

MAY 2021 | VOL. 1

LAB4GE

Learn Abroad to do better at Home for Gender Equality



WE AIN'T GETTING NOWHERE
WITHOUT WOMEN.

Credits: Rozalina Burkova for Fine Acts

KA2 Strategic
partnership project

2020-1-HU01-
KA204-078745



Co-funded by the
Erasmus+ Programme
of the European Union

WELCOME

Dear Reader,

Last October we started the project Learning Abroad to do Better at home for Gender Equality (reference number: 2020-1-HU01-KA204-078745) or simply LAB4GE, a KA2 Strategic partnership project supported by the Erasmus+ programme of the European Union.

This project is 32 months long and has 4 participatory visits and an international training course. We expect to produce an online catalogue of best practice to offer opportunities to deeply understand the topic, to develop broader knowledge, skills and competences to foster social development and improve female entrepreneurial performances in Europe. Moreover, a commitment paper will be produced to engage stakeholders, such as organisations and businesses, and encourage them to take active measures for promoting gender equality.



BUT WHAT ARE WE AIMING FOR IN THIS PROJECT AND WHAT ARE THE SPECIFIC OBJECTIVES?

Our main intention in LAB4GE is to provide an opportunity for multipliers, such as educators, youth workers, social workers - who directly work with women from different vulnerable groups - to access the different set of tools and methodologies for women empowerment and gender mainstreaming.

We are partners from 6 countries:

Anthropolis Association (Hungary),
Asfar (United Kingdom),
Associazione Sud (Italy),
I-Box Create S.L. (Spain),
InterCollege APS (Denmark),
International Internships srl (Romania)

The specific objectives are:

- questioning rigid gender norms and imbalances of power which disadvantage women and girls and generate discrimination in societies;
- raising awareness on gender based violence and to prevent power abuse and exploitation of girls and women;
- promoting gender equality in general through the most updated EU and UN policies, strategies and statistics;
- motivating entrepreneurship among vulnerable communities of girls and women.



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IN WHICH CONTEXT ARE WE WORKING?

Europe is considered one of the most advanced regions in the world regarding gender equality. Over the past 100 years, women have earned the right to work and vote. Still, many gaps need to be filled including gender-based violence, the gender pay gap and the presence of women in positions of responsibility.

In the 2019 Report on equality between women and men in the EU document, the Commission highlighted that women are more exposed to the risk of poverty, with wages that are on average 16% lower than those of men. Furthermore, the data showed that the 'glass ceiling' phenomenon remains a reality in the business world, with only 6.3% of CEO positions in large EU listed companies held by women. According to a survey that involved 42,000 women (European Union Agency for Fundamental Rights, 2015), it was confirmed that at least one in three women had experienced violence since the age of 15.

This data shows it will take more than a century to achieve gender equality without strategic actions. To address this problem, the European Commission, through the Gender Equality Strategy 2020-2025, has defined the key actions for the next five years that ensure a perspective of equality in all EU policy areas.

The situation is being further exacerbated by COVID-19: on the occasion of International Women's Day 2021, a report by the European Institute for Gender Equality (EIGE) showed that during the first wave of the pandemic, female employment was reduced in the European Union by 2.2 million. Despite rising employment in the summer, women gained only half as many jobs as men. This shows that the economic impact of the pandemic is having longer lasting effects for women.



WHAT WE CAN OFFER WITH THIS NEWSLETTER?

In the time of COVID-19 even the methodological exchange is more challenging than before. Trainers have to adapt their methods and deliver through online channels, which requires at least time, patience and innovation. Partners in the LAB4GE project hope that slowly but surely the remission is coming and exchanges can be realised as face-to-face meetings as well.

Despite the difficulties the partnership share the same values: stand for gender equality, and look for opportunities to share messages for empowerment.

In the next two years we will publish 5 newsletters with rich content on gender equality.

