WISE 4ALL WOMEN INNOVATIVE SOCIETY EUROPE CHALLENGES

LIBERA ASSOCIAZIONI NOMI E NUMERI CONTRO LE MAFIE

CHANCE Civil Hub Against orgaNised Crime in Europe

GENDERIS4ALL

HOW TO RAISE AWARENESS ON GENDER EQUALITY

TOOLKIT

for Civil Society Organisations

WISE
4ALL
WOMEN
INNOVATIVE
SOCIETY
EUROPE
CHALLENGES

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1 | INTRODUCTION

In January 2021, the **European Parliament** adopted a motion for a resolution that underscores the fundamental importance of the participation of women in European political decision-making processes, in order to attain a more effective and successful response to the challenges posed by the pandemic. The WISE4ALL Challenges project, situated within this aforementioned context, aims to encourage, incite, and promote the **participation of women and young citizens in political decision-making** processes regarding Europe's post-pandemic "revival" as its primary goal.

The coordinator of the project is S-Com (Belgium) and the partners involved together with Libera are: University of Pisa (Italy), INCOMA (Spain), WEP (Belgium). Given the goals of the project, all partners have worked to encourage citizens and NGOs to participate in an exchange of international, multidisciplinary ideas and solutions through the leadership of the **four** distinct **"pillars"** of the project (**social rights**, **environment**, **health**, and **education**).

In the WISE4All Challenges project, **S-Com** as coordinator proposed a transversal action on the three countries involved in the project with the aim of understanding **how the Recovery and Resilience Facility (RRF) is perceived by citizens and how it can represent an opportunity to address and reduce social inequalities.**

In the first months of the project, a questionnaire was developed and distributed online and a series of interviews were carried out with female parliamentarians from the three countries. The results of this analysis were presented during a meeting organised on 8th September to converge top down actions with bottom up actions, i.e. to create a connection between policies and the perception of civil society.

The main conclusions that emerged from this action are:

- RRF is clearly a gender-sensitive issue in both an active and a passive way;
- Women perceived themselves abandoned by the State and still being the weakest link in EU societies;
- Women believed that RRF should be used as a remedy to past inequalities, through a more empowered State's Welfarism and Subsidiarity;
- Women advocate for a better form of redress for economic injustices.

At the same time, **Libera. Associations, names and numbers against mafias** has coordinated the **Social Pillar** Working group, of which this toolkit is the result.The main aim is the development of a more equal and inclusive civil soci-

ety that could act as an intermediary between citizens and Europe's major political actors on gender equality and gender politics.
As a first action of the Social Pillar WG we have chosen to promote a **survey** in order to collect the opinions of citizens from several European countries on gender inequality. We have then elaborated the results and created a **toolkit** in order to provide a first bottom-up strategy for Civil Society Organisations' actions. The survey responses of the participants were analysed, thus providing quantitative and qualitative data on the topic. The toolkit is conceived as a **practical and accessible tool** for associations and individuals to improve the situation in regards to gender equality.

https://www.scom.eu/portfolio/w-i-s-e-4all-challenges/

1.1 | LIBERA
ASSOCIAZIONI NOMI E NUMERI CONTRO LE MAFIE

Libera is a network of associations, social cooperatives, movements and groups, schools, unions, dioceses, parishes, and scout groups, involved in a commitment not only against mafias, corruption, crime and those who feed them, but also strongly 'for': for social justice, the search for truth, the protection of rights, transparent politics, a democratic legality based on equality, a living and shared memory, and for a citizenship that lives up to the spirit and hopes of the Constitution. **Established in 1995**, over the years it has maintained its ethical and practical orientations. The first focus is continuity. Good starting ideas must be realized with tenacity and daily commitment. The second is its proposal. The fight against mafias and corruption cannot be based solely on indignation: it must follow the proposal and the project. The third is sharing and co-responsibility. Mafias and corruption are not only a criminal issue, but also a social and cultural one, to be tackled by joining forces.
More than 4,000 young people participate in the commitment and training camps on confiscated assets every summer. About a thousand of them coordinate environmental protection projects. More than 5,000 schools and university faculties are engaged with Libera in the construction and implementation of **training and education** courses on accountability and democratic legality, with the involvement of thousands of students and hundreds of teachers and university professors. Libera carried out an initial census of successful experiences of **social use of confiscated assets**, the result of a law for which, in 1995, it promoted a petition that collected one million signatures: over 900 associations and cooperatives are the assignees of assets in Italy; these deal with **inclusion and services to people**, job reintegration, youth training and gathering, urban and cultural regeneration, and supporting victims and their familie.
It is present throughout Italy in 20 regional coordination groups, 82 provincial coordination groups and 278 local groups. 80 international organisations belong to the international network of Libera, in 35 countries in Europe, Africa and Latin America. The European network is called **CHANCE - Civil Hub Against orgaNised Crime in Europe**, and it was officially presented in April 2019 at the European Parliament.
In the "**Wise4All Challenges**" project Libera has coordinated the **Social Pillar Working Group** (WG), involving Civil Society Organisations (CSOs), especially young people, in Italy and other associations in Europe thanks to the above-mentioned network CHANCE, in which there are organisations and activists from about 15 countries.
Together with the other project partners, Libera has contributed to the realisation of the paper for the "Conference on future of Europe" with a gender approach and participated in the meetings of the WgS.www.libera.it
www.chance.international

2 | GENDER EQUALITY

2.2 What is gender equality?

It is not simple to have a clear and common definition on gender equality.

The Goal 5 of the Sustainable Development Goals **for 2030 Agenda** promoted by the **United Nations** is entitled "Achieve gender equality and empower all women and girls": here gender equality is not defined as a human right but as a necessary foundation for a peaceful, prosperous and sustainable world. Moreover, the UN definition is focused on women and girls' rights."

The United Nations and European Union have traditionally made **restrictive binary** (either/or) assumptions and expectations about gender. Common assumptions are that:

- everyone's gender identity (their internal experience of gender) is either male or female
- that this corresponds neatly to their assumed sex at birth (e.g. physical characteristics)

Nowadays an increasing number of women and men grow up with or develop a strong sense that their **gender identity is different to the sex assigned at birth**. This often means a strong desire to permanently transition and live fully in a different gender.
Many of them believe that their gender identity is more complicated than simply being either male or female. The gender they feel and/or express is most likely somewhere in the middle, neither 100% female nor 100% male. They may have gender identities which are different to what others assume or **fluid gender identities**. And because the use of non-binary language is so limited, their gender identity may not confirm to any position on a female to male range, particularly if societies insist on labelling them one thing or another.

