transfer good practices into Regional Operational Programmes (ROPs) for the Structural Funds as the practices have already been identified and tested. In order to reinforce policy development in WINNET 8, Multi-Actor Groups were established in the WINNET 8 partner regions. Representatives of regional authorities, research institutes, social partners and NGOs participated in these groups. The Groups analysed growth policies from a gender perspective and elaborated on regional action plans. These plans, which are to be signed by MAs and regional stakeholders, outline how good practices and the WRC model will be implemented in ROPs during the next programme period of the Cohesion Policy of the European Union, 2014–2020.

OVERVIEW OF FORTHCOMING CHAPTERS

The next chapter (2) highlights the relevance of WINNET 8 to the Cohesion Policy and EU's growth strategy, EU 2020 and the WRC model is described in more detail in Chapter 3. Under the auspices of WINNET 8, Round Tables were arranged in eastern, western, southern and northern Europe. These assembled members of Multi-Actor Groups, representatives from WRCs, politicians, gender researchers and experts for dialogues on how to ensure a gender perspective in the implementation of the Cohesion Policy and role of WRCs. Furthermore, in an open consultation WINNET 8 invited actors in EU 27 to contribute with ideas on the same topics. Policy recommendations from the Round Tables and

the consultation are presented in Chapter 4. To better understand how the proposed measures can contribute to less hierarchical and segregated gender relations in regional growth policies, Chapter 5 aims for a scientific contextualisation of the policy implications. Some of the results from research and practice in WINNET 8 have provided knowledge for further development of a Centre of Excellence and a platform for integrating a gender perspective in the EU's Strategy for the Baltic Sea Region, as outlined in Chapter 6. Finally, Chapter 7 discusses the regulations for the Cohesion Policy for 2014–2020 and the position of WINNET 8.

W.IN.NET Europe

Project duration: July 2003 – January 2006

Funding: Total budget: €1,351,950. Contribution from ERDF, INTERREG III C €776,663.

Key themes: European Network of Women Resource Centres (W.IN.NET) aimed at creating a European network of WRCs. Activities were organised into five thematic sub-networks focusing on: 1) Quality indicators for WRCs; 2) Women's entrepreneurship; 3) Gender equality and local development; 4) Women facing social exclusion; and 5) Women and new technologies.

Potential for mainstreaming in ROPs: Results from W.IN.NET and the thematic networks can be mainstreamed into ERDF and ESF programmes at regional as well as interregional level.

FEM in the Baltic Sea Region

Project duration: August 2004 – August 2007

Funding: Total budget: €2,174,840. Contribution from ERDF, INTERREG III B Baltic Sea Region: €1,251,733.

Key themes: The activities in Female Entrepreneurs' Meeting in the Baltic Sea Region (FEM) were organised into five thematic sub-networks focusing on: 1) Transnational networks of WRCs and meeting places to strengthen the role of women in society and in regional development; 2) Networks for training and exchange of experience for business advisers; 3) Mentorship programmes for women entrepreneurs; 4) Networking in micro-credit groups and financial solutions for entrepreneurs; 5) Internationalisation for women entrepreneurs.

Potential for mainstreaming in ROPs: Results from FEM could be mainstreamed in terms of models for WRCs, mentoring, and the networking credit system. Furthermore, analysis and studies carried out under FEM could be used as input for the new ROPs from 2014 onwards.

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2. POLICIES FOR SMART AND INCLUSIVE GROWTH

2. POLICIES FOR SMART AND INCLUSIVE GROWTH

WINNET 8 shares the goal in the EU's 2020 growth strategy of attaining a smart, sustainable and inclusive economy with high levels of employment, productivity and social cohesion. In order to attain "inclusive growth" by fostering a high-employment economy with social and territorial cohesion, the labour market must be transformed, not least from a gender perspective. Experiences from WINNET 8 provide tools for this transformation and are in line with the EU 2020 flagship initiative "An agenda for new skills and jobs" which specifically addresses the necessity *"to modernise labour markets and empower people by developing their skills throughout the lifecycle with a view to increase labour participation and better match labour supply and demand, including through labour mobility"*³.

The innovation performance and competitiveness of European regions depends on the inclusion of women in different fields of the economy. Increasing women's participation in the labour market (reaching a 75% employment rate for women aged 20-64 by 2020) is one of the EU's major challenges. There is still a significant gender gap in labour market participation hampering the potential for recovery from the economic crisis and future economic development. In the Member States involved in WINNET 8, women's participation in the labour market ranges from over 70% in Sweden, to less than 50% in Greece and Italy. According to the EU's strategy for gender equality between women and men *"gender gaps remain in many areas and in the labour market women are still over-represented in lower paid sectors and under-represented in decision-making positions"*⁴.

GENDER EQUALITY A PREREQUISITE FOR SMART GROWTH

A prerequisite for competitiveness is a gender dimension in regional policies and practices and the opening up of pathways for women into non-gender-stereotyped career choices, knowledge-intensive business areas and broader labour markets. Recruiting and retaining women in Science, Engineering and Technology (SET) is key to the successful achievement of "smart growth" and development of an economy based on knowledge and innovation.

In the coming decade some of the most horizontally segregated industries will face exceptional challenges, with increased demand for a skilled workforce. The labour shortage is likely to affect mixed occupations less; statistics from Eurostat⁵ raise questions as to whether Europe will be able to compete with other parts of the world in fields such as ICT. Amongst the under 40s the gender gap between women and men working as IT professionals is wider than in the older

workforce, with no evidence of it narrowing. In Europe it is still four times as likely to find a man working as an IT professional than a woman. Increasing participation of women in the ICT workforce is a priority in several of the regional action plans under WINNET 8 and one of the priorities for the flagship initiative “Digital agenda for Europe” under EU 2020⁶.

One of WINNET 8’s major contributions to EU 2020 relates to another flagship initiative “Innovation Union”, to be highlighted in coming chapters of this report. WINNET’s starting point was ground-breaking research

into innovation and gender and a gender perspective on innovation policies. An important policy implication of WINNET 8 is acknowledging innovation in sectors which employ a lot of women (such as the public sector and service sector). Given the increased focus on social innovation, it has been proposed that approaches with clear advantages over current practice should be scaled up and disseminated under Innovation Union⁷. WINNET 8 is an example of such upscaling and dissemination that has been identified and encouraged by the EU.

A TWIN-TRACK APPROACH

WINNET 8 capitalised on the successful results of existing good practices in EU Member States and provided insights into how gender can be highlighted in growth policies. The initiative is in line with EU’s strategy for gender equality between women and men⁸ aiming at gender mainstreaming in EU 2020 with its various flagship initiatives and through the Structural Funds. Regional Operational Programmes (ROPs) for the Structural Funds should acknowledge gendered dimensions and initiate actions intended to attain gender equality.

Changing the prevailing structures of economic and social divides requires knowledge on how a wide range of citizens, industries and innovations can influence (and benefit from) public efforts to promote regional growth, without being hampered by gender stereotypes. A gender perspective

provides significant potential for innovations in the knowledge economy; it is highly significant that equality is acknowledged as an economic and innovation prerequisite in growth policies and the lack of it as a market failure. The market failure is evident from the horizontally segregated labour markets.

Since the mid-90s gender mainstreaming has been the primary tool for achieving the goal of gender equality in the EU. This implies that gender equality should be addressed by all policy areas. However as several studies reveal, this ambition has seldom been turned into practice with gender equality often ascribed a marginal status in growth policies⁹. WINNET 8 advocates a combination of gender mainstreaming and specific measures (like Women’s Resource Centres). This is known as a “twin-track approach” or “dual gender equality approach”.

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3. WOMEN'S RESOURCE CENTRES

3. WOMEN'S RESOURCE CENTRES

As stated in the introduction, Women's Resource Centres (WRCs) played an important role in the series of events that ultimately brought about WINNET 8. Älvdalen Municipality, the lead partner in WINNET 8, had an extensive track-record of co-ordinating local WRC initiatives under W7 Dalarna, a collaborative effort between seven municipalities in a rural part of northern mid-Sweden. Another key partner was WINNET Sweden (formerly the Swedish National Federation of Resource Centres for Women) established in December 1999 to secure the sustainability of the WRC model in Sweden. The Federation lobbied various institutions, most importantly the Swedish parliament, and the model was incorporated into Sweden's regional development policy 2001.

The origin of the WRC model can be traced back to the early 90s when public funds were provided to encourage the establishment of

WRCs in Sweden. In fact, some centres had already been established in the late 80s. Since then, new policy programmes supporting WRCs have been launched every third year. Implemented by the Swedish Agency for Economic and Regional Growth, the National Programme for the Development of Resource Centres is unique within EU. Only the Swedish government provides some basic funding for the continuity of WRCs, even if it has at times been criticised for being too small and short-term.

At the turn of the millennium, the Swedish government's instructions to grant funding to WRC activities were changed. In addition to the initial task of increasing women's participation in regional development policy, the WRCs were now specifically instructed to contribute to gender equality within various regional programmes such as ROPs for the Structural Funds.

A TRANSFERABLE MODEL

The Swedish WRC model has been gradually adopted internationally and supported by various EU funds.¹⁰ WRCs were established throughout Europe during the 90s and 00s to enhance women's labour market participation and integrate a gender perspective into regional growth policies. The WRC model constitutes a tool for achieving gender equality in regional development policy in both rural and urban areas.