This first edition is a diverse selection of news from all the partner countries, with statistics, reports, methodologies, good practices and more.

We hope you will find the newsletter useful and stay in touch with our team!



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ANTHROPOLIS ASSOCIATION

Learn Abroad to do better at Home for Gender Equality



Credits: Tsvetislava Koleva for Fine Acts

In Hungary, gender equality in education has not received enough attention as a topic, and there is low awareness among educational institutions' practitioners of gender equality in schools and its impact on society. Anthropolis Association works on promoting gender equality in education by implementing gender-sensitive approaches in schools and non-formal education.

GENDER EQUALITY IN AND THROUGH EDUCATION - CORE WORK AT ANTHROPOLIS

In Hungary, 'gender equality in education' is still not considered as an eminent social problem. It has not yet received enough attention as a topic, and there is low awareness among educational institutions' practitioners of gender equality in schools and its impact on society. As a response to the inadequate attention and awareness of gender equality in schools, we, Anthropolis Association, initiate to promote gender equality in education by implementing gender-sensitive approaches in schools and non-formal education.

Recently, we have improved teachers' sensitivity and knowledge towards the importance of gender equality and their competences in tackling gender equality issues within a school environment. Also, we present tools and methods that support teachers' competency development for making education more gender-sensitive. Moreover, we offer whole-school approaches which involve many actors besides teachers



IMPROVING TEACHERS' GENDER SENSITIVITY

Teachers in Hungary receive limited education on gender equality during their own university education and later on. Available tools and training for teachers are limited to use when gender equality is the teaching objective.

Under the project titled 'Gender Equality Charter Mark for Schools', we are currently developing and hosting a 'train the trainer' online training for teachers (and we also welcome university students) working at primary and secondary schools. We aim to support teachers in becoming equipped in understanding gender equality by offering methodological and theoretical support and discussing the importance of a gender-sensitive environment at schools, the impact of gender stereotypes on career choices, and the role of gender equality in fighting gender-based violence.

During the training, we also introduce the charter mark that is a key outcome of this project used as a framework to measure the status of gender equality at schools. The Hungarian version of the gender charter mark (one for secondary schools and one for the pre- and primary schools) is available on our website and free (**Nemi Esélyegyenlőségi Mutató**). Other tools for teachers are also available, such as guidelines, lesson plans, and further resources related to gender equality.

The project is funded by the Erasmus+ programme of the European Union and coordinated by ([DECSY | Development Education Centre South Yorkshire](#))

The full name of the project: Developing Gender Equality Charter Marks in order to overcome gender stereotyping in education across Europe.

Link to project's website: [Gender Equality Charter Mark – 2](#)

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PREVENTING ABUSE IN TEENAGE RELATIONSHIPS

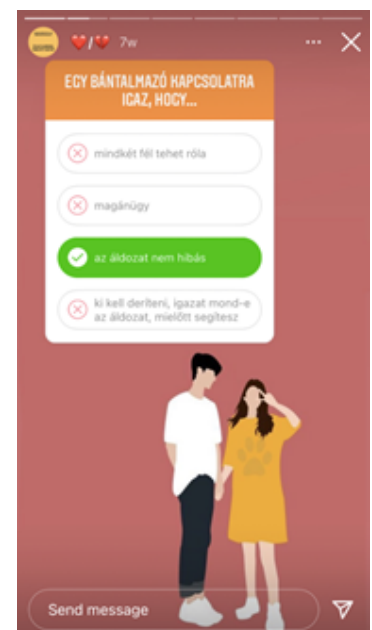
Within the broader field of gender equality, Anthropolis Association participates in projects which deal with counteracting gender-based violence. On this occasion, we piloted a workshop for secondary school students on the theme of a healthy and unhealthy intimate relationship. We aim to facilitate students' critical thinking on the topic and develop their skills to communicate their needs to their partners, identify problems that emerged in the relationship, and reach out for support from their peers and responsible adults.

