

Report on WISE4Challenges research presented by WEP to Copa-Cogeca Women's Committee

January, 2022
Women Entrepreneurship Platform (WEP)



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Executive summary

Data for this study was gathered by researchers from the Women Entrepreneurship Platform (www.womenentrepreneurshipplatform.org - WEP) as part of the WISE4Challenges program, in partnership with S-Com (<https://www.scom.eu/portfolio/wise4all/>). The Copa-Cogeca Women's Committee (of Copa & Cogeca) facilitated access and engagement with women farmers from across Europe. Conducted in the summer and early autumn of 2021, using both quantitative and qualitative methods, the purpose of the research was to assess if and how women farmers and rural women entrepreneurs can contribute to the Green Deal (GD) and to the European Recovery and Resilience Facility (RRF), representing a total funding of €3.018 trillion.

While it would appear that these programs are potentially available to all, when the basic GD policies are examined, the potential to ensure women's involvement is fundamentally inadequate. Women are at the bottom rung when it comes to education and training in digital technologies - only 24 out of every 1000 female graduates have an ICT connected subject -and of these, only 6 out of 1000 graduates go on to work in related fields. Likewise, regarding access to finance, support programs are currently not reaching innovative women, where only 2% of all initial funding reaches women-led start-ups. Finally, whereas entrepreneurs are recognized as a key source of new, innovative projects, women represent only about 33% of all entrepreneurs in the EU, and women farmers average only 24% (EU average) and as low as 5% in the Netherlands. To augment the 'deal flow' of creative solutions, 'all hands-on deck' are needed - including men and women- to generate ideas that will lead us through these challenging times.

Women entrepreneurs are increasingly recognized as a huge untapped resource, bringing new perspectives and answers to the problems we face. Programs to bridge the gap and level the playing field, to ensure better access to education and training programs, financial incentives, more training in technologies, and supporting government policies, could make the difference. Of the 5 WEP pillars (education, training and mentoring, finance, innovation, government policies and networks) which have been recognized as the key required areas of support, the survey participants determined that education, training, mentoring, and coaching' was the most important 50.9%, access to finance was second 48.9%, followed by innovation 35.9%, government policies 32% and Networks 30.5%. The many necessary actions require a variety of solutions, and WEP recommends that an 'Implementation Team', composed of representatives of the Copa-Cogeca Women's Committee and WEP, and potentially other concerned partners, immediately come together to start prioritizing and implementing the necessary solutions required to ensure that rural and women farmers are able to successfully contribute to the GD and RRF.

Introduction to WISE4Challenges



This project has received funding from the European Union under grant agreement COMM/SUBV/2020/E/0077.

The WISE4Challenges program (W4C) is looking to build a fair and inclusive society, including for women, girls, and EU communities. W4C also aims to contribute to a clear overall debate on the “Future of Europe”, and the information gathered will be used to help structure a larger EU meeting on the subject in December 2021 and in the first part of 2022.

1. The project

Through W4C, WEP explores how the Green Deal can be an opportunity for promoting the economic empowerment of rural women, as well as helping Europe meet its commitment of climate neutrality. It will be important that women are at the forefront of the green and digital transition, but we need to ensure that they are at least able to participate in the first place! Bridging the gap and providing a level playing field with policies and structures that promote and place more women in the driver’s seat for change are essential to augment the ‘deal flow’ of creative solutions, and to address the problems we are facing.

2. The objectives

WISE4Challenges began as an evolution in line with the WISE4All Campaign whose purpose is to contribute to the building of a fair and inclusive society. Based on these values, the objectives are:

- To promote and reinforce the participation of women and girls in the EU Parliament initiatives;
- To engage civil society organisations in the EU Parliament initiatives;
- To integrate the female voice in a multidisciplinary fashion in European policies (environment;
- To ensure social policies, digital transformation, health, etc.);
- To make arrangements for the WISE4ALL network to participate in the “Conference on Future of Europe” and the “Recovery Fund” debates with a gender approach;
- To promote the WISE4All charter of values and the European values it represents;
- To raise awareness about the role and democratic values of the European Parliament as the voice of EU citizens and boost a deeper engagement with them;
- To support together.eu communities by reinforcing the participation of the civil society.

With these objectives, W4C aims to develop and share a clear overall debate on the “Future of Europe”. This is accomplished by breaking them into clear briefs and guidelines applicable in the creation of ideas and contents. The results will help to create a productive culture and to deliver and spread the project results also after the end of funding.

The role of WEP



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WEP (www.womenentrepreneurshipplatform.org) is one of the partner organizations in the WISE4Challenges project, focused on the topic of women's entrepreneurship in general, and more particularly as it relates to women farmers and women in rural areas.

As a Brussels-based international umbrella organization representing, promoting and advocating on behalf of women entrepreneurs from all business sectors, WEP believes that more needs to be done to ensure that the complete and beneficial potential for women entrepreneurs is fully realised in our society. WEP's members represent women entrepreneurs through their non-profit associations, from across Europe, and neighbouring regions. Through direct lines to decision makers at the European Parliament and European and international institutions, WEP is the voice of women entrepreneurs from all walks of life to European institutions.

Started in 2013 as a result of 2 EU calls on the topic of women's entrepreneurship, and run as a platform for the first 2 years, WEP was formally registered in 2015 as an AISBL (international non-profit organization) in Brussels.

WEP is also the Secretariat for the ***Interest Group on Women Entrepreneurs (IGWE)***.

Recommendations from this interest group feed directly into the decision-making process in EU institutions. WEP believes that more can be done to support women entrepreneurs, particularly in light of the Commission's recent study recognising the fact that: 'female creativity and entrepreneurial potential are an under-exploited source of economic growth and new jobs that should be further developed'.

The research

1. The context

The Von der Leyen Commission has outlined strong commitments towards a green and digital future, including one that involves all European citizens working together leaving no one behind. The Gender Equality Strategy published last year, lays out an approach for an equal society for all, with actions to address current inequality in Europe and Internationally.

In addition, the Green Deal, supported by the ambitions set out in the Climate Law, Biodiversity, and Farm to Fork Strategy, paves the way for a more sustainable and resilient agricultural sector.

"Gender equality is a core principle of the European Union, but it is not yet a reality. In business, politics and society as a whole, we can only reach our full potential if we use all of our talent and diversity. Using only half of the population, half of the ideas or half of the energy is not good enough."
- President Ursula von der Leyen.

2. The question is: Where do women farmers and rural women entrepreneurs fit in?

We know that Small and Medium-sized Enterprises (SMEs) are the backbone of our economy, and that entrepreneurs are in large part responsible for introducing new, innovative products on the market. However, women farmers, and women living and working in rural areas, are often disadvantaged by inequality due to rural specificities, often facing a triple divide: digital, rural and gender. The lack of infrastructure and services in rural areas end up disproportionately affecting women, and they are often on the bottom rung in the EU when it comes to education and training in important digital technologies.

Likewise, regarding access to finance, support programs are currently not reaching innovative women. According to the European Commission's own study (2014):

"Women continue to be held back from launching their own companies by a range of barriers including education, stereotypes, lack of confidence and difficulties with access to finance and access to networks. Female creativity and entrepreneurial potential are an under exploited source of economic growth and new jobs that should be further developed."