It is fundamental to **try to expand concepts of gender.**
The "gender binary" is the idea that gender is limited to only two categories: man or woman. People who identify outside the binary don't identify or express solely as men or women, instead adopting gender roles and traits outside society's typical expectations and other times taking elements from both masculinity and femininity. An androgynous person, for example, may identify as nonbinary or

genderqueer.
For this reason we would speak about **Gender equality** as "**an ideal condition or social reality that gives groups constituted by gender institutions similar opportunities to participate in politics, the economy, and social activities; that values their roles and status and enables them to flourish; in which no gender group suffers from advantage or discrimination; and in which all are considered free and autonomous beings with dignity and rights**" (as defined by Htun and Weldon, 2018, and reported in the book "Gender Inequality and welfare states in Europe", Mary Daly, 2020).

2.2 What is gender equality in EU politics?

According to the definition of the European Institute for Gender Equality, "Equality does not mean that women and men will become the same but that **women's and men's rights, responsibilities and opportunities will not depend on whether they are born female or male**. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, thereby recognising the diversity of different groups of women and men. Gender equality is not a women's issue but should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a **precondition for, and indicator of, sustainable people-centred development**."

The European Union is one of the **global leaders** in gender equality: according to the 2019 EM2030 SDG Gender Index, 14 of the top 20 countries worldwide on gender equality are EU member states. Gender equality is a **core value** of the EU, a fundamental right contained in **article 8 of the TFUE** (Treaty on the functioning of the European Union).
However, no member state has achieved full gender equality and the progress is slow and reversible. Because of that, the European Commission put in place the **Gender Equality strategy for the 2020-2025** period that focuses on 6 main pillars:

- -**Being free from violences and stereotypes**: focuses on fighting both the direct violences against women (in families, workplaces, public spaces and online) and the stereotypes that feed them in the long term.
- -**Thriving in a gender-equal economy**: deal with inequality in job opportunities, wages, access to finance and pensions.
- -**Leading equally throughout society**: confront the representation problem caused by the fact that the majority of leading positions (both in the public and the private sector) are held by men.

- -**Gender mainstreaming and an intersectional perspective in EU policies**: focuses on the need to include a gender perspective in all EU policies and processes. It is then important to keep in mind that gender discrimination is intersectional with other ground of discrimination, so EU law must adapt to the specific needs of different groups of women.
- -**Funding actions to make progress in gender equality in the EU**: deals with the inclusion of actions regarding the fight against gender discrimination in various EU funding and budgetary guarantee instruments.
- **Addressing gender equality and women's empowerment across the world**: focuses on the actions that the EU can adopt in order to promote gender equality outside its territory. This can be done through dialogues with third parties, the EU trade policy as well as in the EU's neighbourhood and enlargement policies.

These are not only declarations: the strategy also provide for a series of **concrete actions** that the Commission is implementing and requiring to the other institutions and member states to implement, as the ratification and implementation of relevant international treaties on gender equality (the complete report can be consulted here EUROPEAN COMMISSION Brussels, 5.3.2020 COM(2020) 152 final COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE CO).

Encouraging trends are the higher number of women in the labour market and their progress in securing better education and training. However, **gender gaps remain** and in the labour market women are still over-represented in lower paid sectors and under-represented in decision-making positions.

In the definition of the European Union, gender inequality regards only the discrimination of 'women and girls'. The discrimination of all the people that do not recognize themselves in a binary definition of their gender is tackled with specific policies. Regarding these people, the European Commission presented on 12 November 2020 the first-ever **EU Strategy for lesbian, gay, bisexual, trans, non-binary, intersex and queer (LGBTIQ) equality**, as announced by President von der Leyen in her 2020 State of the Union Address.

While progress in the EU was made towards LGBTIQ equality over the past years, **discrimination against LGBTIQ people persists** with 43% feeling discriminated. The COVID-19 crisis has only exacerbated the situation. Today's Strategy addresses the inequalities and challenges affecting LGBTIQ people, setting out a number of **targeted actions**, including legal and funding measures, for the next 5 years. The Strategy proposes to extend the list of EU crimes to cover hate crime,

including homophobic hate speech and hate crime and to bring forward the legislation on the mutual recognition of parenthood in cross border situations, among others. It also ensures that LGBTIQ concerns are well reflected in EU policy-making, so that LGBTIQ people, in all their diversity, are safe and have equal opportunities to prosper and fully participate in society.

The foreseen actions towards LGBTIQ equality in 2020-2025 are:

- **Legal protection against discrimination**: to undertake a stocktaking exercise, in particular in the area of employment. The report on the application of the Employment Equality Directive will be published by 2022. Following up on the report, the Commission will put forward any legislation, namely on strengthening the role of equality bodies.
- **Ensuring safety against hate crime, hate speech and violence**: to harmonise protection against anti-LGBTIQ hate crime and hate speech, the Commission will present an initiative in 2021 to extend the list of 'EU crimes' to include hate crime and hate speech, including when targeted at LGBTIQ people.
- **Protecting the rights of rainbow families**.
- **LGBTIQ equality around the world**: to support actions for LGBTIQ equality under the neighbourhood, development and international cooperation instrument (NDICI), the Instrument for Pre-accession Assistance (IPA) and the Asylum and Migration Fund.

Many of the policy areas linked to improving LGBTIQ equality are primarily **national responsibilities**. However, the EU has an important role in providing policy guidance, coordinating actions by Member States, monitoring implementation and progress, providing support via EU funds, and promoting the exchange of good practices between Member States.

2.3 What has Recovery and Resilience Facility foreseen about gender equality

In 2021, in addition to the multiannual financial framework (MFF) for the years 2021 to 2027, the European Union agreed on the most important element of its response to the pandemic crisis - a temporary recovery facility called the Next Generation EU (NGEU), the central pillar of which is the Recovery and Resilience Facility (RRF).
The introduction of the RRF is an opportunity for the EU to mitigate the economic and social impacts of the pandemic, which is known to have affected women and men differently due to existing social inequalities. A gender-

sensitive approach reflected in all aspects of the response to COVID-19 is necessary to avoid increasing social inequalities. In practical terms, gender mainstreaming in the RRF means that supported measures should incorporate a gender equality perspective at the planning, implementation and reporting stages.

The Regulation establishing the RRF recognises women as one of the social groups most affected by the Covid-19 crisis. According to the text of the regulation, mitigating the social and economic impact of this crisis, particularly on women, is one of the central objectives of the RRF. **The regulation states that Member States must integrate and promote gender equality objectives** throughout the process of preparing and implementing their recovery and resilience plans. In addition, the regulation emphasises the importance of investing in strong care infrastructure, which is essential to ensure gender equality and economic empowerment of women. It allows more women to participate in paid work and thus has a positive effect on GDP.

The regulation does not set a minimum level of expenditure related to gender equality. This contrasts with the climate and digital cases (37% for climate expenditure and 20% for digital transition). In addition, the issue of **gender equality is not included in the 11 main criteria for assessing the plans**.However, the Commission considers gender equality as a **horizontal requirement**.

