

The European Round Table Conference in the European Union, North zone, May 12, 2011 in Stockholm, Sweden

The European Round Table Conference aims to shape the Regional Operational Program Policies and Action plans (ROP) 2014, that relate to the women's status on the labour market, to ensure that gender perspective are integrated into EU Cohesion policy and EU 2020 Strategy in the European North zone.

Welcome to the Conference

May-Ann Ramsey, Head of Political Section European Commission Representation in Sweden, welcome to the conference. She was very pleased that this event took place in the House of Europe and especially when the European Week was ongoing with the purpose to draw attention to the cooperation in Europe. May-Ann Ramsey informs the participants on the conference that in the House of Europe you can find the European Parliament Information Office and European Commission Representation in Sweden under a single roof. It was officially opened in December 2008. The aim of the House of Europe is to disseminate knowledge about Europe and encourage dialogue and debate on EU-related issues, and serve as a link between Sweden and Brussels. Finally she greets us once again welcome the House of Europe and hope that we will have a rewarding day.

Inger Danilda, expert Winnet Europe Center of Excellence were moderator for the day and lead the agenda of the conference.

This is what we have done on the road towards gender mainstreaming

Kajsa Mattson, the Swedish Agency for Economical Growth – Tillväxtverket

Kajsa Mattson first makes a presentation of the Regional Structural Funds Program in Sweden. The Swedish Agency for Economic and Regional Growth is the managing authority for 8 regional structural funds programmes in 2007-2013. The structural fund partnership in each regional programme area has a key role in their work to prioritize among the applications. Their opinions have a direct impact on which projects that are granted money.

And how is the gender perspective followed up in the Regional Structural Funds Programme?

Gender equality is one of the horizontal criteria's in the programme, and the applicants have to decide whether their project - contributes directly to - has a mainly positive impact on - has a mainly negative impact on – gender equality and are obliged to answer in the application.

A progress report is handed in with every payment application and gender equality is followed up in that report. The project owners are required to comment on all activities made to promote gender equality.

The Swedish Agency for Economical Growth have a special guideline to help applicants to include gender equality in the early programme planning.

What have The Swedish Agency for Economical Growth done so far?

The Swedish Agency for Economical Growth have so far held a training course together with the county administrative board in two counties. The purpose for that was to reach an understanding of what claims can be put on the applicants and project owners in terms of gender equality.

It is obvious and important that gender equality is highlighted early in the project planning and not something that is pasted into the application in the last minute.

The training course resulted in some common statements around what is reasonable to expect from an applicant in terms of gender equality, and the views on the importance of this matter varied quite a lot. Opportunities for exchange and experiences are given both within the managing authority and between projects at special contact meetings.

Lessons learnt so far ...

- The projects are more aware of gender equality now than in earlier programme periods
- Gender equality is not seen as a contribution to reach project goals on entrepreneurship and growth, and is there for not prioritized
- The exchange of experience between projects is not used well enough
- Gender equality is not given much attention in the ongoing evaluation at any level (project/programme)

Challenges to tackle ...

- The focus on gender equality must be a concern even for the co financiers to become a built in part of the project planning, not just pasted on in the end
- The structural fund partnership (who prioritise between applications) must pay more attention to the gender equality contributions in the projects when they prioritize
- The ongoing evaluation must pay more attention to all horizontal criterias to enable the projects to enhance their work and their results

Gender mainstreaming in Structural Funds in Finland

Hillevi Lönn, the Ministry of Employment and Economy, Finland

Gender equality – Challenges in Finland

In Finland there are major problems in gender segregation concerning areas as education, career paths, work and family life. Finland is the 3rd or 4th most segregated country in Europe in these areas. Family leaves are mainly used by women, 92 % and the gender pay gap is 18-20 %.

ESF Operational Programme and gender equality

When the programming period 2000-2006 was evaluated one could find this quote: "Equality know how should be increased and the gender mainstreaming continued in determined systematic fashion". In current programming period 2007-2013 there is a dual track strategy meaning that

special equality projects and gender mainstreaming shall be part of all activities at all levels and in all phases.

But ...

In the application form for the European Social Fund, ESF, the gender perspective is if the project has "female and male viewpoints". And in the European Regional Development Fund, ERDF, equality is seen as "meaning besides gender equality, the equality of different minority groups".

