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Winnet Center of Excellence

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1. Point of departure

1.1 Winnet 8

Winnet Sweden has been approved a seed finance project for a *Baltic Sea Region Partnership Platform for Gender & Economic Growth*¹ and in a co-operation with actors in Poland with connection to the Baltic Sea Strategy. The initiative is built on the result from the Interreg IVC Capitalisation project Winnet8, within the Interreg IVC programme, in which also regions from Sweden and Poland participated as partners. Within Winnet8, the participating regions developed action plans for a gender equal regional growth. Winnet8 was in itself a result of previous co-operation between Women Resource Centres (WRC) in the Baltic Sea Region and other European Union countries which aim has been to build a infrastructure of WRC.²

The aim with Winnet8 was also to transfer good practice to decrease the Horizontal segregation on the Labour Market and to increase Women's participation in number with entrepreneurship, innovation and new technology, such as ICT: Winnet8 systemized knowledge from initiatives that has been co-financed of different EU programmes since 1990 within the participating regions and European research. *41 good example is presented in; Women's Resource Centres. Innovation & Practices for Smart, Inclusive and Sustainable Growth under four themes: Women's Resource Centres and Mobilisation, Horizontal Occupational Segregation, Innovation and Organisational Development and Leadership and Entrepreneurship.*

Winnet8 published their policy recommendations in Women's Resource Centres. Innovation & Policies for Smart, Inclusive and Sustainable Growth.³ The recommendations had focus on to build institutional capacity for gender equality, to enhance gender mainstreaming in Europe 2020 and the the ROP, regional operational programmes, 2014–2020, to develop a system to formulate objective and indicators with a Gender Equal perspective and for evaluation and follow up of gender equality.

In Winnet8 Horelli⁴ researcher at Aalto University in Finland, 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. She propose that the outcomes of the Women Resource Centre activities should be analysed from different perspective such as; contribution to development of methods, cultural aspects, increased awareness and insights of regional actors about gender equality and innovation, network and partnership as well as measurable results of for example, creation of new jobs and businesses.

1.2 Winnet Center of Excellence in Baltic Sea Region

A spin-off from Winnet 8 was a proposal of a Flagship project with the Baltic Sea Strategy and a establishment of a Winnet Centre of Excellence.⁴

A Winnet Centre of Excellence, WCE, will 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.

1 Winnet Centre of Excellence (2012) Baltic Sea Region Partnership Platform for Gender & Economic Growth

2 Winnet 8 (2011a) Womens Resource Centres Innovation & Practices for Smart, Inclusive and Sustainable Growth, Interreg IV C and European Union.

3 Winnet 8 (2011a) Womens Resource Centres Innovation & Policies for Smart, Inclusive and Sustainable Growth, Interreg IV C and European Union

4 A Centre of Excellence and an Innovative Testbed in BSR (sid. 37-40) Winnet 8 (2011a) Womens Resource Centres Innovation & Policies for Smart, Inclusive and Sustainable Growth, Interreg IV C and European Union.

This data will provide an overview of existing research and include research carried out under Winnet8. The WCE will involve interactive researchers and practitioners in Baltic Sea Region with the aim to increase the awareness of WRCs role and increase the effects of WRCs interventions. WCE will take as a point of departure in existing networks of gender researchers and representatives from the Baltic Sea Region countries.

Experiences from for example Winnet8 showed that tested practices to design, implement, transfer and evaluation of gender equality activities needs to co-operates with evidence based research to achieve sustainable effects. Neither Policy recommendations nor pilot project on a micro level is enough to achieve changes and the work for gender equality need to combine bottom-up and top-down approach. WRCs act as forum to ensure contacts between the grassroots levels and policy and decision makers. WRCs acts as forums to ensure and mediate contacts between the grassroots and decision makers levels. The driving force and objective of the WRCs actions is to improve the co-operation between the micro level in which the civil society organisations is engaged and the political leadership (macro level) and to build a institutional capacity for gender equality (meso level)

Empiri from different WRCs intervention will be the foundation for new research project within the Baltic Sea Region. 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 Baltic Sea Region, European strategy focusing on continuous development of the field.⁵ 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.

