How can EntreComp support Women's Entrepreneurship?

EntreComp 360

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https://entrecomp360.eu

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Women's Entrepreneurship and EntreComp

INTRODUCTION

This Guide has been produced as part of the EntreComp 360 Erasmus+ project (2019-2022).

It builds on companion documents that provide further guidance and information on how EntreComp, and competency frameworks generally, can support non-formal learning and youth empowerment, and how EntreComp can support assessment and or recognition in formal and non-formal learning in entrepreneurship education.

https://entrecomp360.eu/ & https://entrecomp.com/

CONTEXT

Research recently published in the OECD Entrepreneurship Policies through a Gender Lens Report[1] (2021) highlights persistent gender gaps in entrepreneurship, with women less likely to be entrepreneurs than men, and overall, less involved in entrepreneurship than men. For example, women in OECD countries[2] are 1.5 times less likely than men to be working on a business start-up. This gap varies greatly across countries, however, there is no OECD country where women are more active than men in business creation.

Furthermore, the GEM Covid Impact Report[3] (2020) identified that entrepreneurial activity within Central and East Asia, Middle and East African economies was found to be the same, if not higher, amongst women compared to men, Europe still lags behind.

15.5% of entrepreneurs in Europe are female (Startup Heatmap[4] 2020) and female entrepreneurs receive a fraction of venture capital (VC) funding across

1 OECD (2021), Entrepreneurship Policies through a Gender Lens, OECD Studies on SMEs and Entrepreneurship, OECD Publishing, Paris, https://doi.org/10.1787/71c8f9c9-en

2 https://www.oecd.org/about/members-and-partners/

3 Ionescu-Somer, A.; Tarnawa, A. (2020). Diagnosing COVID-19 Impacts on Entrepreneurship. Exploring policy remedies for recovery. Global Entrepreneurship Research Association, London Business School, London.

4 Startup Heatmap (2020). Report on Women Entrepreneurs in Europe. November 4, 2020.

investment generally. For example, within the agrifood tech industry in 2018, female-only founded companies took just 7% of all deal activity and 3% of funding despite on-going efforts to reduce bias and promote equity (EIT Food Gender Bias Report[5] 2021). And in 2020, across all sectors, companies founded solely by women garnered just 2.2% of the total capital invested in venture-backed start-ups in Europe (12.5% with at least one female founder). Male entrepreneurs are also significantly more likely to obtain VC funds than women, with research from the UK highlighting an 86% higher probability.

The gender gap – when measured by the share of women and men who are self-employed – had been reducing between 2000 and 2019 in 25 out of 31 OECD countries, where data is available (covering a period before the onset of the COVID-19 pandemic). However, the combination of women-owned businesses more likely to be negatively impacted by the pandemic along with uneven access to COVID-19 support measures, is increasing the danger of the pandemic erasing much of the progress made in strengthening women's entrepreneurship over recent years.

These gender gaps are caused by many inter-related factors, and the explanations for these gaps are not clear-cut. Some of the differences are due to institutional barriers that constrain women in entrepreneurship ranging from tax policies that discourage labour market participation and entrepreneurship, to negative social attitudes towards women's entrepreneurship. There are also market failures, particularly in financial markets, which make it more difficult for women to access the finance needed to be successful in business creation and self-employment.

Global Entrepreneurship Monitor (GEM)[6] research advocates that increasing female participation in entrepreneurship boosts an overall economy, creates thousands of new businesses and adds significantly to employment opportunities and incomes. Adopting policies and implementing practices that support women address the barriers/market failures, would contribute significantly to the European economy. It would also create a substantial amount of sustainable employment opportunities.

