

## **DEBAR – DESTROY THE BARRIERS FOR WOMEN!**

### **SWITHCING THE PROGRAMME: FROM ERASMUS+ TO JUSTICE**

*I would like to open this document by thanking a friend and recent intern of EGIInA, **Ms. Dilan Doğan** from the Yıldırım Beyazıt University of Ankara, who has originally launched the idea of an international project on the "Glass Ceiling Syndrome" and has actively contributed to the preparation of a very well structured draft, as well as for identifying a competent and European-wide partnership!*

# DEBAR – DESTROY THE BARRIERS FOR WOMEN!

## SWITCHING THE PROGRAMME: FROM ERASMUS+ TO JUSTICE

### GLASS CEILING SYNDROME

Nowadays, women represent %40 of the labor force worldwide and continually climb up to hierarchical ladder of organizations. However, they do not overcome %20 in higher management levels.

Interestingly, a share of only two to three percent of women is represented in the executive management positions within globally relevant corporations. This number points out that the lack of females in top levels is a global phenomenon (Wirth, 2001).

According to The United Nations' report "Millennium Development Goals (MDGs)" on the "Promotion of Gender Equality and Empowerment of Women", during the last 20 years, there was an important increase of women's representation in the agricultural sector.

Women's employment rate increased from 35% to 40%, in the period between 1990 and 2012. Unfortunately, this increment does not automatically correspond to women's career progress.

According to Davies-Netzley's research (1998), in the United States, women represent only 0.5% of top-level companies' administrators; 'Fortune 500', the annual list of largest US corporations, ranked by their gross revenue, includes only 4% of enterprises conducted by women.

In fact, psychologists have theorized a hidden barrier for women called "Glass Ceiling Syndrome". The 'glass ceiling' metaphor has often been used to describe invisible barriers (glass) through which women can see elite positions but cannot reach them (ceiling).

These barriers prevent a large number of women and ethnic minorities from obtaining and securing the most powerful, prestigious and highest-grossing jobs in the workforce. Moreover, this effect may make women feel like they are not worthy to fill high-ranking position, that their chiefs do not take them seriously or do not see them as potential candidates for advancement.

**23/12/2015**

Dear colleagues,

a new and apparently more appropriate funding opportunity

will be soon available

for the DEBAR

project. This

document wants to

give an overview of

the state of the art in

the preparation of the

Erasmus+ project

proposal and propose

you to switch to a

maybe more focused

programme and call.

Best regards,

**Altheo Valentini**

General Manager of

***EGInA – European***

***Grants International***

***Academy Srls***



## PROJECT IDEA

DEBAR aims to put a lid on this situation, by offering innovative training methods and destroying the barriers (especially the self-imposed ones) for disadvantages group. According to the project assumption, in fact, by working on women's managerial competencies and self-confidence, we will support them to confidently advance in their careers. The long-term objective of the project is to allow women in getting an even break (equal opportunity) with men and progress in the career as men do.

During the first phase of the project, partners will cooperate for the conduction of a preliminary field research in their local context with the dual aim of:

- registering the level of awareness on the Glass Ceiling Syndrome among entrepreneurs and staff working in companies
- presenting the project, its objectives and activities

Moreover, the data collected during the research will be also used by the consortium in order to revise and/or integrate the topics already identified for the design of the training course.

After this preliminary activities, the partnership will proceed with the design of the modules to be integrated in an online training course offered through a Moodle platform (or similar).

A call for youth unemployed women (aged between 18 and 30 years old) will be published and 15 participants will be selected in each country for taking part a the training course. Selected participants will be invited to an introductory session where the course and the e-learning platform will be presented.

The online course will consist of three consecutive modules carried out partly online (an activity that will enhance also the digital skills of the selected participants) and partly through face-to-face seminars aimed at deepen some of the most relevant topics:

1. "Excellence Module" (online + 12 hours of seminars) focuses on management and strategic thinking.
2. "Innovativeness Module" (online + 12 hours of seminars) aims to enhance key and transversal competencies in the field of entrepreneurship.
3. "Social Module" (online + 12 hours of seminars) focuses on improving adults' communication skills through psychological facts.