3. The purpose

The following sets out the purpose of the research:

- Report back on women's entrepreneurship/women farmers/young women in agriculture and in rural areas, and their potential to lead and contribute to the Green Deal and the Recovery Program. Collect mostly qualitative data;
- Ensure the involvement of women entrepreneurs in Europe, with the support of the WEgate platform (www.wegate.eu), in particular with regard to the Green Deal and a sustainable recovery;
- Sustainability includes economic, environmental and social elements;
- Ensure that women entrepreneurs are recognized by the EU institutions as an important untapped resource;
- WEP believes that to be successful, the Green Deal, the Recovery, and Women's Entrepreneurship should be inextricably intertwined.

The W4C research included a survey, individual and small group interviews, and a focus group (simultaneous interpretation in 7 languages - English, French, German, Polish, Spanish, Italian and Romanian- thanks to Copa-Cogeca). The survey took about 10-15 minutes to complete and was self-explanatory. The interviews were based on the survey, and intended to explore additional information that participants may have wanted to share. The focus group aimed to learn in particular more about the importance of 'the Multifunctional Farm' and discuss 'Access to finance' for rural women.

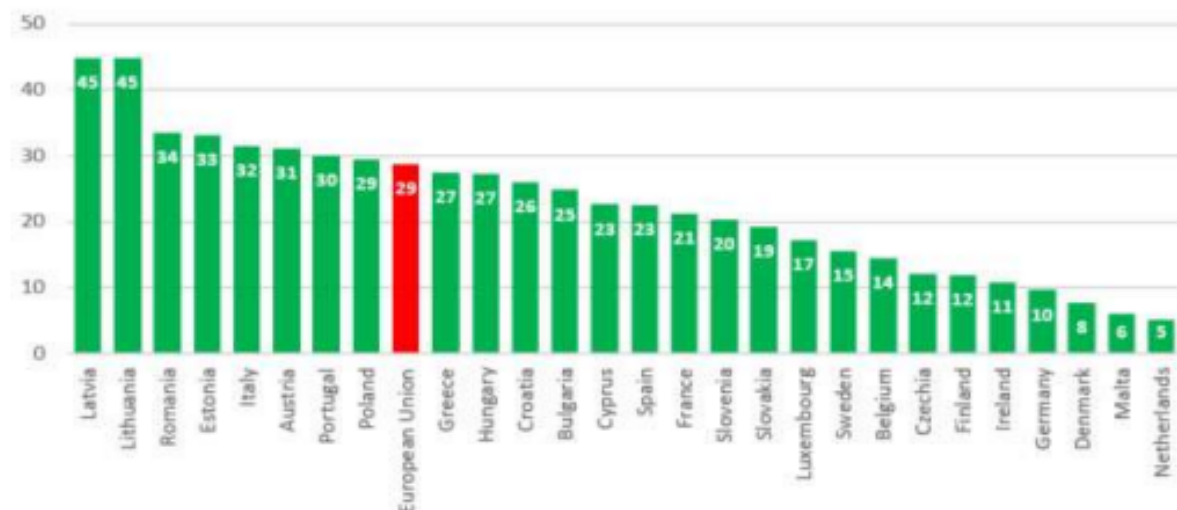
The research questions were based on the matrix found on p. 9, which relates the 5 WEP pillars (necessary requirements to support women entrepreneurs) and the concept of a needed strategy, with key policies in the Green Deal.

4. Background research

A literature search comprising reports, studies, policies, and articles that relate to the Green Deal, The Recovery, women's entrepreneurship, women farmers, and women in rural areas was completed. Additional information was gathered based on webinars, an online course, and an international conference that the researchers participated in during the course of the project.

The following graph presents the most recent research available on the comparative status of women farm managers across Europe, where the median number is 29%.

Proportion of farm managers who are women, 2016 Source: Eurostat
(%)



5. Methodology

Over a period of 4-months, from June – September 2021, WEP collected data and reported back on the topic of women’s entrepreneurship, women farmers, and young women in agriculture and in rural areas, and their potential to lead and contribute to the Green Deal and the Recovery Program. Both quantitative and qualitative research methods were used, each complementing the other.

The research questions focused on the intersections between the intent of the Green Deal, and the needs of women entrepreneurs, based on the EU Commission study (as per the previous matrix on p. 9). The research was based on a literature search, a survey in 4 languages, interviews with rural women leaders in 3 countries, and a focus group.

The 11-question-long survey - in English, French, Italian and Spanish - was distributed to target groups of women entrepreneurs, women farmers, and rural women, using Survey Monkey through several contacts including: The WEGate platform, Copa & Cogeca, WEP and S-Com.

A total of 306 responses were received from the target audience of women entrepreneurs, women farmers, and women in rural areas.

The ±1-hour long on-line focus group was held with 26 European representatives of the Copacogeca Women’s Committee, representing all EU countries.

The interviews were with key contact women in agriculture in Italy, Ireland and Spain. In addition, the researchers actively participated in several relevant webinars, an on-line short course, and an international conference (Cultivating Equality) to augment the data gathered.

The Green Deal and Women Entrepreneurs – Selected Intersection of Focus Areas
Potential WISE 4 Challenges Topics

WEP Pillars	Access to Finance for WE	Education and Training for WE	Innovation and WE	Government Policies for WE	Access to Networks and WE	Other: Strategy for WE
Green Deal Policies						
2.1 Policies Including climate neutrality, circular economy, and transition to sustainable, job-intensive economic activity, etc.						
2.1.3 Mobilising industry for a clean and circular economy						
2.1.5 Accelerating the shift to sustainable and smart mobility						
2.1.6 From 'Farm to Fork': designing a fair, healthy and environmentally-friendly food system						
2.1.8 A zero pollution ambition for a toxic-free environment						
2.2.1 Pursuing green finance and investment and ensuring a just transition						
2.2.2 Greening national budgets and sending the right price signals						
2.2.3 Mobilising research and fostering innovation						
2.2.4 Activating education and training						
2.2.5 A green oath 'do no harm'						
Other						

Distribution

- 2 public announcements in Copa-Cogeca Women's Committee and in the WEgate platform
- Emails to WEP members and contacts
- Through W4C platform

Close collaboration with

Copa-Cogeca Women's Committee

Interviews and country highlights

with contacts in Ireland, Italy, and Spain.

Survey languages	Other available languages
<ul style="list-style-type: none"> • English • French • Italian • Spanish 	<ul style="list-style-type: none"> • Dutch • German

Survey summary

1. The purpose

The purpose of the survey was to assess how, and to what extent, European Women Entrepreneurs, and women's entrepreneurship in general, can contribute to the success of the European Green Deal. The specific focus was on women entrepreneurs in rural towns and communities, and women in agriculture in general. The information was gathered as part of a European Call named WISE4Challenges (<https://www.scom.eu/portfolio/wise4all/>).

2. Introduction to the European Green Deal

The European Green Deal is a policy document that sets out the commitment for the European Commission to tackle climate and environmental-related challenges, this generation's defining task. It is a new growth strategy that aims to transform the EU into a fair and prosperous society, with a modern, resource-efficient and competitive economy where there are no net positive emissions of greenhouse gases in 2050 and where economic growth is decoupled from resource depletion. The Green Deal aims to protect, conserve and enhance the EU's natural capital, and protect the health and well-being of residents from environment-related risks and impacts. At the same time, it must be just, inclusive, and put people first, paying attention to the regions, industries and workers, especially those who will face the greatest challenges. The total budget for the Green Deal over the next decade is Euro 1 trillion.