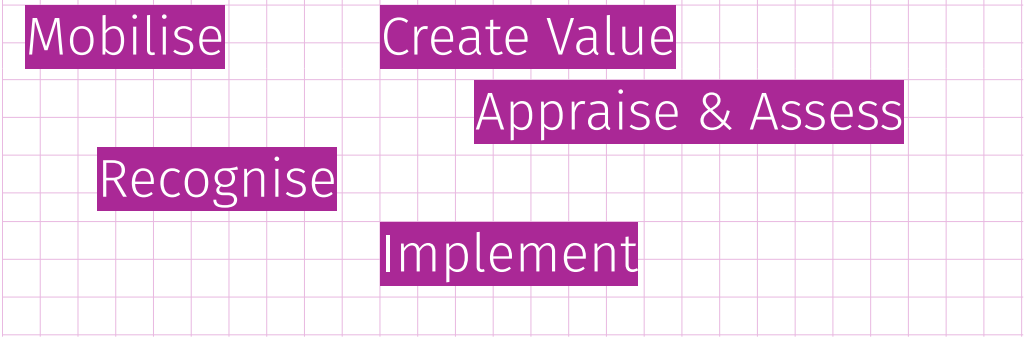
As such, the need to increase awareness about policies and approaches that support women entrepreneurs within entrepreneurial ecosystems is widely recognised. This guide presents some examples of projects and activities seeking to improve the position of women in entrepreneurship.

5 EIT Food iVZW (2020). Female agrifood tech entrepreneurs: Exploring barriers women face as founders and CEOs, and EIT Food's commitment to advance gender equity. Leuven.

6 Ionescu-Somer & Tarnawa (2020)

How EntreComp Can Support

The EntreComp Framework is playing a role in supporting both policy and practices that promote women's entrepreneurial activity – from business creation and growth, mindset and value creation. The examples presented below demonstrate how EntreComp is being put into practice and achieving key goals described in EntreComp into Action[7] 2018:



MOBILISE...

To mobilise interest in entrepreneurship and inspire action entrepreneurial learning, to create a common vision and language for actors, and to initiate partnerships in the local eco-system.

- For example, The Women's Organisation (UK) has used EntreComp to describe and underpin its enterprise learning and entrepreneurship support offer to public sector commissioners, creating a common language for stakeholders when promoting, exploring, designing, and delivering enterprise development initiatives.

The wider benefits of EntreComp providing a common language and shared understanding amongst different stakeholder groups was also noted in EntreComp at Work[8], 2019 and is particularly relevant to women's entrepreneurship given the typical and historical use of the 'male-hero' entrepreneur description. A recent State of the Art (SOTA)[9] review identified how powerful language is in describing entrepreneurs and how it can influence attitudes and actions,

7 Mccallum, E., Weicht, R., Mcmullan, L. and Price, A., EntreComp into Action - Get inspired, make it happen: A user guide to the European Entrepreneurship Competence Framework, Bacigalupo, M. and O`keeffe, W. editor(s), EUR 29105 EN, Publications Office of the European Union, Luxembourg, 2018, ISBN 978-92-79-79360-8, https://doi.org/10.2760/574864, JRC109128.

8 Mccallum, E., Mcmullan, L., Weicht, R. and Kluzer, S., EntreComp at Work., Bacigalupo, M. editor(s), EUR 30228 EN, Publications Office of the European Union, Luxembourg, 2020, ISBN 978-92-76-19002-8, https://doi.org/10.2760/673856 JRC120486.

impacting on how individuals see themselves and the perceived relevance of entrepreneurship programmes and policies to them. The review provides evidence of this across entrepreneurship research and education, the media and policy documents.

CREATE VALUE...

To create value by adapting the framework to specific contexts This means to translate it into different languages, adapt it for new audiences, use it to provide support for evidence-based practice, and to use it to align existing skills and recruitment frameworks.

- For example, Habitat Association: My Sister Project's 'Local Tastes Food Entrepreneurship' programme (TR) has used EntreComp to create value by supporting a 'food community' for women entrepreneurs working in the food sector with public, private and third sector partners in Turkey.

APPRAISE & ASSESS...

To appraise & assess levels of entrepreneurship competence, map existing actions or resources, to discover skills gaps, to identify individual strengths and weaknesses, and to reflect on or assess learning, using EntreComp to self-assess learning, and to demonstrate progression.

- Innogate to Europe (ES), a business support organisation promoting innovation and growth at European and international levels, integrates EntreComp across its activities. For example, as part of its skills development work, Innogate uses EntreComp to enable businesses and individuals to reflect upon and assess their entrepreneurship competence levels, and to inform learning and developing plans.

