
SEGIE Study 2024

How women needs are taken into account by businesses from the European social economy, and how the later are playing a role in bringing positive change to their lives.

An Overview on the European landscape.



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Introduction

“Gender equality is not only a fundamental human right but a necessary foundation for a peaceful, prosperous, and sustainable world. Empowering women and promoting diversity are not just moral imperatives; they are essential for unlocking the full potential of humanity.” Kofi Annan, Former Secretary-General of the United Nations.

With this in mind, this report aims to be a starting point for a reflection on the role that social economy businesses have or can have in working towards a more equal society, where women and gender minorities are fully respected and valued in their unique characteristics, and empowered to flourish and change the world.

The present report brings an analysis of the current challenges of women and gender minorities who identify as women in the 4 main dimensions of the quality of life definition used: Health & Survival, Education, Employment, and Social Participation, bringing awareness to what is preventing women to reach their full potential in all dimensions.

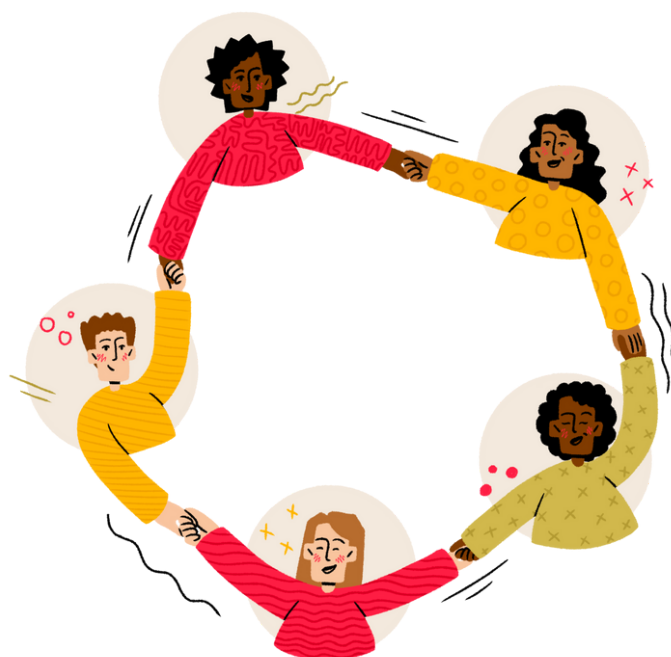
In the second part, we try to understand to which point social economy businesses in Europe, represented by the selected countries for the

analysis (France, Italy, Poland, Portugal, and Sweden), are providing an answer to the challenges identified.

The third part continues the analysis of the social economy businesses and their impact on women and gender minorities who identify as women, and tries to highlight some trends present on the data, as a possible prediction of what can be the future transformations in this topic, not only in social economy businesses but in each and every company.

To finish, there are 5 Case Studies presented, sharing committed organisations directly and indirectly working towards a more equal world.

Having said that, this report aims to inspire and foster change in the quality of life of women, through a more active and focused role of first the social economy businesses and lastly all other for profit, hybrid and non-for-profit organisations in the world.



Definitions

WOMAN: “A term used to describe someone who self-identifies as a woman or as feminine based on what is important to them as an individual—including gender roles, behaviour, expression, identity, and/or physiology.” *Stanford Medicine*

GENDER ROLES: “Gender roles refer to social and behavioral norms that, within a specific culture, are widely considered to be socially appropriate for individuals of a specific sex.” *UN Women Training Centre e-learning Campus*

GENDER EXPRESSION: “People’s manifestation of their gender identity, and the one that is perceived by others.” *European Institute for Gender Equality*

GENDER IDENTITY: “Gender identity refers to a person’s innate, deeply felt internal and individual experience of gender, which may or may not correspond to the person’s physiology or designated sex at birth. It includes both the personal sense of the body, which may involve, if freely chosen, modification of bodily appearance or function by medical, surgical, or other means, and other expressions of gender, including dress, speech, and mannerisms.” *UN Women Training Centre e-learning Campus*

LIFE POSITIVE CHANGE: it refers to an improvement in the quality of life.

QUALITY OF LIFE: “Quality of life is a broad multidimensional concept that usually includes subjective evaluations of both positive and negative aspects of life. It incorporates an individual’s perceptions of their position in life in the context of the culture and value systems in which they live and in relation to their goals, expectations, standards, and concerns.” *World Health Organization*

For the purpose of this report, “Quality of Life” will be defined by a combination of the definition

presented before in aggregation with a simplified version of the indicators used by the World Economic Forum to measure the global gender gap.

Therefore, “Quality of Life” will be measured by 4 key dimensions:

Health and Survival: This category considers the access to healthcare between women and men and also the quality of it and the perception of women in relation to the care they receive throughout life. It also looks at main issues with women’s health such as domestic violence and gender based violence.

Employment: This category assesses the workforce, taking into account the access to employment as well as the conditions and opportunities it provides to women, including areas such as wage equality, the percentage of women in the workforce, and the ratio of female to male earned income, % of women assuming leadership positions.

Educational Attainment: Educational attainment^[1] looks at access to education as well as the quality, results and impact of it in the life of women. Indicators include, literacy rates, enrolment in primary, secondary, and tertiary education, access to different areas of study, education throughout life, among others.

Social Participation: This indicator looks at the social and political participation of women, developing and participating in activities, events, and initiatives beyond their home and work. It includes participation in volunteering activities, activism initiatives, political events, but also practising sports, attending cultural events or enjoying different types of fun and relaxing activities.

SOCIAL ECONOMY: “The term ‘social economy’ refers to **all business activities that are not only driven by a strong social mission but also intended to be economically viable. This includes cooperatives, mutual societies, non-profit associations, foundations and social enterprises, covering a wide range of activities.**

The aims of social economy organisations are generally to provide goods and services (including employment opportunities) to their members or community, and pursue general interest goals such as environmental protection. In this way, social economy organisations aim to make a profit for people other than investors or owners.” in European observatory of working life

GENDER-BASED VIOLENCE AGAINST WOMEN:

“violence against women”: [...] a violation of human rights and a form of discrimination against women and shall mean all acts of gender-based violence that result in, or are likely to result in, physical, sexual, psychological or economic harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life.” (Istanbul Convention, Article 3, a).

DOMESTIC VIOLENCE: ‘all acts of physical, sexual, psychological or economic violence that occur within the family or domestic unit or between former or current spouses or partners, whether the perpetrator shares or has shared the same residence with the victim’ (Istanbul Convention, Article 3, b).

HEALTH INEQUALITIES: Systematic differences in the health status of different population groups. These inequities have significant social and economic costs both to individuals and societies. (Organization, 2018)

LGBT: Refers to the group of Lesbian, gay, bisexual and trans individuals;



Methodology

ASSUMPTIONS

In order to produce a report that would provide a closer view of the European reality, and taking into account the limited time for the delivery, 5 countries were selected for the analysis, providing a closer representation of what we can expect to be on average the behaviour of the European countries. The countries selected for the analysis were: Italy, France, Poland, Portugal and Sweden.



Regarding the location of the businesses (Table 1), even though we find a predominance of data coming from Portuguese and French companies (41.82% and 21.82%, respectively), for the rest of the countries part of the study and the ones identified as interesting comparisons, the gathered data comes in more similar proportions (14.55% for Italy, 10.91% for Sweden and 7.27% for Poland). Moreover, around 64% of the inquiries are present in more than one location, with 26% of the additional locations being international.

Table 1.

Businesses Location	count	%
France	12	21,82
Italy	8	14,55
Other	2	3,64
Poland	4	7,27
Portugal	23	41,82
Sweden	6	10,91

PROCEDURE

Literature Review: an overview of the main pieces of research written on the subject, allowing an revision of the key topics, questions and conclusions taken so far. The literature review helped in the decision of the assumptions made and also on the definitions used for the purpose of the report. Lastly, the literature review also allowed to identify the main challenges faced by women these days, preventing them to improve their quality of life.

This research focused more on literature produced under European Projects and European Institutions, and on some reputable academic sources providing complementary information.