When we examined the Green Deal policies however, we realized that the potential to obtain women's involvement in its programs is fundamentally inadequate. For example, women are on the bottom rung in the EU when it comes to education and training in important digital technologies; only 24 out of every 1000 female graduates have an ICT connected subject, and of these, only 6 out of 1000 graduates go on to work in related fields. Likewise, regarding access to finance, support programs are currently not reaching innovative women, where only 2% of all initial funding reaches women led start-ups. And whereas entrepreneurs are recognized as a key source of new, innovative projects, women represent only about 33% of all entrepreneurs in the EU.

Still, to augment the 'deal flow' of creative solutions and address the problems we are facing, we need to have 'all hands on deck' – men and women-- to generate the ideas that will get us through these challenging times. Women entrepreneurs are increasingly being recognised as a huge untapped resource (EU Commission Study 2014), bringing with them new perspectives and answers to the problems we are facing. Programs to bridge the gap and level the playing field, to ensure that they have better access to finance, more training in innovative technologies, and supporting government policies, could make the difference.

3. Overview

The survey was based on questions that had to do with the Green Deal, the Recovery, and their relationship to women entrepreneurs in rural areas and women farmers. Some basic demographic questions were also asked. Italian women represent an especially strong cohort of respondents.

**over
300**
answers

4
languages

Results per country:

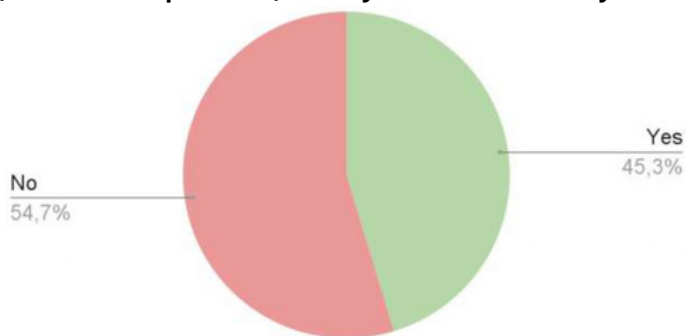


(N= 306)

4. Pie charts

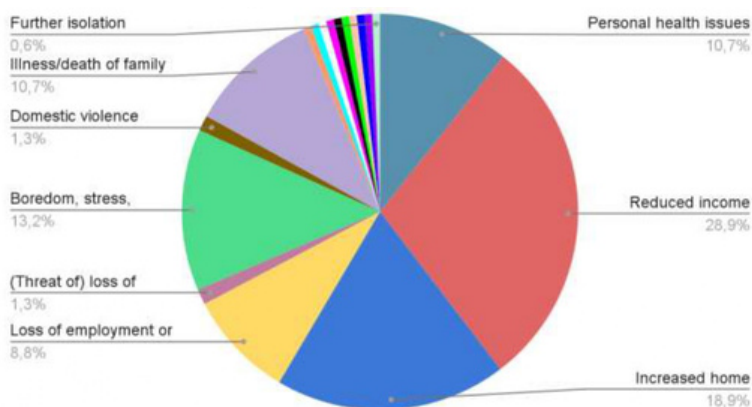
Two introductory survey questions had to do with the effects of Covid-19.

1. The Covid-19 period has effected many women in general, and WE (women entrepreneurs). Have you been affected by Covid?



A small majority (of 9.4%) of respondents reported that they have not been affected by Covid-19, in comparison with those who have.

2. How? (Check as many as apply)



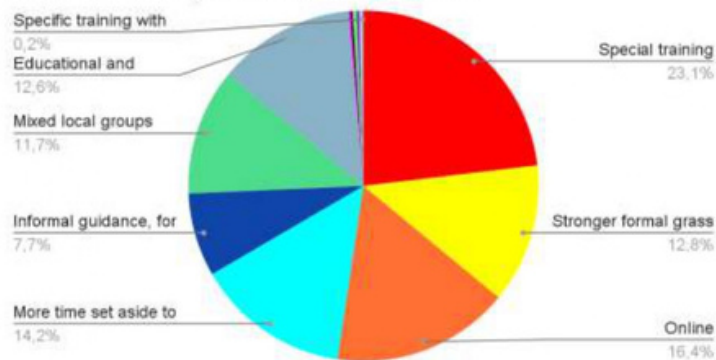
From among those who reported that they were affected by Covid-19, the most important responses were:

- Reduced income (28.9 %)
- Increased home workload (18.9%)
- Boredom, stress – (13.2%)
- Personal health issues (10.7%)
- Illness/death of family member/close friend (10.7%)

Ten additional areas were highlighted by respondents, making it clear that the affects were wide-ranging.

Ten questions were asked specifically regarding the European Green Deal:

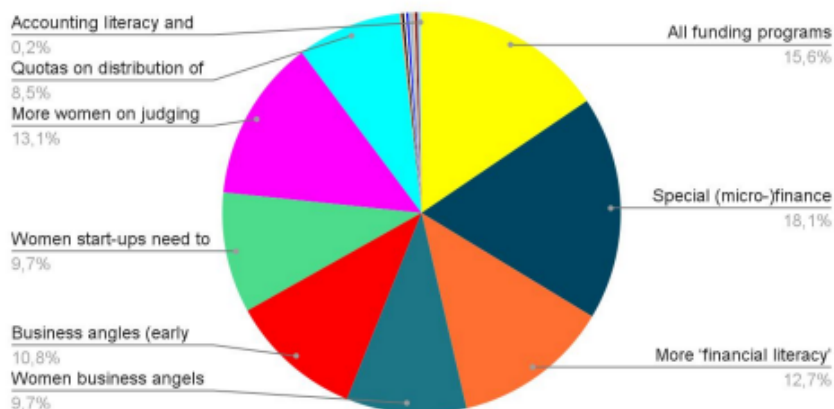
3. How can women entrepreneurs get access to the education/training, coaching and mentoring they may need to bring new, innovative products on the market?



The most important answers according to the response rate include:

- Special training programs for women in agriculture and rural areas to validate a business idea (23.1%)
- More time set aside to work on their ideas, alone or with others (14.2%)
- Stronger formal grass roots support networks in rural areas (12.8%)
- Educational and training programs (12.6%)
- Meetings with mixed local groups to solve SDG-related problems (11.7%)

4. How can we ensure that all women entrepreneurs have access to finance in order to fund their innovative start-up businesses?



There is no 'one solution fits all' to this question. Numerous areas appear to be important. Two responses received higher response rates, namely:

- 18.1% agreed that special (micro-)finance programs need to be developed for women entrepreneurs and
- All funding programs need to be gender mainstreamed (15.6%).