The aims of WRCs are to:

- Link women's desire to participate in economic development with local and regional planning processes.
- Create new permanent jobs by supporting women's ideas.
- Increase women's influence in the labour market and society.

- Participate in opinion-making and communicate women's experiences.
- Mobilise resources to integrate a gender perspective in policies and growth programmes.
- Secure a more gender-equal distribution of economical resources for regional development between women and men.

In 2006, WINNET Europe was formed as a non-profit organisation, gathering WRCs from 21 European countries. Currently (2011), there are around 400 centres in various parts of Europe, but with the majority located in Sweden.

In addition, the WRC is not only a European phenomenon, as similar kinds of support structures exist elsewhere. 2012 will see the establishment of WINNET Excellence Centre, a centre for systematised research into WRCs (see Chapter 6 in this report).

EMPOWERING WOMEN AND CONTRIBUTING TO REGIONAL GROWTH

The WRC model is described in detail in *A Handbook for Women's Resource Centres*, in English. A publication designed to aid the establishment of WRCs; this can be downloaded from winneteurope.org The handbook includes chapters describing "Why and how WRCs can contribute to change", "The work of a Women's Resource Centre", "Starting up, organising and guaranteeing sustainability in a Women's Resource Centre" and "Working methods and tools for use in a WRC".

The main target group of WRCs are women wanting to realise their ideas in a wide range of areas (e.g. employment, business, innovation, projects). WRCs provide these women with, information, advice, counselling, training and joint action networks. Some WRCs are primarily geared towards supporting (potential) entrepreneurs, whilst others are aimed at, say, unemployed women, migrant women or young women. A common denominator is the utilisation of women's skills and safeguarding of women's interests.

To this end, policymakers and civil servants constitute an important target group for WRC activities, striving to affect the formulation and implementation of policy programmes from a gender perspective.

According to WINNET Europe, the main functions of a WRC are to:

- Empower women to participate in economic development at local, regional and EU level.
- Impacting different policy fields (e.g. employment, ICT, innovation, entrepreneurship).
- Offer a neutral meeting place open to all women and to networking groups of women.
- Constitute a centre for information and documentation and a tool for the gender equality work at local, regional and EU levels.
- Give women advice (counselling & mentorship) on how to realise their ideas.
- Mediate contacts with women's networks in different fields (e.g. business networks, international networks).

Horelli¹¹ differentiates between practical and strategic actions taking place within WRCs at individual and collective levels, depending

on context. For example, practical actions at individual level are mentoring and career guidance for women and networking at collective level. Strategic actions at individual level include evidence-based research and lobbying at collective level.

The WRC model comprises project development and implementation. The projects target different areas identified as crucial to the expansion of women's employment and innovation, such as tourism, healthcare, culture/arts, handicraft/design and ICT. Due to the strongly sex-segregated labour markets in Europe, the public and private service sector has been ascribed a central role in WRCs' efforts to attain gender equality in regional development policy. However, the ICT sector – characterised by a predominance of men as employees and entrepreneurs – has also been given high priority even since the first WRCs started in the late 1980s.

Developing projects that are exclusively for and run by women is a conscious strategy for promoting gender equality. When women work together and share in identifying problems and solutions, development processes begin which enhance women's prospects of equality and involvement in community life.

UNIQUE LOCAL AND REGIONAL PROFILES

Each WRC has been formed by the needs identified in its immediate surroundings; this entails each WRC having its own unique profile. Fundamental to WRCs is that they should develop on the basis of local conditions; this implies a difference in their organisational form. Many WRCs are NGOs, managed by voluntary committees in which the members receive no financial reimbursement for their efforts. Some WRCs are part of the municipal business departments and thus incorporated into the public sector. Others are run by private enterprises (SMEs) in close co-operation with other local actors and/or running a WRC on behalf of a municipality. Working methodologies permeating WRCs are: co-operation in partnerships; networking on different levels (local, regional, interregional and transnational); empowerment (i.e.

mobilisation of women's own resources); management by demand (i.e. meeting the needs and conditions expressed by women).

In WINNET 8 Horelli¹² compared different types of WRCs and identified two categories: "Traditional WRCs" and "WRC-like support structures or networks". The first type builds on the WRC model that was developed in Sweden and adopted by other EU Member States such as Greece and Finland. The second type performs similar tasks to a WRC but does not call itself a resource centre; this was adopted in the UK and Poland. Both types of WRC have some basic elements in common, such as the aim of empowering women to become active players in the development of local and/or regional activities. The main difference is that the support networks tend to have a narrower focus in their activities targeting specific groups of women.

Swedish National Programme for the Development of Resource Centres

Project duration: January 2010-December 2012

Funding: Total budget approx. €12,000,000, 100% financed by the Swedish government.

Key themes: Basic funding for WRCs to support knowledge development, sharing and transfer. Contribute to gender equality in regional development and growth by making women's terms and conditions transparent and increasing women's influence.

Women Dynamic in Greece

Project duration: January 2005 - December 2007

Funding: Total budget €1,422,480. Contribution from ESF €1,066,860.

Key themes: Women Dynamic aimed at empowering women and prepare them for integration into the labour market by supporting them in taking business initiatives and promoting women in employment. Services were delivered through the operation of a regional Women's Resource Centre (WRC) and a network of five permanent and five mobile units (local WRCs).

Potential for mainstreaming in ROPs: This could be a permanent measure under every programme, subject to evaluations and regional adjustments.

4. ROUND TABLES AND CONSULTATIONS

4. ROUND TABLES AND CONSULTATIONS

In 2011 WINNET 8 arranged Round Tables in northern, southern, eastern and western Europe and a consultation process on gender equality in the EU's 2020 Strategy and Cohesion Policy 2014–2020 plus the role of WRCs. The north zone Round Table was arranged in Stockholm, Sweden on 12th of May, the east zone Round Table was in Szczecin, West Pomerania, Poland on 4th of July, the south zone Round Table was in Venice, Veneto, Italy on 14th of July and the west zone Round Table was in Edinburgh, Scotland, UK, on 16th of August.

Prior to the Round Tables described in the previous section each of the WINNET 8 regions,

partners and representatives in the Multi-Actor Groups. The benchmarking model that was used focused on mapping, identifying and comparing measures for integrating a gender perspective into regional and national growth policies. It also included analysis of specific measures for counteracting horizontal segregation and for the inclusion of women in innovation, technology and entrepreneurship. Using the insights gained from good practices, comparative studies between partner regions and round tables, regional action plans were drafted by the Multi-Actor Groups and regions involved. These were signed by key stakeholders including the Managing Authorities (MAs) for the Structural Funds.

ROUND TABLES – A STRONG VOICE FOR GENDER BUDGETING

The dialogues at the Round Tables showed striking similarities between different parts of Europe in terms of recommendations for improved policies and practices. These included key themes for WINNET 8 and specific actions to break horizontal segregation of the labour market and foster the inclusion of women in technology, innovation and entrepreneurship. Some of the recurrent topics were the dual/twin track approach, gender budgeting, specific result indicators for gender equality, evaluation and monitoring in the light of a gender perspective, allocation of funds for targeted actions and equality training for Structural Funds Partnerships and Technical Assistance Offices. Participants

at all events underlined the importance of acknowledging the connection between gender equality and economic growth.

"Policymakers must understand that gender equality is not a cost but an investment for future growth and return on investment is high."
(Comment at the Round Table in Poland)

The **north zone Round Table** specifically underlined requirements of project promoters to carry out a gender analysis when applying for funding from the Structural Funds. A budget must be allocated for gender-specific actions in ROPs and projects with positive gender impact should be given priority and/or a higher percentage of funding. The Structural Fund Partnerships must have an equal participation of women and men, and pay more attention to the gender equality contributions when setting priorities. More high quality evaluations are needed on how programmes and projects achieve change and improve gender equality. Guidelines and support models are needed on how to follow up gender mainstreaming and monitoring of results in the Structural Funds. More innovation support funds must be allocated to the service sector (including public services) to secure a gender-equal distribution of Structural Funds. Furthermore the concept of innovation needs rethinking and broadening to achieve a redistribution of resources between women and men. Based on research (presented by Katarina Pettersson from Nordregio, an institute in the broad field of regional studies) and practical experience in the Nordic countries, participants highlighted the importance of taking care with specific support for (potential) women entrepreneurs. The reason for this is that some mechanisms for promotion of women's entrepreneurship might actually increase segregation, inequality and pay gaps in the labour market.

Priorities from South Ostrobothnia, Finland

Each applicant for Structural Funds should be required to do a gender analysis when applying for a project.

Regional strategies for promoting women's entrepreneurship and/or an integration of women's entrepreneurship promotion in regional development plans.

Concept of innovation needs rethinking and widening to cover fields other than technology.

Priorities from North Mid-Sweden

Training focused on gender equality and connections to regional growth for policy and decision makers involved in regional development.

Stronger connections between WRCs and gender equality expertise and decision-making bodies at regional level.

Utilising WRCs and gender equality expertise at all stages of project funding.