IMPLEMENT...

To implement entrepreneurial ideas and projects by designing entrepreneurial learning or practical entrepreneurial experiences, designing skills development and career pathways or start-up pathways, embedding EntreComp or linking to other key competences, establishing or enhancing existing start-up support initiatives, and developing entrepreneurial organisations with EntreComp.

- EntreComp has been widely used to implement learning and support activities by the organisations mentioned above many more. The European Centre for Women in Technology (ECWT) (NO) provides another example. All of ECWT's work is underpinned by the key competences for lifelong learning, including EntreComp which has provided the basis for the design, development and implementation the 'We are women, we are dreamers' project that supported women to build both digital and entrepreneurial skills.

9 Is Time Up for The Hero Male Entrepreneur? A Review of Enterprise Discourse and its Effects. Enterprise Research Centre SOTA Review No 34, 2020

RECOGNISE...

To recognise entrepreneurship skills and their development, to identify professional competences, or to demonstrate the impact of programmes or activities.

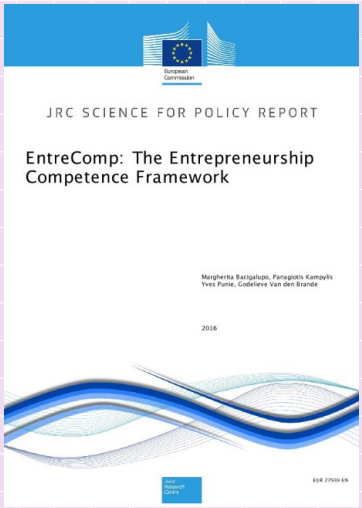
- Specific examples include the use of EntreComp in mentoring sessions with entrepreneurs to help them identify their own areas of competence (e.g. The WO's use of Flashcards working with early career researchers, and Innogate's approach to supporting entrepreneurs with mentoring). Openly available digital tools such as https://myentrecomponline.com and https://yoop.fi/ also provide tools that can be used to identify and map progress.

MORE EXAMPLES

Further information about the examples mentioned above are presented below, providing examples of EntreComp in Action. More examples of activities promoting women's entrepreneurship are included to provide inspiration for further competence-based and value-creation-for-others approaches to supporting women's entrepreneurship.

ENTRECOMP: THE ENTREPRENEURSHIP COMPETENCE FRAMEWORK.

The EntreComp framework presented in this report proposes a shared definition of entrepreneurship as a competence, with the aim to raise consensus among all stakeholders and to establish a bridge between the worlds of education and work. Developed through a mixed-methods approach, the EntreComp framework is set to become a reference de facto for any initiative aiming to foster entrepreneurial capacity of European citizens. It consists of 3 interrelated and interconnected competence areas: 'Ideas and opportunities', 'Resources' and 'Into action'.



Bacigalupo M, Kampylis P, Punie Y and Van Den Brande L. EntreComp: The Entrepreneurship Competence Framework. EUR 27939 EN. Luxembourg (Luxembourg): Publications Office of the European Union; 2016. JRC101581

http://doi.org/10.2791/160811

Examples: EntreComp at Work

THE WOMEN'S ORGANISATION

Country: UK CASE STUDY

Contact: Lisa McMullan, lisamcmullan@thewo.org.uk

https://www.thewomensorganisation.org.uk/

Organisation & Goals

Established in 1996, The WO is a charity and social enterprise supporting women's economic development through learning and engagement activities. It has a staff team of 50 and has supported over 55,000 women with information, advice, and training, helping to create over 4,000 small businesses. It provides:

- Employment & enterprise support services, information, training, and advice for women
- Business incubation, space for working, meeting, training, and hosting conferences at 54 St James Street, Liverpool UK
- Programme management, collaborating with partners to deliver public sector contracts
- Consultancy, sharing expertise through Enterprise Evolution services in women's entrepreneurship, enterprise education, social value, and impact reporting.
- Research & influence, working with academics and key influencers to inform policy and improve the environment for women entrepreneurs

How The WO uses EntreComp?