Surveys: As the data that relates social economy with its impact on women and people who identify as women is very limited or incomplete, for the purpose of this report, and with the aim to derive more insightful conclusions on the contribution of social economy to the quality of life of women and people who identify as women, a survey was conducted aiming to capture the answers of 100 companies around Europe. To maximise the answer rate, the interaction with the companies started with an email asking for their contribution to the report answering the survey, in case they did not, a follow-up was sent to the LinkedIn of one of the responsible for the company, in case no answer was received one or two other follow-ups were sent.

Data on the contacts made:

- N° of companies invited to answer the survey: 333
- N° of follow-ups sent: 250
- N° of companies answering the survey: 62
- N° of answers with a completion rate above 50%: 55

A compilation of the companies that participated in the survey can be found in attachment 1.

Interviews: To complement the survey and better understand the companies, 9 interviews were taken, with at least one representative of each country represented on the sample.

N° of interviews made:8

N° of interviews per country:

- i. France: 1
- ii. Italy: 1
- iii. Poland: 1
- iv. Portugal: 4
- v. Sweden:1

Both the survey questions and the interview script can be found on attachment 2.

In the end, the document presents a summary of the main conclusions found on literature review correlated with the conclusions from the survey and interviews. Which on their turn are also justified by the literature every time it was possible. Along the report, references to the different sources of literature and data will always be identified.

Limitations to the Report Results:

- Due to the lack of data and research specifically on gender minorities and gender minorities who identify with women on the literature review, and also due to the lack of specific answers focusing on women and gender minorities who identify as women on both the surveys and interviews conducted specifically for this report, it was not possible to share results that isolate the effect of social economy businesses on the quality of life of gender minorities. Therefore, the report assumes that gender minorities who identify as women are taken into account within the data referring to women.

- Given the size of the sample, it can be expected some bias on the results and conclusions presented;

- Given the concentration of social economy businesses from Portugal in the sample it can also be expected a bias towards Portugal;

- Given the high percentage of answers from Portugal, it is not possible to make a proper analysis per country with relevant and reliable results;

Towards a better life

1 | Main challenges for a better quality of life for women and people who identify as women

As the world keeps evolving, new technologies flourish, new health discoveries appear, new education milestones are set, so does the quality of life, therefore, it is crucial to understand the challenges different population groups face in order to keep up with the right lifestyle that allows an updated quality of life.

It is undeniable that Europe is a privileged region in these topics, quality of life is superior when compared to the rest of the world. However, and despite the efforts made to always keep improving it, there are still challenges and inequalities that need to be addressed properly in order to guarantee a fair equilibrium that allows each and everyone no matter their race, gender, age, physical or psychological conditions to have access to Health & Survival conditions, Education Attainment opportunities, Employment, and an active Social Participation.

For the purpose of this report, in this section we will focus on the challenges faced by women in each one of the dimensions that compose quality of life.

HEALTH AND SURVIVAL

In Europe there have been significant advances in the health of women. In 2007, in the European Commission health strategy “Together for health”, “defines health inequities as “inequalities in health that are avoidable and unfair”. It is committed to working towards reducing such inequities.” (European Institute for Gender Equality, 2017).

Further on the “Third Programme for the Union’s action in the field of health, that through annual programs also focus on reducing inequalities (European Parliament and Council, 2014). Currently we are under the EU4Health programme implemented after Covid as an answer to the pandemic, it started in 2021 and will be running until 2027, reaffirming the access to healthcare as one of the priorities[1].

However, there are challenges that still remain and keep pushing not only governments but also social economy organisations to keep challenging themselves to create new more effective solutions for a better health for all. Women live longer than men (women EU average is 82.8 and men EU average is 77.2 (Eurostat) but not necessarily because they have a healthier life, actually women on average live a smaller proportion of their life in good health (European Institute for Gender Equality, 2017).

In this section of the report we aim to highlight the main challenges faced by women in the **Health and Survival** topic today:

CHALLENGE 1

Women report more unmet medical needs due to cost and distance to the care service

The differences between women and men are not highly significant: “In the EU-28 in 2013, 7.4% of women declared that they had unmet needs in terms of medical examinations, compared to 6.4% of men” (European Institute for Gender Equality, 2017).

[1] Goals and the detail of the EU4Health Programme can be seen through this [link](#).

However, when looking for the reasons appointed for these differences (Figure 1), women report more waiting lists, financial reasons (cost) and distance, whereas men report lower rates of these factors and indicate more for example the lack of time (European Institute for Gender Equality, 2017). Women are more exposed to other cultural and lifestyle aspects that affect their ability to completely satisfy their healthcare needs: “Gender plays a specific role in the incidence and prevalence of certain types of pathologies (as described above), but also in their treatment and their impact in terms of well-being and recovery. This is due to the interrelation of biological aspects, psychological and cultural behaviour (related to ethnic, social and religious backgrounds), socio-economic conditions and the features of healthcare systems. Some factors can exacerbate gender inequalities in health and well-being, such as differences in economic resources and the burden of family and care responsibilities, as well as poverty and isolation” (European Institute for Gender Equality, 2017).



Figure 1. Gender and age differences in self-reported unmet needs for healthcare, 2014[2]

Opportunities for Social Economy Businesses:

For sure there are still jobs to be done in this area, from better equilibrium in household duties, to better work-life balance, hidden poverty, isolation and hidden pain that social economy businesses can and should address with innovative approaches and pioneering solutions to the existing challenges.

[2] Graph can be found in the Report from European Institute of Women's Health “Women in Europe-Toward Healthy Aging” published in 2021, page 16

CHALLENGE 2

Physical and sexual violence still affect 1/3 of women in the world and in Europe

Data shows that **33%** of women suffer from, or have experienced physical or sexual violence at least once in their lifetime. Also, **22%** of women in Europe have experienced violence by an intimate partner and **55%** of women in EU have been sexually harassed. (European Commission, 2020)

Throughout time, the data available on the topic of physical and sexual violence is scarce, however, and from the studies cited above, two conclusions become clear:

1. For a long time these situations were not measured, and only in 1992 (The World Bank, 2022) forms of gender-based violence and domestic violence were considered an aggression to the Human rights, therefore historical data is scarce;
2. For a long time, and still today women did not and continue not to report these situations, because of fear and shame with the situation. Women empowerment in diverse contexts like education, work and well-being have been crucial to invert this situation and improve the number of women that report and seek for help;

Through legislation, practical measures and financial support, the European Commission has been actively working towards the eradication of violence against women and domestic violence, ensuring that the most serious forms of violence against women are criminalised. (European Commission, 2023)

Opportunities for Social Economy Businesses:

The European Commission has also been incentivizing through funds and grants the development of new solutions and organizations that can support these victims, representing also a relevant opportunity for social economy businesses around Europe.

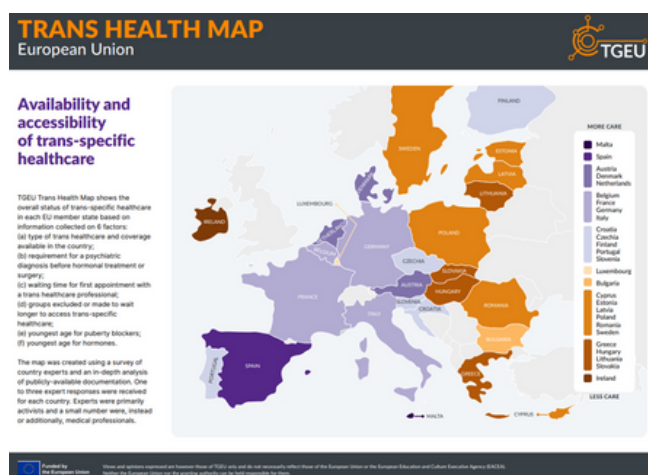
CHALLENGE 3

Violence against trans women and lack of adequate and specialised healthcare for trans women

From the LGBT population, transgender people are the ones who most report experiences of violence. A FRA (European Union Agency for Fundamental Rights) survey found that 34% of transgender people had experienced either a physical or a sexual attack or the threat of violence in the previous five years (Equality), (2019).

There is still a lack of data that isolates the phenomenon of the violence against trans women and lack of adequate and specialised healthcare for trans women, but it is for sure a topic that needs attention and care. Even more so, it is also known that the health systems lack specific professionals and accessible, affordable and high quality care for trans women, that for sure, have different and specific needs and challenges that need to be properly addressed.