The **east zone Round Table** specifically underlined the important of gender-specific result indicators (quantitative and qualitative) and targets, a monitoring system, and gender statistics and statistical methods to collect baseline data for follow-up. Participants agreed that an important first step would be to educate and train decision-makers and technical staff in gender equality. It is essential to change the mindset of policymakers and include more women in decision-making positions under the Structural Funds. The second step would be to carry out a regional analysis of the connections between gender equality, innovation and economic growth so as to provide input for ROPs. Gender equality institutions are important actors in relation to the Structural Funds' since they can provide guidance on which specific actions to take in each region. Emphasis was given to the necessity of securing funding for gender

equality actions and an efficient network of WRCs. Allocation of ESF funds (up to 15%) for gender-specific actions and ERDF funds for gender mainstreaming was one suggestion from this Round Table. Moreover, measures were discussed to increase the involvement of women in men-dominated industries such as ICT and increase women's access to ICT and activity in the ICT sector. Other topics covered during the Round Table were the promotion of Quadruple Helix partnerships involving WRCs, regional analysis of needs and opportunities for women (as a group) and men (as a group) and gender budgeting.

highlighted the importance of measures targeting the educational system to spread a culture of gender equality, role-sharing and reconciliation between women and men. Also proposed were systems to measure, monitor and evaluate the performance of regions receiving Structural Funds in the light of gender equality and women's participation in economic life. Resources, results, tools and experiences from past Structural Fund programmes can be utilised and a specific programme for co-financing national and transnational gender equality projects launched.

Priorities from Pomerania and Western Pomerania, Poland

Allocation of ESF funds up to 15% and ERDF funds for gender mainstreaming.

Policy makers must be educated in gender mainstreaming strategies and gender equality as an investment.

Programmes and regional development strategies must integrate a gender perspective and all activities, results and outputs reported based on sex segregated data.

W.O.M.E.N – an acronym for gender equality in the South Zone (Greece, Italy, Portugal)

W=WRCs, actively supporting women and addressing gender equality needs.

O=Occupation, supporting women's participation in the labour market as a source of wealth.

M=Mainstreaming, gender-sensitive programmes at all levels.

E=Education, involving the educational system in promoting gender equality.

N=Networking, supporting interaction among stakeholders committed to gender equality.

The **south zone Round Table** specifically underlined gender-sensitive programmes, the collection of gender statistics, gender-specific actions and budget allocations for these actions. It is important to recognise that women (as a group) and men (as a group) need different kinds of support and that policy measures can have different effects for women and men. Increasing women's participation in the labour market must start with access to high quality (child) care services. Women and men must have access to differing support to enter non-traditional, sex-segregated sectors. Other topics covered were encouraging women's entrepreneurship and supporting the creation of networks of interaction between gender equality stakeholders. The participants

The **west zone Round Table** specifically underlined the dual approach and the fact that projects funded by the Structural Funds should be explicit regarding their commitment to addressing gender equality. Funding should stipulate the need for clear quantitative and qualitative gender-disaggregated data. It is essential to continue with equal opportunities and gender equality as specific horizontal themes within the programmes, but accommodate vertical funding to address women's underrepresentation in technology, innovation and entrepreneurship. Since the financial framework under the Cohesion Policy 2014–2020 proposes

introducing 'conditionality' based on results and incentives, it would seem prudent to use gender indicators. This applies particularly to the socio-economic impact of gender equality. The gender budgeting of strategy and policy and the implementation of EU funding programmes eliminates the need for mainstreaming activities further down the policy/action chain. A platform was proposed promoting cohesion through the processes, structures and policy activities at EU level. This would ensure that recommendations filtered downstream into the ROPs and monitoring committees as well as providing guidance, toolkits, training, awareness-raising, best-practice events, knowledge exchanges and

so on. Evaluations of what has already been achieved should be utilised for future policies and funds allocated to build and broker relationships through education, business development and the private sector.

Priorities from Scotland, UK

Equal Opportunities and gender as a horizontal theme within ESF and ERDF making accommodation for vertical funding to address women's underrepresentation in enterprise and segregated sectors.

A dual approach addressing gender inequality to secure gender mainstreaming and vertical policies, programmes and initiatives.

Key to success in terms of addressing occupational segregation is the transmission of knowledge to employers, particularly within key, growth and segregated sectors.

CONSULTATIONS – A STRONG VOICE FOR MAINSTREAMING

"It's important to keep the principle of gender mainstreaming alive in EU 2020. If not, there is a huge risk that its objectives in terms of overcoming the economic crisis and reinforcing economic growth will not be achieved. Moreover, horizontal and vertical occupational segregation will increase. To avoid these risks, gender equality needs to be specifically pursued and monitored. It should be supported and emphasised across all policies dealing with different issue, such as employment, research, enterprise, credit, social affairs, local development and so on." (Response to WINNET 8 consultation)

Prior to the Round Tables described above, each of the WINNET 8 regions, partners and representatives in the Multi-Actor Groups were invited to participate in a consultation process. This was to provide policy input into EU 2020, the forthcoming Cohesion Policy and the role of WRCs. A web-based, open consultation was

also arranged for non-partner regions in EU 27 and non-partners representing all actors in the Quadruple Helix. Interested actors could download the consultation questions and documents from WINNET 8's website and provide their responses online. Results from this consultation process will be presented under two main themes the forthcoming sections: "Gender Equality in 2020 priorities and Cohesion Policy" and "WRCs as Actors".

During the consultation process it was noted that gender equality is only mentioned on one page of 304 pages of the *Fifth Report on Economic, Social and Territorial Cohesion: the Future of Cohesion Policy*.¹³ Mainstreaming in all priorities of the Cohesion Policy and EU 2020 flagships as well as attributing a gender perspective to the European Regional Development Fund (ERDF) as well as the European Social Fund (ESF) were also

emphasised in responses to the consultation by non-partners in WINNET 8. Another suggestion was that specific priorities should be outlined in the Structural Funds according to the different situations faced by women

in EU 27; to differing regional contexts and to differing backgrounds among women. Furthermore, the link between gender equality, innovation and economic growth should be taken into account in elaborating ROPs.

GENDER EQUALITY IN 2020 PRIORITIES AND COHESION POLICY

The responses under this theme may be categorised into five main headings: 1. Gender mainstreaming in EU 2020, 2. Strengthening gender equality in ERDF, 3. Financial incentives, 4. Setting targets and result indicators, and 5. Partnerships and comparative studies.

1. Gender mainstreaming in EU 2020

A gender perspective and gender-specific data should be integrated into all EU 2020 priorities (smart growth, sustainable growth and inclusive growth) and all flagships. Otherwise, according to several responses to the consultation, it becomes likely that the actions (especially in smart growth) will focus mainly on men-dominated areas. Gender equality is a cross-cutting issue, which must be tackled comprehensively to be efficient. For instance, support for women's entrepreneurship must be accompanied by specific measures aimed at facilitating this entrepreneurship (including childcare, access to credit, and participation of women representatives in the decision-making process). Care facilities are a necessity to increase women's participation in the labour market and must often be put in place before other measures are introduced. Some respondents suggested adding "equal opportunities for women and men" as one of the objectives for EU 2020 and/or implementing "gender mainstreaming"

recommendations for each of the objectives, priorities and flagships.

"75% of the population aged 20–64 should be employed

This concerns women and men, but in the case of women, the target is known to be more difficult to achieve. It has to be clarified what specific actions will be taken to achieve this target"

"3% of the EU's GDP should be invested in R&D

The share of women in R&D is significantly lower than that of men. Means of equalising participation by both sexes in this sphere should be indicated, which means using 100% of the talents"

"The share of early school-leavers should be under 10% and at least 40% of the younger generation should have a tertiary degree

These are quantitative targets related to education. The quality of education should be kept in mind and education cannot be gender-blind."

"20 million fewer people should be at risk of poverty

It should be specified how the process of poverty reduction will take into account the phenomenon of 'feminisation of poverty': In many regions of Europe women experience poverty and are more at risk of it than men."

2. Strengthening gender equality in ERDF

Several responses to the consultation highlighted the importance of strengthening gender equality in the ERDF and not only in the ESF. Gender equality should be recognised as a horizontal policy in the ERDF and taken into account in every programme, measure and project. Gender equality objectives need to be systematically translated into specific priorities in the Regional Operational Programmes (ROPs) and then further developed during the actual implementation of projects. Gender mainstreaming depends on the political awareness and commitment of decision-makers, as well as their capacity to deal with gender equality in the Structural Funds. In the next programme period 2014-2020, all partnerships and decision-making bodies should access gender equality training in order to secure decisions taken in the light of a gender perspective.

3. Financial incentives

Gender budgeting, financial incentives and the provision of funding based on gender equality achievements/results were other recurrent topics in the consultation; “Gender orientated” ROPs and regions should get more funding from ERDF whilst “non-gender orientated” regions should get less. In line with a twin-track approach, respondents called for dedicated gender equality programmes, budgetary allocations, funds and strategic calls for equality projects in order to bring about change in EU 27 and strengthen the Cohesion Policy. Contributors suggested an allocation of resources for a gender equality flagship in EU 2020.