These Modules will be uploaded to the project website ([www.debarproject.eu](http://www.debarproject.eu)), as well as to the European platform for Open Education ([www.openeducationeuropa.eu](http://www.openeducationeuropa.eu)) as e-learning course. All the training material will be available for free to all the interested people. Thus, DEBAR will have the potential to reach a wider target and to remain available even after the end of the project. In addition to this, a key factor for the project's sustainability and innovation will be the design and piloting of the first curriculum on "Sensitization for breaking Glass ceiling syndrome's barriers" in EU. The same training path, in fact, will have the potential to be transferred to different geographical and social contexts, as well as to different target groups.

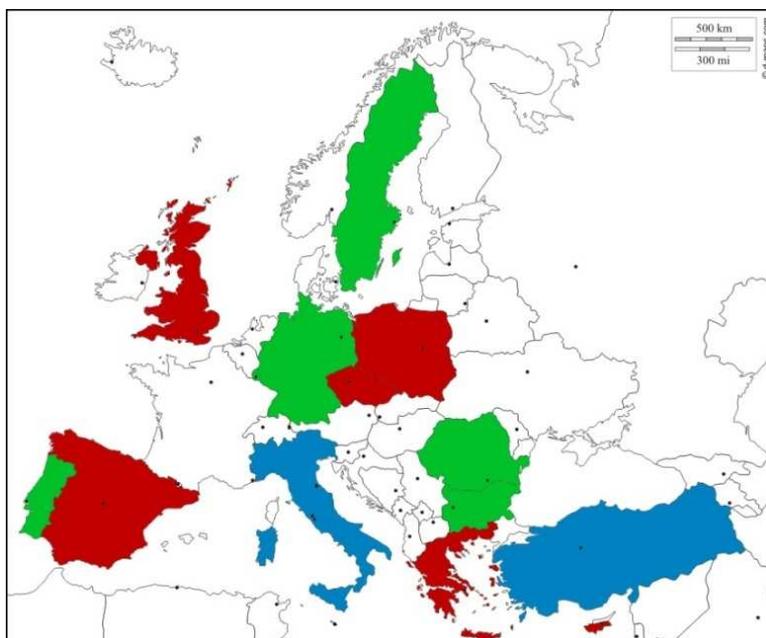
The last part of the training will consist of 5 days "Resilience Camp". A promotional and awareness campaign will be conducted by all the project partners, with the support of the learners, in order to invite interested women to take part at the camps. During the camp, youth unemployed will prepare poster presentations and they will share them with adult women from companies. In this way, the

learners will have the opportunity to put their new knowledge and competences into practice by organizing non formal activities for the invited adult women. Furthermore, women who already work in companies, will be able to gather and share their personal and professional experiences with peers. At the same time, women working in companies can be a model for young unemployed women, who, thanks to this, can increase their motivation and get inspired for realizing their dreams/targets. The final products of the camps will be disseminated at local level with specific multiplier events, as well as shared on the Internet and added to e-learning course documents, with the final aim to enhance the awareness of stakeholders and the civic society.

## THE RESPONSE TO THE CALL FOR PARTNERS

A partner search has been firstly launched in August 2015 with the aim of setting up a strong partnership at an early stage, thus being able to co-design and submit a high-quality proposal within the framework of the 2016 Erasmus+ call for proposals (KA2 Strategic Partnerships in the field of Adult education).

Immediately, we have started to receive numerous expressions of interest from all over Europe, including very relevant and interesting some. For this reason, and given the limited financial capacity of projects funded by KA2, we were planning to submit two parallel proposal with two different consortia. The idea was to submit one proposal in Italy and one in Turkey, having the Italian and Turkish organizations involved in both partnerships, and transparently present the existence of two similar consortia in Europe, following the same objectives and with the potential for a European wide impact of the proposed actions.