Notes from surveys and interviews:

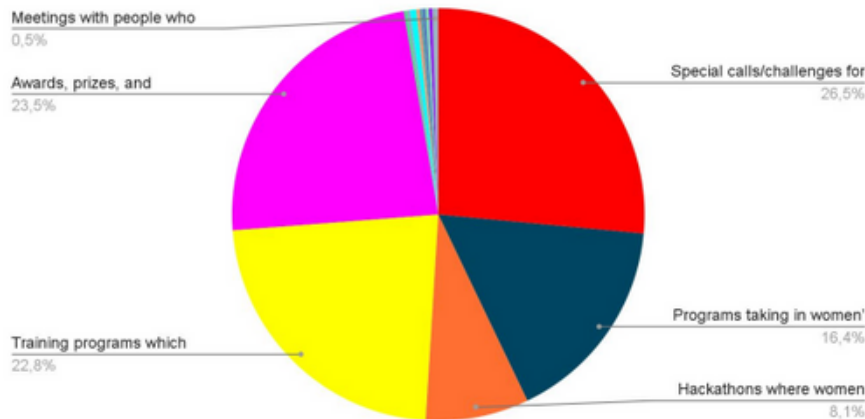
'Women have difficulty getting finance because the owner is the farm and it affects the property value. Banks are looking more to the viability of the investment. As a result, women have to own the business and finance it. Example of a young woman who went to the bank to take over the family farm. She was asked: "What will you do when you have children?" This happened one year ago, with a major Dutch bank!! Our contact went with this woman to the head office to discuss what they did, and their contact did seem concerned, but they have not seen any change yet.

You pay higher interest for micro-finance.

"Positive actions to access credit : best example: In Spain there are business angel rounds that are activated with ENSA (European Plant-based Foods Association); there is a possibility of soft loans, 3000/5000 % with easier interest to pay back. There is also "shared ownership of farms" of the same size."

In Estonia we have just one organization, that has a special microcredit program for women. In rural areas, women are in 'loan groups' and get help from each other.'

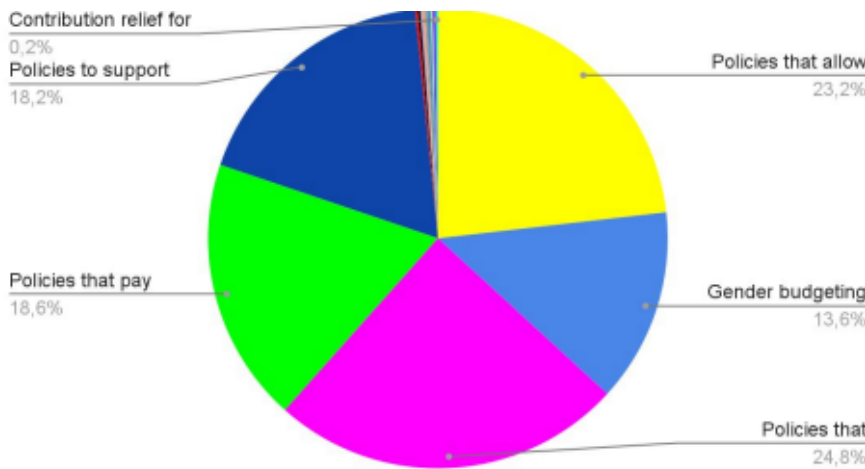
5. How can women acquire the necessary know-how to develop new innovative products and services that can help to realize the goals of the EGD, remembering that innovation is not rocket science?



Three key areas resulted in this question regarding access to innovation:

- Special calls/challenges for women and girls on topics related to the SDGs (26.5%)
- Awards, prizes, and recognition for innovative projects (23.5%)
- Training programs that allow girls to catch up in areas where they are deficient (22.8%).

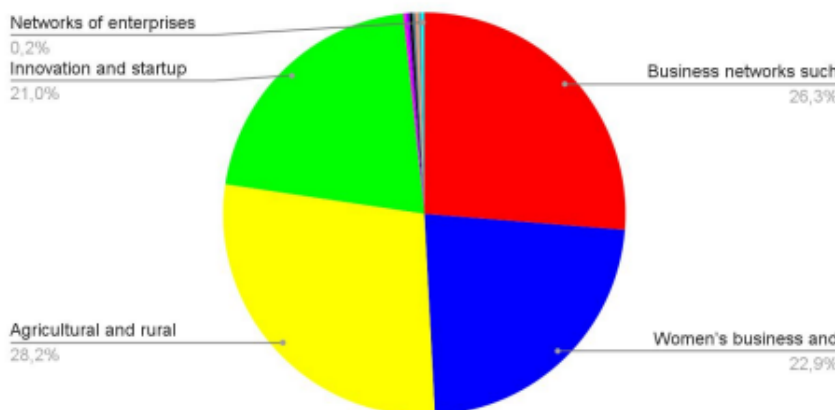
6. What government policies need to be examined to support women entrepreneurs in rural and agricultural areas?



The topic of the need for policies is more broadly distributed.

- Policies that help women to build up their pension, enjoy joint ownership of property, and allow for paid holidays (24.8%)
- Policies that allow secondary uses on the farm (23.2%)
- Policies that pay women for the care responsibilities that they usually manage (18.6%)

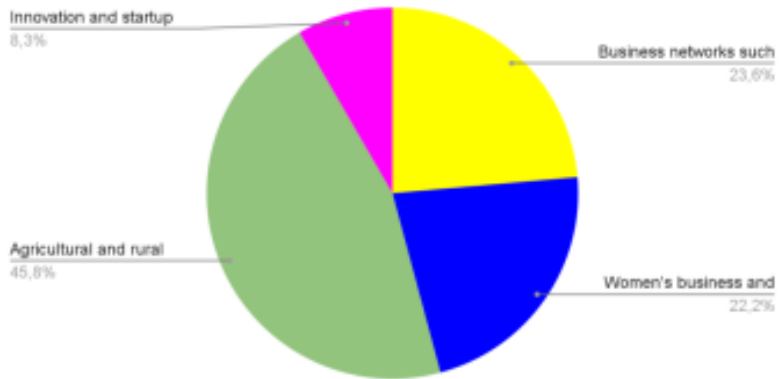
7. What networks can support agricultural and rural women entrepreneurs?



Results indicate that:

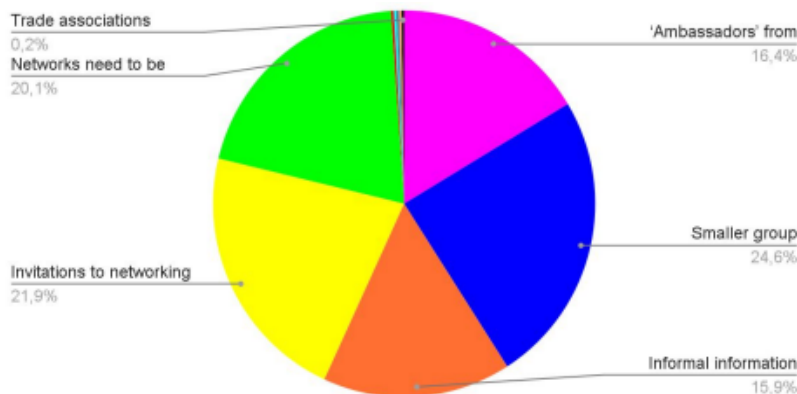
- Agricultural and rural networks are the most important (28.2%)
- Business networks are of secondary importance (26.3%)
- Women's business networks are the 3rd most important (22.9%)

8. Indicate which of the networks is the most important



This response clearly showed that Agricultural and rural networks are the most important (45.8%). Business networks (23.6%) and women's business networks (22.2%) come in a distant 2nd and 3rd place.