4. Setting targets and result indicators

According to responses to the consultation, without specific result and output indicators, measurable (concrete) goals and a monitoring

system in the Cohesion Policy there is a risk that decision-makers will not actively deal with equality. Gender-specific targets should be included in the Cohesion Policy guidelines and country peer reviews carried out from a gender perspective. Interim targets could be outlined and specific actions proposed based on baseline data and constant monitoring of gender equality achievements. Some of the indicators suggested by contributors included sex-segregated data on: employment, unemployment, enterprises, innovation, ICT and the digital divide, education, educational level by sector, “family friendly” enterprises, the pay gap, horizontal and vertical segregation and decision-making positions.

5. Partnerships and comparative studies

Another point raised in the consultation process was the promotion of a wide participation involving various stakeholders during the elaboration and implementation of ROPs (i.e. Quadruple Helix). According to the responses, new approaches and the mobilisation of partnerships at local, cross-border and inter-regional levels as well as an exchange of practices should be supported in the future policies in order to bring about innovative results. EU 2020 and the Cohesion Policy could be strengthened by intensifying research focused on the implementation of measures in Member States. Comparative analysis and studies could provide input in terms of state-of-the-art as well as pointing out future directions. This would require the involvement of gender researchers with specific knowledge in all the fields of EU 2020 and its flagships. An interregional cooperation platform was proposed by respondents in which, amongst other things, regions could access sex-segregated statistics, good practices, research results and methodologies for implementing different measures.

WRCS AS ACTORS

The responses under this theme could be summarised under five main headings describing the roles of WRCS in promoting sustainable growth within the framework of EU 2020 and the Cohesion Policy.

1. Policymaking and decision-making

WRC – or similar structures – should be invited into policymaking and decision-making processes such as Monitoring Committees of ROPs. RCs' knowledge and experience should be brought into the policy dialogue and WRCS assigned as partners in the EU 2020 and Cohesion Policy implementation processes. It is crucial to establish a permanent cooperation between WRCS and the regional authorities so that the centres can provide input for reformation of policies or creation of new policies with a gender perspective.

2. Knowledge creation and sharing

Networks of WRCS and associated gender researchers should contribute surveys, studies and analysis on different subjects (such as "Gender Perspective in EU 2020" and "Gender Mainstreaming Tools for the Realisation of EU 2020"). They should contribute to an increase in knowledge about women's circumstances in local and regional development. An information system should be created with periodic updates of policies, strategies and studies. The existing digital platform for WINNET Europe could be used to collect and disseminate good practices and to provide online information, advice and training for decision makers.

3. Consultancy and training

WRC should provide: gender equality consultancy/counselling/coaching for regional stakeholders; advice and opinions concerning women's circumstances and gender equality in the Structural Funds; gender equality training for decision-makers and technical staff. WRCS should serve as "technical agencies", supporting regions and administrations and a specific budgetary allocation for WRCS should be included in regional funding. WRCS should host training which focuses on the Structural Funds to encourage women's organisations to apply for funding and give women advice.

4. Innovation and networking

WRCS operate as an innovation system and a network of "doers" (societal entrepreneurs) launching actions in close cooperation with regional and European stakeholders. WRCS should contribute a network to exchange good practices identified amongst centres (or similar structures) in different parts of EU 27. WRCS are actors and driving forces to increase women's participation in innovation, technology and entrepreneurship. The innovation system of WRCS, with a grassroots perspective, should be used to find solutions to common challenges in EU 27.

5. Design and implementation of actions

WRCS should continue to present project proposals based on gender analysis and aimed at: promoting women's participation in the labour market; preventing gender-based violence; collecting and exchanging gender data and good practices; raising awareness of gender equality issues and so on. WRCS could apply for funds on a whole range of gender equality issues.

5. CHALLENGING PATTERNS OF PRIORITISATION

5. CHALLENGING PATTERNS OF PRIORITISATION

Authors: Malin Lindberg, Head Researcher WINNET 8, Luleå University of Technology & Inger Danilda, External Expert, Encounter AB, Sweden

In this chapter, we aim for a scientific contextualisation of the WINNET 8 policy implications in order to better understand how the proposed measures can contribute to less hierarchical and segregated gender relations in regional growth policies. Four themes are highlighted: “Women’s Resource Centres and the Doing of Gender”, “Regional Gender

Contracts and Welfare Regimes”, “Labour Market Segregation and Gender Pay Gap” and “Promotion of Innovation and Non-normative Thinking”. However, the reader should note that this contextualisation does not imply scientific validation of the policy measures presented in this report.

WOMEN’S RESOURCE CENTRES AND THE DOING OF GENDER

The scientific approach of “doing gender” is a useful tool in understanding the gendered relations of regional growth policies. According to this approach, gender can be regarded as an ongoing activity and interaction performed among and between women and men in society.¹⁴ The principles of doing gender exposes how gender is often done in ways which create dichotomies e.g. between women and men or between femininity and masculinity. Not only does this lead to segregation but also hierarchies, often with areas associated with men and masculinity ascribed higher value (higher wages, faster careers and political prioritisation). The change aspect is important in the theory of doing gender, as a focus on everyday practices underlines the possibility of doing things differently¹⁵.

A change in the doing of gender in regional growth policies might entail a different pattern of priority; giving industries which employ a lot of women equal esteem to men-dominated industries. It could also

involve a different attitude towards women wanting to realise their ideas in terms of new employment, ventures, innovations or projects.

WINNET 8 aimed to shape regional, national and EU-level policies and development programmes relating to women’s status in the labour market, ensuring these policies are integrated into mainstream provision. WRCs contribute to these aims by exposing how the “doing of gender” in policy programmes affects women and men in their everyday life, delimiting or granting access to public funding of different kinds. Up till now, joint action networks comprising many women have mainly had access to funding from programmes promoting gender equality and women’s entrepreneurship. Thus they have so far largely been excluded from funding targeted at innovation networks and from access to larger grants covering longer periods. The WRC model constitutes an alternative to this logic of public promotion. WRCs open up the arena for promoting entrepreneurship and innovation to a multitude of actors, areas and

innovations. This is in line with EU 2020 and its flagship Innovation Union emphasising that social innovations “empower people and create new social relationships and models of collaboration”¹⁶.

Existing research exposes how WRCs can be classified as innovation systems in that they link actors from different spheres of society in order to develop new knowledge. This knowledge is transformed into innovations and innovative approaches.¹⁷ Several WRCs have also promoted clusters in their areas of activity (e.g. service and creative industries, tourism). However, the studies reveal that the WRCs do not entirely correspond to the models and norms displayed in the use of the innovation system and cluster concepts in contemporary innovation policy and research. Rather than engaging solely industry, policy and academia – as in the Triple Helix approach¹⁸ – the WRCs also involve the non-profit sector. This induces a further development of the Triple Helix concept i.e. the Quadruple Helix.

The conclusions about WRCs in existing studies had implications for the scope of WINNET 8. The partnership aimed to contribute to regional growth by improving

women’s participation in the labour market and by focusing on horizontally segregated labour markets, the lack of women in innovation and technology and the lack of women in entrepreneurship. In the light of these focus areas, research highlights how WRCs challenge the pattern of prioritisation in innovation policy and research¹⁹. They prove that additional actors and areas are important for creating innovation and growth, not least of all areas employing a lot of women such as the service sector.

In the light of a “dual gender equality approach”, the WRC model also reflects the combination of measures recommended in the EU strategy for gender equality between women and men²⁰ and by the European Community of Practice on Gender Mainstreaming²¹. Contemporary gender research blurs the distinction between mainstreaming and specific measures by underlining the fact that the different strategies are to be regarded as part of one and the same mission: to reach beyond segregated and hierarchical gender structures in policymaking and implementation. Thus the different strategies are to be considered complementary rather than competing or incompatible²².

GAPP in Europe

Project duration: January 2007 – December 2008.

Funding: Total budget: €808,380 with a 75% contribution from the EU’s 6th Framework Programme for Research and Technological Development.

Key themes: Gender Awareness Participation Process: Differences in the Choices of Science Careers. GAPP focused on qualitative research and developed new practices in science communication and education to tackle the gender differences.

Potential for mainstreaming in ROPs: As in GAPP, resources can be allocated in ROPs for activities aimed at collaboration between science centres, schools, research institutes, women’s organisations and gender experts to reach more young girls interested in Science and Technology.

Sensitisation of Educators for the Promotion of Gender Equality in Greece

Project duration: July 2002 – November 2008.

Funding: Total budget: €25,000,000. Contribution from ESF €18,750,000.

Key themes: Gender equality in secondary education and initial vocational training.

Actions aimed at overcoming stereotypical perceptions which reproduce the vertical and horizontal segregation in education and employment.

Potential for mainstreaming in ROPs: This was a national initiative in Greece but can be implemented at regional level.

REGIONAL GENDER CONTRACTS AND WELFARE REGIMES

Research has underlined the importance of embedding measures for women into a policy framework combining desegregation goals, gender equality awareness and work–life balance policies.²³ Parenthood has a strong influence on employment participation among women in Europe and whilst women decrease their potential to advance in working life when they become mothers, the opposite is true for men when they become fathers. The EU strategy for gender equality between women and men states that “*parenthood keeps female employment rates down, and women continue to work more unpaid hours than men at home*”²⁴. Thus the gender gap is seen, in the division of paid work between women and men and also in the very prerequisites for performing such work: the provision of childcare. A lack of childcare facilities in many EU Member States is one of the main challenges to overcome for women’s labour market participation.