In the workshop, we applied the 'Philosophy for Children' method to ensure that students can discuss sensitive issues and the 'poster making' method to support students in expressing themselves. During the autumn of 2020, we delivered a workshop to a Budapest-based secondary school for students between the age of 18 and 19. We had three sessions between November and December 2020; two were held online due to the lockdowns.

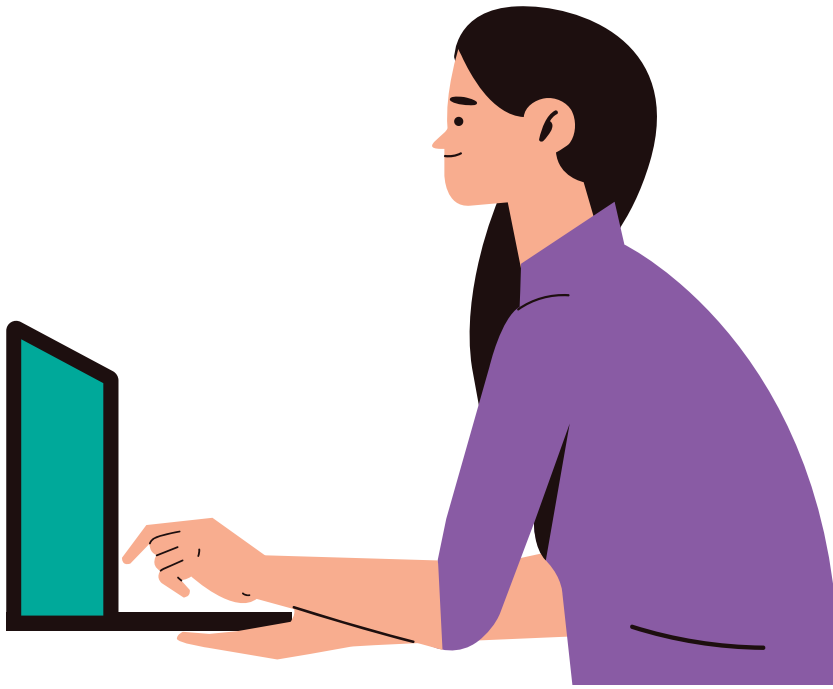
The project was funded by the municipality of the XIVth District of Budapest.

Media coverage:

<http://hegyinfo.hu/2021/01/26/az-anthropolis-egyesulet-interaktiv-foglalkozast-tartott-a-18-eves-diakoknak-a-parkapcsolatrol/>



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USING DST FOR WOMEN'S EMPOWERMENT

Anthropolis is a leading promoter of Digital Storytelling (DST) in Hungary with long experience applying it for diverse target groups, including students, teachers, people with special needs and professionals in various projects. We led a project titled 'Breaking the silence: fights violence and abuse of women' in order to create awareness on Gender-Based Violence (GBV) in our societies.

Within this project's framework, Anthropolis introduced the method of DST to the partners and helped them find their own way of applying DST with vulnerable groups or with sensitive issues. This experience encourages us to develop and implement new ways of using storytelling in the frameworks of non-formal education, awareness-raising and empowerment campaigns on sensitive topics, such as GBV.

See the DST video created in this project by people working at Anthropolis: <https://www.youtube.com/watch?v=RUZTCkKpJ9o&t=66s>

Link to websites dedicated to digital storytelling: www.storycenter.hu and www.storycenter.info



anthro p o l i s

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ASFAR

Learn Abroad to do better at Home for Gender Equality



Credits: Rozalina Burkova for Fine Acts

In Britain, women earn 16.0% less than men and participate in work less than men, by 8.9 points. Thus, to promote gender equity, Asfar, an NGO in Britain, is currently running a project aiming to grow and sustain a network of young Social Actors, especially young women.