- Map training programmes against the 15 EntreComp competences and 8 levels of progression. EntreComp provided a structure for discussion, review and to summarise each programmes' intended outcomes. This helped to provide a clear and common understanding of services, recognise areas not explicitly addressed and inform development of new programmes.
- Inspire new training resources (e.g., EntreComp Flashcards) which are now integrated into delivery, for entrepreneurs, enterprise educators and staff development programmes helping individuals to recognise their entrepreneurial competencies.
- Provide staff development opportunities for colleagues to become familiar with EntreComp, reflect on its competences and how they relate to different areas

of work. The intention was to encourage an entrepreneurial approach to learning and development across the organisation.

- Provide strategic context for the design and implementation of ESIF business support programme to increase entrepreneurship, business creation and early-stage sustainability and growth in the Liverpool City Region. EntreComp provided a robust, credible context for the project proposal and has brought an innovative approach to local delivery of enterprise services.

Which EntreComp goals are achieved?

EntreComp has helped The WO to achieve several goals, which align to those described in EntreComp into Action[10]:

- To raise awareness and understanding of the enterprise learning and entrepreneurship support offer, and creating a common language for stakeholders when exploring, designing, and delivering enterprise development initiatives. (Mobilise)
- To provide and support an evidence-based approach to service delivery. (Create Value)
- To map against existing actions and resources, (Appraise & Assess), and use this analysis to design and enhance start up provision. (Implement)
- To recognise entrepreneurship competences and use as a structure for demonstrating impact of The WO's support programmes. (Recognise)

Why use EntreComp?

The WO using EntreComp because of the breadth of the competences and descriptors that include aspects of personal development and because it recognises different forms of value creation. These fits with The WO's values and approach to providing training and support.

EntreComp provides an innovative way of describing the development needs of entrepreneurs, relevant at different stages of start-up and growth, and provides a robust evidence-based structure from which to analyse existing provision and design new approaches.

EntreComp has been embraced by The WO because it is:

Accessible – the visuals are attractive, and language used is understandable, helping to engage and generate interest.

Practical – it is easy to put into practice, at different levels – for awareness raising and high-level information e.g., the 3 areas and 15 competences work well for individuals thinking about their own levels of entrepreneurship competence; and the detailed threads and learning outcomes are useful tools for training practitioners and professionals.

Flexible – the framework can be applied to and is relevant in different situations and to different target groups e.g., it has been usefully applied in workshops with unemployed women considering setting up their own businesses and with experienced women entrepreneurs and entrepreneurial leaders

10 Relating to 'EntreComp into Action' goals, p29.

ENTRECOMP FLASHCARDS, THE WO & ENTERPRISE EVOLUTION.

Country: UK TOOL

Name of the activity: EntreComp Flashcards

Organisation: Enterprise Evolution@The Women's Organisation (The WO)

Contact: Lisa McMullan, lisamcmullan@thewo.org.uk

http://enterpriseevolution.org.uk/ & https://thewomensorganisation.org.uk/

Objective

These training resources inspired by EntreComp have been integrated into The WO's delivery of enterprise training and support services for entrepreneurs, enterprise educators and professional development programmes. The EntreComp Flashcards provide an easy to read and engaging format for encouraging discussion and reflection around entrepreneurship competences.

How do the Flash Cards relate to EntreComp?

The EntreComp Flashcard pack comprises 15 cards, each printed with one of the 15 EntreComp competences, hint and descriptions. They provide information and prompts for discussion and personal reflection. This can be done indvidually and in small groups. They have been successfully used in working with early-stage entrepreneurs, university researchers exploring commercialisation opportunities, enterprise educators championing enterprise activities and business start-up with students, as well as with academics helping their students to engage with entrepreneurship activities.

The flashcards have proved useful for building an understanding of what it means to be entrepreneurial and in helping individuals to recognise their own achievements in terms of entrepreneurship competences. The cards are part of the training 'tool-box' used when designing new programmes and working with individuals creating or growing their own enterprises.

Produced in English, the cards have been translated into Chinese (Mandarin) for use with universities in China, and into Welsh for use with teaching-training activities.

Which EntreComp competences are developed?