The childcare provision can be explained in the light of differing gender contracts and welfare regimes within the EU. Contemporary gender research has revealed that different regions have different “gender contracts”, limiting what people are expected – or even allowed – to do, depending on whether they are women or men²⁵. Such contracts are informal and can be more or less gender-equal. Traditional gender contracts imply a breadwinning role for men and a caring and homebound role for women. Modern gender contracts imply a more equally distributed responsibility for the family income and child/elderly care, but still contain elements of gendered work division. Regions with traditional gender contracts

might have to focus on enhancing women’s entrance into the labour market, while regions with modern gender contracts might choose to focus more on areas such as changing the symbolic estimation of those industries in which the majority of women work. This affects the regions involved in WINNET 8, since they can be expected to have different gender contracts compared to each other.

Another typology casting light on the differences between regions is Esping-Andersen’s²⁶ categorisation of different welfare state regimes throughout Europe and other Western countries. He compares the liberal welfare state regime, the conservative welfare state regime and the social democrat welfare state regime. The liberal welfare state regime is distinguished by its low degree of public social policies, as exemplified by the UK. In this regime, women’s labour market participation is relatively high due to an extensive private service sector characterised by low wages. The conservative welfare state regime builds on family responsibility for social services and is exemplified by Germany and Italy. This regime implies a low degree of labour market participation among women since they often perform these services unsalaried as a part of their family duties. The social democrat welfare state regime relies on an extensive public sector, as exemplified by the Nordic countries. It provides tax-financed social services mostly performed by employed women and thus evokes a high degree of labour market participation among women (whilst simultaneously being a horizontally sex-segregated labour market).

Another concept proposed in research is “state feminism”, as introduced by Hernes.²⁷ This concept is used to describe and analyse political alliances between the state and the women’s movement, evoking different solutions to women’s citizenship, public sector employment and their role as clients or consumers of public care. Threlfall²⁸ describes state feminism as a “result of the interplay between agitation from below and integration policy from above”. She suggests four different types of state feminism: 1) Elected governments taking on board feminist demands; 2) Revolutionary or unelected leaders acting on behalf of women; 3) Elected leaders launching measures for women; 4) Creation of a women’s policy machinery. The Nordic welfare state (especially in the 80s) could be classified as the first type; a woman-led political project aiming to create a woman-friendly society. This can be compared with the Italian version of state feminism which emphasises women’s crucial role in the private sphere rather than the public one²⁹.

Combing the existing research about gender contracts, welfare state regimes and state feminism, a pattern is revealed concerning the regions involved in WINNET 8. The countries in the southern parts of the EU – Portugal, Italy and Greece – are characterised by a conservative welfare state regime with a limited public sector, relying on women’s unpaid provision of social services and thus delimiting their labour market participation. The countries in the northern parts of the EU – Finland and Sweden – have historically been classified as social democrat welfare state regimes with an extensive public sector; they enable women to participate in the labour

market but primarily in the public sector. At first glance, the countries in the eastern EU – Poland and Bulgaria – might be classified as a conservative welfare state regime too, influenced by expectations of women to take their traditional roles as caregivers. However, women have long been seen as an important actors in the labour force there, due to these countries’ history of socialist governments and this predicts a relatively high degree of labour market participation³⁰. However, since the social services infrastructure (such as child and elderly care) is lacking, women are restricted in their actual ability to participate in the labour market. This makes the Eastern countries somewhat similar to the liberal welfare state regime. Also, the country representing the western parts of the EU in WINNET 8 (the UK) can be classified as a liberal welfare state regime but with a higher degree of labour market participation among women due to their extensive service work in the private sector. In practice, the picture is more nuanced than indicated by the theoretical distinctions and each country displays a wide range of policy measures.

Time, Work and Personal Lives in Italy

Project duration: July 2005 – Sept 2007

Funding: Total budget: €1,670,000 Contribution from ESF, Equal programme: €1,336,000

Key themes: Reducing gender gaps and tackling occupational segregation whilst promoting reconciliation of family and working life. Creating work-life balance services and networks – A (Re)Conciliation Agency. Delivering services to support work-life balance; targeting women, men and families.

Potential for mainstreaming in ROPs: Resources in ROPs can be allocated for creation of social and organisational infrastructures to facilitate women’s participation in the labour market.

DoNaEmpresa in Portugal

Project duration: May 2003 – ongoing.

Funding: Total budget for the 5th edition of the programme since 2003: €597,323 with a 75% contribution from ERDF/ESF.

Key themes: Support for business creation among women and lobbying policymakers to create a mechanism for promoting women as valid contributors to economic growth, as employers and as wealth redistributors.

Potential for mainstreaming in ROPs: The practice has already been mainstreamed at regional and national level in Portugal.

Entrepreneurial Women in Poland

Project duration: March 2007 – February 2008.

Funding: Total budget €138,800 with a 100% contribution from ESF.

Key themes: Professional preparation for running a business and supporting self-employment among women. The project aimed to eliminate the psychological, economic and social of barriers faced by women who want to start an economic activity.

Potential for mainstreaming in ROPs: Resources can be allocated in ROPs for measures to promote entrepreneurship, taking into consideration the multiple barriers facing women.

LABOUR MARKET SEGREGATION AND GENDER PAY GAP

Women and men are segregated horizontally as well as vertically in the European labour market. The vertical segregation implies that women tend to hold lower status positions than men in each sector and occupation. The horizontal segregation implies that women and men are generally active within different sectors of working life. Generally, women work in the service sector, including healthcare, elderly care, childcare, education, tourism and culture. Occupations dominated by women are often associated with domestic work, the private sphere and care work³¹. Men mainly work in the manufacturing industries or industries based on natural resources or new technology (e.g. ICT). Studies indicate that the most segregated sectors, trades and occupations are likely to be most affected by a labour shortage. The risk of bottlenecks is high when the demand for workforce in Science, Engineering and Technology (SET) grows.³²

Segregation remains a major challenge for EU even if women's participation in higher education and the labour market has increased somewhat. The horizontal

segregation disguises the impact of gender on the pay gap between sectors and organisations. Women choose 'typically female' professions and work in low-paid sectors, which is the key to explaining the persistence of the gender pay gap.

Existing research indicates that there is "a trade-off in the short or medium run between increasing women's employment and decreasing segregation".³³ In fact during the period 2001–2007, the horizontal segregation increased in most of the Mediterranean countries in parallel with more women entering the labour market. Welfare reforms in the Nordic countries and the integration of unpaid care into the public sector some decades ago represent a similar process with increased participation of women in the labour market but exclusion from male domains in the private sector.

The treatment of women entering men-dominated areas is important in tackling horizontal segregation. Educational programmes and measures associating the underrepresentation of women with

“institutions and structures” rather than the individual women are likely to be more successful³⁴. Wächter³⁵ argues that women presented in submissive roles will discourage other women from pursuing a career in SET, and that it is important to portray women as actors and experts. In her studies she highlights how language and images in publications and Internet sites “reproduce asymmetry, exclusion, numerical under-representation, and gender stereotypes, by showing women as support staff and men as engineers in the field, and by relating work-family issues only to women”³⁶.

Some of the initiatives to promote women in SET are likely to reproduce the prevalent gendered structures by reinforcing traditional gender stereotypes, in portraying women as generally uninterested in SET and interpreting this disinterest as a threat to societal development and growth. The stereotypical conception that women lack interest in technology and mathematical skills permeates society and the educational system. Research contradicts these perceptions and shows that girls perform to the same level as boys when

encouraged, provided with the right tools and given access to role models³⁷. Analysis of the results from PISA (Programme for International Student Assessment) also indicates that the gap in mathematics scores disappears in more gender-equal cultures³⁸. Gender pedagogy is increasingly acknowledged as a method of forming gender-equal cultures in schools and counteracting segregation at an early stage.

Regional actions to counteract horizontal segregation need to encompass a mixture of methods including: training for women in SET; gender equality training for actors in organisational infrastructures such as educational institutions, science parks, cluster organisations; networking; mentoring; target setting; and continuous monitoring of results.³⁹ De-segregation policies must target both women and men. Still most measures target women with the aim of changing their choices of education and career paths. The occupational choices made by men are seldom questioned and measures rarely target men, e.g. by encouraging them to educate themselves and work in women-dominated areas, such as the care sector.

NaisWay in Finland

Project duration: November 2004 – February 2008.

Funding: Total budget: €1,190,000. Contribution from ESF, Equal programme: €1,130,000.

Key themes: NaisWay (Female Energy – Transportation and Logistics) objectives were: encouraging women to work in professions dominated by men; supporting and encouraging women to develop themselves, especially in the field of transportation and logistics; increasing opportunities for women to start their own businesses.

Potential for mainstreaming in ROPs: The type of practice could be mainstreamed in conjunction with ESF measures aimed at improving employment opportunities for women, encouraging women to study and increasing women’s level of competence in sectors dominated by men.

Close the Gap in UK

Project duration: September 2001 – ongoing.

Funding: Scottish Government €226,125 per annum.

Key themes: Close the Gap is a partnership initiative that works with those who can influence the gender pay and those who are affected by it. The project works strategically with employers, employer representative bodies, sectoral bodies, policymakers, trade unions, and equality organisations, to narrow the gender pay gap, reduce occupational segregation, and increase flexible working opportunities.