STILL MORE TO DO: THE ECONOMIST'S GLASS-CEILING INDEX

According to The Economist, there have been some wins internationally for gender equity, especially the slowly growing number of female executives. The annual index, which is part of a broader Economist Group effort for International Women's Day, suggests that progress to the top of companies is slow for women in most OECD countries.

The Economist's Glass Ceiling Index (GCI) shows that women are still behind their male counterparts in some specific areas like senior positions. Women are making up on average only a third of managers across the OECD. The GCI is an assessment of where women have the best chances of equal treatment at work published every year. Only OECD countries are included in the assessment.



The GCI creates a ranking of 29 OECD countries where each country's score is a weighted average of its performance on nine indicators, such as labour-force participation, higher education, salary, child-care costs, maternity and paternity rights, business-school applications and representation in senior jobs. This year's GCI shows that if you are a woman, **Sweden** would be the best place to work in, followed by **Iceland, Finland and Norway**. These countries are particularly good at helping women complete university, secure a job, access senior positions, and have a good quality of parental-leave systems and flexible work schedules.

On average, just **one in three managerial positions** across the OECD's 37 members are **occupied by a woman**. A recent study by SIA Partners, a consultancy, found that in **Britain**, bias against women in senior corporate hiring remains systemic, **with job ads for high-ranking positions using more "masculine" words that make them less appealing to women**.

According to the Economist and their glass-ceiling index, there has been some progress in some places. But it is not enough. Britain has been ranked on the **20th position** based on the Environment for working women. The participation rate for women is **8.9 points lower** than men's and women earn **16.0% less** than men in Britain.

This year, Britain has improved its index on issues such as women in senior jobs with 33.3%, women in managerial positions with 36.8% and women in boards with 34.3%.



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Asfar as an NGO has recognized the importance of this, with developing our work and our social objectives to promote an equitable global society through gender equality & women's economic empowerment activities. Asfar has developed different projects to tackle these issues, for example, Asfar delivered a British Council funded Developing Inclusive and Creative Economies (DICE) social enterprise sector capacity building programme to support Women Economic Development in Egypt. The project aimed to develop Women as the leaders in Egypt's social enterprise sector, while also promoting a mentor-mentee relationship between the UK and Egypt. The project also provided support to young social entrepreneurs. This news highlighted in The Economist shows the importance of work like this continuing and new efforts being made in the field of Gender Equity.

Currently, Asfar is running the RESOLVE: Reconciliation for Gender Equity project which aims to grow and sustain a network of young Social Actors, especially young woman, from UK, Georgia, Italy, Morocco, Turkey, while widening their understanding of Gender Inequality and the need for Gender Equity to resolve inter-gender conflict within our communities. The thematic focus of the project will be made on gender inequality, Women's empowerment and address social marginalisation through gender inequality. These efforts are steps our organisation is taking towards tackling issues of Gender Equity and providing women entrepreneurs and young people the tools to break the glass ceiling, both within the UK and in partner countries.