**IT – European Grants International Academy**  
**TR – Country-wide Educational Organizations**

**PL – Swietokrzyskie Region (PA)**

**CZ – Business and Professional Women Prague**

**ES – Cibervoluntarios Foundation**

**GR – EDRA Life Long Learning Centre**

**UK – University of Bedfordshire**

**CY – Women Association of Rural Larnaka**

**SE – TILLT Cultural and Social company**

**BG – Association of Female Entrepreneurs**

**LUX – Girls in Tech**

**RO – Professional Foundation**

**PT – Humanitarian Association of Female Entrepreneurs**

**DE – Institute of technology-oriented women's education**

While we were imagining how to better develop the two proposal, I have been also travelling a lot in Europe for different project meetings and international conferences. Last week I had the last trip to Brussels and I have been informed about a specific and upcoming call of the Rights and Citizenship Programme about gender stereotypes in education, training and in the workplace.

The call will be published on the 30th of December and, after a first analysis of the information provided by the Rights and Citizenship Work Programme 2016, it seems to me that, with such a partnership, we already are in a good position for competing here better than Erasmus+.

## RIGHTS AND CITIZENSHIP PROGRAMME

The Rights and Citizenship Programme is the successor of three 2007-2013 programmes: Fundamental Rights and Citizenship, Daphne III, the Sections "Antidiscrimination and Diversity" and "Gender Equality" of the Programme for Employment and Social Solidarity (PROGRESS).

### Programme Description

The programme supports the following activities:

- **Analytical activities**, such as collection of data and statistics; development of common methodologies and, where appropriate, indicators or benchmarks; studies, researches, analyses and surveys; evaluations and impact assessments; elaboration and publication of guides, reports and educational material; monitoring and assessment of the transposition and application of Union legislation and of the implementation of Union policies; workshops, seminars, experts meetings, conferences;
- **Training activities**, such as staff exchanges, workshops, seminars, train-the-trainers events, development of online/other training modules;
- **Mutual learning, cooperation, awareness raising and dissemination activities**, such as identification of, and exchanges on, good practices, innovative approaches and experiences, organisation of peer review and mutual learning; organisation of conferences and seminars; organisation of awareness-raising and information campaigns, media campaigns and events, including corporate communication of the political priorities of the European Union; compilation and publication of materials to disseminate information as well as results of the Programme; development, operation and maintenance of systems and tools using information and communication technologies;
- **Support for main actors**, such as support for Member States when implementing Union law and policies; support for key European level networks whose activities are linked to the implementation of the objectives of the Programme; networking among specialised bodies and organisations, national, regional and local authorities at European level; funding of experts' networks; funding of European level observatories.

### A perfect call for DEBAR

**Call:** Action grants to support *transnational projects to promote good practices on gender roles and to overcome gender stereotypes in education, training and in the workplace*

**Identifier Code:** JUST/2015/RGEN/AG/ROLE

**Summary:** This call for proposals aims to finance projects presenting innovative answers to educational and *occupational labour-market segregation*, promoting *good practices on gender roles* and aiming to *overcome gender stereotypes in education, training and in the workplace*.

**Detailed Call Description:** Priority will be given to projects focusing on young people (13-30 years old) and addressing the transition from school to work and occupational labour market-segregation young people are confronted with when entering the labour-market. Successful projects will ensure appropriate measurement of their impact through sound methodology (by experimentation with

control groups, e.g.). Applications must be transnational and include a description of how the scaling-up of the project could occur at European level (i.e. its European added-value). Projects are to promote good practices and intensify mutual learning among various national and international actors. Good quality cooperation between beneficiaries – that could include e.g. social partners, public service providers, career guidance services and civil society organisations –will be instrumental in making innovative projects successful. Well-thought structured partnerships are essential to ensure the EU added value of the action and its sustainability and long-term impact after the funding has ended. In this context, partnerships with European platforms and networks working in the fields of education, training, guidance, employment and gender equality will be highly valued. Less

**Call Total Budget:** €3,350,000

**Percentage of Subsidy/Co-Financing:** 80%

**Thematic Categories:** Social Affairs & Human Rights

**Eligibility for Participation:** Non Profit Organisations; NGOs; Associations; Central Government; State-owned Enterprises

**Call Opening Date:** 30/12/2015

### APPROACHING THE CALL

While we are waiting the publication of the above mentioned call, so that we can all check of it is really appropriate for the actual structure of the DEBAR project idea, I have started to analyze how to improve and enlarge the partnership even more, trying to fill the gaps in terms of policy impact and geographical representation.