So what one can say is that Finland has problems defining what gender is.

Practice – Challenges

- No existing proper guide lines, support models or demands for following up gender mainstreaming. No ask if one use check lists, no existing criterias. 80 % of ESF projects identify themselves as "gender neutral" in the starting phase and 40 % of these say in 2010 evaluation that they further gender equality.
- Gender is not mainstreamed. It can be seen as a separate issue, one problem area "out there".
- Challenge is that evaluation has to be developed, a theoretical framework. What is gender equality? What standards exist in society for women and men? In Finland, there is only the concept of woman and man, not the constructed gender.

Valtava programme: Gender mainstreaming in line of Government policy

- A project supporting gender mainstreaming in employment and the economy fields and adult education.
- The purpose is to support women/men in nontraditional fields in entrepreneurship and in the labour market, improve for women/men in pour labour market situation and discrimination of special groups, promote gender among education planners, career counselors and recruitment staff.
- Target groups are project staff, regional authorities, enterprises, education institutions, NGOs etc.
- Supporting structure in Ministry

- Gender mainstreaming in ESF
Target: to produce an ESF standard on how to implement a gender perspective in all phases of ESF management.

Future goals for Finland

- Increased knowledge and understanding of gender mainstreaming
- Gender equality perspective in operational programmes as well as in practice
- Support structure of gender mainstreaming, using networks of regional authorities and mainstreaming specialists.

European Regional Development Fund and Gender Equality,

Fredrik Tiger, DG Regio, EU Commission, Program Manager Sweden

Lisbon Treaty and Europe 2020

Fredrik Tiger presents an overview about the regulation and the evaluation of Lisbon strategy and the process regarding the next period EU 2020.

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

In Article 16 in the European Regional Development Fund Regulations one can read that

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

Fredrik Tiger notes the importance of implementing these fine words in all actions.

The European Regional Development Fund Evaluations

- EU-level evaluations on gender equality and mainstreaming: progress but...
- Swedish Evaluations: progress but...

Lack of multi level understanding, gender equality a horizontal issue and criteria but lack of knowledge in the projects how to do.

- Increased awareness and knowledge but difficulties with implementation.

In the Swedish wording of the new programming period, it is more focused on implementation of gender equality. That is good but more action is desirable. More support and training in preparing projects and in the implementing process is important to secure the gender perspective in project applications.

Now projects are bigger and more strategic. Evaluation says that it is good with big projects, but the most successful of gender equality is the mid-sized projects. Small projects have limited resources and the bigger seems to forget gender equality.

Follow up scientists keep a low standard, do not have the knowledge how to give good support to the projects.

Politicians do not put so much emphasis on gender equality in the prioritization process.

Gender mainstreaming must be further embedded in the operational programmes

- KNOWLEDGE – RESOURCES - WILL
Knowledge awareness, resources and a will to really work with gender equality.

Build on the system that exists but develop it better, says the Commission before Europe 2020.

Presentation of the Winnet 8 activities progress and outcomes of 2010–2011 in Sweden

Carin Nises, project coordinator, LP The Municipality of Älvdalen, Sweden,

Carin Nises start to present the participating partners from 8 countries and 9 regions in Europe, priorities, methods and goals in the project.

The more women steps into the labour market the more segregated it went is an experience made in the project.

Multi Actor Group – MAG – The Heart of Winnet8

Multi Actor Groups (MAGs) has been established in the participating 9 regions with representation of the quadruple helix groups.

They have:

- analyzed regional conditions, identified obstacles and potentials
- identified good practices from other member countries, within the chosen themes, to be transferred
- analyzed good practices and elaborated action plans

The Multi Actor Groups has so far conducted study visits, thematic workshops and a research work shop was held in Finland in march 2011.

Dissemination of the project so far

- Consultation process during Spring 2011
- 9 regional Round Tables in 8 countries during April and May 2011.
- 4 European Round Tables in 4 Zones during May to July 2011
- Dissemination Seminars in each country
- Dissemination Seminar i Brussels
- Mini hearing in the European Parliament the 12th of April

The expected product of the project is 9 Regional action plans (ROP), improved policies for local and regional development and finally recommendations that will have an impact on EU's next period for Structural Funds Program starting 2013, the Fifth cohesion policy and the EU 2020 Strategy.