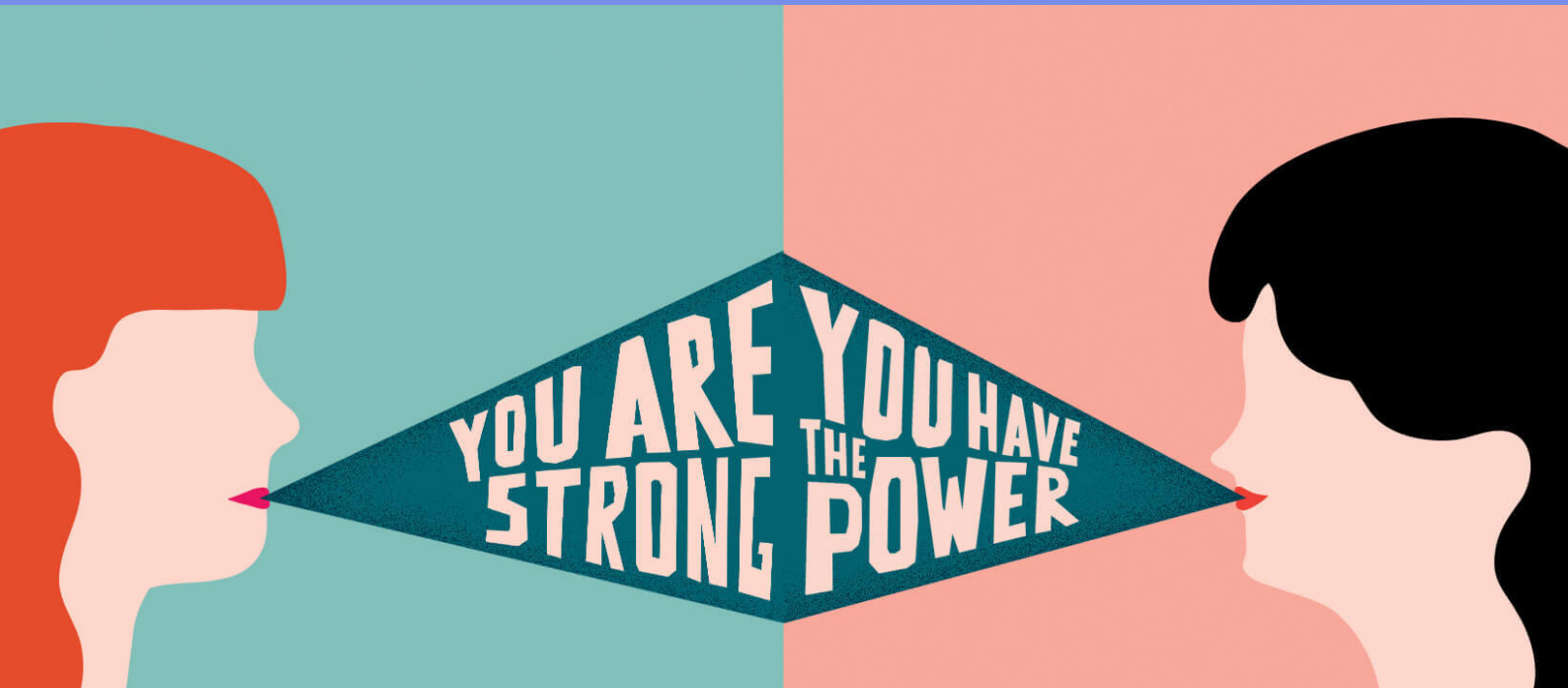
In December 2020, Asfar has organised the RESOLVE: Network Youth Conference which has brought together 142 delegates, speakers and team members who joined this 6 hours long conference which included a panel on Gender Equity: UN Resolution 1325 & Women in Peacebuilding.



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Asfar delivered a British Council funded Developing Inclusive and Creative Economies (DICE) social enterprise sector capacity building programme to support Women Economic Development in Egypt.”

ASSOCIAZIONE SUD

Learn Abroad to do better at Home for Gender Equality



Credits: Viktoria Nesheva for Fine Acts

In terms of gender equality, Italy has the lowest female employment rates in the EU. In order to change it for the better, strategic planning process on “Vulnerability Employability and Entrepreneurship” for women needs to be implemented.

GENDER EQUALITY: CONSTITUTIONAL AND INSTITUTIONAL REFORMS IN ITALY

In the context of actions to promote fundamental rights and freedoms, particular attention has been paid in recent years to interventions in support of the principle of gender equality in all its forms and activities. As highlighted by the European Commission in its Communication on the [Gender Equality Strategy 2020-2025](#), no Member State has so far achieved equality between men and women:

- Progress is slow and gender gaps persist in the world of work, wages, care and pensions;
- In management positions and participation in political and institutional life.

Globally, achieving gender equality and empowering all women and girls is one of the 17 Sustainable Development Goals that states have committed to achieve by 2030.