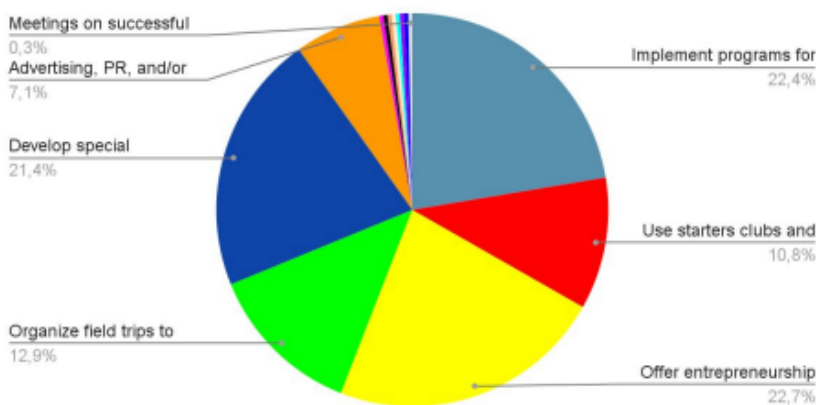
9. How can we ensure that the networks and agricultural and rural women entrepreneurs can get together?



This response recognizes the need for a variety of responses to the issue of improving access to networks, and a variety of ways need to be put in place to ensure that women farmers have better access to networks. The most important are:

- Smaller groups to facilitate helping to get to know each other (24.6%)
- Invitations (21.9%)
- Assistance from networks to help solve the problem (20.1%)

10. How can we ensure that more girls and young women consider entrepreneurship as a key activity in life?

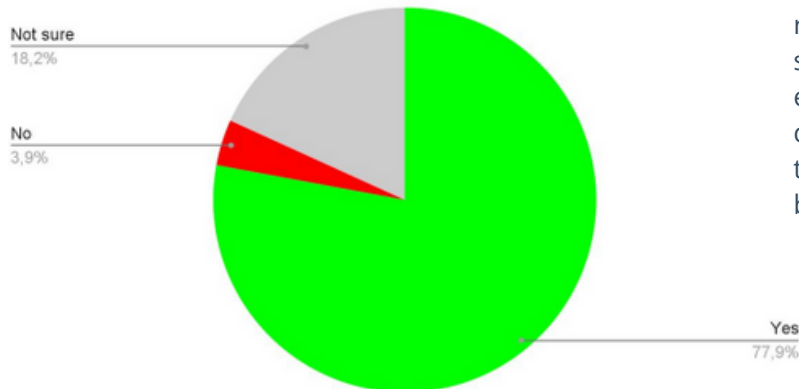


A number of different solutions stand out in this response, the top 3 being:

- Offer entrepreneurship studies at the secondary level (22.7%)
- Implement programs for school-age children to plant the entrepreneurial seed (22.4%)
- Develop special programs for young women (21.4%)

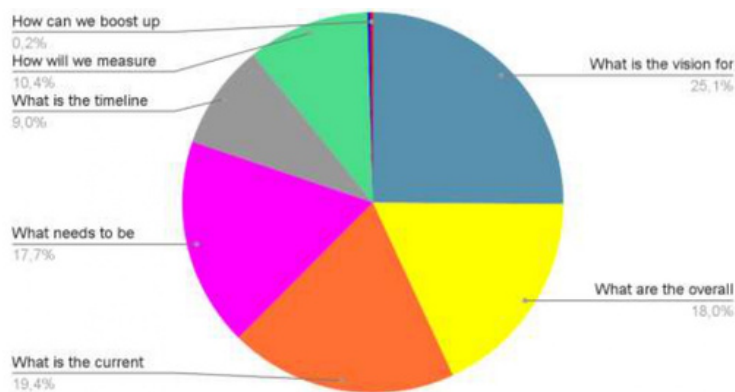
Regarding strategy - a strategy typically has longer-term goals and objectives, deadlines, and measurement tools (i.e. to measure how much of an improvement has been made over time).

11. Do you believe that a strategy to involve women entrepreneurs in the EGD is necessary?



Nearly 80% of respondents recognized the need for a strategy for women entrepreneurs. This includes clear goals, and measurements to see if the results desired have been achieved.

12. What specific strategic areas need to be focused on?

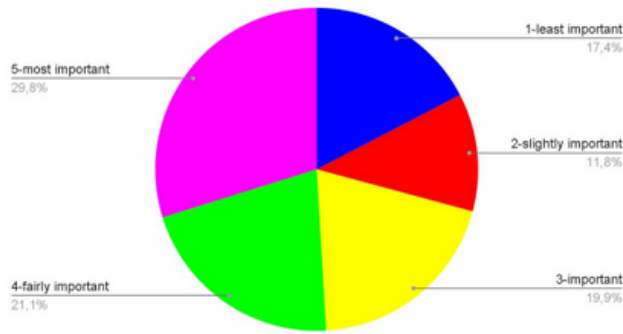


The most important specific areas that need to be focused on have been identified as the following:

- What is the vision for rural/agricultural women farmers and entrepreneurs? (25.1%)
- What is the current status? (19.4%)
- What are the overall goals and objectives? (18%)

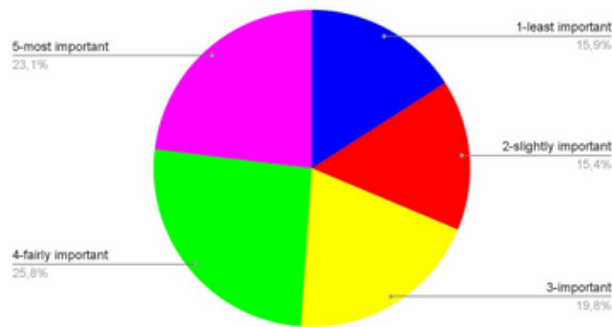
Of the 5 most important topics, rate them from most to least important.

13. Education/training and coaching/mentoring

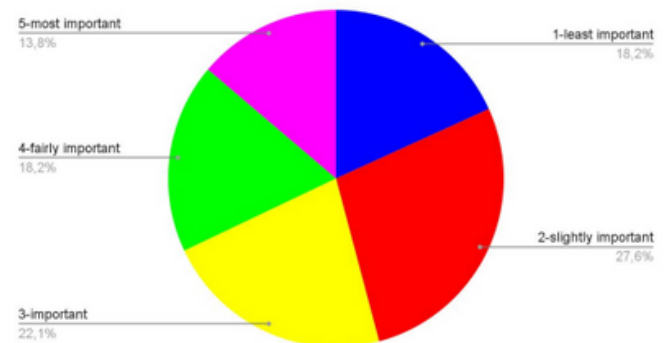


Of the following 5 pillars: Education and training rated the highest score, with 50.9%, followed by Finance (48.9%), Access to innovation (35.9%), Government policies (32%), and Access to networks (30.5%). (Combined scores from the two highest rated topics (5 - most important and 4 - fairly important).