The Flashcards can be used in different ways that can help to develop different competences. For example, by using the cards to reflect on individual strengths and weaknesses in each of the areas, individuals can build their self-awareness and self-efficacy (2.1); by working in small groups to discuss and explore collective competences and to identify opportunities for collaboration, working with others (3.4) competence can be developed.

Why use EntreComp?

EntreComp has proven to be useful in supporting women to set up and create their own businesses. The EntreComp language is easy to understand and relate to, enabling individuals to recognise and describe their own entrepreneurial skills and experiences in terms that they are comfortable and confident using. For women with no or low formal qualifications, or for those with experience in different sectors, e.g., academia and creative arts, the language and focus on value-creation is meaningful at both early stage and growth stages.

HABITAT ASSOCIATION: MY SISTER PROJECT

Country: Turkey CASE STUDY

Name: My Sister Project Local Tastes Food Entrepreneurship Program

Contact: hilal@habitatdernegi.org

https://kizkardesim.net/

How Habitat use EntreComp?

Several of the EntreComp goals are embedded into the Habitat project. By mobilising and creating a “food community” the project has helped more than 55,000 women in 81 Turkish cities. As well as showcasing local cuisine, the project is also integrated into the UN’s Sustainable Development Goals. The project creates value, as participants are encouraged to share practices and experiences, through the ‘Inspiration Meet-Ups with Women Entrepreneurs’ organised to create networks and bring women entrepreneurs together.

Which EntreComp competences are developed?

My Sister Project uses EntreComp competences throughout its training programme, as well within the overall objectives of the project. The competences addressed most by the project are:

- Motivation & perseverance
- Learning through experience
- Working with others
- Taking the initiative
- Self-awareness

Why is EntreComp useful?

My Sister Project recognises the importance and impact that skills development can have on female entrepreneurs. Women have received funding for their enterprises and developed their business through the training organized by Habitat Association, which from 2021 onwards includes the EntreComp framework. Female entrepreneurs have found increased levels of motivation and self-esteem because of the development of key entrepreneurship competences.

My Sister Project has helped many women to develop their businesses, women such as Gülsen. After getting married and having three children graduated from high school decided to undertake training and open her own restaurant - Gülsen's Kitchen. Since its establishment, Gülsen's Kitchen brand was registered officially and is known locally as ‘Gul cuisine’. With the support and training she received from the My Sister Project grant project, her brand became more visible and the support she received increased her self-confidence.

EUROPEAN CENTRE FOR WOMEN IN TECHNOLOGY (ECWT)

Country: Norway CASE STUDY

Contact: Eva Fabry

http://www.ecwt.eu/en/home

Organisation & Goals

Founded in 2008, ECWT has grown to become the leading EU community for women in the digital economy and leading digital transformation. ECWT has 30+ national contact points and works with stakeholders and projects designed to increase the participation of women in education, entrepreneurship, employment and leadership in ICT and related sectors. It is led by the desire to collaborate and bring added value to existing structures and organizations. It does this by sharing knowledge and best practices, as well as creating synergies, leveraging resources and research.

How ECWT use EntreComp?

ECWT's work is underpinned by the 8 key competencies for lifelong learning, of which one is entrepreneurship. ECWT uses EntreComp to provide the basis for the design, development, and implementation to bring an entrepreneurial approach to all its projects. By applying EntreComp in different partnership, projects and over a period of several years, ECWT has discovered a step by step on how to use EntreComp. For example, support individual women and girls to develop their entrepreneurship know-how, skills and mindsets and to provide training and guidance for those supporting and coaching entrepreneurs.

Which EntreComp competences are achieved?

An example of how ECWT has used EntreComp is through the 'We are women, we are dreamers' (uWaWme) Erasmus+ project, supporting women to understand and take advantage of digital / ICT opportunities to start a crowdfunded business. The project provided e-learning, virtual collaboration, and networking opportunities to develop entrepreneurial skills. EntreComp defined the core competences to develop; creativity, taking initiative, problem-solving, risk assessment and decision-making.[11] Another example is the innovative Ignite Future Today project that is exploring how to reinvent the economy for a post-covid era.