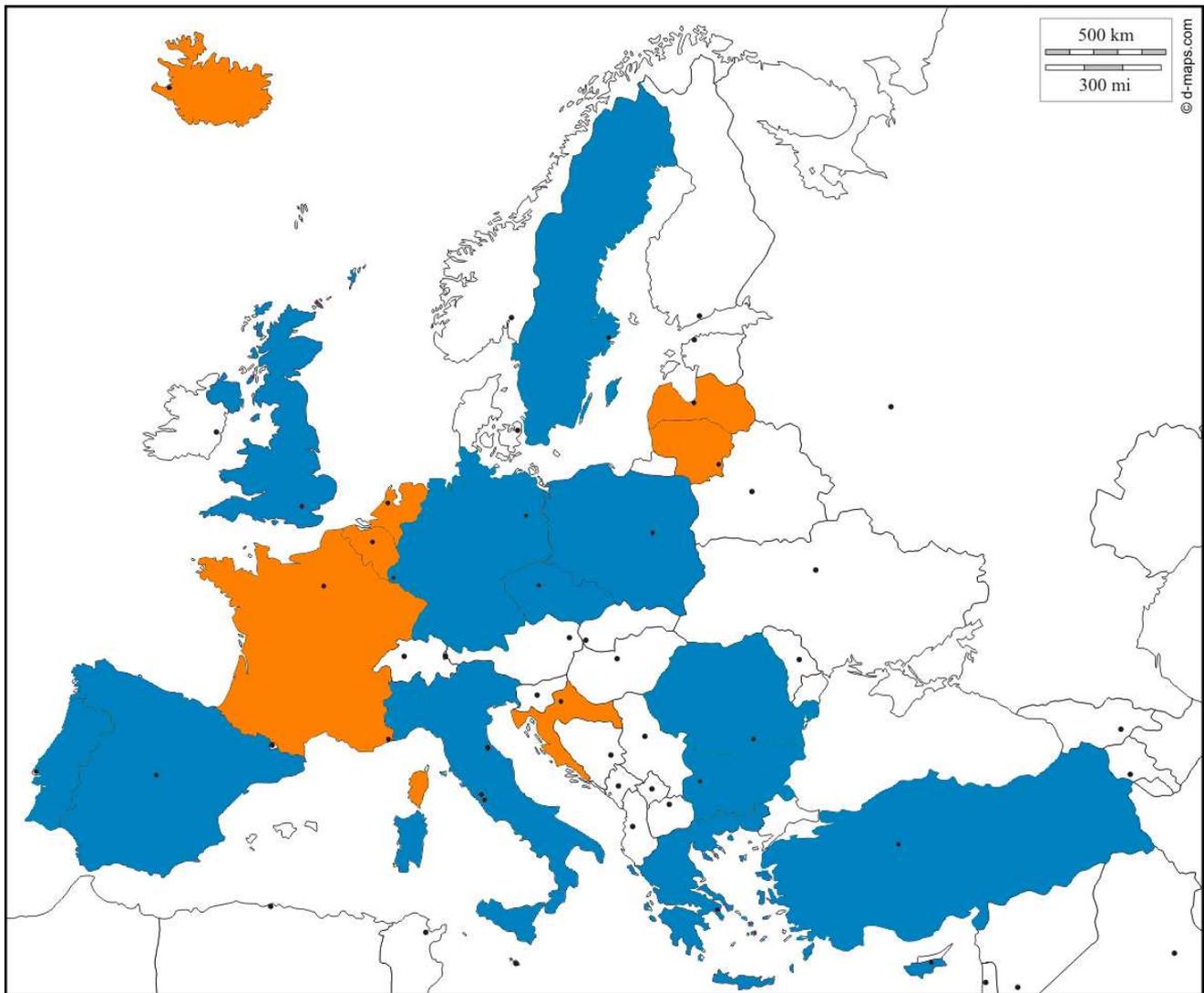
First of all, having already applied for the Progress and the Daphne programme in the past, we are aware that it is better to have a Public Body as a coordinating organization. I have immediately proposed the opportunity to the Department for Labor and Social Policies of the Umbria Region that has declared and confirmed the interest in leading the consortium.