An interesting map produced in 2023 by TransGender Europe, reveals the availability and accessibility of trans specific healthcare, the countries in dark purple are the ones providing better access to trans-specific healthcare, and the ones in dark orange the countries providing poorer trans-specific healthcare:



Opportunities for Social Economy Businesses:

In Europe there is still much to do regarding the protection of trans people and specifically trans women against violence. Moreover half of the countries in Europe still present very poor healthcare specific to transgender people, leaving them underserved, so training professionals for this specific cases, mapping the specific places where this type of healthcare can be found in each country are only a few needs that can be immediately addressed by Social Economy Businesses.

CHALLENGE 4

Sexual and reproductive health is a main worry in women's health but still presents challenges in women mortality, access to contraception, adolescent pregnancies and the rise of c-sections

“Sexual and reproductive health and rights (SRHR) are crucial for overall health and well-being, gender equality, and societal development, as recognized by the Sustainable Development Goals.” (World Health Organization, 2023).

1. In this topic, the first big challenge that Europe is facing is the fact that birth rates are all below the level required to allow generation renovation (average of 2.1 children per woman), therefore population is declining. This can be caused by an immense number of different social and political reasons that interfere with the fertility rates and the motivations to have children. See figure 2, to understand fertility rates around Europe.

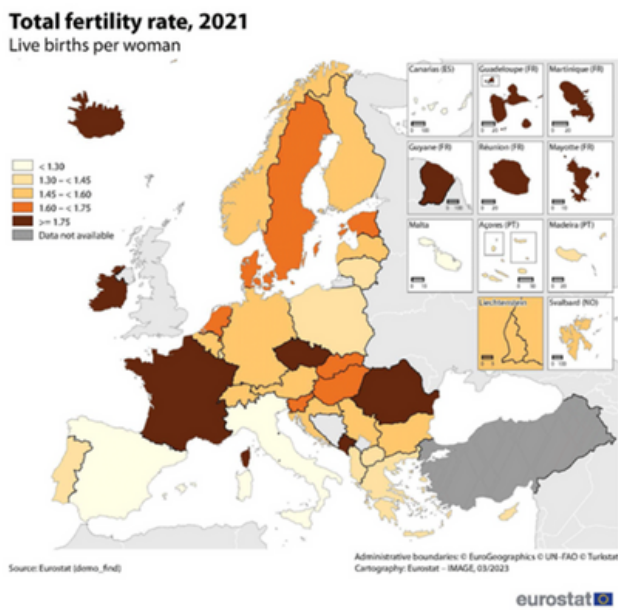


Figure 2. Fertility rate in Europe in 2021

2. Despite macro-indicators revealing well designed maternal care systems, maternal health outcomes in Central and Eastern Europe (CEE) compare unfavourably with those in Western Europe. (European Institute of Women's health, 2022)

3. Immigrant undocumented women are the ones suffering the most with inadequate maternal healthcare, most of the time they do not know who to reach for help and how to navigate the healthcare systems. (Policy Department for Citizens' Rights and Constitutional Affairs, 2019)

4. Despite the increase in adolescent pregnancy, "with some countries experiencing adolescent birth 3 times higher than the regional average" (World Health Organization, 2023) adolescent mothers also lack specific sex and reproduction healthcare, due to the lack of programmes for adolescent-friendly care and respecting adolescents' rights.

5. Another important topic is the post-natal depression not because the numbers have been necessarily increasing, but because it has been a hidden problem for many years. In Europe the

average goes from 10% to 15% of women suffering from it with high variation between populations. Risk factors include stressful life events, unemployment, marital conflict, lack of social support, low income, low education, previous history of depression and caesarean section. (Veit Grote, 2010)

Opportunities for Social Economy Businesses:

Supporting women in this stage of life is crucial for the wellbeing and development of our society, therefore, social economy organizations can also play a fundamental role in providing support and finding innovative solutions to main challenges faced by women in this topic.

CHALLENGE 5

Care throughout life and especially elder care are still not properly addressed

With the increase of life expectancy and the low fertility rates, the population in Europe is getting older, and for a longer period of their life. Therefore, it has never been so important to guarantee proper healthcare throughout life.

In the case of women, in Europe, there has been a special focus on maternal/sex and reproduction health, leaving other problems behind, not properly addressed by healthcare professionals, especially after 50 years old, as it is represented in Figure 3. "This is attributed to women being more likely than men to report symptoms of ill health". Moreover, "women are also affected by disabilities and chronic conditions from a younger age and to a greater degree than men" (WHO and World Bank, 2011). "Reasons include unmet needs for medical examinations, poor working conditions and low socioeconomic status, and gender-based violence." (European Institute for Gender Equality (EIGE), 2021)

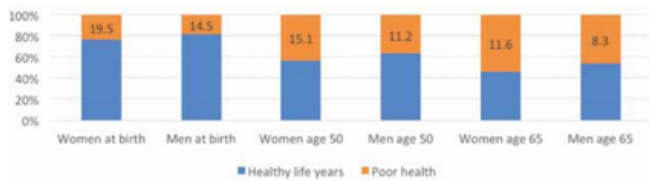


Figure 3. Proportion of life years in good and poor health for women and men across the life span, 2018 (European Institute of Women's Health)

Also on clinical trials there is an under representation of women aged 65 or more, new regulation for data transparency on clinical trials is expected to help increase the number of older women in these trials. It also matters to motivate them to take part in these initiatives.

Opportunities for Social Economy Businesses:

Taking care of an ageing population raises many challenges, and opportunities. It is important to guarantee proper healthcare, but also a social and economic conditions that allow these women to live long, healthy and happy lives.

CHALLENGE 6

Women show poorer mental well-being than men

Although the difference between women and men self-reported mental well-being does not have a very significant difference, women across all European countries report a consistently lower score on mental well-being. (Figure 4)

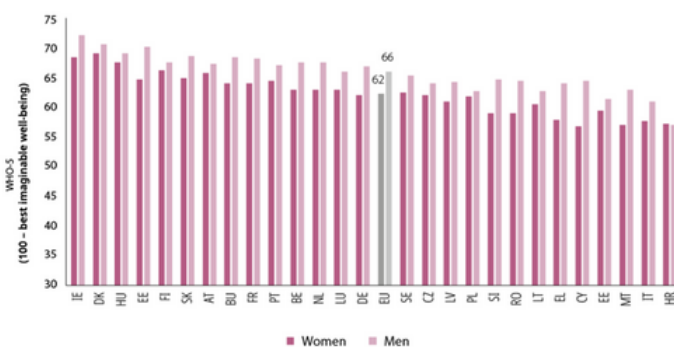


Figure 4. Self-rated mental well-being of women and men,

according to the WHO-5, by EU Member State (points out of 100, 18+ years, 2016).

Source: EQLS, 2016. Countries are sorted by their overall WHO-5 scores.

When isolating important variables like family, age, income, and country, the tendency remains, and women keep reporting lower levels of mental well-being than men, check Figure 5.

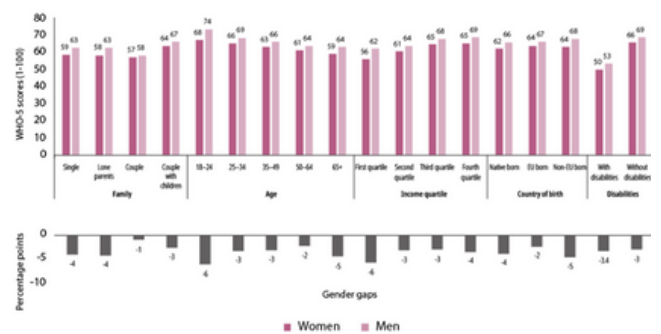


Figure 5. Self-rated mental well-being women and men according to the WHO-5, by sex, family composition, age, income level, country of birth and disability status (points out of 100, 18+ years, EU, 2016)

Source: Authors' calculations, EQLS, 2016.

Although there is still not much data, it is clear that after the pandemic Mental Health has become a central issue for the world population and a true worry for the European Union.

CHALLENGE 7

Gender segregation in healthcare professionals

For years, women have been identified and have been developing roles where they have to care for others, in different circumstances, developing a specific set of skills and resilience that make them strong employees. Having said that, this does not mean that women should only occupy secondary positions, on the contrary this should challenge companies to take advantage of these characteristics to higher responsibility and leadership roles.