Potential for mainstreaming in ROPs: Resources can be allocated in ROPs for introducing Close the Gap activities in other European regions.

PROMOTION OF INNOVATION AND NON-NORMATIVE THINKING

Gender has been advocated as a relevant aspect in relation to innovation within a number of research fields including Feminist Science and Technology Studies, Political Science, Business Economics and Human Geography. Some of the conclusions from different studies are: that public investments in innovation systems and clusters focus primarily men-dominated sectors of the economy and men as leading actors; that innovation and innovation systems are usually described with reference to machines and technological products rather than human relationships and services; that the prospects of engendering creativity and innovative processes by public investments are hampered by gendered stereotypes. The dominant image of innovation and innovators reflects stereotypical notions of gender – promoting men and masculinity as the norm. This gender imbalance leaves innovative opportunities unexploited, thus hampering prospects of economic growth⁴⁰.

According to Blake & Hanson⁴¹, gender stereotypes can be challenged by acknowledging that innovative activities also occur *“in economic sectors and by actors that are typically ignored or undervalued by current research and by policy”*. A broadened outlook on innovation has been proposed, embracing both technological/manufacturing innovations and social/organisational ones. Danilda & Granat Thorslund⁴² propose a double strategy of 1) promoting a gender

perspective in currently prioritised innovation systems and clusters and 2) promoting innovation systems and clusters in industries employing a majority of women. Within innovation systems and clusters, they underline that non-normative thinking might strengthen innovation milieus, allowing them to see beyond gender stereotypes.

In order to change prevailing gender structures in innovation policies, proposed measures must be able to reach beyond the distinction between “women” and “men” and provide the grounds for equal esteem of industries. This is in line with the EU 2020 flagship Innovation Union, which states that Europe must develop its own distinctive approach to innovation by involving a wide range of actors and areas, *“not only a few high-tech areas”*. The policies *“must therefore be designed to support all forms of innovation, not only technological innovation”* and *“specific approaches may also be needed for innovative services with high growth potential, particularly in the cultural and creative industries”*⁴³. Public sector innovation and social innovation is increasingly emphasised as important for Europe. WINNET 8 exemplifies the potential of such innovation to decrease the gender gap in the labour market and acknowledges that the different gender contracts, welfare regimes and types of state feminism in northern, eastern, western and southern Europe require different measures.

UK Scottish Resource Centre for Women in SET

Project duration: April 2005 – ongoing.

Funding: Total annual budget for 2009-2011 €205,000. The contribution from ESF represents approximately 30%.

Key themes: The Scottish Resource Centre for Women in Science, Engineering and Technology sets out to create sustainable change for the participation of women in the Science, Engineering and Technology sectors. In addition to social justice issues, SCR firmly recognises and promotes the economic case for an equal and diverse workplace.

Potential for mainstreaming in ROPs: SRC work in an outreach capacity with industries, further and higher education and women offering significant potential to inform ROP.

The Raise in Sweden

Project duration: September 2005 – August 2007.

Funding: Total budget: €430,000. Contribution from ERDF: €85,000.

Key themes: The overall aim was to map and challenge gender segregation and hierarchy within innovation policy and regional growth policy. Specifically, the project aimed to widen the spectrum of actors and areas deemed important in the public promotion of innovation and increase knowledge of innovation systems, Triple Helix constellations and clusters based on women's entrepreneurship and innovation.

Potential for mainstreaming in ROPs: The results and actions could be mainstreamed into ROPs to break the gender segregation and hierarchy in the public promotion of innovation.

On Equal Terms in Sweden

Project duration: 2004 – ongoing.

Funding: Total budget: Approximately €850,000 during 2004-2007 with a 50% contribution from ESF.

Key themes: On Equal Terms is a programme aimed at increasing gender equality competence among teachers at nursery schools and schools. A deeper knowledge and insight will bring about sustainable change in each teacher's own attitudes and pedagogical approach as well as the reformation of practices and working strategies in schools – ultimately equal terms for girls and boys.

Potential for mainstreaming in ROPs: Resources can be allocated in ROPs and funded by ESF for On Equal Terms programmes.

6. A CENTRE OF EXCELLENCE AND AN INNOVATIVE TESTBED IN BSR

6. A CENTRE OF EXCELLENCE AND AN INNOVATIVE TESTBED IN BSR

WINNET 8 originated from a collaborative platform in the Baltic Sea Region (BSR), a Nordic Conference in 2007 focused on building up an infrastructure of Women Resource Centres in the Region and the results of previous interregional and regional WRC initiatives in the Nordic countries, Baltic States, Poland and Germany. This BSR platform has been further strengthened by the collaboration with partners representing the north, east, south and west zones of the EU. Some of the visible outcomes are policy recommendations for “Gender Equality as a Horizontal Action within the EU’s Strategy for the Baltic Sea Region” and a Centre of Excellence with R&D groups from several BSR universities. This Centre will be described in the following section.

At an annual forum for EU’s Strategy for the Baltic Sea Region⁴⁴ in Estonia 2010, WINNET Sweden (the Federation for WRCs in Sweden) highlighted the importance of a multi-level approach to fully unleash the potential of a gender perspective in the Strategy. WINNET Sweden expressed its intent to take a leading role in a “gender flagship initiative” aimed at strengthening multi-level governance, sustainable growth and WRC networks in the Baltic Sea Region. Successful implementation of the Strategy can only be achieved through a close cooperation between different political levels, business and industry, universities and R&D institutes, and civil society in a Quadruple Helix partnership.

A HORIZONTAL FLAGSHIP

To build a prosperous, attractive, sustainable and safe Baltic Sea Region, measures must be launched to develop a society where both women and men have the same opportunities to control their own lives. A society in which women and men have the same opportunities to: contribute to regional development and growth; participate on equal terms in a less gender-segregated labour market; start, run and develop businesses; participate in clusters, innovation systems and so on. As the EU’s Strategy for the Baltic Sea Region moves on to an action-oriented phase, it is important to launch gender equality measures to secure

women’s and men’s involvement and to ensure that the actions benefit both women and men. Policy recommendations are not enough to bring about change; “doers” such as WRCs are needed, as well as a strong political commitment to gender equality actions.

The dialogue around a gender flagship initiative has been ongoing during 2010–2011 among stakeholders in the Baltic Sea Region and initially the idea was focused on gender and ICT/new technologies. In WINNET 8, it became obvious that gender equality must be implemented in all policy fields in

the Strategy for the Region. A horizontal – mainstreamed – action integrated in all other flagship initiatives. An action plan, based on gender SWOTs, must include all priority areas of the Strategy and specific actions in a number of selected fields. The policy recommendations must cover several areas such as: labour market policies; innovation policies, entrepreneurship and SME policies; research policies, ICT policies, educational policies, transport policies, environmental policies and so on. Multi-level governance is crucial to ensure that methods, models and tools are generic and can be applied horizontally, regardless of priority areas and/or regional contexts. A considerable number of the measures are decided at national or interregional level, whereas they are

implemented by organisations at the local level. The Fifth Cohesion Report underlines that *“effective implementation of Europe 2020 requires a governance system that involves the actors of change in Member States and that links the EU, national, regional and local levels of administration”*⁴⁵.

Results from WINNET 8 provides a framework for this process in terms of models for regional Multi-Actor Groups and involvement of actors on different levels; a system for benchmarking and transfer of good practices; and approaches for analysis of policy measures in the light of state-of-the art research. Practical experience of how to design, implement, transfer and evaluate measures must be interwoven with a scientific knowledge base in order to achieve sustainable outcomes.

WINNET CENTRE OF EXCELLENCE

A WINNET Centre of Excellence will be established in 2012 to document, analyse, disseminate and mainstream the experiences from Women's Resource Centres (WRCs) in Europe since the mid-90s. This Centre will gather a critical mass of high-level interactive researchers as well as practitioners. Combining several interdisciplinary approaches, its strategic research agenda will be to increase understanding of the emergence, organisation and results of WRCs and thus inform the future design of policy measures for regional growth.

The Centre of Excellence will aim to interlink researchers experienced in WRC involvement and to compile empirical data from WRC projects which have been funded by different EU programmes. This data will provide an overview of existing research and include research carried out under WINNET 8.

The researchers in WINNET 8 have:

- Participated in regional Multi-Actor Groups.
- Designed a model for collecting comparable data between the regions involved in the project.
- Analysed characteristics of WRCs in different EU Member States.
- Analysed results from study visits.
- Reflected upon selected good practices and policy measures in the light of state-of-the-art research in Europe.

It is essential to capitalise on the network of gender researchers, WRC practitioners and regional-level policymakers in order to keep the momentum going.

There are already several research studies describing and analysing WRCs. However, these studies are mainly the result of Swedish research projects and there is the demand for an all-embracing European strategy focusing on continuous development of the field. The WINNET Centre of Excellence will seek to coordinate future WRC research so as to develop the field strategically. Furthermore the Centre will have an important role in disseminating and mainstreaming research results to a wide range of stakeholders, including policymakers, civil servants, representatives of non-profit organisations, business leaders and other researchers; all the actors in the Quadruple Helix.