Secondly, I have tried to map the main competences of the actual consortium, so to identify what we are missing for a real multidisciplinary approach. This is the result

Public policy	Research	Education & Training	Labour-market	Digital competencies	Gender roles
Italy Poland	UK Sweden	Turkey Italy Greece Sweden UK Germany	Italy Poland Czech Rep. Bulgaria Romania Portugal	Spain Greece Luxemburg Germany	Czech Rep. Cyprus Bulgaria Luxemburg Portugal Germany

It is clear that we are missing some organizations able to scale-up the project at European level, to improve the digital characterization of the proposal and to ensure a sound research methodology.

Therefore, taken for granted that all the already involved organizations will accept to abandon the idea of applying in Erasmus+ in favor of the Justice call, this is my proposal for the enlargement of the partnership (present partners in blue – newcomers in orange).



Most of the new partner organizations are already in my network and I can easily get in contact with them:

- **Belgium – Telecentre Europe**

Telecentre Europe is a European non-for-profit organisation (NGO) and a member based association with a central office in Brussels, Belgium. The NGO represents publicly funded telecentres/telecentre networks, ICT learning centres, adult education centres and libraries across Europe where children and adults can access the Internet, learn the latest digital skills and keep up to date with technology and community developments.

- **The Netherlands – ChunriChoupaal**

ChunriChoupaal is an international non-profit organisation whose mission is to empower women change leaders through harnessing the power of digital media for social and economic progress. The mission is to unlock the potential of local women leaders for social and economic empowerment through fostering modern information and communication technologies.

- **Iceland – Intercultural Iceland**

InterCultural Iceland is a non-profit consortium which develops innovative educational initiatives and offers a broad spectrum of multi-disciplinary expertise and training activities. It

was founded in 2003 in Reykjavík Iceland. The main aims of ICI are: To work against any kind of prejudice and discrimination by purposeful consultation and education and by offering practical teachers training; To strengthen the awareness of the advantages of diversity and of migrants as enriching for every society; To offer professional interpretation and translation services, improving migrants' access to information and active citizenship.

- **Latvia – LIKTA**

Latvian Information and communications technology association (LIKTA) was founded in 1998 and it unites leading industry companies and organizations, as well as ICT professionals – more than 160 members in total. The goal of LIKTA is to foster growth of ICT sector in Latvia by promoting the development of information society and ICT education thus increasing the competitiveness of Latvia on a global scale. The association provides professional opinion to government institutions on legislation and other issues related to the industry, while also maintaining close relationships with other Latvian NGOs and international ICT associations.

- **Lithuania – Langas į ateitį**

In 2002 alliance Langas į ateitį (Window to the Future) started a unique project aimed at businesses supporting the development of the information society in Lithuania. The mission of the Langas į ateitį alliance is to promote the use of Internet and e-services in Lithuania and hereby stimulate the growth of the standard of living, as well as Lithuania's competitiveness among European and other countries of the world.

- **Croatia – TELCENTAR HR**

Telecentar from Zagreb, Croatia, is a non-governmental, non-profit organization formed in 2005 as a coordination center for the regional network of civil society organizations from Croatia, Serbia, Macedonia and Bosnia and Herzegovina. Telecentar programs and projects include education and production of multimedia content in order to achieve the organizations vision, mission and goals.

Moreover, in order to ensure a pan-European impact also in terms of gender policies, I believe that the presence of an Umbrella Thematic organization would be very welcomed by the external evaluators of the Commission. We do not have any direct link in this field, but here I can list those that I consider more appropriate.

- European Women's Lobby - <http://www.womenlobby.org/> - Brussels
- WINNET Europe, the European Association of Women Resource Centres - <http://www.winneteurope.org/> - Sweden
- EWA European Women's Audiovisual Network - <http://www.ewawomen.com/> - France
- European Network For Women In Leadership - <http://www.wileurope.org/> - France

In case any of you already had a direct contact with one of these organizations, or would like propose another one from your network, please let me know!

## **NEXT STEPS**

**30/12/2015** – Partners send feedback and comments about these proposal

**06/01/2015** – EGIInA analyzes the published call for proposal and integrate this document with an updated draft of the project, a related work plan and budget proposal and new deadlines