Different welfare regimes have an impact both on the research results as well as the possibility to transfer practice between the BSR countries. It needs models

for a multi governance system and generic methods for gender mainstreaming to be applied within different area and regional contexts. With this as a back ground it was proposed as a result from Winnet8 and previous co-operation, a flagship initiative project and interregional platform for co-operation within the Baltic Sea Region to:

- Analyse and document gender segregated statistical data from the BSR countries
- Comparable studies between BSR countries
- Analyse the development within different parts o BSR countries
- Start new interactive and action oriented research projects which involves researchers and other actors in the BSR countries.
- Document, analyse and disseminate good examples and practices from WRCs in the BSR
- Secure learning, transfer of good example, practices between countries in the BSR
- Function as support the implementation of evidence based actions to enhance women's participation in Innovation, entrepreneurship and technology.
- Stimulate policy research, analysing policy and actions to develop a policy for a sustainable regional growth.

The proposal relates to the territorial co-operation in the ROP, for the period of 2014–2020, where gender equality over borders priorities⁶ and to EU research program, Horizon 2020⁷. Which pointed out the focus on the need to build a institutional capacity and knowledge within the actors in the BSR. The actors need to receive support to increase their capacity to assimilate, handle and apply gender equality.

The Gender research and evaluation within different Regional Operational Programmes has focused on the lack of knowledge of gender equality as an obstacle for gender mainstreaming within entrepreneurship-innovation. Today it exists a knowledge paradox. The actors that already have knowledge of gender equality and understand the connection to sustainable growth request more knowledge but those that cannot see the connection don not ask for neither support or knowledge.⁸ Effective methods for gender mainstreaming and to work with for example; gender equality and innovation demands basic knowledge within both fields of concern.

5 Lindberg, Malin (2012) Sammanställning av befintlig forskning om resurscentra för kvinnor. Nr 1 i Winnet Centre of Excellence skriftserie. Winnet Sverige.

6 COM (2011) 611 final/2 Förslag till EUROPAPARLAMENTETS OCH RÅDETS FÖRORDNING om särskilda bestämmelser för stöd från Europeiska regionala utvecklingsfonden till målet Europeiskt territoriellt samarbete. Bryssel den 14.3.2012

7 COM (2011) 809 final Proposal for a REGULATION OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL establishing Horizon 2020 - The Framework Programme for Research and Innovation (2014-2020). Brussels, 30.11.2011

8 Se t.ex. Danilda & Granat Thorslund, red (2011) Innovation & Gender. Vinnova 2011:03. Tillväxtverket (2012a) IV A Sverige-Norge. Hållbar utveckling. Info 0433

Within the frame of Baltic Sea Region Partnership Platform for Gender & Economic Growth the ideas of WCE have been further developed and three specific research areas have been prioritized:

- Innovation, gender/gender equality and sustainable regional growth
- Entrepreneurship, gender/gender equality and sustainable regional
- ICT, gender/gender equality and sustainable regional growth

1.3 Baltic Sea Strategy

European Commission approved in the beginning of 2013 a new action plan for the Baltic Sea Strategy¹ and Sweden is responsible for a number of prioritized areas in which Innovation is one in co-operation with Poland and in Education in co-operation with Germany. Sweden is also involved in the Horizontal area for multi-governance.² In the new action plan it is very clear that it is for successful implementation of the Baltic Sea Strategy demands adaptation of gender mainstreaming in all actions. A successful implementation needs engagement from all actors in a Quadruple Helix (NGO, Policy and Public sector, academia and business).