Dissemination of the Final Results and Recommendations:

- Final Conference in Greece 12th to 14th of September 2011
- Open days in Brussels in October 2011

Presentation of the Winnet 8 activities progress and outcomes of 2010–2011 in Finland

Pia Kattelus, University of Helsinki Ruralia Institute, Winnet8 partner in Finland

Pia Kattelus begins to refer to Winnet 8 history in Finland in the FEM project. And then she present Winnet8 partners and co-funding in Finland.

In the Multi Actor Group of South Ostrobothnia in Finland emphasis on entrepreneurship and 10 active members participate.

Winnet 8 activities in Finland so far

- 5 AMG meetings
- Study visits
- Participating in thematic work shops
- Regional cooperation group of South Ostrobothnia with politicians, regional administration etc
- Dissemination seminar
- Research work shop
- Midterm conference and partnership meeting
- Regional Round table

Planned Winnet8 activities in Finland

- 2 more MAG meetings to discuss about the implementation of the Action Plan
- Meeting with the persons responsible for Structural Funds in cooperation with the Ministry of Employment and the Economy
- Regional dissemination seminar
- Participation to the end conference in Greece

Action Plan in Finland

- Emphasis in the activities supporting female entrepreneurship
- The number of female entrepreneurs in the region is lower than the average in Finland (33 %/30 %)

- Entrepreneurial intensity of women is lower than that of men
- 42 % of retiring female entrepreneurs of the region think their enterprise will be closed; 28 % of the men think the same; the future of services?

The action plan in Finland has mainly focus on entrepreneurship but the segregation on the labour market is also important, says Pia Kattelus.

And she concludes the lecture with these words: Gender is not an issue in South of Ostrobothnia but it will be!

Supporting Women's Entrepreneurship in the Nordic Countries – A Gender Analysis

Katarina Pettersson, Nordregio

This analysis is important in order not to put women in a secondary position to men, and in order to avoid creating or sustaining a male norm in entrepreneurship support.

Gender as a social construction

Embedded entrepreneurship:

Geography matters.

Gendered labour market segregation and education system.

Researching the embeddedness and context specificity of entrepreneurship is necessary, which has so far often been neglected in entrepreneurship studies.

Studying what the public discourse on women's entrepreneurship is and what its consequences are is important. Are the programs really beneficial for women, or do they cast them as helpless and needy and is such casting necessary for the organizations supporting women entrepreneurs and therefore unavoidable?

Programs and Action plans

The Nordic Countries has different action plans and programs, and most of the countries promotes special programs for women, an approach urged in the literature (Braidford et al., 2008; Tillmar, 2006).

Underlying paradigms how women are placed in action plans and programs:

- Neo liberal Market paradigm; gender in entrepreneurship contributing the economy
- Paradigm that focus on socially responsible growth

- Feminist empowerment paradigm; democratic principle, structural problems

Gender equality approach in programs and action plans

- Tinkering – individual rights and legal remedies
- Tailoring – group disadvantage and special projects and measurements
- Transforming – focus on systems and structures that give rise to group disadvantage, and which integrates gender equality into mainstream systems and structures

Tinkering and tailoring approaches are something going on at the side and can be put into the ordinary system. It builds on a feminist perspective which accepts a male norm. Seeks to better equip women for competition with men, but does not question that the rules of the game were not designed for women in the first place.

Transforming is about changing systems, deconstructing power relations and seeking to redistribute power.

Findings from the analysis in the Nordic countries

Norway: feminist empowerment and transforming. The goal in the policy programmes is gender equality, a diverse industry and economic growth.

Denmark: gender contributing only to economic growth and tinkering.

Sweden, Finland, Iceland: somewhere in between Norway and Denmark.

We can place Norway at one end of the spectrum as its' policy programme is most clearly influenced by a feminist empowerment paradigm seeking to tailor and/or transforming the existing support system through measures aimed at women.

At the other end of the spectrum we have Denmark focusing most clearly on economic growth in line with a neo-liberal paradigm, even at the level of the individual woman entrepreneur, as one goal is to promote growth among business-owners.

In between these extremes we find Sweden with a mix of the neo-liberal and feminist empowerment paradigms with few transforming gender equity measures and efforts that instead seem to act as tailoring the existing system. Here we can also place

Finland as most of these proposed actions focused on individual women, perhaps except for the entrepreneurship and family life development action, and grounded in a tailoring approach to gender equality. Iceland lacks a more general national strategy for supporting women entrepreneurship. The Icelandic approach to gender equality regarding women entrepreneurship largely seems to be a tailoring one, focusing on complementing the existing support system with special measures for women.