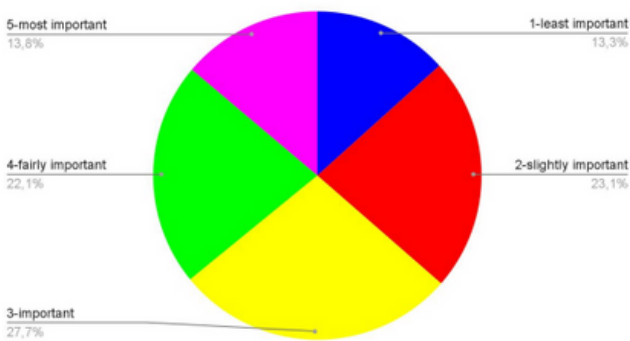
14. Finance



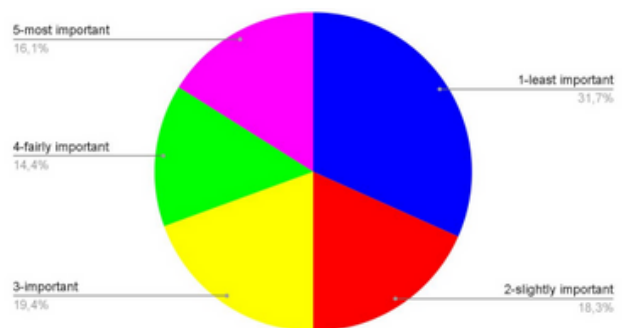
16. Government policies



15. Innovation



17. Access networks



Lastly, an open question in the survey led to a variety of interesting responses.



Focus group summary

1. The context

"The European Green Deal is a policy document that sets out the commitment for the European Commission to tackle climate and environmental-related challenges, this generation's defining task. It is a new growth strategy that aims to transform the EU into a fair and prosperous society, with a modern, resource-efficient and competitive economy where there are no net positive emissions of greenhouse gases in 2050 and where economic growth is decoupled from resource depletion. The Green Deal aims to protect, conserve and enhance the EU's natural capital, and protect the health and well-being of residents from environment-related risks and impacts. At the same time, it must be just, inclusive, and put people first and central, paying attention to the regions, industries and workers, especially those who will face the greatest challenges. The total budget going forward for the Green Deal over the next decade is Euro 1 trillion." (Source:https://ec.europa.eu/info/sites/default/files/european-green-deal-communication_en.pdf)

2. The focus group

Thanks to Copa-Cogeca Women's Committee, we were able to meet and organize a 1 hour+ online focus group session with its members. Copa is the leading European lobby organization for farmers, and part of the larger Copa and Cogeca which represents the cooperatives. The Copa-Cogeca Women's Committee (26 members) represents the leading women from 26 EU countries.

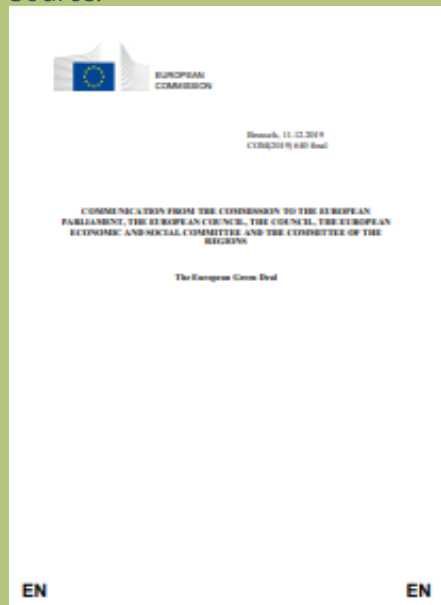
We discussed with them in particular the topics of:

- The Multifunctional Farm (a farm with more than one use);
- Issues around the topic of Access to Finance.

The session included 4 questions which were presented in a poll, and 2 questions which were in a general discussion format.

We encouraged all members of the committee to voice their opinions, and found that there were important differences in particular between countries regarding access to services and finance.

Source:



Source:

Communication from the commission to the European Parliament, the European Council, the Council, the European Economic and Social Committee and the Committee of the Regions

The European Green Deal

Brussels, 11.12.2019 COM(2019) 640 final

3. Topics

Multifunctional farms

1. How important is the multifunctional farm for women farmers in your country?
2. How easy is it to set up a secondary/ancillary use on the farm in your country?
3. Can you please share examples regarding how the multifunctional farm has helped you
4. What needs to be done now to improve this situation?

Access to finance

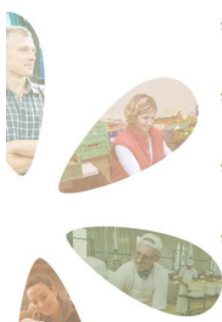
1. Financial self-sufficiency is important for everyone – men and women. To what extent do women farmers in your country have financial self-sufficiency?
2. How easy is it to obtain funding to start an ancillary use on the farm?
3. What are the most important sources of finance women farmers could approach for funding a new project?
4. What needs to be done now to improve this situation?

Importance of supporting women farmers & next steps

1. What can women farmers add to the success of the Green Deal?
2. How can we get more women involved in farming and contributing to the success of the Green Deal?
3. What future milestones should we have accomplished over the next 1, 3, and 5 years?
4. Are there any other points you would like to raise?

Topic A: Secondary activities and the multifunctional farm (2)

- * How easy is it to set up a secondary/ancillary use on the farm in your country? (Scale of 1 – 5, with 1 as the worst and 5 as the best)
- * Est-il facile d'établir des activités secondaires/auxiliaires sur l'exploitation dans votre pays ? (Sur une échelle de 1 à 5, 1 étant le score le plus bas et 5 le score le plus élevé)
- * ¿Qué tan fácil es establecer un uso secundario/auxiliar en la explotación en su país? (En una escala de 1 a 5, donde 1 significa lo peor y 5 lo mejor)
- * Wie einfach ist es, auf einem Betrieb in Ihrem Land eine Nebentätigkeit/unterstützende Tätigkeit einzuführen? (auf einer Skala von 1 bis 5, wobei 1 die schlechteste und 5 die beste Bewertung darstellt)
- * Quanto sono importanti le aziende multifunzionali per le agricoltrici nel suo paese? (Voglia esprimere un voto compreso fra 1 e 5, dove 1 indica "poco" e 5 indica "molto")
- * Jak łatwe jest wprowadzenie wtórnych/dodatkowych funkcji w gospodarstwie w Pana/Pani kraju? (skala od 1 do 5, 1 = najniższy wynik, 5 = najwyższy wynik)
- * Cât de simplă este demararea unei activități secundare/conexe la fermă în țara dumneavoastră? (Pe o scară de la 1 la 5, 1 fiind nota cea mai mică, iar 5 cea mai mare)



4. Highlights of results from the Focus Group

Participation & recognition of rural women

in the social and economic sphere will result in a range of benefits.

Measures for parental leave, sick leave replacement, and paid holidays

must be in place to cover families' needs.

Multifunctional farms

75% of focus group respondents stated that the multifunctional farm was important or the most important for women farmers.

Financial self sufficiency is important

for women farmers

Infrastructure

Need to improve the quality and accessibility of infrastructure in rural areas (e.g. broadband).

Female-led cooperatives

can assist in supporting rural green entrepreneurship

Facilities and services

(Childcare, elderly care, health care, schools). Current available services differ by country and in some, there is a crying need.

Copa-Cogeca Women's Committee Focus Group:

Austria, Finland, France, Germany, Hungary, Ireland, Italy, Poland, Portugal, Romania, Spain, Sweden, The Netherlands

Interview summaries

Interviews were conducted during the months of July and September with contacts in Spain, Italy, and Ireland in particular. We spoke with leading women from an agricultural and/or related association (Ireland – Irish Farmers Association and ACORNS program founder); in Italy with Coldiretti; in Spain with FADEMUR).