- **Article 18(4)(o) of the RRF** Regulation establishes the **obligation to take gender equality and gender mainstreaming into account in PNR**: *The recovery and resilience plan shall be duly reasoned and substantiated. It shall in particular set out the following elements: (...) (o) an explanation of how the measures in the recovery and resilience plan are expected to contribute to gender equality and equal opportunities for all and the mainstreaming of those objectives, in line with principles 2 and 3 of the European Pillar of Social Rights, with the UN Sustainable Development Goal 5 and, where relevant, with the national gender equality strategy."*

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The details of the provision are further explained in the European Commission's guide on preparing plans, which states that Member States should explain how the measures in the recovery and resilience plan should contribute to gender equality and equal opportunities for all and how these objectives will be integrated. The plans should also take into account UN Sustainable Development Goal number 5 on gender equality, the European Pillar of Social Rights and any existing national strategies on gender equality.

In particular, the Member States should outline:

- **challenges in terms of gender equality**, including those relating to the Covid-19 crisis, for example in terms of equality of treatment and opportunities in the labour market, conditions for employment, career progression, and equal pay for work of equal value;
- how the reforms and investments described in the plan will be instrumental in overcoming the above-mentioned challenges;
- **how the plan ensures and fosters equality** between women and men, how the plan mitigates the economic impact of the crisis on women, including on gender-based and domestic violence;
- **how the plan contributes to the achievement of UN** sustainable development goal number 5 and its targets; and
- how **the measures in the plan will improve the situation in terms of gender equality** and its different dimensions, such as education, training, skills, the employment gap, working conditions, social protection, etc.

Mainstreaming and promotion of the above-mentioned aspects should be **demonstrated across the six pillars of the RRF,** including the green and digital transitions. In addition, Member States are encouraged to present data disaggregated by gender (among other indicators, such as age, disability, ethnic origin, etc.).

The **Member States have to give an explanation** as to whether the measures described in the NRRP contribute to effectively addressing the country-specific recommendations (CSRs) issued in the context of the European Semester. Therefore, it could be expected that the gender-related challenges identified in the CSRs will be taken into account in the design of the reforms and investments envisaged in the relevant NRRPs. This, according to the Commission, should allow for specific reporting on expenditure on gender equality under the RRF.

Twice a year in connection with the European Semester procedure, Member States will have to report on progress made on implementing the NRRPs (Article 27 of the RRF Regulation). Based on the information collected from the Member States, the European Commission will prepare annual and other reports and evaluations of the RRF. To this end, the Commission proposed a list of **14 common indicators**. Among them **four should be disaggregated by gender** in the reports prepared by the Member States:

- researchers working in supported research facilities;
- participants in education or training;
- people in employment or engaged in job searching activities;
- young people aged 15-29 years receiving support.

3 | THE SOCIAL PILLAR

3.1 The Social Pillar Working Group

The **Social Pillar Working Group** was launched in April 2021 with a call to action. Libera, the coordinator of the Working Group, directed to many different networks such us European feminist networks, the CHANCE network, CSOs, NGOs, young people, and the wider European population. In July a **survey on** Gender Equality in EU Politics was released in order to collect data on the perception of European citizens on gender (in)equality.
After the collection of data, some of the people and associations that had responded to the call to action created the Working Group and started meeting regularly for the creation of the present toolkit and the organisation of the presentation event.
The working group was composed of **about 10 people** and it met regularly once a month between August and November 2021. In November the frequency of the meeting increased to once a week and at the beginning of December the toolkit was completed.

We have worked together starting from the survey results, trying to elaborate some common challenges that gender equality is facing at European level. We have elaborated some statistics data and selected some of the suggestions that survey participants had written. This bottom-up approach - in finding proposals and collecting them as a working group - has permitted us to improve the reflection on how we can help Civil Society Organisations.
Indeed, we have underlined in the toolkit that the role of CSOs is fundamental to raise awareness on gender equality at a local, national and European level.

3.2 The toolkit

A toolkit can help translate theory into **practice**.
Our toolkit is a collection of authoritative and adaptable resources for service providers - in particular **for Civil society Organisations** (CSOs) - that enables them to learn about the issue of gender equality and identify approaches for addressing them.
The idea of a toolkit has been essential to transform the survey into a practical guide on **how to improve the awareness raising on gender equality**. Indeed, the

The common indicators will be used to monitor the NRRPs' implementation and to reflect progress towards the achieving the RFF's objectives. They will be presented online on a public scoreboard. The Commission will update this monitoring tool twice a year, following the biannual report by the Member States. The scoreboard should be operational by December 2021.

The Commission's reporting obligations include the presentation of annual reports, as well as independent interim and ex post evaluation reports (by February 2024 and 31 December 2028 respectively). Furthermore, by 31 July 2022 the Commission is expected to submit a review report to the European Parliament and the Council, including an assessment of how the NRRPs tackle inequalities between women and men (Article 16 of the RRF Regulation). The assessment will be based on data provided by Member States.

toolkit can give some useful information and guidelines to introduce a new perspective on gender dignity.
After a general framing on the topic, trying to underline the difficulty to have an inclusive definition on **what is gender** and **which type of gender equality we need today**, we have focused on the real goal of the toolkit: starting from the collection of answers and suggestions of 100 EU citizens for creating a first bottom-up strategy for Civil Society Organisations' actions.

4 | RAISING AWARENESS ON GENDER EQUALITY

Despite the effort that the European Union put in place in order to fight gender inequality, a **communication problem** emerges. As it is underlined also by the respondents to our survey, the actions of the EU are mostly unknown and this fact risks undermining their effectiveness.
In this aspect **Civil Society Organisations can have an incisive role** that could make up for this structural deficiency of the EU. In order to do that, it is important to develop a discussion among CSOs on gender equality and on the communication strategy to be implemented.

4.1 Results and analysis of the survey

This analysis is developed according to **Appendix 2**, elaborating the data collection of our survey for achieving some qualitative results on the topic.
The definition that in the survey best describes gender equality is "**A state of society in which access to opportunities is not dependent on sex and gender**", followed by "A state of society and mindsets in which access to opportunities and life changes is neither dependent on nor constrained by sex".
In comparison to other European member states, the different countries of origin are ranked between 2-3 in terms of gender equality (1 far worse -- 5 far better).

In line with our survey results, the **levels of society most affected by gender discrimination** are: workplace, family, politics, education and, to a less extend, health, environment and sport.
It is believed that gender influences professional pursuits and opportunities, at a higher level among females (median 4) than among males (median 3).

Awareness

The perception is that **there is no general awareness in Europe around gender equality** (median 3). For example, a great majority (69%) are not aware of any policy initiative or project implemented by EU bodies on gender equality; this perception is higher among males.

As a consequence, the perception is that the **EU is not taking enough action in regard to gender equality.** However, there are some examples of EU programmes reported, such as the "EC Gender Equality Strategy 2020-2025".

This situation is partially justified due to the perception that the **EU does not effectively publicize their policies on gender equality** (87% acknowledge that they have to perform extensive research to find information about these policies).