Why is EntreComp useful?

ECWT uses EntreComp as it provides a common language and evidence-based framework that supports the organisation to collaborate and add value to structures and organizations. Through sharing knowledge and best practices exchanges, creating synergies and leveraging resources and research ECWT aims to have a significant and scalable impact on women's entrepreneurship activities.

11 For more information, see 'EntreComp into Action', T29, p.158

INNOGATE TO EUROPE (INNOGATE)

Country: Spain CASE STUDY

Contact: Paloma Lozano, plg@innogatetoeurope.eu

https://www.innogatetoeurope.eu

Organisation & Goals

INNOGATE is a business support organization, founded in 2011 by two female entrepreneurs. It supports entrepreneurs and SMEs to innovate and grow at European and International level. INNOGATE does this by collaborating with public and private stakeholders that promote innovation and entrepreneurship through transnational cooperation. Its core expertise lies in helping stakeholders of the triple helix to jointly exploit the existing resources for innovation. This includes personalised advice and support, mentoring and training activities.

INNOGATE provides support to new and experienced entrepreneurs as an Intermediary Organisation of the Erasmus for Young Entrepreneurs EU Programme. Through advising and monitoring candidates and participants, managing transnational exchanges and the related financial assistance for new entrepreneurs. It actively promotes work-based learning, entrepreneurial education and capacity building through different transnational programmes, projects and initiatives, with a special focus on female entrepreneurship.

How does INNOGATE use EntreComp?

INNOGATE has been directly involved in several initiatives fostering and developing entrepreneurial education based on EntreComp, such as the Erasmus+ projects ECO-SystemApp, PromoteWBL, AHEH, EntreComp for Educators and Entrepreneurship 360. INNOGATE is an associated member of EntreComp Europe and participates in the National EntreComp Community in Spain. It is actively involved in the discussion organised at European level about entrepreneurial capacity building and EntreComp, with has a special focus on female entrepreneurs.

As signatory of the Pact for Skills, INNOGATE is committed to monitoring and anticipating skills needs. As well as promoting lifelong learning for all, building strong skills partnerships, and working against discrimination and for gender equality and equal opportunities. The core of this commitment is the development of soft skills and entrepreneurial competences from a business and professional perspective, at different educational levels, through informal education and training in different learning environments.

EntreComp is naturally embedded in these activities and in the overall running of the company. The 3 competence areas and the 15 key entrepreneurial competences guide our practice at all levels.

Which EntreComp goals are achieved?

Taking as a reference the EntreComp goals described in EntreComp into Action, INNOGATE's work aligns with the goals related to implementation, in particular:

- Design practical entrepreneurial experiences
- Design entrepreneurial learning
- Design skills development and careers pathways
- Develop entrepreneurial organisations.

Moreover, most of the other specific goals addressed under "Implement", and under "Mobilise", "Create Value", "Assess" and recognise" are also achieved through our different activities, starting with "Raise awareness and understanding" and "Adapt for new audiences". The EntreComp framework is a practical tool which can be adapted for different purposes.

Why is EntreComp useful?

INNOGATE uses EntreComp because it serves as clear and simple visual tool addressing the key competences that must be considered when developing to be entrepreneurial in any sphere of life, whether this be at professional or personal level. As such, it can be used as an introduction and to structure any kind of educational activity related to the development of entrepreneurial competences. In addition, this first layer is complemented with detailed threads and learning outcomes that allow going much deeper into more complex activities or educational programmes.

MENTORING, INNOGATE

Country: Spain APPROACH

Name of the activity: Mentoring sessions guided by EntreComp

Organisation: Innogate to Europe (INNOGATE)

Contact: Paloma Lozano, plg@innogatetoeurope.eu

www.innogatetoeurope.eu

Objective

INNOGATE is a member of the European Community of Women Business Angels for Women Entrepreneurs (ECWBA), promoted by the General Directorate of the Internal Market, Industry, Entrepreneurship and SMEs (DG GROW) of the European Commission. Within the framework of this community, INNOGATE, as one of the partners of the CrossEUWBA project, has supported women entrepreneurs through awareness raising, training, mentoring, and networking activities. When implementing the mentoring scheme designed by CrossEUWBA, INNOGATE has adapted the methodology to use EntreComp to guide the process. The extent, duration, and number of sessions of each mentoring programme is flexible and tailored to the needs, interests, and availability of each participant. In a simple version, it can be composed of three basic sessions (around 1-2 hours each, ideally meeting face-to-face once per month):