The close interaction with stakeholders in a networked structure that has so far characterised most WRC research will be continued within the framework of the Excellence Centre. Through joint identification of relevant research issues, joint applications for R&D projects, and joint strategies for influencing policies and practices. Such joint research processes will optimise the WRCs' impact on the European innovation system and EU policy programmes. The process of establishing the Centre in 2012 will be pursued in dialogue between WINNET Europe representing WRCs throughout Europe, regional Multi-Actor Groups, stakeholders in the Baltic Sea Region and stakeholders on the European level, such as the European Commission.

7. WINNET 8 X 8 PRIORITIES FOR THE COHESION POLICY

7. WINNET 8 X 8 PRIORITIES FOR THE COHESION POLICY

Based on gender research, good practices, consultations, Round Tables and conferences in WINNET 8 as well as input from the European Community of Practice on Gender Mainstreaming, www.gendercop.com, the partnership has outlined recommendations for future regulations for the Structural Funds 2014–2020. This proposal covers six main themes:

1. Framework and objectives.
2. Programming and implementation.
3. Allocation of funding and financial incentives.
4. Statistics and indicators; Involvement and partnerships.
5. Monitoring and evaluation.

Each theme has six recommendations (see Annex 1).

The recommendations have been analysed in the light of the Structural Funds Regulations

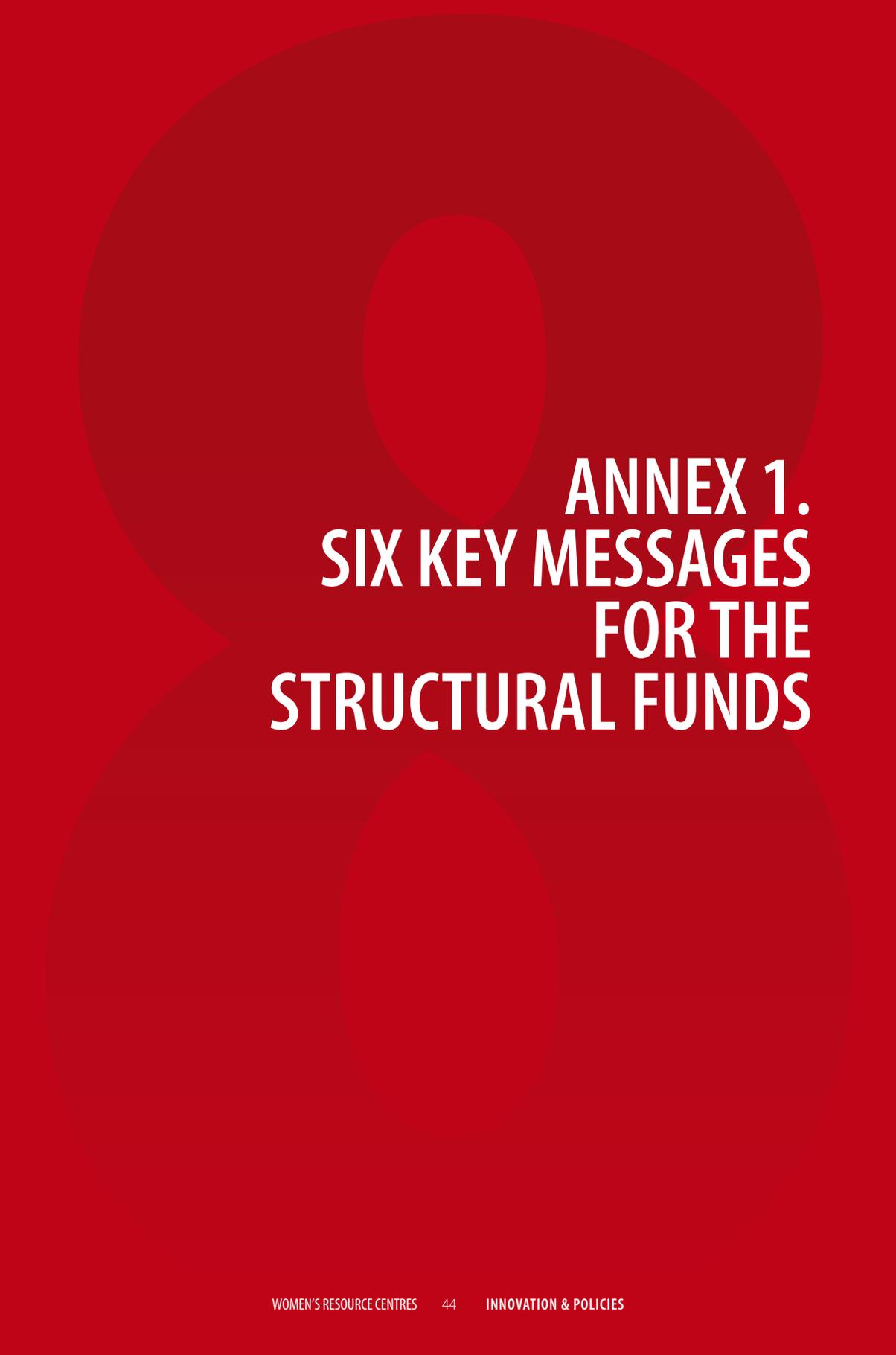
for the periods 2000–2006 and 2007–2013: Opinions and position papers as well as studies issued by the European Parliament, the Committee on Women’s Rights and Gender Equality: Position of the European Community of Practice on Gender Mainstreaming⁴⁶: A Budget for Europe 2020⁴⁷.

Multi-Actor Groups in regions linked to WINNET 8 have initiated dialogues on the Cohesion Policy at national level in Member States around these recommendations. The WINNET 8 partnership has based on dialogues in Multi-Actor Groups and the Round Tables in different zones of Europe chosen 8 priorities among recommendations. Each of the WINNET 8 X 8 priorities are, outlined in the table below, compared with the proposals for regulations for the future European Social Fund⁴⁸, the European Regional Development Fund⁴⁹ and the European Territorial Cooperation goal⁵⁰ published on October 6th 2011 by the European Commission.

Table 1 WINNET 8 X 8 Priorities compared with proposals for Structural Funds regulations

WINNET 8 X 8 Priorities	References in the proposals for ESF COM (2011) 607 final ERDF COM (2011) 614 final European territorial cooperation goal COM (2011) 611 final
<p>1. The 75% target and coherence Coherence with EU 2020 and the target 75% (women and men) in employment by 2020 emphasising gender equality in the labour market and reconciliation to achieve this rate for women. Coherence with the EU’s Strategy for Equality between Women and Men 2010-2015 in terms of facilitating for women to enter the labour market and to enter non-traditional professions.</p>	<p>Not mentioned in any of the proposals. In the proposal for ESF regulations COM (2011) 607 final it is mentioned that the Funds shall support investments in “equality between men and women and reconciliation between work and private life” (p. 11)</p>

<p>2. Gender budgeting</p> <p>Gender budgeting in the Structural Funds, as an obligation in the National Strategic Reference Frameworks (NSRF) and Operational Programmes to promote gender equality, analyse the impact of the Funds and assess the extent to which resources are allocated in gender-equal or unequal ways.</p>	<p>Not mentioned in any of the proposals.</p>
<p>3. Data and indicators broken down by sex</p> <p>Progress should be monitored and interregional comparisons made based on sex-segregated data with reference to the Gender Equality Index designed by the EU's Institute for Gender Equality. Targets and indicators should be broken down by sex.</p>	<p>In the proposal for ESF regulations COM (2011) 607 final it is stated that <i>"all data are to be broken down by gender"</i> (p. 21)</p> <p>Not mentioned in the other proposals.</p>
<p>4. Gender perspective in Operational Programmes</p> <p>Operational Programmes should include an analysis of conditions for women and men and of how gender equality is to be promoted throughout the programme cycle.</p>	<p>In the European territorial cooperation goal COM (2011) 611 final it is stated that the programmes should include a <i>"description of its contribution to the promotion of equality between men and women and where appropriate the arrangements to ensure the integration of gender perspective at programme and operation level"</i> (p. 21). The <i>"integration of the gender perspective in the operational programme and operations"</i> must be ensured (p. 24)</p> <p>Not mentioned in the other proposals.</p>
<p>5. Dual approach</p> <p>A dual approach and gender equality in the Structural Funds' operations, in NSRF and Regional Operational Programs (ROPs) are proposed to secure sustainable economic growth and social cohesion.</p>	<p>In the proposal for ESF regulations COM (2011) 607 final the necessity to <i>"combine a robust mainstreaming approach and specific actions to promote gender equality and non-discrimination"</i> (p. 6) are mentioned and the <i>"importance of taking the gender aspect into account in all dimensions of programmes, while ensuring that specific actions are taken to promote gender equality"</i> (p. 9)</p> <p>Not mentioned in the other proposals.</p>
<p>6. Specific funding and targeted actions</p> <p>Specific funding for positive actions and gender equality actions i.e. dedicated programmes, budget lines and strategic calls for projects are suggested. Specific measures to: improve women's access to employment, progress of women in employment and career development; reduce vertical and horizontal segregation by sex in employment, education, vocational training, and entrepreneurship, innovation, science, research, technology and "greening the economy"; strengthen the infrastructures of everyday life and (care) services to enable reconciliation of work and private life.</p>	<p>In the proposal for ESF regulations COM (2011) 607 final specific targeted actions are suggested <i>"with the aim of increasing the sustainable participation and progress of women in employment, reducing gender-based segregation in the labour market, combating gender stereotypes in education and training and promoting reconciliation of work and personal life for men and women"</i> (p. 14–15)</p> <p>Not mentioned in the other proposals.</p>
<p>7. An interregional gender equality flagship</p> <p>A gender equality flagship and interregional platform for cooperation are suggested, encompassing the collection of gender segregated statistics, comparative interregional analysis, research, advanced training and an exchange of practices.</p>	<p>None of the proposals mention a flagship initiative but the European Territorial Cooperation goal COM (2011) 611 final highlights the importance of <i>"promoting gender equality and equal opportunities across borders"</i> (p. 18)</p>
<p>8. Partnerships with gender equality expertise</p> <p>Partnerships must create an association with gender equality expertise (e.g. WRCs, women's institutions, gender institutions) and bodies responsible for gender equality for the preparation, monitoring and evaluation of assistance. Financial resources must be allocated for research, information, awareness-raising and training actions in the field of gender equality for decision-making bodies.</p>	<p>Not mentioned in any of the proposals.</p> <p>The proposal for ESF regulations COM (2011) 607 final mention the importance of encouraging <i>"adequate participation of and access by non-governmental organisations to actions supported by the ESF, notably in the fields of social inclusion, gender equality and equal opportunities"</i> (p.14)</p>