The existence of the **EC's Gender Equality Strategy 2020-2025** is not well known among the respondents (61% answered they are not aware of it). Regarding the **six key actions** proposed by the Strategy, it is highlighted that it should focus on "Freedom from gender-based violence and gender stereotypes" (25.71%) and then on "Funding actions to make progress in gender equality in the EU", "Thriving in a gender-equal economy" and "Leading and participating equally throughout society".

Improvements

Improvements on gender equality should be particularly stressed **in** several fields, where **employment and social rights** are at the top level, followed by family, education, policing and law (with higher support towards family among women and education among men).

The **social rights most important to protect** are "the right to just, safe and healthy working conditions", "the right relating to the freedom of movement, combined with the right to protection and assistance" and "the right to a fair remuneration".

Among our survey participants, it is generally believed that the **European institutions** should regulate gender equality to effectively improve the situation, relying on the European Parliament, European Commission, Educational Institutions, European Union Member States and the European Union Agency for Fundamental Rights to play **a pivotal role** in changing the situation.
It is also believed that the EU should improve its efforts on "sponsoring educational programmes to act on youth" (29.6%), "implementing more acts of law to enforce gender equality in EU MS" (27.9%), "implementing committees to oversee gender equality progress in EU MS" (19.4%), and "campaigning to raise awareness amongst the European population" (19.4%); there is a **higher interest from females on implementing more acts of law, whereas males focus on sponsoring educational programmes**.

Communication

Although it is believed that **EU campaigns** are an effective communicative tool to promote gender equality, **there is room to improve their impact** on this matter. For example, the WithHer campaign, to challenge gender norms and stereotypes,

was only heard by 22% of the participants. Along with the usual channels (social networks, Academic programs, TV spots and advertising, official EU governmental channels and Radio & Podcasts) it is strongly believed (72%) that **Civil Society Organisations can use their platform to improve the European Strategy on Gender Equality and be a significant role in fighting for a gender equality in Europe.**

4.2 Key points for Civil Society Organisations to raise awareness on gender equality

The role of Civil Society Organisations

CSOs have a very important role in society, being locally rooted, close to the needs of people and aware of the specificities of each social group. They can influence the local communities and have a strong impact in their decision making, thus contributing to improve the society we live in.

73 % of the participants of the survey said that CSOs can have a significant role in the fight for gender equality in Europe thanks to - on one hand - their close relation to the territories and - on the other hand - to the EU institutions and values, which can represent an advantage to raise awareness on gender equality and lead a number of actions to achieve it.

Here are some key points that could be helpful to CSOs:

Simboli accanto i sottotitoli

- **Definition**. It would be important to try to create a **more inclusive definition of gender equality**, assuming that gender is the basis of complex, social inequalities, taking the form of both material inequalities of income, assets, and social status and social inequalities reflecting unequally valued social identities. It might be interesting to mention that 76 % of the participants of the survey approved this definition of gender equality: "a state of society in which access to opportunities is not dependent on sex and gender" and 13 % gave this: "A state of society and mindsets in which access to opportunities and life changes is neither dependent on nor constrained by sex".

- **Awareness.** A problematic aspect in dealing with gender equality awareness comes from **what** awareness **actually means**. According to the Cambridge dictionary, its first meaning is: "knowledge that something exists". Linked to the topic of gender equality, this might often stand as: "I am aware of the fact that there should be gender equality", and nothing more than that. The definition, though, continues with: "understanding of

a situation or subject at the present time based on information or experience". This is probably the part civil society should focus more on: **not only make people know this matter exists, but have them understand and experience it**, by providing updated and understandable information. If people see data and statistics concerning their country or region or city on gender related issues, they would be more likely to be affected by them and react. As said above, **since CSOs are locally rooted, they know the specific social conditions and problems of the territories they operate within**, so they are able to decide the proper strategies to bring up the issue, taking into consideration the cultural aspects of a certain community. Moreover, they should be inclusive and try to use diverse means of communication in order to reach all the different age groups. In fact nowadays, due to the great impact of the Internet and social media, **the risk of leaving behind older generations is likely to emerge**.

- **Media.** Awareness has to do with media tools and dissemination strategies. It can be raised through **organising events** - online and on site, such as meetings with experts on the topic, testimonies, movie projections, book or research presentations -, providing individual/community support and promoting **campaigns**, in particular to spread the EU initiatives.

  When planning how to raise awareness, it is important to consider not just the **rational aspect**, but also the **emotional one**: storytelling, for instance, can be a very powerful tool to move citizens and stimulate critical thinking. **It is important to include the film industry** to raise awareness for media competence. It should be taught how media such as tv, cinema, magazines, radio, books, social media unconsciously influence everyday our idea about gender roles since we're children: science proved that our brain hardly makes a difference between what we see on TV and what is reality.

  To help the reflection on the topic it can be powerful to try **to invent / show a future without gender equality:** "Could we invent/represent **a future without gender equality?** What would the consequences be? What does life look like without gender equality and how does it affect us personally or our family members as well our (close) friends?

- **Legal framework.** Legal recognition is the first step towards effectively guaranteeing the rights and fundamental freedoms enshrined in national Constitutions and international human rights instruments. Even if currently in most European countries there are **laws** that guarantee gender equality, they **are not always respected or taken into**

consideration. It is interesting to note that about 28% of the participants of the survey indicated "Implementing more acts of law to enforce gender equality in the EU" as one way in which the EU could improve their efforts in regards to gender equality. Hence, it seems crucial to keep working to improve the legal framework even at a lower level. Some practical suggestions for CSOs could be: having **draft templates** integrating gender perspective for all calls for projects and tenders; bring gender concerns into account when designing **advocacy programmes,** as well-explained by the European Institute for Gender Equality which presents practical tools on how to integrate a gender perspective into the EU Funds; improving the transformation of individual struggles of gender inequality into common **campaigns** for social rights, making alliances with other social and political movements.

- **Power**. Statistics clearly show the **lack of balance between the number of women and men working in positions of power**: even in the sectors where the majority of employees are represented by women, usually men cover decisional roles, not only because they are selected, but **often because no women apply**. It often happens, for example, that women do have the proper qualifications for such roles, but they do not feel confident enough to apply. In order to stimulate the presence of women in leading positions, the **working conditions** for such roles and the personal conditions they live in (the fact that in many cultures mainly women take care of the house or of children, for example) should be taken into consideration more carefully, and their **self confidence should be boosted**. To this regard, around 12% of the participants of the survey deemed "Addressing gender equality and women's empowerment across the world" as a key action on which the EU should focus with particular attention.

- **Education**. Education is responsible for a person's way of thinking and behaving, and its role covers all the spectrum of ages and contexts: from kindergarten to school, from work to social gatherings. According to the participants of the survey, education is the third field in which improvements on gender equality can be particularly stressed (after employment and social rights).