Conclusions

Are programmes supporting women's entrepreneurship really beneficial for women? Is casting women as secondary to men necessary for the organizations supporting women entrepreneurs and therefore unavoidable? It depends on what approach to gender is taken and on what paradigm a support programme is built.

If policy makers strive for economic growth, women should be supported to contribute to market growth through e.g. access to capital. But if policy makers seek to more profoundly change the gendered character of entrepreneurship and introduce efforts to ensure that entrepreneurship support benefits women themselves, then programmes need to be transformed, e.g. thorough challenging powerful vested interests and involving and changing the approach of regular support actors.

Statistical Portrait of Women in ICT in BSR countries

Marta Hozer-Kocmiel, PhD and Urszula Zimoch, University of Szczecin

Statistics as a way of describing the reality

"When you can measure what you are speaking about, and express it in numbers, you know something about it; but when you cannot measure it, when you cannot express it in numbers, your knowledge is of a meager and unsatisfactory kind" - Lord Kelvin

Contents:

- general part- population of Baltic Sea Region countries, economic activity and employment
- thematic part- describing women in ICT (with focus on usage of technologies, computing skills,

computing education, usage of e-services, as well as employment in ICT and women at managerial posts)

Basic definitions

ICT-Information and Communications Technology- According to the European Commission, the importance of ICT lies in its ability to create greater access to information and communication in underserved populations. To characterize the ICT sector using statistical data the fields of computing, science and technology and a highly developed knowledge-based sector should be taken under consideration.

ICT specialists- with the ability to develop, operate and maintain ICT systems. ICT constitute the main part of job.

Advanced users - competent users of advanced, and often sector-specific, software tools. ICT as a tool.

Basic users- competent users of generic tools (e.g. Word, Excel, Outlook) needed for the information society, e-government and working life. ICT as a tool.

Why analyzing the issue is so important?

- Rising women's activity in ICT sector will transform their lives for the better, as ICT is an agent of change.
- Increase of participation of women in ICT would reduce labour market segregation and allow women to receive higher salaries.
- Increased usage of women's IT skills will allow many companies, institutions and private persons to benefit from women's skills in that area.
- ICT is one of the most dynamic sector of economy, participation in this sector enable women to influence economic growth and alleviate the effects of the economic crisis.
- Demographic changes cause structural changes in labour market; many people leave the labour market to retirement. Women successfully take part in economic activities, therefore this is the time to encourage them to train and find work in ICT sector.
- It can be said, that gender differences in ICT can be analyzed for both equality and efficiency reasons.
- ICT participation equality policies and programmes are very important. Gender imbalance in the sector is not

- self-regulating, therefore proactive practices are essential.
- While promoting women's participation in ICT, we must keep in mind how strongly BSR countries differ.
- For a precise estimation of the situation using statistical data is a must.
- Great diversity of size in BSR countries
- Higher economic activity rate of men, increase of women's activity rate in most of BSR countries
- Increase of women's employment rate, slight decrease of the rate for men
- In wealthier, northern BSR countries lower unemployment in HRST
- Very strong disparities in computer usage by age among women
- Strong disparities in the Internet usage by age among women
- High percentage of women use the Internet less often
- In Poland, Lithuania and Latvia big amount of women have never used a computer or the Internet
- Clear increase of popularity of e-services among women in 2009 comparing to 2004
- High level of computer skills strongly connected with women's age
- More satisfying results for middle level of women's computer skills
- Alarming low women's employment in computing activities
- Younger women more often employed in computing activities
- Confirmation of clear differences in women's Internet activities by age in 2009
- Clear division among countries for more and less wealthy
- Women use computer at home, less often at gainful work
- Most common source of computer skills for women are: self-study (practice) and learning from others
- Very high level of mobile phone usage among women in all BSR countries
- Strong differences among BSR countries
- For one female legislator/manager accrue about 4 female professionals or technicians
- Even in most developed countries, employment in ICT comprise less than 5% of total employment

- In countries with the highest women's participation in ICT, % of female presidents in following research is 0
- Strong domination of women in Science and Technology

Summary

The empirical analysis of the situation of women in the labour market, including the issue of ICT showed a very strong difference between the 9 BSR countries.