In Italy in recent years, particular attention has been paid to measures aimed at implementing **Article 51 of the Constitution, on equal access for women and men to elective offices, amending electoral systems at different levels** (national, regional, local and European Parliament), as well as at **promoting women's participation in the bodies of listed companies**.

The issue of gender equality in the world of work has also been the subject of numerous regulatory measures aimed at recognizing rights and increasing protection for female workers. In particular, provisions aimed at **facilitating the reconciliation of life and work time** (including a babysitting bonus) and support for parenthood should be included in this direction, as well as provisions to **combat so-called "blank resignation"**. Support instruments for the creation and development of enterprises with a majority or full participation of women have also been strengthened.



Growing attention has also been paid to measures to combat violence against women, with three objectives:

- preventing crime
- punishing offenders
- protecting victims

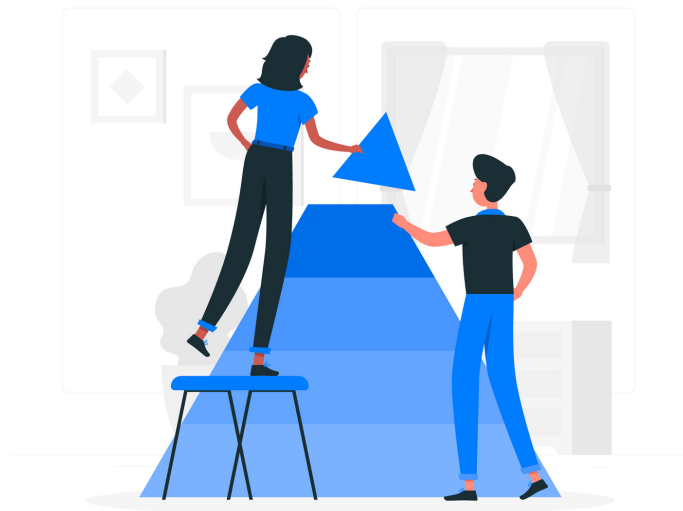
The central nature of the issues relating to overcoming gender inequalities is also reiterated in the draft **National Recovery and Resilience Plan (NRRP)**, sent by the Government to Parliament on 25th April 2021 in order to relaunch national development. The Plan identifies gender equality as one of the three cross-cutting priorities pursued in all the missions that make up the Plan. The entire Plan must also be assessed with a view to gender mainstreaming.



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The biggest challenge is to get the NRRP to focus not only on providing efficient childcare services, but primarily on implementing training projects and plans that enable these women to be employed in strategic areas for the future

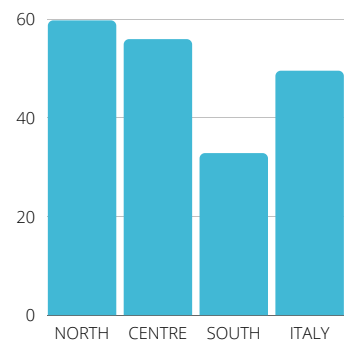


The National Recovery and Resilience Plan (NRRP), specifically, offers Italy a unique opportunity to overcome one of its most significant forms of gender inequality: **having one of the lowest female employment rates in Europe.** To reach the European average of 60% of employed women aged 15 to 64 by 2030, it would be necessary to employ 1,554,503 Italian women.

The biggest challenge is to get the NRR to focus not only on providing efficient childcare services, but primarily on implementing training projects and plans that enable these women to be employed in **strategic areas for the future (services, green, digital).**

Sources on Italian Equality Policies:

- Parliament: <https://bit.ly/3dZ5wis>
- Government: <https://bit.ly/2QoW5AS>
- Italian NPPR: <https://bit.ly/3vCbbSV>



Female employment rate (15-64 age) - Istat 2018

ASSOCIAZIONE SUD is working to consolidate a medium-term Strategic Planning Process on “Vulnerability-Employability-Entrepreneurship” (training courses, visits, seminars, exchanges...) to be implemented in 2020-2023, involving a large transnational network and a local network composed by NGOs, Universities, Centres of Research and Counselling, Local Authorities, Social Enterprises.