ANNEX 1. SIX KEY MESSAGES FOR THE STRUCTURAL FUNDS

1. FRAMEWORK AND OBJECTIVES

Objectives outlined in the regulations should refer to:

1. The Treaty of the European Union, which obliges Member States to promote equality between women and men.
2. The European Parliament resolution on the objectives of equality of opportunities between women and men in the use of the Structural Funds.
3. The Council resolution on mainstreaming into the European Structural Funds.
4. Coherence/consistency between the Cohesion Policy and the Strategy for Equality between Women and Men 2010-2015, especially in terms of:
 - supporting the promotion of gender equality in the implementation of flagship initiatives of the Europe 2020 strategy through the Structural Funds;
 - facilitating women to enter the labour market;
 - facilitating women and men to enter non-traditional professions;
 - improving the gender balance in decision-making in the higher education sector, government sector and business enterprise sector.
5. The EU 2020 target of 75% of 20-64 year-olds to be in employment by 2020 with particular emphasis on gender equality in the labour market and reconciliation to achieve this employment rate for women.
6. Clear gender equality objectives to be monitored in the light of the EU 2020 targets (R&D/innovation, school drop-out rates, third-level education and poverty and social exclusion).

2. PROGRAMMING AND IMPLEMENTATION

In line with previous regulations and targets set under EU 2020, the regulations should refer to:

1. A dual approach.
2. Gender equality in the Structural Funds' operations, thus securing sustainable economic growth and social cohesion.
3. Implementation of priorities in the Structural Funds and Europe 2020 and its flagship initiatives must contribute to gender equality.
4. ROPs must include an analysis of the regional context, conditions for women and for men, measures, targets and indicators from a gender perspective and how gender equality is to be promoted throughout the programme cycle.
5. Institutional capacity building for gender equality.
6. Specific measures to:
 - improve women's access to employment, progress of women in employment and career development;
 - address the root causes of/reduce vertical and horizontal segregation by sex in employment, education, vocational training, entrepreneurship, innovation, science, research, technology and "greening the economy";
 - strengthen the infrastructures of everyday life and (care) services to enable reconciliation of work and private life;
 - reduce the digital gap and improve women's position in ICT;
 - support innovation and clusters in the public sector, service sector and traditional sectors, not just in high-tech industries.

3. ALLOCATION OF FUNDING AND FINANCIAL INCENTIVES

The regulations should refer to:

1. Gender budgeting to actively promote gender equality, analyse the impact of the Structural Funds for women and men and assess the extent to which resources are allocated in gender-equal or unequal ways.
2. Gender budgeting as an obligation in NSFR and ROPs.
3. Budgetary transparency in respect of the funds allocated and gender equality.
4. Specific funding for positive actions and gender equality actions in terms of dedicated programmes, budget lines and strategic calls for projects.
5. Financial incentives based on results and impact on gender equality, with ex-ante conditions in place before funds are allocated and ex-post conditions to receive additional funds based on performance.
6. A gender equality flagship programme and interregional platform for cooperation, encompassing the collection of gender segregated statistics, comparative interregional analysis, research, advanced training and an exchange of practices.

4. STATISTICS AND INDICATORS

In terms of statistics and indicators the regulations should refer to:

1. The EU Gender Equality Index to be designed by the European Institute for Gender Equality.
2. Sex-segregated statistics in NSFR and ROPs.
3. Sex-segregated activity, result, output and impact indicators.

4. Gender-specific activity, result, output and impact indicators.
5. ROPs must include sex-segregated statistics and data as a basis for monitoring.
6. ROP must include an analysis of how different sectors contribute to regional economic growth to make female-dominated sectors visible.

5. INVOLVMENT AND PARTNERSHIPS

In line with previous funding periods and the Strategy for Equality between Women and Men, the regulations should refer to:

1. Equal participation, i.e. at least 40% of one sex within individual management, certification and audit authorities.
2. Equal participation, i.e. at least 40% of one sex in the management and implementation of ROPs at local, regional and national level (e.g. partnerships, committees, expert panels).
3. Partnerships at national, regional, local or other levels must create an effective association with gender equality expertise (e.g. women's institutions, gender institutions) and bodies responsible for gender equality for the preparation, monitoring and evaluation of assistance.
4. The involvement of appropriate bodies representing civil society such as Women's Resource Centres (WRCs) and women's NGOs.
5. Allocation of financial resources for research, information, awareness-raising and training actions in the field of gender equality for decision-making bodies.
6. The MAs of each ROP must secure adequate participation in and access to the funded activities by WRCs and NGOs.

6. MONITORING AND EVALUATION

The regulations should refer to:

1. Ex-ante evaluations of ROPs with an integrated gender perspective and the conditions for women and men with regard to:
 - involvement in regional development;
 - the labour market and roots of horizontal and vertical segregation;
 - opportunities and treatment in working life;
 - access to SET vocational training, education and careers;
 - access to support for entrepreneurship innovation, SME development and competitiveness, cluster promotion and “greening the economy”;
2. Monitoring progress in the field of gender equality and interregional comparisons based on sex-segregated data with reference to the EU Gender Equality Index.
3. Requirements of annual and financial implementation reports presenting the results of positive actions, gender mainstreaming and gender budgeting.
4. Interim evaluations of the impact on gender equality with proposals as to how the situation could be improved.
5. Ongoing evaluation by gender researchers/experts with competencies in each of the EU 2020 flagship.
6. Guidelines for gender monitoring; evaluating the impact assessment.

PARTNERS

WINNET8 has been supported by partners across eight Member States and we extend our appreciation and gratitude to them for their time, expertise and contributions in the completion of this project and the accompanying policy report.

SWEDEN

REGION DALARNA



WINNET
SWEDEN



WINNET
GÄVLEBORG
Saga Regionalt Resurscentrum

FINLAND



Regional Council of
South Ostrobothnia



UNIVERSITY OF HELSINKI
RURALIA INSTITUTE

POLAND



UNITED KINGDOM



ITALY



GREECE



BULGARIA



PORTUGAL



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WINNET 8 INTERREG IVC Capitalisation project

January 2010–December 2011

Total budget: 2 356 778 Euro

The Priority has been to address the problems with:

- Low employment rates among women
- Horizontally segregated labour markets
- Lack of women in entrepreneurship
- Lack of women in innovation and technology

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

MAGs (Multi Actor Groups)

MAGs have been established in the participating Member States with representation from all actors in the Quadruple Helix. They have:

- Analysed regional conditions
- Identified obstacles and potentials
- Identified good practices from other Member States to be transferred
- Analysed good practices and elaborated action plans and policy recommendations

Products:

- 9 Regional action plans
- Improved policies for local and regional development
- How to use WRC as an actor for gender in Regional Development and Growth
- A Good Practice Guide
- EU Policy Recommendations for smart and inclusive growth

This report is intended for use by policymakers in the light of the EU's growth strategy EU 2020 and the Cohesion Policy for 2014-2020.

WOMEN'S RESOURCE CENTRES INNOVATION & POLICIES for Smart, Inclusive and Sustainable Growth is the result of a collaborative project between 18 Partners from eight European countries (and 9 Regions) – WINNET 8. The aims of the project were to tackle occupational segregation and increase women's participation in the labour market, innovation, technology and entrepreneurship. WINNET 8 took advantage of two decades of EU funding for Women Resource Centres (WRCs), initiatives and European good practices.

WINNET 8 was supported by the European Union through INTERREG IVC and the European Regional Development Fund. INTERREG IVC helps European regions share knowledge and transfer experience to improve regional policy. This project was targeting the Managing Authorities (MAs) of the European Structural Funds in Member States and a more efficient implementation of regional development policies. WINNET 8 is an excellent example of capitalisation project that INTERREG IVC has supported so far!



Michel LAMBLIN
Programme Director
INTERREG IVC
Lille – France



European Union
European Regional Development Fund