During the course of the interviews, which were conducted on Zoom, we realized that some countries are leading in certain areas and tried to focus on these topics as areas for best practices.

Italy

Women in agrotourism – leading group in Europe

Need for policies allowing secondary uses on farm.

Need for easier access to credit; incentives

From government needed to higher more women.

More social services, more secure pensions, paid holidays

For those working on the farm.

Need for affiliation

Need special programs for women and girls, taking into account their need for affiliation.

Spain

Problem regarding decline of rural communities

Some farming areas are changing into touristic areas or farm/touristic sector. In general, there is a serious decline in rural communities as residents migrate to cities.

Access to credit

Some regions have incentives (southern part).

Women's networks work well but need funding

Mentoring and support.

Co-ownership law recently adopted

Giving women possibility to become co-owners; CAP allows women to get agricultural machinery.

Ireland

Irish Farmers Association published diversity & inclusion report

To ensure that women are in key positions at every level of the organization. Quotas are under consideration if the recommendations to not work. Lengthy time it took IFA to take action.

Government launched training programs specifically for rural women aged 35 - 60

With focus on confidence-building, bookkeeping, digital skills, leadership, tourism, and entrepreneurship. Meetings were timed to take into account local needs, and including some online and some in-person, some evenings and some week-ends. Farms are smaller, and multifunctional farms are in general more successful than single-use farms.

ACORNS – successful entrepreneurship program

To support women in rural areas. (www.acorns.ie).

Recommendations & next steps

Accelerating and supporting successful women entrepreneurs

Women farmers and women in rural areas are on the front line. Scaling investment in policies and programs for women-led businesses, on farms and in rural communities, means that we will have more new creative ideas on the table to solve the sustainability issues we are facing. Women farmers are invested in the land and in the community, and are among the 'first responders' to solving the climate crisis.

1

Catalogue of Actions

2

Pyramid of Priorities

3

Barriers to change

4

Advocacy activities

1. Catalogue of actions

It is based on the analysis of the summary of the Survey, Focus Group, and Interviews. The actions are listed according to the 5 WEP pillars, with the addition of the cross-cutting dimension of support for girls and young women.

LEGENDA

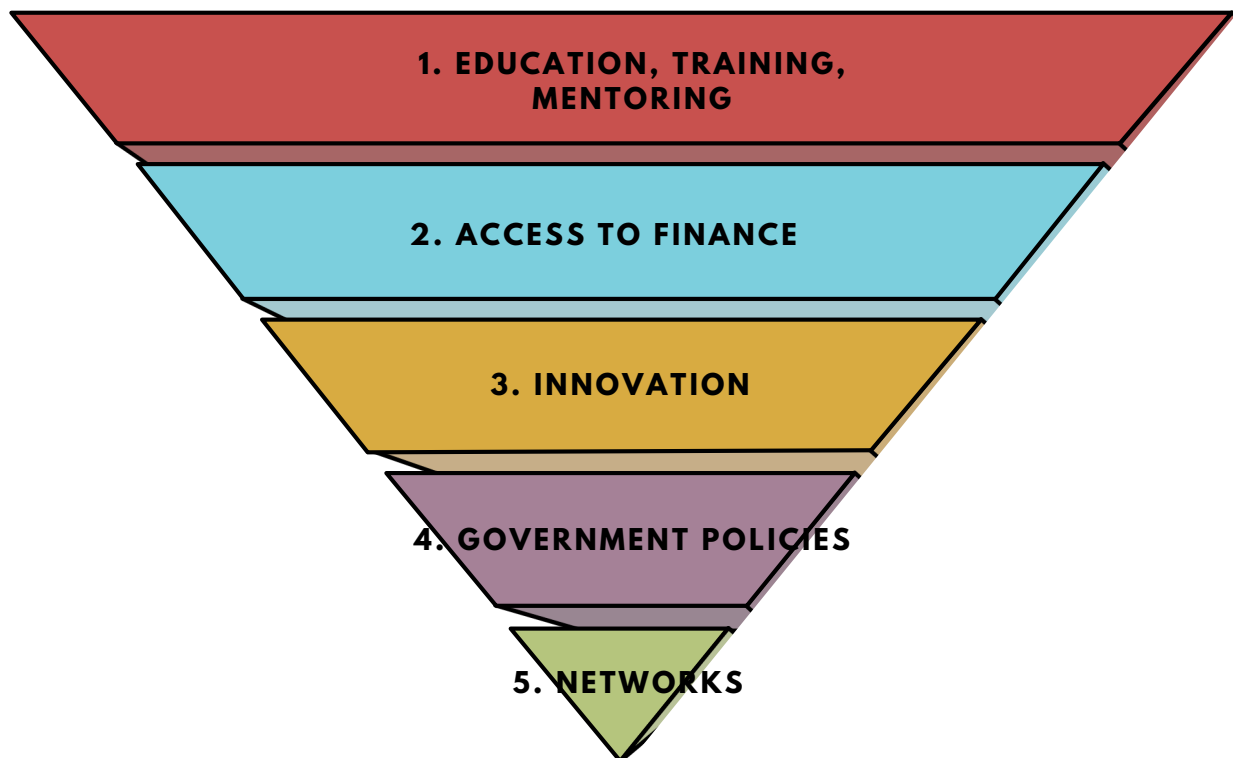
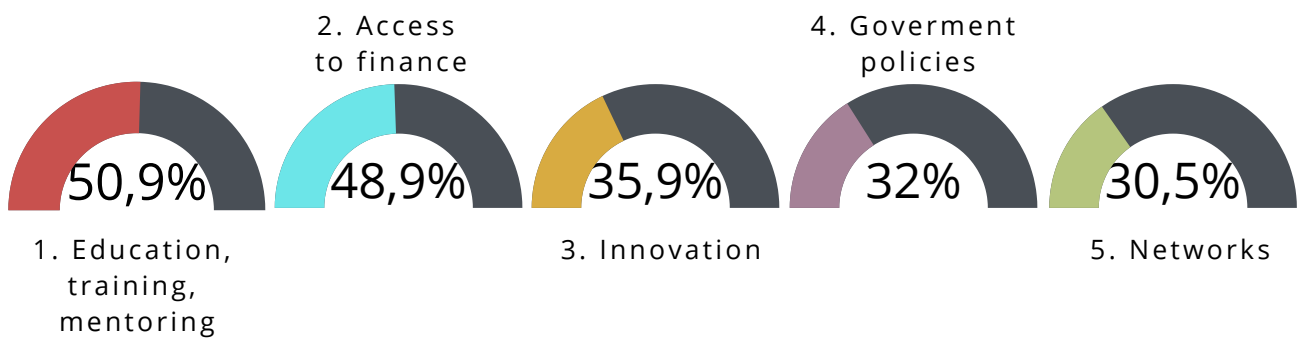
- S= survey
- FG= focus group
- I= interviews