The new action plan recognizes gender equality as an objective in EU and that gender equality plays an important role in the Economic Development in the BSR and in business. There is a need to secure women and men's participation on equal terms and conditions in for example; Innovation, Entrepreneurship and Education

In the action plan for flagship project there is Quick IGA in which the importance of more women on the labour market, in leading positions to enhance the innovation capacity is pointed out. Quick IGA has three objectives –

to enhance the capacity of innovation, to secure SME Development and secure women's participation in entrepreneurship and to involve actors in BSR countries.³

From the prioritized WCE research areas: Innovation, gender/gender equality and sustainable regional growth, entrepreneurship, gender/gender equality and sustainable regional growth and ICT, gender/gender equality and regional growth in these areas relevant for the action plan⁴.

- **PA Education – Developing innovative education and youth**, which coordinates of Hamburg in Germany and the Association Norden. Baltic Sea Strategy shall be in line with other EU strategies and contribute to a lifelong learning, mobility, to develop quality and efficiency with Education and to stimulate creativity, entrepreneurship and innovation at all levels in the education system. Activities within these areas co-ordinates of PA Innovation and PA SME.
- **PA Innovation – Exploiting the full potential of the region in research and innovation**, co-ordinates of Sweden and Poland. The BSR strategy shall be in line with different EU strategies to enhance smart specialization, clusters and a common innovation strategy should be established. Co-operation within the European Research Area (ERA) shall be stimulated. Activities within this area shall also be co-ordinated with PA SME. Innovation Scoreboard and BSR Innovation monitor will be used as baseline data.
- **PA SME – Promote entrepreneurship and strengthen the growth of SMEs**, co-ordinates of Denmark: BSR strategy shall be in line with different EU strategies develop an effective and evidence based support for entrepreneurship and business development for example. EU Small Business Act and EIP decrease obstacles for cross border co-operation, access to market and financing as well as human capital and knowledge. Activities within the area should also be co-ordinate with PA Innovation and Education.

¹ COMMISSION STAFF WORKING DOCUMENT. Accompanying the COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS concerning the European Union Strategy for the Baltic Sea Region (COM(2009) 248. ACTION PLAN February 2013 VERSION

³ <http://www.quick-iga.eu/>

⁴ COMMISSION STAFF WORKING DOCUMENT. Accompanying the COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS concerning the European Union Strategy for the Baltic Sea Region (COM(2009) 248. ACTION PLAN February 2013 VERSION

Table 1 PA and the potential role for WCE

PA	WCE	R&D vs practice
PA Education		
<i>Action: Develop new methods for training entrepreneurship and innovation</i>	Contribute with the evidence base from gender research in the field of training entrepreneurship and innovation. Contribute with best practices and evidence based methods for gender aware training in entrepreneurship and innovation.	Practice and R&D available
<i>Action: Making lifelong learning and mobility a reality within the BSR</i>	Contribute with best practices on gender aware mobility programs. Contribute with best practices on mobility programs aiming at breaking the horizontal segregation in entrepreneurship, innovation and ICT.	Practice and R&D available
<i>Action: Enhance cooperation – on a voluntary basis – between the regional universities of the BSR</i>	Reinforce cooperation among interactive gender researchers at different universities and among researchers, practitioners and policy makers.	
PA Innovation		
<i>Action: Establish a common Baltic Sea region innovation strategy</i>	Analyse the innovation strategy in light of a gender perspective. Analyse the effects on women and men, female and male dominated areas of proposed measures. Contribute with proposals on how to integrate a gender perspective in Innovation indexes/monitors/scoreboard.	Further R&D in demand
PA SME		
<i>Action: Building platforms for growth</i>	Analyse the effects on women and men, female and male dominated areas of proposed measures.	Further R&D in demand
<i>Action: Effective support for entrepreneurship and innovation</i>	Contribute with the evidence base from gender research in the field of entrepreneurship and innovation. Contribute with best practices and evidence based methods for gender aware support for entrepreneurship and innovation.	Practice and R&D available

There is no specific priority for a digital agenda in the BSR, (PA ICT) but in the action plan⁵ it is mentioned on how digital services have an impact on the development in areas. The access to human capital is also something that has an impact on the regions possibilities to develop new digital services and use of in existing service.