- The first session is intended to identify and understand the needs and priorities of the mentee and to set the specific objectives to be pursued together with the mentor. Preliminary advice and directions are given to the mentee, to stimulate and focus her reflection, to further define and prioritise the objectives, find new ones that were not so evident and start working on the implementation of the preliminary guidance given in this session.
- In the second session, the findings and progress made since the first meeting are analysed and discussed upon, going deeper into the concerns and specific areas that the mentee seeks to solve or improve. Further advice is given, and practical tools and exercises are proposed to work upon.
- During the third session, the findings, progress, conclusions, reflections, anc further concerns are discussed and analysed. Long-term objectives, resources, methodologies, and tools are proposed for the mentee to work on her own.

This basic process can of course take longer and involve more sessions, that can be programmed around specific objectives and activities.

How does the programme relate to EntreComp?

During the first meeting, the mentor briefly explains EntreComp to the mentee. It is useful to display the printed version of the EntreComp flower to see the 3 competence areas and the 15 entrepreneurial competences. The mentee is asked to choose the competences in which they feel stronger and the ones in which they feel weaker or wish to develop. This has proven to be very useful to guide the dialogue and help to identify the objectives for the rest of the

sessions. By identifying specific competences, this helps the mentor to discover the best learning outcomes, activities and practical resources for the individual.

Which EntreComp competences were developed?

Depending on the duration and number of sessions in each mentoring programme, one, several or all EntreComp competences can be developed through this work. In the basic version described above (3 sessions), it focused on a limited number of competences (maximum 3), to be able to work on them with sufficient depth and have significant results. If the mentee and the mentor prefer to have a wider dialogue, all competences can be addressed.

Why use EntreComp?

EntreComp is a clear, well-structured visual tool that is very useful to have a good overview of the wide array of competences that any entrepreneur should have, develop, or at least be aware of their importance for any entrepreneurial endeavor. It can easily guide self-reflection on the strengths and weaknesses to be boosted or addressed. When seeking advice or support from a mentor, a coach, or a peer, it is a very useful tool to make any exchange or feedback more focused and productive. It also leads to a wealth of resources and tools to follow up on after gaining advice or support.

Other Examples of Activities and Projects

PEER LEARNING WOMEN'S ENTREPRENEURSHIP PROJECT

Initiated and implemented on behalf of the European Commission's Directorate-General for Internal Market, Industry, Entrepreneurship and SMEs (DG GROW), the project has organised three workshops with stakeholders from 38 countries. It has contributed to the design and implementation of new European and national strategies for the support of women's entrepreneurship in Europe and beyond and have drawn from EntreComp to inform consultations and recommendations.

http://ee-hub.eu/peer-learning/women-entrepreneurship.html

WEGATE

The European Gateway for Women's entrepreneurship, WEgate is an e-platform launched by the European Commission to support women entrepreneurs across Europe. It is the result of a project that seeks to enhance inclusivity of entrepreneurship education and support programmes and increase the share of female graduate entrepreneurs through a collaboration between European HEIs, non-academic incubators, science parks and female entrepreneurs, participating in the project as contributors and beneficiaries. WEgate comprises a growing and diverse number of stakeholders supporting women entrepreneurs across Europe. It provides a one-stop shop for female entrepreneurship, bringing together women entrepreneurs, their mentors, policymakers and other relevant stakeholders and supporters.

https://wegate.eu/

MONALIIKU

Migrant women limited in personal contact with the local community become mentors providing the mentee with information and support related to living, working and studying in Finland.