  CSOs can lead educational programs at a number of levels:

  -* **Education in the use of the language:** gender neutral language. We should acknowledge the **existence of sexism in language**, i.e. "the discriminatory way of representing the female sex with respect to the male sex through the language", and aim at a non-sexist use of

language, "a language that neither privileges the male gender nor perpetuates a series of prejudices against women, thus respecting both genders". **Language, in fact, plays a crucial role in the social construction of reality** and we can easily ascertain how often the female image is disparaged and represented as subordinate to the male image. Besides that, in many languages which distinguish morphologically the grammatical genders the masculine gender represents the standard gender, automatically incorporating also the female one. In many states there is a different perception if the name of a profession is masculine or feminine, and **sometimes women themselves prefer to use the male version, as it is considered to have a higher status** (whereas in reality it is just the product of the patriarchal society we are born in and the habits we get used to). Being aware of the fact that languages change and are socially influenced, CSOs should be receptive to ideas and solutions which go towards a non sexist and more inclusive use of the language. A basic tool which can be used as a reference is the **European Parliament booklet** Gender-neutral language in the European Parliament, published in 2008, on the use of gender-neutral and non sexist language in parliamentary texts, but many other texts or website can be researched and found in the different languages (for example these UN guidelines).

*__Education about conflict management including nonviolent communication.__ Empathy is essential when it comes to relations/social interactions: most conflicts are based on having a different view on reality and not accepting the others point of view. Through healthy communication you can build bridges to different realities and find solutions together with others. It is fundamental to teach people how to solve conflicts, not to avoid them, and to manage the importance of gender dignity.

*__Education about socialisation of women and men__ for a better understanding when it comes to differences in behaviors:

Differences in behaviour are not an intrinsic factor, but often the product of what family, society, school and media taught us, showing a model of what a real woman and a real man is supposed to be. For example, girls are generally taught to be calm and modest, whereas for boys it is usually more acceptable to be open or wild. Such role models are usually seen also in the family context and movies/cartoons, thus leading the ones who differ from the" norm" to feel inadequate. It is then crucial to recognise and possibly question stereotypes, as well acknowledge that we need time to learn and raise awareness about

that, without expecting shifts in mentality to happen suddenly.

*__Education in incorporating gender perspective__ in our daily process: i.e. to ensure patients privacy in first aid services or in immigration departments to ensure that persons involved in a case are handled by officers of the same sex.

APPENDIX

APPENDIX 1
GENDER EQUALITY IN EU POLITICS SURVEY

The aim of this survey is to collect qualitative data and suggestions about EU social politics on gender equality coming directly from European citizens. It will only take 5 minutes of your precious time, and your answers will be of great contribution to our debate within the EU project entitled "WISE 4 ALL Challenges" (https://www.scom.eu/portfolio/w-i-s-e-4all-challenges/).

The data collected by this survey will be used by the WISE4ALL project to create a Toolkit and an Action Plan proposal aimed at guiding civil society organisations in their action to foster equal gender participation in EU policy-making and civil society. This questionnaire is promoted by the Italian association Libera. Associazioni, nomi e numeri contro le mafie, official partner of the WISE4ALL project in charge of the SOCIAL PILLAR, which focuses particularly on gender equality in social rights. Your answers will be anonymous and treated confidentially. For any further question contact us at international@libera.it

PART 1: PERSONAL INFORMATION

Tell us a bit more about yourself/your organisation!
Please be reassured that the information will only be used by WISE4ALL partners and used anonymously.

1. What is your gender? *

- □ Female
- □ Male
- □ identify as non-binar
- □ yprefer not to say
- □ Other:

2. What age range do you belong to? *

- □ <18
- □ 18-35
- □ 36-50
- □ 51-70
- □ >70

3. What is your country of origin? *

4. What is your country of residence / country of your organisation? *

5. What is your occupation / the mission of your organisation? *

6. You will participate as an individual and not as an organisation. *

☐ Yes
☐ No
☐ Both

PART 2: GENDER EQUALITY

Thank you for filling out the first part of the survey.
First, we would like to hear about your perceptions of gender equality in a general, broad sense.

1. In your opinion, which definition best describes gender equality? *

☐ A state in which all genders are the same
☐ A state of society in which access to opportunities is not dependent on sex and gender
☐ A state in which women are superior in society
☐ A movement that wishes to remove gender from all aspects of society
☐ Other

2. Do you think all genders should be equal? *

☐ Yes
☐ Yes, with the necessary recognition of intersectionality in gender equality
☐ No
☐ No, only equality is not enough to fill the social gap
☐ They already are equal
☐ Other

If you wish to elaborate on your answer for Question 2, please do so here.

3. Do you think all genders enjoy the same social, economic and civic rights in your country? *

☐ Yes
☐ No
☐ Somewhat
☐ Other

4. In comparison to other European member states, how do you think your country of origin ranks in terms of gender equality?*

☐ Far worse
☐ 1
☐ 2
☐ 3
☐ 4
☐ 5
☐ Far better

5. In your opinion, how prevalent is gender-based discrimination in the following aspects of society: family, education, workplace, politics, environment, health?*

☐ Very prevalent in all aspects of society
☐ Somewhat prevalent in some aspects of society
☐ Not very prevalent in society
☐ Not at all prevalent in any aspect of society
☐ Other

6. In your opinion, which levels of society are most affected by gender-based discriminations?*

☐ Family
☐ Education
☐ Workplace
☐ Politics
☐ Health
☐ Environment
☐ Other

7. Do you think that your gender influences your professional pursuits and opportunities?*

☐ Not at all
☐ 1
☐ 2
☐ 3
☐ 4
☐ 5
☐ Yes, they cannot be separated

8. The EU's Gender Equality Strategy 2020-2025 reports that "all-male founding teams receive almost 92% of all capital invested in Europe." What's your first reaction to this statistic?*

9. Do you think there is a general awareness in Europe around the theme of gender equality?*

- ☐ Not at all
- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5
- ☐ Yes, everybody knows about it

If you wish to further elaborate on your answer to Question 9, please do so here.

PART 3:GENDER EQUALITY IN EU POLITICS

Now, we'd like to hear about your perception of gender equality within the policies of the European Union.

1. Are you aware of any policy, initiative, or project implemented by EU bodies on gender equality?*

- ☐ Yes
- ☐ No

If you answered yes to Question 1, please specify which one(s) here.

2. Do you think the EU is taking enough action in regards to gender equality?*
Not in the least

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5
- ☐ Yes, absolutely

3. Do you think the EU effectively publicizes their policies on gender equality?*

- ☐ Yes, I am fully aware of all of their policies
- ☐ Not really, I have had to perform extensive research to find them
- ☐ Not at all, I haven't found anything even after my own research

4. Are you aware of the existence of the European Commission's Gender Equality Strategy 2020-2025?*

- ☐ Yes
- ☐ No

5. On which of the following six key actions proposed by the Strategy do you think the EU should focus most?*

- ☐ Freedom from gender-based violence and gender stereotypes
- ☐ Thriving in a gender-equal economy
- ☐ Leading and participating equally throughout society
- ☐ Gender mainstreaming and an intersectional perspective in EU policies
- ☐ Funding actions to make progress in gender equality in the EU
- ☐ Addressing gender equality and women's empowerment across the world

6. In your opinion, which social rights are most important to protect?*

- ☐ The right to work
- ☐ The right to just, safe and healthy working conditions
- ☐ The right to a fair remuneration
- ☐ The right of employed women to protection
- ☐ The right to social and medical assistance and to benefit from social welfare services
- ☐ The right of mothers and children to protection
- ☐ The right relating to the freedom of movement, combined with the right to protection and assistance

PART 4: SUGGESTIONS

Please tell us more about what you think could be done to improve the EU's action around the issue of gender equality.