Even in the horizontal priority HA Involve – Strengthening multi-level governance including involving civil society, business and academia, which co-ordinates of the County of Västerbotten and the municipality of Kalmar and *Baltic Sea NGO Network*⁶ is relevant

for WCE. Here are activities to define and increase the knowledge of multi governance, develop methods for multi governance and to involve the civil society's organizations and business/private and academia. (Quadruple Helix) but also to build capacity to support transnational co-operation between the civil society's actors.

In the action plan⁷ there is an overview on different PA relates to for example, please, see table 2, below for a overview on all WCE relevant PA.

5 COMMISSION STAFF WORKING DOCUMENT. Accompanying the COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS concerning the European Union Strategy for the Baltic Sea Region {COM(2009) 248. ACTION PLAN February 2013 VERSION

7 COMMISSION STAFF WORKING DOCUMENT. Accompanying the COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS concerning the European Union Strategy for the Baltic Sea Region {COM(2009) 248. ACTION PLAN February 2013 VERSION

6 <http://www.balticseango.net/>

Table 2 Baltic Sea Strategy, Objectives and PA:s with relevance for WCE

	PA Education	PA Innovation	PA SME	HA Involve
Objective 1: Save the Sea				X
Objective 2: Connect the Region				X
Reliable energy markets		X	X	
Connecting people	X			
Objective 3: Increase Prosperity				X
Europe 2020	X	X	X	
Global competitiveness	X	X	X	
Climate change		X	X	

1.4 Other points of departure

SIDA has published a report on gender equality within the Baltic Sea Region collaboration and a guide for working with gender equality within Baltic Sea projects. A thematic study of Interreg Sverige-Norge, available in

Swedish, shows that the priorities for gender equality in the program were difficult to achieve in practice. Gender equality is interpreted in different ways and a common understanding is in demand in order to offer guidance for projects. Most projects only focus on quantitative aspects of gender equality and do not go beyond “counting heads”. According to a report from the Swedish Agency for Economic and Regional Growth, available in Swedish, the territorial programs in which Sweden participate lack active, structured and integrated work for gender equality.

In light of the above WCE could contribute to the Baltic Sea Strategy by 1) disseminate knowledge from “gendered” evaluations of territorial programs 2) by carrying out gender analysis of the ex-ante evaluations of the territorial programs for 2014–2020 and 3) by carrying out gender analysis of the OPs of the territorial programs for 2014–2020.

CEMR

CEMR European Charter for Equality of Women and Men in Local Life is a steering mechanism for municipalities and regions in the Baltic Sea regions in relation to for example co funding of project in the structural funds. Municipalities that has signed CEMR should according to Article 5 – Work with partners to promote equality, to Article 6 – Countering Stereotypes and to Article 9 – Carry out Gender Assessments. Several articles are relevant for the priorities in the Baltic Sea Strategy such as Article 13 – Education and Lifelong Learning, Article 27 – Economic Development and Article 30 – Twinning and international co-operation.

“The Signatory commits itself, in its activities in the fields of twinning and European and international co-operation: to involve women and men, from different backgrounds, on an equal basis in these activities, to use its twinning relationships and European and international partnerships as a platform for exchange of experience and mutual learning on issues relating to equality of women and men and to integrate a gender equality dimension into its decentralised co-operation actions”(page 28)

In light of the above WCE could contribute to the Baltic Sea Strategy by carrying out a survey of how a municipality that has signed the charter works with Article 27 and Article 30. How do they collaborate with WRCs? Empirical data can be used for research.

European Institute for Gender Equality

EIGE was established in 2007²² to support EU institutions and the member states to integrate gender equality in all policies and to counteract discrimination based on gender. EIGE has developed a Gender Equality Index to be launched in June 2013 covering six core domains (work, health, money, knowledge, time, power). This index is of interest for WCE and to collaborate with EIGE in order to systemise knowledge about methods for gender mainstreaming in entrepreneurship and innovation support.