“The workforce in the healthcare sector is dominated by women, with 78% of workers being female in the EU-28. Both vertical and horizontal occupational segregation can be observed when comparing women’s and men’s healthcare positions. On the one hand, women are under-represented in managerial and decision-making positions. On the other hand, the female healthcare workforce is usually concentrated in occupations such as nursing, midwifery and other ‘care’ professions such as community health workers. These occupations tend to be perceived as low-status jobs, while medicine, dentistry and pharmacy (positions mostly occupied by men) are understood as high-status occupations.” (European Institute for Gender Equality, 2017)

As pointed out in a report from the World Health Organisation, “**women wage workers earn approximately 20% less than men in the healthcare sector**” (World Health Organization and International Labour Organizations , 2022).

Opportunities for Social Economy Businesses:

The healthcare sector needs women represented at every level, there is the need to create the right conditions within organizations, help organization leaders see the potential of women, but also empower women to trust their abilities and follow lead roles.

EDUCATIONAL ATAINMENT

Unlike the other dimensions, education in Europe shows a reverse trend when it comes to gender equality, the gender gap not only has closed but it has even reversed in many advanced economies.

From literature what we can see is that in early years the differences are almost non-existent, in Europe a big majority of children have access to free education no matter their gender. However, when it comes to later years, when education implies a choice from the student in terms of what and where to study, there is “a complex set of factors that explain the observed gender gaps.” (Viarengo, 2021). Based on Viarengo report, the main factors identified are:

- Educational context
- Labour market structure
- The environment of the workplace
- Gender equality in cultural values and social norms in society.

Her research also shows that the magnitude of the gender gap varies by educational stage but also by the different policies implemented along the study trajectory. Beyond all the different policies and interventions, “the current evidence on the effectiveness of policies and interventions converges toward showing the importance of teachers and role models.” (Viarengo, 2021).

EU-W	27
EU-M	26

Figure 6. Graduates of tertiary education (% , 15+ population)
Soucre: Eurostate, EU LFS, 2020. EIGE’s calculations.

The true challenges with gender inequalities in education start at higher levels of education.

CHALLENGE 1

Imbalances in the fields of study

When looking at the access to superior education, the gender gap is very small or even reversed in some cases, it is even lower in doctorate holders than in bachelors. However, the differences arise when looking at the field of study: “Women are on average over-represented in the fields of health, welfare, arts, humanities, social sciences and journalism, and are under-represented in STEM (check Figure 7). This pattern is consistent at the bachelor’s, master’s and doctoral levels, and increases with the level of educational achievement”. (Viarengo, 2021). The reversed gender gap in higher education can be explained by an increase in female participation in the job market in a larger period of their lives and a change in the access to labour market after World War II, as stated by Claudia Goldin (Nobel Prize for Economy 2023) “Two transformations since World War II greatly increased the pecuniary return to women’s higher education: The first was an increase in female life-cycle labour force participation, without much change in the female occupational distribution. The second was a large shift in female employment out of the most traditionally female occupations such as teaching and into many previously male-dominated jobs, combined with a further increase in female labour force participation” (Claudia Goldin, 2006). Although this research was made in the United States, the same effect was also verified in Europe.

The increased and more diverse participation in the labour market, made women trust in a better future when starting college and university, leading to a progressive increase in the number of women enrolling in college and university: “Women are now the majority of undergraduates and those receiving a bachelor’s degree. The change did not occur overnight. (...) By the end of the 1970s, girls had more realistic notions of their future labor force participation so that their high school preparation, especially in math and science, caught up with their expectations and their college

completion rates continued to climb. Rising female college enrollment responded to changing social norms and expectations about the roles of work, marriage, and motherhood for women; greater legal protection for gender equality in the workplace; and the availability of reliable contraceptive technology. In short, a more level and wider playing field for girls enabled them to blossom and to take advantage of higher expected labor market returns to attending college. (...) The end result is the current gender imbalance among college undergraduates in the United States and elsewhere.” (Claudia Goldin, 2006).

Having said that, women are still under represented in the STEM field. This fact has motivated many researcher to deeper investigate the reasons, and from literature it becomes clear that early biological reasons do not play a major role in explaining these factors, rather other factors like the influence of family, teachers, culture, stereotypes and role models during the schooling process have a major influence in girls choices:

“Nevertheless, a growing body of literature in economics and other social sciences has found that gender differences in mathematics test scores are mutable and can be influenced by family, teachers, culture, stereotypes, and role models throughout the schooling process. Teachers and to a lesser extent family are important contributors to gendered stereotypes and can have a negative influence on girls’ mathematics performance. Role models and gender equality in a given culture can decrease the gender gap in mathematics performance. The competitive nature of test-taking may understate girls’ true mathematical abilities. Changing the “growth mindset” belief that success in mathematics requires effort can improve girls’ performance. (...) Family considerations are also important since they affect the decision of job sector (e.g., fewer STEM women working in industry, more in health and education), whether to work in a job related to one’s STEM degree, or even whether to work at all. STEM fields influence

earnings, with salaries in GEMP being higher than those in LPS. We demonstrate that controlling for field, job sector, hours and weeks worked, job tenure, whether the person was employed in the previous three years, and employment sector erases the entire salary gap between men and women with children. Women are less likely to pursue and more likely to leave jobs where long hours leave less time for family considerations.” (Ginther, 2017)



Figure 7. Tertiary students in education, health and welfare, humanities and arts (% of 15+ population)
Source: Eurostat, Education statistics, 2020.

Opportunities for Social Economy Businesses:

Thanks to great efforts and tight policies, and incentives today gender differences in education are not very relevant. There is still the opportunity to improve the gender gap in different areas of study, as the STEM areas where women are under-represented. Besides, there is also the opportunity to keep growing the offer and access to learning opportunities throughout life, that will help reduce inequalities in the labour market. Lastly the access to proper role models can also be a relevant opportunity to reduce inequalities.

CHALLENGE 2

Participation in Learning throughout life

Lastly, regarding **learning throughout life**, adults, in general, still show a very low percentage of participation, however it has been slowly increasing, from 9% in 2012 to 15% (European Institute for Gender Equality, 2017) in 2020. This type of learning is an ongoing process and it can help reduce inequalities in the workplace and in life, therefore it has been a recent bet of the EU.

Today with the always-changing labour market it becomes more and more important to guarantee the population keeps updating its' skills and competences, to guarantee each one keeps relevant for the labour market.

EMPLOYMENT

Employment is also a necessary component for the quality of life. It represents a very important component of individual social, mental, physical and economic well-being, in the different stages of life. Therefore, it is absolutely necessary that everyone, no matter the gender, race, background, personal history or any other factor, has the opportunity to work.

Unfortunately, there are still several challenges in this topic in Europe, that increase the gender gap. Here we are going to focus on 3 big ones:

CHALLENGE 1

Full time employment and the duration of work-life years are lower for women than for men

Looking at Figure 8, where the time worked is compared with the time worked by a full time employee, it becomes clear that women take more part-time jobs than men. This fact can be of course connected to the caring, and family service position that women assume. This also raises the challenge of women receiving a lower remuneration and not being able to be self-sufficient.



Figure 8. Full-time equivalent employment rate (% , 15-89 population)
Source: Eurostat, EU LFS, 2021. EIGE's calculations.

CHALLENGE 2

Average net income is lower for women than for men

As a consequence of what we have seen in the previous challenge, and also due to the still

existing inequalities between men and women, on average women in Europe earn 13% less than men. The gender gap is also true in terms of net income (that includes, pensions, investments, benefits, and any other source of income), where women also earn less than men as it is visible in Figure 9.

Looking at the countries in our analysis, Italy and Poland are in the top 10 of countries with a lower pay gap between women and men, presenting a percentage difference of 4.2% and 4.5% respectively. On the other hand, Sweden presents a 11.2% gender gap, Portugal 11.4% and finally France presents a percentual gender gap in the earnings of 15.8%. (Eurostat)

The graph presents the average earnings by gender, of the population above 16 years old. Showing that men earn on average 497 euros more than women.



Figure 9. Mean monthly earnings (PPS, +16 working population)
Source: Eurostat, SES, 2018.