1. In your opinion, in which of the following fields should improvements on gender equality be particularly stressed?*

- ☐ Education
- ☐ Policing
- ☐ Social Rights
- ☐ Health
- ☐ Family
- ☐ Law
- ☐ Employment
- ☐ Sports
- ☐ Environment

2. Do you think EU common regulations on gender equality could effectively improve the situation?*

- ☐ Yes, European institutions should regulate gender equality
- ☐ No, member states should be free to act independently

3. In your opinion, which institutions should play a pivotal role in changing the situation?*

- ☐ European Parliament
- ☐ European Commission
- ☐ European Council
- ☐ United Nations
- ☐ Council of Europe
- ☐ FRA (European Union Agency for Fundamental Rights)
- ☐ EU Member States
- ☐ NGOs/CSOs
- ☐ Educational Institutions
- ☐ Private Companies

4. In your opinion, in what specific ways should the EU improve their efforts in regards to gender equality?*

- ☐ Implementing more acts of law to enforce gender equality in EU member states
- ☐ Campaigning to raise awareness amongst the European population
- ☐ Increasing committees to oversee gender equality progress in EU member states
- ☐ Sponsoring educational programmes to act on youth
- ☐ The EU's efforts are already enough as they are
- ☐ Other

5. Have you ever heard about the #WithHer campaign, launched by the EU to challenge harmful gender norms and stereotypes?*

- ☐ Yes
- ☐ No

6. Do you think such campaigns are an effective communicative tool to promote gender equality?*

- ☐ Yes, because they raise awareness
- ☐ Kind of, but there are even better tools
- ☐ No, because they do not bring real results

7. In your opinion, through what means should the EU improve the efficiency of its communication?*

- ☐ Social networks
- ☐ TV spots and advertising
- ☐ Radio and podcasts
- ☐ Newsletters

☐ Official EU governmental channels
☐ Academic programs
☐ Other

8. One of the main practices implemented by the Strategy is gender mainstreaming (the inclusion of a gender perspective in all EU policies and processes) as essential to the goal of gender equality. How do you think the EU should act, at an operational and technical level, to ensure that such practice is effectively applied? *

9. Do you think that CSOs can use their platform to improve the European Strategy on gender equality? *
☐ Yes
☐ No

If you answered yes to Question 9, please explain your answer here. *

10. Do you think that CSOs can have a significant role in the fight for gender equality in Europe? *
☐ Yes
☐ No

If you answered yes to Question 10, please explain your answer here. *

Thank you! If you would like to be updated on the project's progression, visit https://www.scom.eu/portfolio/wise4all/ and/or please leave your e-mail address here.
THANK YOU FOR YOUR ANSWERS!

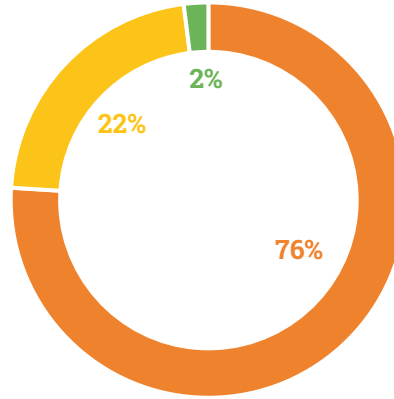
We sincerely appreciate your time - your answers will become part of a fundamental, large-scale understanding over the European Union's role in the fight for gender equality.

APPENDIX 2
RESULT OF GENDER EQUALITY IN EU POLITICS SURVEY

100 RESPONSES

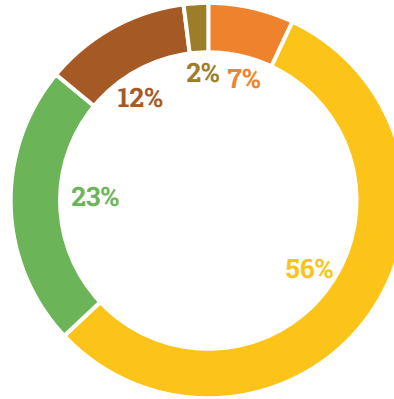
GENDER

76%	Femal
22 %	Male
2%	Non-binary



AGE

7%	<18
56%	18-35
23%	36-50
12%	51-70
2%	>70



The definitions that best describe gender equality:

A state of society in which access to opportunities is not dependent on sex and gender

76,32% Female
72,73% Male
100% Non-binary
76% Global

A state of society and mindsets in which access to opportunities and life changes is neither dependent on nor constrained by sex

13,16% Female
13,64% Male
13% Global

The less supported definition is:

A state in which all genders are the same

7,89% Female
4,55% Male

Participate as an individual or as an organization

Female
BOTH 26.32 | NO 5.26 | YES 68.42

Non-binary
BOTH 0 | NO 0 | YES 100

Male
BOTH 4.55 | NO 22.73 | YES 72.73

By country of origin

58 | 9 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 |

Italy 58%, **Spain** 9%, **Albania** 4%, **UK** 3%, **Poland** 3%, **North Macedonia** 3%, **Germany** 3%, **France** 3%, **Bulgaria** 3%, **Albania** 3%, **Serbia** 2%. **Others** with 1%: Lithuania, Latvia, Kosovo, Ireland, Iran, Greece, Denmark, Cyprus, Argentina.

In comparison to other European member states. How do you think your country of origin ranks in terms of gender equality

Ranking
RANKING 1 5% | RANKING 2 35% | RANKING 3 49% | RANKING 4 11%

By gender

Female
RANKING 1 5,26% | RANKING 2 38,13% | RANKING 3 46.05% | RANKING 4 10,53%

Male
RANKING 1 0% | RANKING 2 27,27% | RANKING 3 63,64% | RANKING 4 9,09%

Non-binary
RANKING 1 50% | RANKING 2 0% | RANKING 3 0% | RANKING 4 50%

By country

ITALY

RANKING 1 8,62% | RANKING 2 43.,10% | RANKING 3 48,28% | RANKING 4 0%

Female

RANKING 1 9,30% | RANKING 2 51,16% | RANKING 3 39,53% | RANKING 4 0%

male

RANKING 1 0% | RANKING 2 21,43% | RANKING 3 78,57% | RANKING 4 0%

SPAIN

RANKING 1 0% | RANKING 2 11,11% | RANKING 3 66,67% | RANKING 4 22,22%

Female

RANKING 1 0% | RANKING 2 12,50% | RANKING 3 62,50% | RANKING 4 25%

Male

RANKING 1 0% | RANKING 2 100% | RANKING 3 0% | RANKING 4 0%

ALBANIA

RANKING 1 0% | RANKING 2 25% | RANKING 3 50% | RANKING 4 25%

UK

RANKING 1 0% | RANKING 2 0% | RANKING 3 0% | RANKING 4 100%

Levels of the society most affected by gender based discriminations

26,11% Workplace
22,85% Family
19,58% Politics
12,76% Education
8,9% Health
5,04% Enviroment
0,59% Sport

Gender influence your professional pursuits and opportunities?