Innovation & Gender

*Innovation & Gender*²³ describes ”the innovation case for gender diversity” and highlight some of the themes for the Baltic Sea Strategy, e.g. competition for well-educated

employees, gender diversity as driver of creativity and innovation and connections between gender equality and growth. Innovation & Gender presents strategies for combining a top down and bottom up perspective and generic methods for gender mainstreaming in promotion of entrepreneurship, business development, innovation and clusters (see below). These methods can be introduced and tested by WCE and in a flagship project in BSR.

1. Foresight exercises
2. Communication
3. Mapping
4. Setting qualitative and quantitative targets
5. Monitoring
6. Networking
7. Mentoring
8. Coaching
9. Gender-aware design
10. Applied gender research

A model is presented in Innovation & Gender that could be used for analysing policy, practice and different interventions aimed at gender equality in entrepreneurship, innovation and ICT. The model is based on prior research on gender equality in enterprises in a number of EU member states. It can be used by WCE to analyse for example different cluster initiatives in BSR.

²² <http://www.eige.europa.eu/>

²³ Danilda & Granat Thorslund, red (2011) Innovation & Gender. Vinnova 2011:03.

2. Europe 2020 and the structural funds 2014–2020

2.1 Europa 2020

A flagship project within the Baltic Sea Strategy must relate to Europe 2020 with its goals for employment (75% women/men), research and innovation, education etc. WCE relates to smart growth, sustainable growth and inclusive growth and several flagships in Europe 2020, see table 3.

Table 3 Flagships with relevance for WCE

Smart Growth	Sustainable Growth	Inclusive Growth
Innovation union ²⁴ (indicators for gender equality in research, action 4)		Agenda for new skills and jobs ²⁵ (actions to reach the 75% target for women and men)
Digital agenda for Europe ²⁶ (indicators for increased participation of women, action 60)	An industrial policy for the globalisation era ²⁷	
Youth on the move ²⁸		

In light of the above WCE could contribute to the Baltic Sea Strategy by 1) produce a statistical portrait of Women's participation on the labour market and developments in different member states, horizontal and vertical segregation 2) produce a statistical portrait of for Women's and men's entrepreneurship in BSR, including the horizontal segregation 3) gender analysis of different innovation indexes and innovation measures in BSR 4) produce a statistical portrait of Women's participation in ICT and developments in different member states, including horizontal and vertical segregation.

There are several reports to build on as a result of prior Swedish-Polish cooperation. A model is also available for ICT based on data from Eurostat. In Sweden RegLab²⁹

is working with integrating gender dimension in an innovation index and there are prior studies for example in the region of Sörmland.

2.2 Promoting Gender Equality in the Structural Funds and BSR strategy

A flagship project must relate to the structural funds for 2014–2020 due to the fact that a major part of the resources is expected to come from these funds, especially the new territorial programs. Some of the funds are expected to come from Horizon 2020 and for example Erasmus for all. The possibility for allocating TA resources from the territorial programs should be investigated and if WCE can act as a support center.

“Technical support centres may be created at the regional level to provide technical assistance to regional and local actors. This appears particularly relevant to gender mainstreaming. The case studies show that the application of the gender perspective in all policies and at all policy phases – as the gender mainstreaming principle requires – may have useful results in terms of regional development, especially when supported by the establishment of equal opportunity bodies with strong political commitment.”³⁰

The Lisbon Treaty has strengthened the gender equality principle and gender equality is a goal for the union, which affects the structural fund and the BSR strategy. Gender mainstreaming should be applied in all policy areas. Every member state has to take into account Article 8 in the Treaty of the Functioning of the European Union, which says that all activities should promote gender equality.³¹

Furthermore the Strategy for equality between women and men 2010–2015³², the Women's Charter³³ and the European Pact for Gender Equality 2011– 2020³⁴ highlights the importance of supporting gender equality in Europe 2020 and its flagships.