CHALLENGE 3

Women are underrepresented in top leadership roles, board and government positions

As said in an article from Harvard Business Review, women leaders are the ones who really have what it takes to be effective leaders. "Characteristics like leading through inspiration, with meaning and purpose is linked to higher levels of engagement, performance and productivity; women leaders tend to put others in front of themselves, putting their teams first; women are able to create more empathy easily establishing a connection with their followers; lastly women are more humble and humbleness allows to learn from mistakes, take into account others' perspectives and be to drive

change for better". (Gallop, 2020)

However, data shows that only around 1/3 of managers in Europe are women (35%). The highest scores on the countries analysed in this report are in Poland and Sweden, where 43% of women participate in leadership roles, and the lowest is Italy with only 28.6% of women in leadership roles, Portugal and France keep the same position with 37.8% of women in leadership roles. (Eurostat)

As of 10th January 2024, in the world there are only 26 countries where women serve as head of State/Government, UN predicts that at this rate the world will take another 130 years to achieve gender equality in government leading positions. (United Nations, 2024). Check Figure 10.

Figure 10

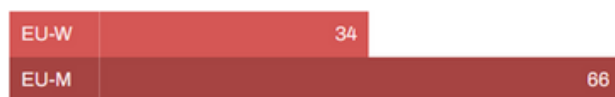


Figure 10.1: Share of ministers (%)

Source: EIGE, Gender Statistics Database, WMID, 2nd quarter 2023. EIGE's calculation.

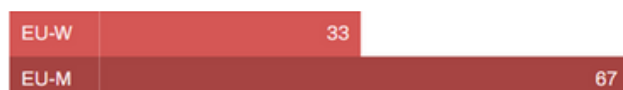


Figure 10.2: Share of members of parliament (%)

Source: EIGE, Gender Statistics Database, WMID, 2nd quarter 2023. EIGE's calculation.

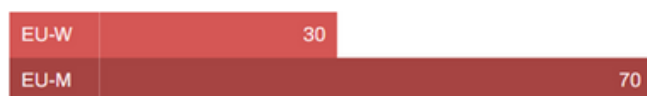


Figure 10.3: Share of members of regional assemblies/local municipalities (%)

Source: EIGE, Gender Statistics Database, WMID, 2023. BG, EE, IE, LT, LU, MT, SI: Local municipalities, 2022. EIGE's calculation

CHALLENGE 4

Women are under-represented between self-employed and entrepreneurs

Besides the percentage of women with higher education even in business areas, besides the great potential women have to assume leading

positions, besides their capacity to persevere against odds, and even besides the call for more flexibility at work, women are still very underrepresented within self-employed and entrepreneurs.

Only 34.4% of self-employed are women, 31% of those working as startup entrepreneurs. ((EIT), 2017)

Only 14.8% of startup founders are women. ((EIT), 2017)

There is for sure the need to create the confidence, and the conditions for women to find alternative career paths that allow them to succeed in combining all their different work and life roles.

Opportunities for Social Economy Businesses:

Contribution to the empowerment of women, more flexible work conditions allowing a better equilibrium between work and life, the creation of systems and organizations to support families and women in their care responsibilities, and also to build trust and safe environments and conditions for women to start their own businesses are just a few of the opportunities to be tackled all over Europe by Social Economy Organizations.

SOCIAL PARTICIPATION

The last component of quality of life analysed is social participation, looking at the different activities that allow social engagement beyond the household. Practising sports, doing volunteering, participating in activism or belonging to organisations, participating in cultural or social regular activities.

CHALLENGE 1

Women present lower participation in cultural, leisure and volunteer activities

When looking at data, women represent a lower participation both in sports, cultural or leisure activities outside of their home when compared to men. Also women are less involved in voluntary or charitable activities at least once a month. Check Figure 11.

Figure 11



Figure 11.1: Workers doing sporting, cultural leisure activities outside of their home, at least daily or several times a week (% , 16-74 workers)

Source: EIGE's survey on unpaid care, 2022. EIGE's calculations

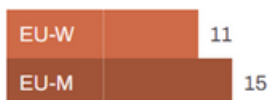


Figure 11.2: Workers involved in voluntary activities, at least once a month (% , 16-74 workers)

Source: EIGE's survey on unpaid care, 2022. EIGE's calculations

In 2007, a study showed that gender is not only a determinant for the participation in social, cultural and leisure activities, but it is also a determinant for the type of activities: “Men dedicate much time to watching sports than women (53% of men versus 29% of women).

On the other hand, women are more likely than men to have read a book (74% of women versus 67% of men), been to the theatre (34% of women versus 29% of men) and visited a public library (37% of women versus 32% of men) over the previous year” (European Institute for Gender Equality, 2017)

CHALLENGE 2

The reasons for not participating in such activities reveal a disadvantage for women

30% of men against 23% of women say that lack of interest as a reason for not participating, while 31% of women against 26% of men say that expense is an issue. Family responsibilities are also an important factor in explaining low participation rates. From data, 52% of those living in a household of 4 or more persons say that this can be a barrier, compared to 30% of the ones living alone (European Institute for Gender Equality, 2017)

CHALLENGE 3

Segregation of the cultural labour market

As presented before in health, also in the cultural sector and creative industries, women still occupy lower income positions than men, broadly speaking and without having much updated data to prove it. But as said in the report from the European Institute for Gender Equality referencing a study in the UK in 2014, men occupy more technical jobs, while women jobs in marketing and public relations. Also in terms of sectors, men occupy a larger percentage of information Technology, software and computer services and women occupied more jobs in museums, galleries and libraries.

Of course that with the different policies being implemented starting at young ages, and the more conscience to close the gender gap must have been playing a role in the last years, but we still lack data to prove it.

Opportunities for Social Economy Businesses:

Social participation also has its opportunities for social economy businesses, women are still lagging behind not only in participation but also in employment. There is the clear need to make cultural and leisure activities more accessible, break stereotypes and once again empower and support women to pursue their goals and ambitions in this topic as well.

2 | Are European social economy businesses responding to the main challenges faced by women?

Taking into account the challenges identified in the previous section, it is now relevant to analyse whether European Social Economy Businesses are actually actively contributing to solve them and therefore contributing to a positive change in their lives.

From the answers to the survey we can conclude that:

44% of the social businesses on the countries studied are directly or indirectly contributing to the main challenges faced by women and therefore actively contributing to positive change in their life;

31% of the social economy businesses participating on the study, are directly contributing to women causes;

When it comes to the areas of the quality of life where these businesses are playing an active role:

3,6% in Health and Survival

3,6% in Education Attainment

12,7% in Social Participation

24% in Employment

Employment in its' different dimensions and challenges previously identified is with no doubt a major worry for the European Social Economy businesses, and they are acting in guaranteeing the right conditions and enough job opportunities for women, moreover the social economy businesses are also taking care of the need to increase women in leadership roles and also in supporting and encouraging women entrepreneurs.

Right after comes the social participation where a lot of social economy businesses present solutions for women to get involved in social and environmental causes, but also supporting women in the education of their children also involves them in social and educational activities.

Education presents a lower challenge, and therefore it is visible^[1] on the data presented above, that also the social economy businesses do not dedicate so much to that topic (only 3,6% of the social economy businesses are actively working on the topic). However, not so much present in the analysed sample, we see a lot of social economy businesses in the education of children, but not necessarily specifically addressing the challenges presented by women directly.

Lastly health is for sure a complex problem, and therefore, from the sample we can conclude that social economy businesses dedicate more to raising awareness to the problems, educating the population about, for example, the sexual and reproductive health, and facilitating care to specific needs like mental health or again sexual and reproductive healthcare.

3 What are other ways social economy businesses are bringing a positive change to the life of women and people who identify as women?

From a general point of view, we can conclude, both from the literature and from the data collected in our study, that social economy businesses present indeed a positive change to the life of women and people who identify as women.

This impact can be measured in several different indicators, such as women in leadership roles, special measures implemented and communication about women related topics, among others. In this section we present 7 trends highlighting interesting results from the sample that tend to represent the reality of the social economy sector in Europe.

Trend 1 - Implement measures that contribute to a better integration of women in the workplace

Regarding our sample, the majority of the social economy companies declared to focus on creating an impact in women (45% of the answers). If we look at the social economy businesses that state that they have special measures for women, this number grows even more, to values around 78%. These results are consistent with the general trend of these businesses to be more aware and to take actions to strike the social causes and the challenges identified by the minorities, not only from gender but also from other spectrum.