Distinct divide into two groups: wealthy northern countries – Norway, Sweden, Denmark and Finland, whereas the second group includes: Poland, Lithuania and Latvia.

Strong differences by age among women and their computing activities and skills
 Long way to meet criteria of developed Information Society with an active participation of women in some of BSR countries.

Presentation of the Finnish policy recommendations and action plans

Jaakko Hallila, Regional Council of South Ostrobothnia, Winnet 8, Finland

Tackling the occupational segregation on the labour market

The presentation begins with a reference to the situation prevailing in the Finnish labour market in terms of gender. For example the labour market is highly segregated to women and men professions. In technology sector only 20% of the workers are women and in health care only 10% are men.

Jaakko Hallila's presentation shows some good examples for decreasing segregation at the labour market made in South Ostrobothnia.

Action plans

- Continuing the projects for decreasing horizontal and vertical segregation. Besides professional education, there is a need of equality education in the working life for adapting to the changing work environment.
- Investigating the costs and the effects of the segregation in the region
- Investing in the early stage prevention of the segregation; students choosing their education

- Who are targeted by student marketing and how could segregation be decreased in the early stage?
- Paying attention to gender blindness - > program and project levels

Policy Recommendations

- Demand to do gender analysis when applying for a project.
- Projects that have clear gender impacts (such as tackling segregation) could be given priority or higher funding percentage.
- Pay attention to "gender blindness" i.e. continue to improve policies and practices.

Tackling Entrepreneurship

The presentation begins with a reference to the situation in entrepreneurship for women. Only one third of the entrepreneurs are female (2010) and 80 % of the companies owned by women are private entrepreneur -based. Only one fifth of the women owned companies are partnerships or incorporations.

Promoting Female entrepreneurship is not mentioned in the recent Regional level strategies in South Ostrobothnia (Although it's mentioned in structural fund strategies) Promoting entrepreneurship generally, and especially growth entrepreneurship and internationalization are key target actions in South Ostrobothnia.

Some good examples are presented; Finnvera and Wellamo project.

Action plans

- Encouraging entrepreneurship; providing information about entrepreneurship to different target groups.
- Transferred good practise: Female entrepreneurship ambassadors (Sweden), Girl Geek (Scotland), Ladies Business School (Finland), FEM (Interreg IIIB), Woman Resource Center
- Support to the starting entrepreneur more targeted action
- Support from the entrepreneurs is targeted for those who already have an enterprise.
- Change of ownership. The target is also to encourage women to buy companies in male dominated industries

Policy Recommendations

- On one hand the statistics show that there is need for stronger support for female entrepreneurs. On the other hand one needs to be careful that support mechanisms targeted only for women do not actually increase segregation and inequality. There is need for more detailed information and statistics about female entrepreneurship on regional, national and EU-level. Also the different characteristics of female and male entrepreneurship should be pointed out to be able to see what kind of support we should specifically offer to female entrepreneurs.
- There should be a regional strategy to promote female entrepreneurship or it should be at least part of the regional development plan.

Tackling ICT and Innovation strategy

A background is given in the presentation showing that innovation and technology sector is dominated by men in Finland and women are a small minority as innovators (between 5-10%).

Finnish Business and Policy Forum research claims that teams with equal representation of both genders have double opportunity to exceed the goals set for it when compared with the teams only including men.

Action plans

- Young women shall be encouraged to study technology and natural sciences
- Innovation businesses shall be encouraged to recruit more women.
- Women will be encouraged to become entrepreneurs in technology and innovation branches
- Service innovations need to be emphasized and financial resources targeted towards it, since it's estimated that 1/3 of the future work places will be provided by the service sector.

Policy Recommendations

- Concept of innovation needs rethinking and widening to cover clearly and concretely also other fields than just technology.
- More innovation support funds should be allocated to service sector, also on

public services. This would make the distribution of innovation support funds more gender equal.

- Gender aspect should be introduced to innovation policies and strategies.

Presentation of the Swedish policy recommendations and action plans

Elisabeth Holm, project manager, Regional Council of Dalarna, Sweden

Tackling the occupational segregation on the labour market

The MAG group have identified following strategies as the most prioritized in tackling the occupational segregation on the labour market

- actions to support employers creating more gender-equal organizations, create more modern work places.
- actions to lift role-models – women who work in male dominated areas
- actions to support in the recruiting processes

To define and implement gender in regional growth, gender mainstreaming and special actions are necessary.