24 <http://ec.europa.eu/research/innovation-union/>

25 <http://ec.europa.eu/social/main.jsp?langId=sv&catId=958>

26 <https://ec.europa.eu/digital-agenda/>

27 <http://ec.europa.eu/enterprise/policies/industrial-competitiveness/industrial-policy>

28 <http://ec.europa.eu/youthonthemove/>

29 <http://www.reglab.se>

30 Page. 10, IRS & CSIL (2009) Work package 7: Effectiveness of the Cohesion Policy: Gender Equality and Demographic Change. Final report July 2009. IRS, Istituto per la Ricerca Sociale, CSIL, Centre for Industrial Studies.

31 European Commission (2012) COMMISSION STAFF WORKING DOCUMENT. Elements for a Common Strategic Framework 2014 to 2020 the European Regional Development Fund the European Social Fund, the Cohesion Fund, the European Agricultural Fund for Rural Development and the European Maritime and Fisheries Fund. Brussels, 14.3.2012 SWD(2012) 61 final

32 COM (2010) 491 final

33 COM(2010)78 final A Strengthened Commitment to Equality between Women and Men A Women's Charter

34 2011/C 155/02. Council conclusions of 7 March 2011 on European Pact for Gender Equality (2011–2020).

3. BSR Partnership Platform for Gender & Economic Growth

In BSR Partnership Platform for Gender & Economic Growth it has to be defined in what way WCE and how a flagship project will contribute to PA Education, PA Innovation and PA SME. In what way and how a flagship project will contribute to a “ digital agenda” in BSR. To

define how WCE contributes to different EU strategies and EU 2020 as well as how the initiative relates to e.g. Horizon 2020. The proposed matrix in table 4 might be a point of departure for this, exemplified by the digital agenda. A matrix should be completed for the agenda as well as PA Education, PA Innovation and PA SME

Table 4 Digital agenda

	Need analysis BSR	Actions and activities in PAs	EU strategies + flagships	Role of WRCs	Role of WCE
1. Knowledge	1.1. Statistical portrait of women’s participation in ICT and developments in different member states, including horizontal and vertical segregation. 1.2 Methods for increasing women’s access to ICT education, ICT professions and the ICT sector.	PA Education	Digital Agenda		
2. Visibility	2.1 Visibility of digital exclusion in different member states and different groups of women. 2.2 Visibility of women as actors in the digital development and women’s innovation.	PA Education PA SME PA Innovation	Digital Agenda		
3. Implementation	3.1 Implement results from research and practices to increase gender equality in ICT.	PA Education PA SME PA Innovation	Digital Agenda		