From our sample:

In Sweden, Social Trade organization led by Mari, offers language classes for immigrant women to learn Swedish language and feel more engaged and integrated in the workplace.

Trend 2 - Women taking more leadership roles

The same is observed regarding the evolution of leadership roles, which was identified as one of the most relevant challenges across the gender gap in developed countries. Specifically, from the social economy businesses participants in the study, a total of 141 leadership roles were identified, with 85 of those being occupied by women, corresponding to a percentage value around 60% (Table 3).

From our sample:

Biovilla (a project from Portugal) interviewed representatives' state that the leadership of their project requires the resilience that women have.

Trend 3 - Women inclusion is sector agnostic

It is interesting to note that despite all of the participants being social economy businesses, the patterns seen through the data, reveal that special measures taking care of women inclusion and gender equality, are common to companies spread through several different interventional sectors, from Education (19.12%) to Business Development (17.65%), passing by Sustainability (16.18%), Inclusion (25%), Health (10.29%) and Environment (11.76%). In this sense, we may infer that the gender equality topic is one of the concerns across the social economy and that it is being addressed in multiple ways by all the people involved.

From our sample:

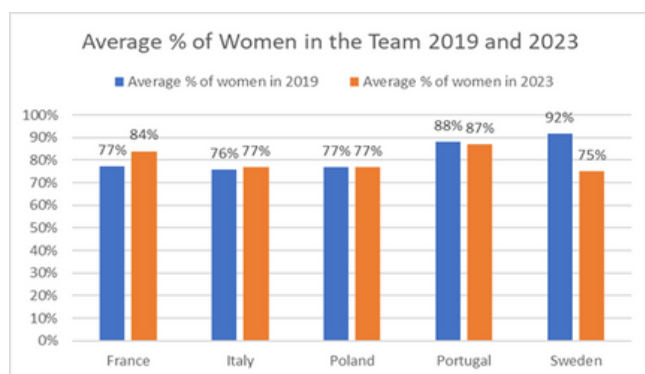
Native Scientists, has the mission "to broaden the horizons of underserved children by connecting them with scientists promoting science literacy and motivation to pursue higher education. A world where the full potential of every child can be met, no matter what their background is".

Most of their volunteers are women scientists that they empower with communication skills and confidence to share their stories, contributing also to break the stereotype that being a scientist is job for men, as seen in the previous sections of this report.

Trend 4 - Women represent the majority of the employees in the Social Economy sector

From the data gathered, on average in 2023 83% of the employees on the Social Economy sector were women.

Looking at the data by country analysed it is also possible to see a clear majority of women working in these companies. This can be explained by the earlier conclusions on the section F of this report, that explains that differences in the fields of education and work can be in part explained by the influence of family, teachers, role models and other social factors and stereotypes, that make women choose more some areas rather than others.



From our sample:

SIDI in France, aims to support and finance economic players in developing countries through innovative and sustainable partnerships, with a view to improving the living conditions of vulnerable populations and promoting virtuous ecological practices. Their team is composed by 27 people, being 16 women. Moreover their executive committee is composed by 3 people, being 2 of them women.

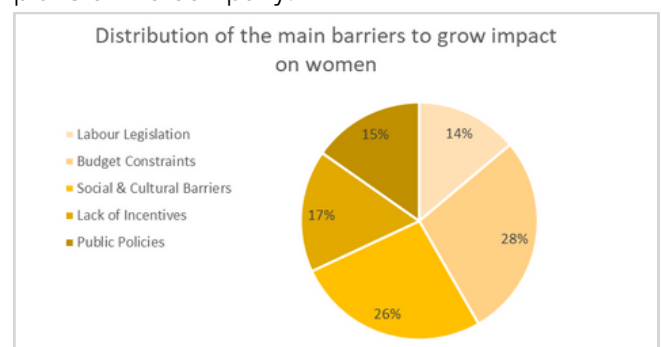
Trend 5 - The main barriers to grow the impact of Social Economy Organizations on women are Budget Constraints and Social & Cultural Barriers

Looking at the data collected it is clear that budget is a big barrier to grow the impact of social economy organisations. This can be explained by different factors like: how difficult it is to find a sustainable business model, that does not compromise impact, or the dependence on donations, or government support to run the businesses/organisations, or even the need to prioritise how the money is spent, not being able to use a part of it to invest in growth or diversify, but rather keeping the actual activity running.

The second most common reason to not grow the impact reported by these organisations on the sample are the social and cultural barriers, where prejudice, fear, lack of education, lack of information or others prevent or make it harder for the target audience to reach the organisation and benefit from its value.

It is interesting to notice that the reasons that depend on the governments were not the most appointed if we look at the isolated data. These types of organisations present a very strong ability to adapt and find alternative solutions when these types of barriers appear. However, if we look at the aggregated numbers the 3 barriers more associated to the government (Labour Legislation, Lack of Incentives and public policies) represent 46% of the constraints presented, therefore it is clear that the a better intervention of the government (and/or EU) can play an important role in supporting the growth of these businesses/organisations.

Other relevant reasons presented were the role of the leadership team, location of the company and the impact of growth not being included in the plans of the company.



From our sample:

There are of course other challenges, for example effective external communication was also pointed out by some organizations. For example Circular Economy Portugal, that has the mission to “promote the transition to a circular economy in Portugal, through innovative actions, while creating social impact” points out: “Communication is a challenge, (...) reaching the right people, and (communicating a clear and positive value proposition able to “compete” with all other initiatives and events that people can attend in the city. We have done the repair cafe in IKEA, in there I felt I was reaching the mass. We need to invest more in marketing, and doing our events in places where people are already naturally attracted” (translated and adapted from Portuguese original text).

Trend 6 - Active Communication and action on the topic of gender equality

Gender equality is a topic that more and more appears in public conversations, media and also in the top priorities of companies. Moreover, with the attention raised by the SDG's to the topic, it became clear that it is needed to act and to share it.

From the data collected we can see that a majority (60%) of the social economy businesses are already actively raising awareness on the topic. This helps to make the topic more accessible and usual in the life of people and companies, helping not only employees to not fear being more demanding on these types of policies, but also pressures other companies to adopt more inclusive policies and make it public.

From our sample:

ScaleChanger from France, has the mission “to transform impact proven local solutions into widely spread ones so they can address current global challenges”. They help many different social projects grow, throughout their history they have supported successful projects and today organizations that actively contribute to the topic

of gender equality. Perhaps they did a very interesting project with a global beauty brand that “would support frontline organizations in their efforts to help women to get out of poverty, prevent domestic, sexual and gender-based violence against women.” Using the power of their brand to raise awareness a produce change.

Trend 7 - Actively implement measures that promote the participation of women in the workplace

It is known (also from the data presented on the previous section of this report) that women have a higher participation in the social economy sector, that can be explained by different factors:

“While salaries are overall lower in the social economy than in the wider economy, gender pay gaps in the social economy are estimated to be lower compared to the wider economy in some countries, such as France, Spain, the United Kingdom and the United States. Gender discrimination effects on pay have also been reported to be lower than in the wider economy in France and in Spain” (Laechelt, 2023). Besides, there are other motivational factors that attract women: “Social economy workers obtain alternative non-monetary benefits that go beyond their salary, for instance a sense of belonging to entities that have a social purpose or flexible working conditions, allowing for a better work-life balance. For example, in Spain, co-operatives and worker-owned companies (sociedades laborales) show higher safety, inclusion, diversity, flexibility, non-discrimination and gender equality as well as reduced glass ceiling effects and higher job stability compared to other types of firms” (Laechelt, 2023)

Having said that, the data collected actually confirms that a big majority of the companies surveyed show active measures beyond salary to guarantee a better inclusivity of women:

77% of the companies surveyed offer flexible work schedules;

66% of the companies surveyed guarantee women representation in leadership roles;

61% of the companies surveyed offer flexibility in the workplace (allowing both remote work and work at the office);

57% of the companies surveyed offer an equally promotion to first level managers regardless of the gender.

From the different answers provided by the companies to the survey, it becomes clear that these practices are no longer something new, but rather a practice that is already part of the rules and routines of the social economy businesses in the countries analysed.

4 | Case studies

In this section we would like to highlight some interesting Case studies from the organizations interviewed that show how in practice Social Economy Businesses are contributing to a positive improvement of the life of women. The different case studies were chosen to represent a diversity of causes and implementation actions, and also representing all the countries in the sample.