Tackling ICT and Innovation strategy

Following strategies are identified as prioritized:

- Work on securing gender-equality perspective in national Innovation strategy.
- Map existing networks
- Analyze the growth factor in different sectors and areas in order to make women's sectors visible
- Administration of project funding must have awareness of gender

Tackling Entrepreneurship

Suggestion for actions:

- Raise gender awareness of business-counsellors etc, support women to start businesses
- Raise gender-awareness of decision-makers on project-funds, incubators and cluster-organisations
- Promote women-dominated sectors

- Get more of women's perspective into policymaking and politics

Goals for Sweden's action plans

- Women's experiences into regional policies
- Women's innovations and entrepreneurship promoted in order to contribute to regional growth
- More women into innovation and technology
- Distribution of structural funds more gender-equal

Policy recommendations

- The researchers connected to projects should be educated in gender and have a clear task to follow up the horizontal aims
- Secure female representation and women's experiences into politics and policies
- Discussion on policy level about the basic assumptions in the region.
- Better evaluation on how projects manage to make changes and improving gender-equality

Break out session for tackling the occupational segregation on the labour market and tackling ICT and Innovation strategy.

The topics for the work shop/dialog, which were conducted in small groups, are occupational segregation on the labour market and ICT and Innovation.

A twenty minute long discussion where each group presented three recommendations, good initiatives, interventions in each area, that the MAG groups did not present.

Some highlights from the work shop:

Occupational segregation:

- Make contribution from women enterprises visible, i.e. have good statistics, SNI-code etc and show employment rate, new jobs, contribution to growth
- Long term goal aim – result indicator
- Gender ambassadors – integrate in the policy level, implement the gender

- know how with the business and innovation know how
- Representation where decisions are made
- Innovation support for service sector
- Sensitivity in career guidance, counselling in schools concerning gender segregation (e.g. role models)
- Gender specific action – budget allocation

ICT and Innovation

- Service parks for service innovations, in contrast to science parks
- Connect male dominated and women dominated industries – arenas for innovation, new products
- Promote meeting points and cross fertilization between different branches
- Redefine the definition of innovation
- Gender specific actions – budget allocation
- Earmark resources for SMEs including micro enterprises, give SMEs resources to participate
- Representation where decisions are made

Presentation of the result of Winnet 8 consultation

Inger Danilda, Expert Winnet Europe Centre of Excellence

Inger Danilda presented the consultation process and gave some highlights from the result.

Partners and non partners in WINNET 8 has provided input for EU Policy, WRC development, WINNET 8 and the continued work at regional level and in MAGs.

Gender equality is only 1 of 304 pages of 5th Report for Cohesion Policy. The gender issue should not be attributed only to ESF but also to ERDF. The link between gender equality, innovation and economic growth should be taken into account; studies and actions.

QUESTION 1

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

- **Gender objective** and/or mainstreaming in each objective (e.g.

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

QUESTION 2

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

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

QUESTION 3

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

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

QUESTION 4

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

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

QUESTION 5

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

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

Notes;

On question 3, it was not as many answers as it was perceived as difficult to understand.

On question 5, first item, a comment is that participating should be already when planning the policies.

Ola Johansson, Member of Swedish Parliament

Ola Johansson made a speech about women's entrepreneurship. He referred to his own experiences of entrepreneurship from Kungsbacka, where there is a strong female entrepreneurship. He spoke of women's entrepreneurship, that it is important for society, everyone is needed.

He also said that Winnet Sweden is an important force for women's entrepreneurship. Winnet Sweden and the resourcecenter organization is a key player in efforts to achieve gender equality in Sweden and Europe.

Closing of the European Round Table Conference

Carin Nises, Britt-Marie S Torstensson, Pia Kattelus – Winnet 8

A summary of completed and upcoming activities, as more round tables in the other zones during June-July, a good practice guide, soon coming, over good examples from the different regions, final conference in Greece in September were presented. Some highlights in the project as a mini hearing for the European Commission in April and a presentation of the project in Brussels on a high level meeting at DG Regio were also presented.

All participants and contributors were thanked for their participation on this conference.