

**WORKSHOP 2: Gender Mainstreaming and European Funds**

**Tools developed in Scotland for the integration of gender mainstreaming in the programmes financed by European Funds**

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**MATRIX**

For the next round of Structural Fund programmes the regulations make clear demands in terms of the Single Programming Document.

**All measures (mainstream and specific equal opportunities actions) should contribute to the promotion of equality between men and women**, so it will be necessary to indicate the ways in which the various priorities and types of measures will contribute to reducing disparities between women and men. This could be presented as a matrix, with one axis indicating the various programme priorities, and the other indicating the equal opportunities objectives to be achieved (as specified by the Regulations). The contributions of each priority to equal opportunities can then be summarised briefly in the table of some worked examples:

**Strategy for achieving reduced inequalities between women and men as specified in the regulations**

<b>Programme Priorities</b> □	<b>Employment</b>	<b>Training and education</b>	<b>Enterprise</b>	<b>Reconciliation of work and family life</b>
Transport infrastructure (systems and networks)	<ul style="list-style-type: none"> <li>Improved employment opportunities for women in transport sector, particularly at policy and management level</li> </ul>	<ul style="list-style-type: none"> <li>Improved equality of participation of girls and women in education and training courses relevant to transport sector professions</li> </ul>	<ul style="list-style-type: none"> <li>Improved access by public transport to enterprise support services.</li> <li>Improved rates of female business creation in transport sector.</li> </ul>	<ul style="list-style-type: none"> <li>Improved transport access to employment opportunities, services and education and training by women and men.</li> </ul>
Telecommunications and IT	<ul style="list-style-type: none"> <li>Improved equality of opportunities in IT sector, particularly for women at higher professional levels</li> </ul>	<ul style="list-style-type: none"> <li>Improved participation of women relative to men in IT training courses, particularly at higher skill levels.</li> </ul>	<ul style="list-style-type: none"> <li>Improved rates of female-owned businesses in telecommunications and IS sector.</li> </ul>	<ul style="list-style-type: none"> <li>Improved opportunities for telework by women and men, including fair pay and conditions</li> </ul>

Programme Priorities □	Employment	Training and education	Enterprise	Reconciliation of work and family life
Research, development, technology and innovation	<ul style="list-style-type: none"> <li>•Reduced disparities in female/male participation in research projects, particularly as managers</li> </ul>	<ul style="list-style-type: none"> <li>•Improved participation of women in technology and innovation training actions</li> </ul>	<ul style="list-style-type: none"> <li>•Improved rates of new business creation by women academics.</li> <li>•Improved rates of use of R&amp;D and innovation support services by women -owned businesses.</li> </ul>	
Small- and medium-sized enterprises (SME)	<ul style="list-style-type: none"> <li>•Improved employment opportunities for women in SME sector.</li> </ul>	<ul style="list-style-type: none"> <li>•Improved access to training opportunities for women leading to self-employment and enterprise.</li> </ul>	<ul style="list-style-type: none"> <li>•Improved use by women of SME support services, including financial support.</li> <li>•Reduced gender disparities in business start-up rates.</li> <li>•Improved turnover, profitability and survival rates of female-owned businesses.</li> </ul>	<ul style="list-style-type: none"> <li>•Improved access to care support services for dependants.</li> <li>Improved access to local services (home delivery, etc.).</li> <li>•Improved opportunities for flexible and tele- working.</li> </ul>
Urban development	<ul style="list-style-type: none"> <li>•Improved equality of participation of women in community development, particularly in decision-making and as project managers.</li> <li>•Improved participation of women in urban planning.</li> </ul>	<ul style="list-style-type: none"> <li>•Improved equality of participation of women and men in training opportunities created as a result of urban development initiatives, particularly in sectors with marked gender segregation.</li> </ul>	<ul style="list-style-type: none"> <li>•Improved access to self-employment and enterprise support facilities and services.</li> </ul>	<ul style="list-style-type: none"> <li>•Improved urban environments which are safe and secure for women, men and children from different cultural and ethnic groups.</li> <li>•Improved access between living, working and service areas in urban areas.</li> <li>•Improved accessibility to services, in particular to care support for dependants.</li> </ul>

Programme Priorities □	Employment	Training and education	Enterprise	Reconciliation of work and family life
Rural development	<ul style="list-style-type: none"> <li>•Improved equality of access to employment opportunities, through support for transport initiatives and care and replacement services.</li> <li>•More equal participation of women and men in rural development, particularly in decision-making and as project managers.</li> </ul>	<ul style="list-style-type: none"> <li>•Improved equality of choice and participation in training opportunities, through flexible learning and support, transport initiatives and care and replacement services.</li> </ul>	<ul style="list-style-type: none"> <li>•Improved status of rural women, particular of assisting spouses in farm and family businesses.</li> <li>•Improved rates of ownership of farm and other businesses by women.</li> </ul>	<ul style="list-style-type: none"> <li>•Improved transport, care and replacement services.</li> </ul>