NATIVE SCIENTISTS, Portugal Education

Website: <https://www.nativescientists.org/>

9 countries | 230 partner schools | 13K volunteer scientists | 23K connections between students and scientists

Mission and action: Native Scientists is a pan-European non-profit organisation connecting underserved children and scientists. The goal is to bring scientists back to their original primary schools to share with the current students what they do, helping children believe they can also have a bright future. To succeed in this main activity Native Scientists provide training to the scientists so that they can communicate with a simple and clear language.

How they contribute to a positive change in the life of women: Firstly with the primary school students from underserved communities they contribute to their future, through helping them see new opportunities and possibilities that most likely they were not aware of. Moreover, by experiencing science and connecting with a scientist, who most of the time is a woman, it also contributes to breaking the stereotype that this type of area is only for men, helping very young ladies to also consider science connected professions from a young age.

Secondly, and knowing that most of the scientists participating are women, it highly contributes to increasing their social participation, training throughout life, and sense of purpose, fulfilment and impact.

Biggest challenge: Today the organisation is working to better communicate the value they deliver and the impact they produce on children and scientists, so that more donors can be interested in donating to the project and helping it grow.

Future goals:

- Continue growing the number of schools and partnerships;
- Digitalize some parts of the process to help the small team to be more efficient and productive;

OWES Wama Coop, Poland Social Entrepreneurship

Website: <https://www.nativescientists.org/>

Mission and action: Support the development of civil society, in particular:

1. Supporting the social activity of citizens, including social groups such as: disabled people, seniors, homeless people, unemployed people, children, women and other groups, including disadvantaged groups that require support and protection against various threats;
2. Activities for the professional and social integration and reintegration of people at risk of social exclusion;

How they contribute to a positive change in the life of women: Through training, and support to women in different circumstances, the organisation empowers them with confidence, financial support, skills and competences to build their own businesses. With this, they aim to provide women the tools they need to improve their quality of life.

Biggest challenge:

- Political situation and instability is a big barrier right now to grow the project.
- Mentality and fear of failure is also a big obstacle they have to work on everyday to support more people.

Future goals: Continue growing the number of schools and partnerships.

SOCIAL TRADE, Sweden Employment

Website: <https://www.nativescientists.org/>

Mission and action: A sales company with the mission to provide opportunities to people in long term unemployment situations, for the most varied reasons. In practice they cooperate with more than 40 different social economy businesses, from construction, to catering, to clothes shops, among many others.

The process until employment takes around 6 months where the company prepares these people to have a job (arrive on time, work in teams, dress properly, etc). They also provide language courses to guarantee inclusion at the workplace. They say the process starts with the person willing to change their life.

How they contribute to a positive change in the life of women: Their biggest audience are women, immigrant women or women in vulnerable situations. They prepare them to join the job market, highly contributing to their autonomy, growth of self-esteem and a considerable improvement in their quality of life. In the women going through the transformation process, after some days, they notice a major difference in their confidence to take decisions and assuming the main role in their life and career choices. The organization even states a high divorce rate as they get empowered and fill confident to terminate toxic relationships.

Biggest challenge:

- Language barriers to work with immigrants;
- Being recognised as a valuable recruiting partner for companies outside the cooperative, to be able to provide more opportunities to people.

Future goals:

- Grow through partnerships with big companies like IKEA;
- Expand more in Sweden;
- Get a recognition from the government, that allow them to better position themselves as a social economy business (in Sweden there is not a specific designation for social enterprises);

GLOBAL SHAPERS ITALY, Rome Education

Website: <https://www.globalshapers.org/hubs/rome-hub/>

Mission and action: An international community of young volunteers born under the initiative of the Wworld Economic forum with the mission to inspire, empower and connect young leaders to reach their full potential, shape decision-making processes and drive positive change in their communities and the world.

In Rome, the Global Shapers action takes the shape of an incubator for social projects and initiatives in three main areas: equity and inclusion, sustainability, education and employment. They do this with the local communities but also in partnership with other hubs.

How they contribute to a positive change in the life of women: The impact produced on women depend on the projects undertaken at the moment. However they highlight two important ones:

1. Social 90 DB: which was a communication project on violence against women, trying to make people understand that there are different types of violence, which we do not take into account that they are inherently within our society.

2. Women's toponymy project: find a way to reach as many people as possible to raise awareness for women who have made history and did not have the voice and resonance they actually deserved.

Future goals: Projects on gender-based violence, democratic participation and mental health.

DU PAIN & DES ROSES, FRANCE

Employment

Website: <https://www.dupainetdesroses.org/>

Mission and action: Created in 2017, Du Pain & Des Roses is a non-profit organisation working for the reintegration of women and gender minorities who are far from employment. The association has two main activities:

1) A training course leading to certification as a florist's assistant. The aim is to train employees to work in florist outlets and/or floral workshops, to help them develop their skills and improve their employability in a fast-growing craft sector. Since the training's creation in 2020, more than 30 women have been trained.

2) Introductory floral art workshops. The association offers a variety of workshops in social structures (shelters, day centers, local missions, etc.) to raise awareness on the florist profession and to generate vocations. More than 200 women have participated in those workshops.

How they contribute to a positive change in the life of women: The activities provided are specifically designed for women and gender minorities that are far from employment, who are

attracted by floral craftsmanship and who want to develop their skills in a creative and rewarding profession. By being trained as a florist, women and gender minorities gradually regain their self-confidence and can once again imagine a future in the professional world. By accompanying women and gender minorities, the association aims to fight against gender discrimination in the field of employment.

Future goals: Du Pain & Des Roses advocates for a more responsible flower consumption, to fight against climate change. The flower industry is highly polluting and, in some parts of the world, notoriously unethical. For these reasons, the association works only with 100% French seasonal flowers, but also to promote and contribute to the dynamism of French horticulture.

Closing note

In conclusion, the analysis of how women's needs are taken into account by businesses within the European social economy reveals a multifaceted landscape where diverse initiatives and strategies contribute to positive change in the lives of women and gender minorities who identify as women. Across various sectors, businesses are increasingly recognizing the importance of addressing women's needs, not only as consumers but also as employees, entrepreneurs, and contributors to social and economic development. The European social economy, encompassing a wide range of enterprises with a social or environmental mission, plays a crucial and pioneering role in fostering inclusive and sustainable practices that directly impact women's lives.

Businesses are adapting their products and services to cater to the diverse needs and preferences of women. This shift reflects a growing awareness of the underexplored potential women and other gender minorities as consumers, as professionals, as educators, patients, students, and active players in society. However, some challenges are complex and will require not only government incentives but also a time to change the mindsets and stereotypes in society, like some of the challenges in health or in education.

Having said that, it is of utmost importance for governments and other institutions to motivate the production and compilation of data and information that gives a clearer direction to the impact that is still needs to be produced to improve the quality of life of women and people who identify as women. The results of this report should be further explored, the sample should be enlarged encouraging the participation of more social economy businesses and repeated analysis throughout years can also raise the awareness for relevant trends.