Our main topics will be: fighting poverty, social inclusion, innovative actions for the creation of new jobs for the regeneration of the urban suburbs and rural areas affected by marginality, exclusion, intolerance, criminality, poverty.

We'll continue to focus on: youth, women, and migrants.

The LAB4GE project is part of this Strategic Planning Process.



www.associazionesud.it

I-BOX CREATE

Learn Abroad to do better at Home for Gender Equality

W O = M A N

Credits: Viktoria Nesheva for Fine Acts

In Spain, the presence of women in entrepreneurship still needs improvement. Thus, to empower women in the field of entrepreneurship, I-BOX provided specific training to professionals, especially in the STEM areas.

EMPOWERING WOMEN ENTREPRENEURSHIP

I-Box Create is a Spanish SME working on Social Innovation and specifically one of the topics is about Women Entrepreneurship. Since 2015 they have participated in European projects promoting this topic, like [CRAYONS](#), [WOMCA](#) or [WECAN](#). I-Box's aim is to empower women from the STEM areas by delivering specific training to professionals, HEI students and HEI, VET and adult teachers. The project LAB4GE engages this idea and will make visible best practices that the company has developed through this year to decrease the gender gap.

I-Box is based in Spain, where more than 60% of women who decide to become entrepreneur abandon the process, despite the fact that both men and women show the same intention to become entrepreneur. That is one of the conclusions highlighted by Ana Alarcón, head of entrepreneurship at "Acción Contra el Hambre" (Action Against Hunger), a NGO from Spain, leading the European network of social innovation for inclusive employment and entrepreneurship in which I-Box Create has taken part since 2019.



The differences between men and women in entrepreneurship are quantitative and qualitative, as explained in the document “[Diagnosis and methodological toolkit on gender equality in entrepreneurship for young people](#)”. This research has been prepared within the framework of the 2018-2020 gender strategy for the Department of Social Action for [Acción Contra el Hambre](#) and within the “[Vives Emprende Program](#)”. The objective was to analyze the gender gap in the labor market among young people under 30 through entrepreneurship.

The major findings are the followings; although gender equality has indeed progressed in recent years, **the entrepreneurial initiative is still a step behind**. In fact, in the latest [GEM report](#), it is observed how the presence of women in the entrepreneurial process and the creation of the business and its management are very poor.

The Spanish Observatory for Equality in Entrepreneurship shows that **85% of women's business initiatives are based on the service sector** (compared to 65% of male entrepreneurs). One factor in explaining the above is that activities such as commerce have several entry barriers. However, there is tight competition in addition to very low-profit margins. Therefore, it isn't easy to survive in this kind of business.

Similarly, **businesses created by women expand more slowly and tend to be smaller**. Women entrepreneurs' investment is usually based on labour, not capital, to seek new production processes or expand to other markets or business innovation. According to the report, female entrepreneurs who build their companies using poor technology have difficulties making their companies recognizable. Sectors that have the most significant impact have a minimal number of women.



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INTERCOLLEGE

Learn Abroad to do better at Home for Gender Equality



Credits: Freepik

Equity and equal opportunity have been central principles to the work of InterCollege ever since the establishment of the organisation. In order to tackle the gender equality problem, various projects are created to support women, such as providing non-formal learning opportunities, skills and competencies.

WOMEN MAKE UP JUST 15% OF DIRECTORS AT DANISH COMPANIES

“On International Women’s Day, Statistics Denmark shared the results from their nation-wide survey on leadership in the private and public sectors, which gives insight on the distribution of managerial positions between men and women. To be included in the statistics, companies had to register their directors, where a director is defined as the person or persons responsible for overall management of the company.”