Catalogue of actions

<i>FOCUS ON GIRLS AND YOUNG WOMEN</i>		
WEP Pillars	Actions	Source
ACCESS TO EDUCATION, TRAINING AND MENTORING	<ol style="list-style-type: none"> 1. Positive narrations (excellent experiences) 2. More information (e.g. on how to apply for the programme/funds/etc) 3. Implement the services (e.g. childcare) to allow women to better have the possibility to educate themselves 4. Enabling women to be confident/confidence building 5. Special programs for women 35 - 60 including at convenient times of day, online/in person, week-end, etc. 	<ol style="list-style-type: none"> 1. S 2. S 3. S/FG 4. S 5. I
ACCESS TO FINANCE	<ol style="list-style-type: none"> 1. A better bureaucracy system to have access to credits 2. Access to funds without age limits 3. Choice of options/solutions that fit each case 4. Focus on financing options for the multifunctional farm 5. Consideration for financial assistance that is independent of the ownership of the farm. 	<ol style="list-style-type: none"> 1. S/FG 2. S/FG 3. I/FG 4. FG 5. I
INNOVATION	<ol style="list-style-type: none"> 1. Special funds to support innovative ideas 2. Promote a constant collaboration with universities 3. Special Starters program for rural women and farmers 4. Policies to support child and elder care to free up time 5. Support investment, research and innovation 	<ol style="list-style-type: none"> 1. I 2. S 3. I 4. I 5. I
GOVERNMENT POLICIES	<ol style="list-style-type: none"> 1. Recognition of rural women in the social economic sphere 2. More social services, secure pensions, paid holidays, sick leave 3. Co-ownership law review/revision 4. Ensure that physical infrastructure is designed with local communities to accommodate the life patterns of women and other marginalized groups at the same time as green goals 5. Review existing policies across EU, and potential to implement a standard 'minimum pan-European social services package' to include child/elder care, sick leave replacement, maternity/paternity leave, and pension. 	<ol style="list-style-type: none"> 1. FG 2. I/S 3. I 4. I 5. I/FG
NETWORKS	<ol style="list-style-type: none"> 1. Improve the infrastructure in terms of quality and accessibility (e.g. broadband) 2. Special programs to support affiliation 3. Approved, published D&I strategy by national farmers organization ensuring women are represented at all levels 4. Smaller group meetings 5. Invitations to events, and consideration of time meeting is held to take into consideration women's care responsibilities 	<ol style="list-style-type: none"> 1. FG 2. I 3. I 4. I 5. I

2. Pyramid of priorities

According to the result of the survey we can identify a pyramid of priorities as follow:



3. Barriers to change

This is a template to expand the discussion on the implementation of the results. In some cases, there will be barriers to overcome in order to implement the changes.

1. Education, training, mentoring

- **Issue:**
- **Goal:**
- **Results to be achieved:**
- **Ideas to address/overcome:**
- **Entrepreneurship for girls and young women**

2. Access to finance

- **Issue:**
- **Goal:**
- **Results to be achieved:**
- **Ideas to address/overcome:**
- **Entrepreneurship for girls and young women**

3. Innovation

- **Issue:**
- **Goal:**
- **Results to be achieved:**
- **Ideas to address/overcome:**
- **Entrepreneurship for girls and young women**

4. Government policies

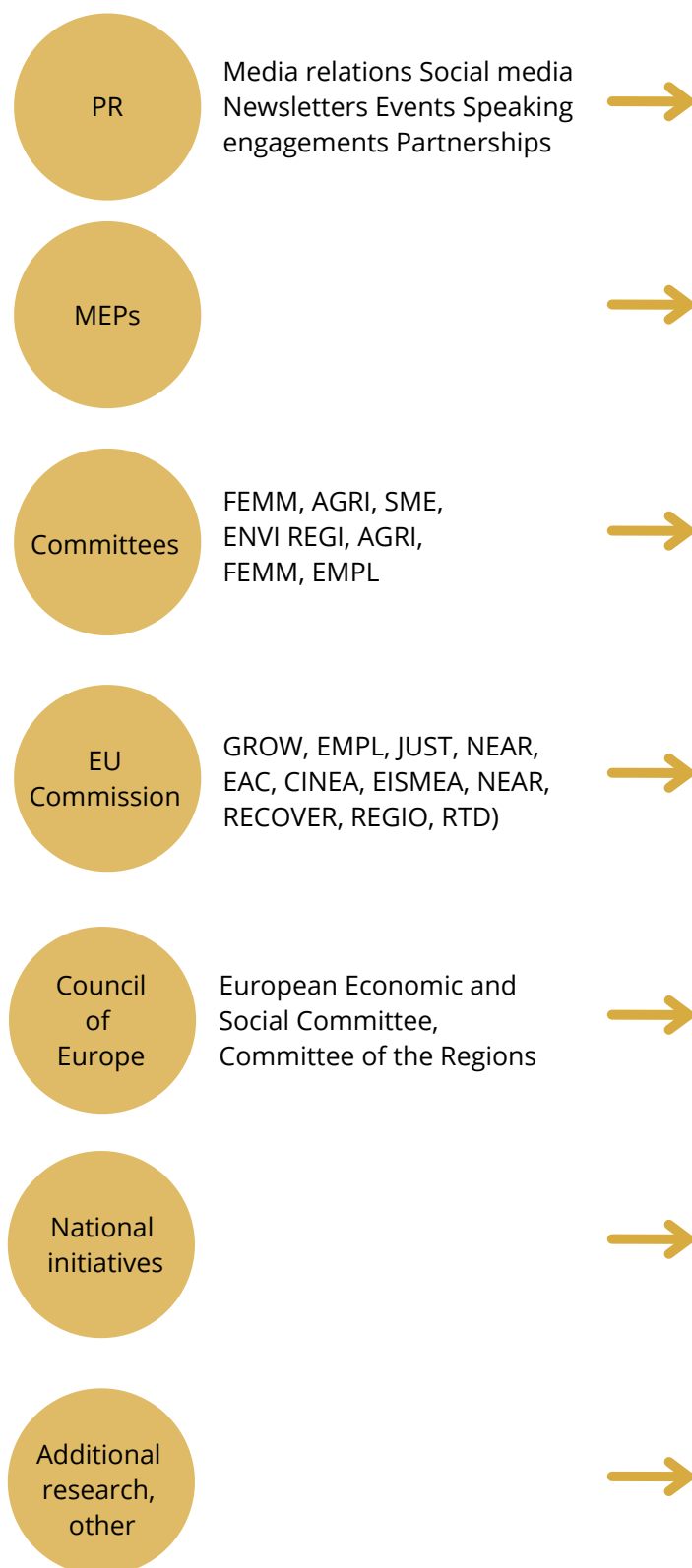
- **Issue:**
- **Goal:**
- **Results to be achieved:**
- **Ideas to address/overcome:**
- **Entrepreneurship for girls and young women**

5. Networks

- **Issue:**
- **Goal:**
- **Results to be achieved:**
- **Ideas to address/overcome:**
- **Entrepreneurship for girls and young women**

4. Advocacy activities

Based on the catalogue of actions, by which of the following can they be supported?



Implementation Timeline

Example of an implementation timeline for the first year

Month	Jan	Feb	Mar	April	May	June	July	Aug	Sept	Oct	Nov	Dec
Activity												
Submit draft to Women's Committee for comments	X											
Comments received		X										
Finalize report		X	X									
Present final report			X									
Agree on priorities			X	X								
Establish implementation team				X								
Prepare detailed implementation strategy				X	X	X						
Implementation						X	X	X	X	X	X	X
Evaluation									X	X	X	X

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- Women's Committee of Copa-Cogeca

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