12 12 22 44 10

Median 4 mean 4.28

By gender

Female

1 9,21% | 2 11,84% | 3 23,68% | 4 46,05% | 5 9,21% | Median 4 mean 3.3324

male

1 22,73% | 2 13,64% | 3 18,18% | 4 31,82% | 5 13,64% | Median 3 mean 3

Gender influence your professional pursuits and opportunities?

Median 3 mean 3.04

By gender

Female

1 5,26% | 2 17,11% | 3 47,37% | 4 26,32% | 5 3,95% | Median 3 mean 3.066

male

1 4,55% | 2 9,09% | 3 63,64% | 4 22,73% | 5 0% | Median 3 mean 3.045

Are you aware of any policy initiative or project implemented by EU bodies on gender equality

By gender

Female

NO 63,13% | YES 36,84%

male

NO 86,36% | YES 13,64%

By country

Italy

NO 79,31% | YES 20,69%

Spain

NO 33,33% | YES 66,67%

Albania

NO 75% | YES 25%

Uk

NO 33,33% | YES 66,67%

Some examples of EU programs: EC Gender equality strategy 2020-2025; Mutual Learning Programme in gender equality; gender mainstreaming in new EC funding programmes; Istambul Agreement in Gender Violence; Festem project, etc.

Do you think the EU is taking enough action in regards to gender equality

Median 3 mean 2.77

By gender

Female

1 9,21% | 2 31,58% | 3 36,84% | 4 22,37% | 5 0% | Median 3 mean 2.724

male

1 0% | 2 18,18% | 3 68,18% | 4 9,09% | 5 4,55% | Median 3 mean 3

Do you think the EU effectively publicizes their policies on gender equality

a 87% Not really, I have had to perform extensive research to find them
b 12% Yes, I am fully aware of all of their policies
c 1% Not at all, I haven't found anything even after my own research

By gender

Female

86,84% a | 13,16% b | 0% c

male

86,36% a | 9,09% b | 4,55% c

Are you aware of the existence of the European Commission's Gender Equality Strategy 2020-2025?

By gender

Female

NO 57,89% | YES 42,11%

male

NO 68,18% | YES 31,82%

On which of the following six key actions proposed by the Strategy do you think the EU should focus most?

a 25.71% Freedom from gender-based violence and gender stereotypes
b 16.43% Funding actions to make progress in gender equality in the EU
c 16.43% Thriving in a gender-equal economy
d 16.07% Leading and participating equally throughout society
e 13.57% Gender mainstreaming and an intersectional perspective in EU policies
f 11.79% Addressing gender equality and women's empowerment across the world

By gender

Female

23,56% **a** | 16% **b** | 15,56% **c** | 17,33% **d** | 14,67% **e** | 12,89% **f** |

male

33,33% **a** | 17,65% **b** | 21,57% **c** | 11,76% **d** | 9,80% **e** | 5,88% **f** |

In your opinion which social rights are most important to protect

(140) 28.81%	The right to just, safe and healthy working conditions
(100) 20.58%	The right relating to the freedom of movement, combined with the right to protection and assistance
(69) 14.20%	The right to fair remuneration
(58) 11.93%	The right to work
(53) 10.91%	The right to social and medical assistance and to benefit from social welfare services
(38) 7.82%	The right of mothers and children to protection
(28) 5.76%	The right of employed women to protection

In your opinion in which of the following fields should improvements on gender equality be particularly stressed.

		Female	Male
Employment	**1 17.72%**	**1 16,76%**	**1 22,41%**
Social Rights	**2 16.02%**	**2 15,32%**	**2 20,69%**
Education	**3 15.05%**	**4 14,45%**	**3 17,24%**
Family	**4 14.32%**	**3 14,74%**	**5 10,34%**
Policing	**5 10.19%**	**6 9,54%**	**4 15,52%**
Law	**6 9.47%**	**5 10,12%**	**6 6,17%**
Health	**7 8.50%**	**7 9,54%**	**8 3,45%**
Sports	**8 5.58%**	**8 5,78%**	**7 5,17%**
Environment	**9 3.16%**	**9 3,75%**	**9 0**

Do you think EU common regulations on gender equality could effectively improve the situation?

95% Yes European institutions should regulate gender equality 95
5% No member states should be free to act independently

By gender

Female

YES 97,37% | NO 2,63%

male

YES 86,36% | NO 13,64%

In your opinion which institutions should play a pivotal role in changing the situation

		Female	Male
European Parliament	67 15.2%	2 13.9%	1 19.3%
European Commission	66 14.9%	1 15%	3 13.6%
Educational Istitutions	57 12.9%	3 12.7%	4 12.5%
Eu Member States	53 12%	4 11.6%	2 14.8%
FRA	45 10.2%	5 11.3%	9 5.68%
NGOs/CSOs	37 8.14%	6 7.8%	5 10.2%
United Nations	33 7.47%	7 7.8%	6 6.82%
European Council	31 7.01%	8 7.51%	7 5.68%
Private Companies	28 6.33%	9 6.65%	10 5.68
Council of Europe	26 5.88%	10 5.78%	8 5.68%

In your opinion in what specific ways should the EU improve their efforts in regards to gender equality

a 29.6% Sponsoring educational programmes to act on youth
b 27.9% Implementing more acts of law to enforce gender equality in EU MS
c 19.4% Campaigning to raise awareness amongst the European population
d 19.4% Increasing committees to oversee gender equality progress in EU MS
e 3.7% Others

By gender

Female

27,8% a | 29,3% b | 17,8% c | 20,4% d | 4,7% e

male

37,2% a | 21,6% b | 25,5% c | 15,7% d | 4,7% e

Have you ever heard about the WithHer campaign launched by the EU to challenge harmful gender norms and stereotypes

By gender

Female

NO 73,68% | YES 26,32%

male

NO 90,91% | YES 9,09%

Do you think such campaigns are an effective communicative tool to promote gender equality

a 51% Kind of, but there are even better tools
b 39% Yes, because they raise awareness
c 10% No, because they do not bring real results