Lastly, there is still a big gap on data specific for gender minorities, which represents a great opportunity to collect and share more information that can help companies, organisations and governments better fight gender inequalities and contribute to a more sustainable development of European countries and the world



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Attachments

Attachment 1

Stakeholders list, list of companies that took the survey

Name	Website	Country
55+	55+ (55mais.pt)	Portugal
Academia do Johnson	https://www.academiadojohnson.com/	Portugal
acube SB Srl	https://acube.avanzi.org/	Italy
Ajuda de Mãe	https://ajudadamae.pt/	Portugal
All win	https://www.allwin.nu/	Sweden
Alliance Villes Emploi	https://www.ville-emploi.asso.fr/	França
Alzheimer Portugal	https://alzheimerportugal.org/	Portugal
Angels For Women	https://angels4women.com/	Italy
APPDA	https://www.appda-lisboa.org.pt/	Portugal
ARIA	https://www.aria.com.pt/	Portugal
Associação Salvador	https://associacaosalvador.com/	Portugal
Association des Jeunes Féministes Non-Assoum		France/Tchad
Associazione Microlab	https://associazionemicrolab.it/	Italy
BimBamJob	https://www.bimbamjob.fr/	France
Biovilla	https://biovilla.org/	Portugal
Business as Nature	geral@businessasnature.org	Portugal
Cadin	https://cadin.net/	Portugal
Centro Juvenil S. José		Portugal
Centro Social de Soutelo	https://www.centrosociaisoutelo.org/	Portugal
Cercica	https://www.cercica.pt/	Portugal
Circular Economy Portugal	https://circulareconomy.pt/	Portugal
Comunidade Vida e Paz	https://www.cvidaepaz.pt/	Portugal
Consenz	https://consenz.co/	Sweden
Coolabora	https://coolabora.pt/	Portugal
Crescer	https://crescer.org/	Portugal
Du pain et des roses	https://www.dupainetdesroses.org/	France
Ekui	https://ekui.pt/	Portugal
ESS France	https://www.ess-france.org/	France
FabLab Western Sicily	https://www.fablabws.org/	Italy
Foundation Be Together		Poland

Name	Website	Country
Girls 4 Girls Portugal	Girls for Girls (projectg4g.org)	Portugal
Global Shapers Rome hub	https://www.globalshapers.org/hubs/rome-hub/	Italy
Inspirience	https://www.inspirience.fr/	France
Just a Change	https://justachange.pt/en/	Portugal
La cantine		France
Latitudes	https://www.latitudes.cc/	France
Le labo de l'ESS	https://www.lelabo-ess.org/	France
Live for Good	https://www.live-for-good.org/	France
Loom	https://www.loom.com/	France
Mamo Pracuj	https://mamopracuj.pl/	Poland
Native Scientists	https://www.nativescientists.org/	Portugal
Novisgames	https://www.novisgames.com/	Italy
Olsztyn Food Bank	https://olsztyn.bankizywnosci.pl/	Poland
Olsztyn Social Economy Support Centre OWES	https://owes.wamacoop.pl/aktualnosci/	Poland
Pikikos	https://www.instagram.com/pikikos_cut_care_coffee/	Portugal
Prevenir	https://prevenir.eu/wp-site/index.php/pt/home-default/	Portugal
PULSE	https://www.pulse-group.org/	France
Sair da Casca	https://www.sairdacasca.com/	Portugal
Save the Duck S.p.A. SB	https://www.savetheduck.com/en-eu	Italy
ScaleChanger	https://www.scalechanger.org	France
SEMEAR	https://semear.pt/	Portugal
SEVE	https://seve-mobilier.fr/	France
SIDI Solidarité Internationale pour le Développement et l'Investissement	https://www.sidi.fr/	France
Social Trade	https://socialtrade.se/	Sweden
Solinum	https://www.solinum.org/	France
Trine	https://trine.com/	Sweden
U Dream	https://www.udream.pt/	Portugal
Value&Co	Acceuil - Value&Co (valueandco.com)	France
Wash Innovation	https://washinnovation.com/	Poland
We dont have time	https://app.wedonthavetime.org/	Sweden
Yrkesdorren	https://www.yrkesdorren.se/en/	Sweden
Zlingit	https://en.zlingit.com/	Sweden

Attachment 2

Survey script

1. What is the name of the company
2. What is your role in the company?
3. What was the foundation year of the company?
4. In which country is it based
5. What is the best contact for us to use for further communications regarding this topic?
6. What is the mission and vision of the company?
7. Is the end goal/mission of your company to support women and people who identify as women?
8. How many people have leadership roles in your company, and how many of them are women or identify as women?
9. How many of those women or people that identify as women have at least a degree?
10. In your company which of these measures are formally implemented to support women and minorities?
 - a. Representation in leadership roles
 - b. Equally promotion to first level managers
 - c. Flexibility at work schedules
 - d. Flexibility in workplace
 - e. Ability for parents to take extended time off and return to similar role
 - f. Feedback process formally implemented
 - g. Personal leave for mental healthcare
 - h. Emergency backup childcare systems
 - i. Formal sponsorship for career development program focused on women and/or people who identify as women
 - j. Diversity metrics shared publicly inside and outside the organization
 - k. Manager training to guarantee promotions are fair and equal for both women and men
 - l. Manager training on how to facilitate team conversations about diversity and inclusion
 - m. Equal Opportunity Policy or equivalent, to ensure non-discrimination against any type of demographic group including women
 - n. Others. Which?
11. How has the number of women employed in your company evolved over time in the last 4 years (please complete only with the data you have)? (please indicate the number of women and the number of total employees)?
12. Does your company acts in only one location or more than one?
13. If you answered "more than one" on the previous question, are they national or international locations?
14. How do you rate the action taken by your company to support women and people who identify as women?
15. Is there any other action or measure towards improving the quality of life of women and people who identify as women that you would like to share and highlight?
16. What do you feel is/are the main obstacle(s) to implement more measures or grow the impact of your existing ones, to support women and people who identify as women?
 - Public Policies
 - Labour legislation
 - Lack of incentives
 - Budget constraints
 - Social & Cultural Barriers
 - No need to do more
 - Other, what?

Attachment 3 Interview script

This interview is part of the SEGIE European Project, funded by the EU to study how women and gender minorities' needs are taken into account by businesses from the European Social Economy Businesses, and how the latter are playing a role in bringing positive change to their lives.

We work in the NovaSBE Haddad Entrepreneurship Institute, one of the partners involved in this project and we are responsible for conducting the interviews and summarising their main takeaways. Please be honest with us about your experiences, everything you say will only be available for authorised personnel from our research team. Moreover, we are not here to judge you or your company and no names will be disclosed in the reports or articles resulting from this study, unless you give us express authorization to do it.

If you agree, the interview will be recorded for transcribing purposes.

Initial Questions on the business:

1. Company/business project – Can you please give us a brief description of your company and your specific role?
2. Processes and motivations – When you entered this project, what was your main motivation? Any personal motivation?
3. Processes and motivations – How do you think your business impacts the life of women and people who identify as women? Is your business specifically targeting women and people who identify as women?
4. In which sectors do you currently operate within your social enterprise? How would you currently define your value chain within your social enterprise?
5. What are the main challenges you face in establishing and managing inclusive value chains

within your social enterprise?

6. What resources or skills are currently lacking for you to develop inclusive value chains effectively?

If the company is focused in supporting women and people who identify as women:

1. Can you tell us about some important moments/actions of your company, connecting with this impact on women and people who identify as women?
 2. Does growth and impact grow alongside each other? Which are the main KPI's you track in order to measure the evolution of your impact?
 3. What are the main challenges you currently face that prevent you from growing your impact further and faster?
 4. If you would have to choose, what do you believe is the area of quality of life that has the most pressing needs for women and people who identify as women?
 - Health and Survival
 - Education
 - Employment/Work Life
 - Social participation
 5. In the chosen area what needs of women and people who identify as women are more pressing and in which places (countries, continents, regions)?
 6. Do you believe the work developed by different companies and organisations is in fact contributing to the improvement of the quality of life of women and people who identify as women? Tell us about your country and your perception of the world in general.
- Lastly we thank you for your time, and valuable contribution for the study. We would just like to ask if you have any close social economy organizations with whom you would be able to share the survey, to please do it, we want to reach the maximum number and diversity of companies.

If the company is not focused in supporting women and people who identify as women:

1. Can you tell us the most important measures your company takes and the most important projects you develop?
2. Which are the main KPI's you track in order to understand the effectiveness of those measures and projects on your main goal?
3. Do you take any special measures within your teams towards inclusivity of women and people who identify as women?
4. Do you have any example or story that illustrates how women and people who identify as women are supported in your organisation?
5. Do you believe you could do more, if yes what? Why aren't you doing it yet? What are the barriers?
6. What are your plans for the future?

Lastly we thank you for your time, and valuable contribution for the study. We would just like to ask if you have any close social economy organisations with whom you would be able to share the survey, to please do it, we want to reach the maximum number and diversity of companies.

Personal Opinions (optional depending on the person and on the conversation)

1. Have you ever experienced differential treatment, based on gender? (In your actual and past companies, directly with you or with some of your co-workers)
2. In which areas did you feel more evolution on closing the gender treatment gap along your career? (Eg. Financial, well-being, leadership, social participation, etc)
3. What challenges do you feel are still in need to be addressed?

4. Do you have any specific suggestions on measures to be easily implemented by SE businesses that can bring a positive change on women and gender minorities' lives?