The survey showed that on average only 15 percent of registered directors’ posts in Denmark are currently filled by women and 85 percent are taken by men.

A small number of specific industries, however, have nearly equal representation of men and women in leadership positions, namely in the service and care sectors. For instance, within social and health care, 43 percent of directors are women, according to the Statistics Denmark press release, while in the service sector, that figure is 41 percent.



On the opposite side of the scale are the energy, construction, and mining industries, where women hold the fewest of senior positions - 6%, 6%, and 8% respectively.

A more detailed division of individual sectors also showed that the area with the highest proportion of women as directors is beauty and skincare, where 68 percent of directors are women. The second-highest proportion is for hair salons, with 61 percent women directors.

The survey clearly shows that Denmark appears to be some way from reaching equal status between women and men in terms of directorship at companies.

It highlights the importance of continuous work towards promoting gender equality and this issue has become an important organisational goal for InterCollege.

Equity and equal opportunity have been central principles to the work of InterCollege ever since the establishment of the organisation. InterCollege has been involved in a variety of projects aimed at supporting different vulnerable groups by providing them with non-formal learning opportunities and, thus, supporting them in acquiring skills and competencies that can alleviate their circumstances. InterCollege is increasingly focusing its efforts towards empowering women through projects such as LAB4GE and Equal Start. Equal Start was a KA2 capacity building project, funded by the Erasmus+ programme, which was focused on empowering marginalized women to become entrepreneurs and helping them overcome personal and external obstacles to starting a business.



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INTERNATIONAL INTERNSHIP

Learn Abroad to do better at Home for Gender Equality



Credits: Freepik

As one of the EU countries, Romania has achieved good results related to gender equality issues in terms of equal pay for women and men. Some efforts which have impacted the issue have been made, such as developing women's skills in entrepreneurship and breaking barriers projects, in which women are encouraged to work in male-dominated fields. International Internships is involved in developing women's skills in entrepreneurship, supporting young females to enter into male-dominated fields, such as car mechanics, gaming and IT.

ROMANIA RANKS SECOND IN THE EU IN TERMS OF EQUAL PAY FOR MEN AND WOMEN

There are significant differences among the EU27 member states in terms of equal pay between genders. Although in many countries the women are better represented than in Romania, here pay inequality is less of a problem. We rank second in the EU, being just one of the 6 countries where the difference is less than 10%.

International Internships have been involved in the field of gender equality through the involvement in projects for developing the skills of women in entrepreneurship both in Romania and India, and consultancy into Social Entrepreneurship regardless of the gender. However, more often we are involved in connecting students and graduates with practice and internships in various fields based on their education such as: kitchen workers, baristas, hotel workers, social care and so on, again regardless of their gender. There are fields where we are breaking barriers by offering places to female students interested in fields that are male dominant such as car mechanics, gaming and IT.



"In Romania there is a law that says that, for equal work, payment must be made equally, regardless of gender and the implementation of this regulation by employers has led to a positive impact on the labor market," said Virginia Oțel, president of PWN Romania (Professional Women's Network), a professional association that supports women's professional development.

Based on the statistics presented annually by Eurostat and the impact of the "equal work, equal pay" law, we can see that from 2011 when the difference was of 9.6% the GPG (Gender Pay Gap) has reduced gradually, 2015 showing 5.8%, 2016 getting to 5.2% and in 2019 reaching a difference of just 3.3% and we expect this trend to continue as new complementary actions will be taken at the EU level, that will help to speed up the process.

We as an organization salute the recent initiative of Commission President Ursula von der Leyen — the first woman at the helm of the EU executive - to end payslip differences due to gender-based discrimination in the EU, and its plan to present binding rules to that end. The idea is to give employees access to pay information broken down by type of work and employees' sex to empower workers, and to force employers to redress unwarranted pay differences for comparable jobs. Binding rules on pay



INTERNATIONAL INTERNSHIPS

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