By gender

Female

43,4% a | 47,4% b | 9,21% c

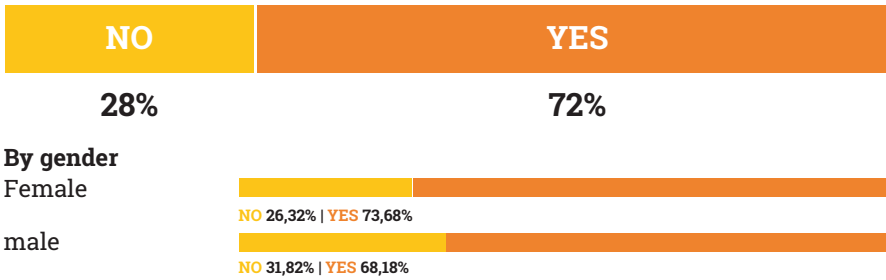
male

77,3% a | 13,6% b | 9,09% c

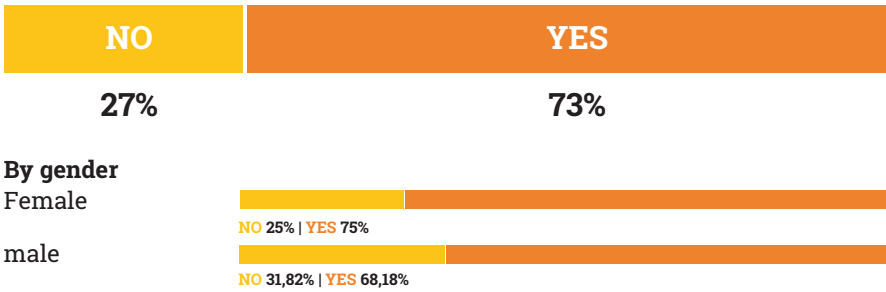
In your opinion through what means should the EU improve the efficiency of its communication

30,1% Social networks
21% Academic programs
17,1% TV spots and advertising
13,3% Official EU governmental channels
6,64% Radio and podcasts

Do you think that CSOs can use their platform to improve the European Strategy on gender equality



Do you think that CSOs can have a significant role in the fight for gender equality in Europe



APPENDIX 3
EXAMPLES OF NRRP MEASURES ADDRESSING GENDER EQUALITY

BELGIUM

The plan contains a series of measures expected to help to address challenges in the area of GE. In addition, the Belgian Institute for the Equality of Women and Men considers that 18 % of investments under the plan will have a positive and 52 % a potentially positive gender equality impact.*

- Gender and work (Investment I-4.10 of the FederalState) – the investment aims at analysing gender inequality in the labour market and promoting the integration of women into the labour market.
- Development of public utility housing and housing for vulnerable persons (Investment I-4.12) – women victims of violence are among the beneficiaries of the investment.
- Creation and renovation of early childcare infrastructure of the Walloon Region (Investment I-4.13) – the investment can support female labour participation.
- End of career and pensions (reform R-4.07 of theFederal State) – the reform of the pension regime includes measures to increase gender balance ('gender test').
- Various measures dedicated to attracting more women to science, technology, engineering and mathematics(STEM) studies.

SPAIN

The plan has a strong focus on gender balance, which is one of the four cross-cutting lines of action in the plan, the other being green transition, digital transition, and social and territorial cohesion. There are various measures across the plan with a direct impact on reducing the gender gap, coherently highlighted in many of the 30 components of the plan.

GE and women are present in a number of components, reforms, targets and milestones, for example:

- National artificial intelligence strategy (Reform C16.R1)–elements of the reform will contribute to the reduction of the gender gap through actions targeted at women, for example the creation of the Spain Talent Hub, an information node to attract and retain talent in the field of AI.

- Spanish strategy for science, technology and innovation 2021-2027 (Reform C17.R2) – the strategy is built to ensure the gender perspective in research,development and innovation plans.
- National digital competences plan (Reform C19.R1) –the measure will promote the digital empowerment of women and foster scientific and technological vocations at school. One of the main goals and milestones of the reform is to bridge the gender digital divide.
- Streamlining of maternity add-ons (reform C30.R4) – the objective of the reform is to compensate parents,primarily mothers, for the cost of a birth and childcare,in order to reduce the gender pension gap.
- Reskilling and upskilling of the labour force linked to professional qualifications (Investment C20.I1) – the investment covers actions with a specific focus on women with a view to open new opportunities for learning, job creation and improving the local economy.
- Spain protects you from gender violence (investmentC22.I4) – the investment includes the development oftelephone and online services to support victims of violence against women, including victims of trafficking and sexual exploitation.
- Measures to close the gender gap (Reform C23.R2) –one of the milestones to be achieved as a result of thereform is the entry into force of two by-laws on equal pay between women and men and on equality plans.
- Female employment and gender mainstreaming inactive labour market policies (Investment C23.I2) – the objective of this investment is to improve labour market integration of women. As a result of the investment (target) at least 23 200 people should complete the 'plan empleo mujer, rural and urban areas' and 'victims of gender violence and human traffic programme'. This programme involves a personal and integrated itinerary of orientation,counselling and training actions adjusted to the employability profile of the participating women.
- Entrepreneurship (Investment C13.I1) – among other actions, the investment supports dissemination and communication campaigns for the creation,development or attraction to Spain of international events focusing on innovative companies and a programme to attract female talent; part of funding is dedicated to women's entrepreneurship. One of the targets expected to be achieved is at least 800entrepreneurs supported by the 'women talent programme'.
- Social plan for sports (Investment C26.I3) – one of the objectives of the investment is promotion of the participation of women in professional sports through actions to increase their presence and visibility,training and to allow for the professionalisation of female sports, notably football. Actions under the investment include renovation of at least 40 sportfacilities and promotion of the presence of women in professional sports (training programmes, marketing campaigns, and studies).

ITALY

The plan contains measures expected to contribute to addressing the country's challenges in the area of GE. A significant contribution to the improvement of GE is expected under the plan's reforms and investments related to employment policies, social and territorial cohesion, social institutions and the health system.

- Public employment reform and simplification reform(Reform 1.9) includes a set of measures strengthening the commitment to gender balance.
- Reform of the spending review framework (Reform1.13) includes measures to improve gender budgeting.
- New skills and new languages (Investment 3.1) focuses on female students and aims at guaranteeing equal opportunities and gender equality in terms of methodological approach and STEM orientation activities.
- Gender Equality Certification System (InvestmentM5C1012) – the investment aims at implementation and enforcement of the national gender equality certification system to improve women's working conditions in terms of quality, remuneration and empowerment. It is expected that as part of the investment at least 1 000 companies will obtain gender equality certification and be supported by technical assistance.
- Plan for nurseries and preschools and early childhood education and care services (Investment M4C1-18) –the measure is expected to encourage women's participation in the labour market and support them in reconciling family and professional life.
- Creation of women's enterprises (InvestmentM5C1-17) – the measure aims at increasing the level of participation of women into the labour market and, in particular, at supporting women's participation in business activities. Among the milestones set for the investment is the creation of the 'Impresa donna' fund to support women's entrepreneurship.

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