https://www.monaliiku.fi/

WERIN PROJECT

The Women Entrepreneurs in Regional Inclusive Entrepreneurial Ecosystems – WeRin Project brings together fourteen partners from network organisations, associations, research institutes, academia and businesses based in six European countries. An initiative that aims to make entrepreneurship education and support programmes more inclusive for women. WeRIn aims to increase female participation in entrepreneurship education by 15% and by 20% in entrepreneurship support programmes within three years of project completion. It provides opportunities for educators, policy makers and funding bodies by sharing good practices in the regions, carrying out a regional analysis of gender inclusivity, organising events including, international capacity building sessions and communities of practice.

https://werinproject.eu/

WOMENPRENEUR INITIATIVE

Promoting female entrepreneurship through a variety of entrepreneurial activities, mentorship sessions, leadership programs and various innovative experiences, and contributing to policy development at the European and international level, advising on women's empowerment and inclusion. A Brussels-based organisation, and since 2016 they support women in Belgium and in the Middle East & North Africa region.

https://womenpreneur-initiative.com/

ENTERPRISINGIRLS

Promoting discussion, shared experiences, and personal and professional growth of women running their own and leading small businesses through network creation. Providing opportunities for women to meet other women and organisations of interest to promote talent and overcome gender stereotypes, discuss social and cultural topics, share knowledge, and learn and undertake enterprise training. Based in Napoli, working across Italy.

https://enterprisingirls.it/

MEDITERRANEAN INSTITUTE OF GENDER STUDIES

Combating gender stereotypes in education and career guidance through the awareness-raising workshops, the development of Gender Sensitive Educational Program, and a diagnostic study.

https://medinstgenderstudies.org/

ESCUELA DE NEGOCIOS – EOI ESCUELA DE ORGANIZACIÓN INDUSTRIAL

Empowering female entrepreneurship and leadership through the educational programme, both in urban and less developed areas by training and personalized mentoring & coaching.

https://www.eoi.es/es

THE ITALIAN CHAMBER OF COMMERCE FOR SPAIN

Providing new professional skills to young women entrepreneurs living in a disadvantaged socio-economic situation to support them in their entrepreneurial journey in the culture sector.

https://www.italcamara-es.com/es/inicio/

NATIONAL AGENCY FOR WOMEN START-UPS ACTIVITIES AND SERVICES (BGA)

The “federal agency for female founders”, bga focuses on creating networks and providing start-up support for women with a network of organisations and female business centres across the country (for example, the Berlin bases: https://weiberwirtschaft.de)

https://www.existenzgruenderinnen.de/EN/ (English); German

EAF BERLIN

EAF Berlin was established in 1996 and has been an independent non-profit organisation providing an interface between politics, the economy and science. It offers advice on diversity and equal opportunities, careers and leadership, work life balance and resilience as well as democracy and participation. The organisation participates in various projects and offers consultancy services. For example, on how to implement more diversity consciousness and gender equality. It is currently one of Germany’s top organisations for female leadership.

https://www.eaf-berlin.de/

MAYORESS: PROMOTING WOMEN IN LOCAL LEADERSHIP

Working with experts and practitioners, while promoting cross boarder networks; influencing policy through policy recommendations at national and European level; and raising public awareness of the need for gender equality in local leadership.

https://www.eaf-berlin.de/projekt/buergermeisterinnen-frauen-in-der-politik/

HELENE WEBER COLLEGE

Encouraging and supporting women into local politics. The college is a cross-party platform networking and training support for women committed to and interested in becoming more active in local politics.

https://www.eaf-berlin.de/en/project/women-in-politics/

THE REYKJAVÍK TOOL LIBRARY (MUNASAFN REYKJAVÍKUR)

The Reykjavík Tool Library is a library for all sorts of tools and equipment. A Tool Library allows members to check out or borrow tools, equipment, and "how-to" instructional materials, functioning as a library would for books, with a membership. This allows members to take tools home for repairs, projects, hobbies and to support local small businesses. It is a non-profit, promoting sustainability. Income comes from memberships, grants, donations, and crowdfunding campaigns. Following an entrepreneurship course for women at NMÍ (The Innovation Centre of Iceland) the new tool library was opened by Anna Worthington De Matos – interview here.

https://www.reykjaviktoollibrary.org/

www.entrecomp360.eu

EntreComp 360 is a project of