4. Proposal for Work Packages in a Flagship Initiative

Table 5 Potential WPs

Work Packages	Activities	Potential funding from EU
1. Coordination	<p>1.1 Overall coordination</p> <p>1.2 Coordinate with PA Leaders and flagships leaders in PA Education, PA Innovation and PA SME</p> <p>1.3 Establish MAGs in the participating member states based on models deigns in GROW (Life Long Learning), E-teams (Interreg III C) and Winnet 8 (Interreg IV C)</p> <p>1.4 Establish a network and a mobility program for gender researchers.</p>	<p>1.1 Territorial cooperation programs</p> <p>1.2 Territorial cooperation programs</p> <p>1.3 Territorial cooperation programs + national funding</p> <p>1.4 Erasmus for all</p>
2. Training, capacity building and generic methods	<p>2.1 Interregional training for process coaches in MAGs, PA leaders and flagship leaders based on models deigns in E-teams (Interreg III C) and Winnet 8 (Interreg IV C)</p> <p>2.2 Design of training modules for generic methods for gender mainstreaming in entrepreneurship, innovation and ICT and implementation of modules for the “WRC method”.</p> <p>2.3 Interregional training of trainers in generic methods for gender mainstreaming in entrepreneurship, innovation and ICT and the “WRC method” (How to run a WRC)</p> <p>2.4 Workshops on methods for gender mainstreaming in entrepreneurship, innovation and ICT and the “WRC method” in each involved member states.</p>	<p>2.1 Territorial cooperation programs, Erasmus for all.</p> <p>2.2 Territorial cooperation programs, Erasmus for all.</p> <p>2.3 Territorial cooperation programs, Erasmus for all.</p> <p>2.4 Territorial cooperation programs, Erasmus for all.</p>
3. Infrastructure micro level	<p>3.1 Collection, transfer and analysis of practices in BSR in entrepreneurship, innovation and ICT.</p> <p>3.2 Interactive studies of micro conditions for gender equality and sustainable regional growth and the role of WRC.</p> <p>3.3 Mentoring program and mobility programs for WRCs ((How to run a WRC)</p> <p>3.4 Publications of articles</p>	<p>3.1 Territorial cooperation programs, Horizon 2020</p> <p>3.2 Territorial cooperation programs, Horizon 2020</p> <p>3.3 Territorial cooperation programs, Erasmus for all</p> <p>3.4 Territorial cooperation programs, Horizon 2020</p>
4. Infrastructure meso level	<p>4.1 Collection, transfer and analysis of practices in BSR</p> <p>4.2 (Interactive) studies of meso conditions/institutional capacity for gender equality and sustainable regional growth (e.g. survey of CEMR Article 27 and Article 30, collaboration with WRCs?)</p> <p>4.3 Design of an interregional benchlearning program based on models from in E-teams (Interreg III C) and Winnet 8 (Interreg IV C)</p> <p>4.4 Publications of articles</p>	<p>4.1 Territorial cooperation programs, Horizon 2020</p> <p>4.2 Territorial cooperation programs, Horizon 2020</p> <p>4.3 Territorial cooperation programs, Erasmus for all</p> <p>4.4 Territorial cooperation programs, Horizon 2020</p>

Work Packages	Activities	Potential funding from EU
5. Infrastructure macro level	<p>5.1 Produce statistical portraits in different areas in light of EIGE index etc.</p> <p>5.2 Studies of macro conditions for gender equality and sustainable regional growth. (e.g. analyse the BSR innovation strategy in light of a gender perspective, effects on women and men, female and male dominated areas of proposed measures. e.g. gender analysis of the ex-ante evaluations of the territorial programs for 2014-2020 , gender analysis of the OPs of the territorial programs for 2014-2020.)</p> <p>5.3 Comparative analysis of macro conditions in BSR and other regions within EU and beyond.</p> <p>5.4 Publications of articles</p>	<p>5.1 Territorial cooperation programs, Horizon 2020</p> <p>5.2 Territorial cooperation programs, Horizon 2020</p> <p>5.3 Territorial cooperation programs, Horizon 2020</p> <p>5.4 Territorial cooperation programs, Horizon 2020</p>
6. Communication	<p>6.1 Establish collaboration with EIGE</p> <p>6.2 WCE website</p> <p>6.3 Disseminate the WRC handbook, Winnet 8 handbook and best practices from WRC.</p> <p>6.4 Policy briefs/recommendations for policy makers (e.g. how to integrate a gender perspective in Innovation indexes/monitors/scoreboard)</p>	<p>6.1 Territorial cooperation programs,</p> <p>6.2 Territorial cooperation programs,</p> <p>6.3 Territorial cooperation programs, Erasmus for all</p> <p>6.4 Territorial cooperation programs, Horizon 2020</p>

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Annex 1 Tables

Table 4 a PA Education

	Need analysis BSR	Actions and activities in PAs	EU strategies + flagships	Role of WRCs	Role of WCE
1. Knowledge	E.g. 1.1. Statistical portrait of Women's participation in ICT education. 1.2 Methods for increasing Women's access to ICT education.	PA Education	Digital Agenda		
2. Visibility					
3. Implementation					

Table 4 b PA Innovation

	Need analysis BSR	Actions and activities in PAs	EU strategies + flagships	Role of WRCs	Role of WCE
1. Knowledge					
2. Visibility					
3. Implementation					

Table 4 c PA SME

	Need analysis BSR	Actions and activities in PAs	EU strategies + flagships	Role of WRCs	Role of WCE
1. Knowledge					
2. Visibility					
3. Implementation					