



**MEND THE GAP**





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## Women Assessment Toolkit

### Bibliographic review

**Project title:** Mend the Gap - Mending the Pay and Employment Gap through Eco-entrepreneurship

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**Project Partners:**

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Spectrum Research Centre CLG

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**Activity 4** - Women's Needs Assessment Toolkit

**Result 4** - Assessment toolkit

The editing of this report was finished in 2023.

*MEND THE GAP – Mending the Pay and Employment Gap through Eco-entrepreneurship.  
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publication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

English - EU level

European Commission, (2022). Fact Sheet from the European Commission, *Equal Pay? Time to Close the Gap*. Available at: [https://commission.europa.eu/system/files/2022-11/equal\\_pay\\_day\\_fact\\_sheet\\_2022\\_en\\_1\\_0.pdf](https://commission.europa.eu/system/files/2022-11/equal_pay_day_fact_sheet_2022_en_1_0.pdf)

<i>Kind of document</i>	Fact Sheet	<i>Key words</i>	Gender Pay Gap, EU Commission.
<i>Short description</i>			
This fact sheet presents the details of the existing gendered pay gaps per EU country in 2022. It details what the European Commission is doing in order to tackle the gender pay gap and highlights varying statistics on the topic.			
<i>Why it is relevant for MEND THE GAP trainers</i>			
This is a really useful resource for you to get a quick, up-to-date and easy to read update on the gender pay gap across different EU countries.			

Batista, M. (2021). *Women's entrepreneurship and self-employment, including aspects of gendered Corporate Social Responsibility*. Publication PE694.301 - Retrieved from European Parliament library on May 25th, 2023, [https://www.europarl.europa.eu/RegData/etudes/STUD/2021/694301/IP\\_OL\\_STU\(2021\)694301\\_EN.pdf](https://www.europarl.europa.eu/RegData/etudes/STUD/2021/694301/IP_OL_STU(2021)694301_EN.pdf)

<i>Kind of document</i>	Study (publication from European Parliament)	<i>Key words</i>	Women entrepreneurship, CSR.
<i>Short description</i>			
This study highlights that despite the increasing number of public policies to promote women-led business, the gender gap persists. It analyses this apparent contradiction, focusing on three main questions: What are the constraints that women face when deciding to become entrepreneurs? What factors attract women's interest and motivate them to start their own business? And which policies may benefit women's entrepreneurship?			

*Why it is relevant for MEND THE GAP trainers*

This publication will help you understand the barriers and motivational factors behind the decision of becoming an entrepreneur for women.

Halabisky, D., Potter, J. (2017), Policy Brief on Women's Entrepreneurship, publication from the European Commission and OECD, doi:10.2767/50209, retrieved from OECD website in June 2023: <https://www.oecd.org/cfe/smes/Policy-Brief-on-Women-s-Entrepreneurship.pdf>

<i>Kind of document</i>	Policy document (Joint EC- OECD)	<i>Key words</i>	Women entrepreneurship, cultural differences.
<i>Short description</i>			
Women are under-represented among the population of entrepreneurs. They tend to have different motivations and intentions in entrepreneurship than men. They face challenges of discouraging social and cultural attitudes, so supporting policies are needed.			
<i>Why it is relevant for MEND THE GAP trainers</i>			
This publication is interesting as it shows the challenges faced by women and identified by the institutions, especially the gender cultural differences, and the role models and social context.			

UNESCO. (2019). *From access to empowerment: UNESCO strategy for gender equality in and through education 2019-2025*. retrieved from UNESDOC digital library on May 25th, 2023, <https://unesdoc.unesco.org/ark:/48223/pf0000369000>.

<i>Kind of document</i>	book (publication from an international organisation)	<i>Key words</i>	Gender equality, Education, empowerment.
<i>Short description</i>			
This document exposes the strategy established by the UNESCO international organisation in the frame of the 2030 Agenda for Sustainable Development. Gender equality and the empowerment of women and girls is a standalone sustainable development goal (SDG n°5) and is inextricably linked to SDG 4 (Education) on ensuring the right to inclusive and equitable quality education and lifelong learning.			

*Why it is relevant for MEND THE GAP trainers*

This publication will help you understand the rationale of international initiatives that further gender equality in education, and have an overview of the current global situation.



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French / France

Council of Europe. (2019). *Protéger de la violence fondée sur le genre les femmes migrantes, les femmes réfugiées et les femmes demandeuses d'asile* (Convention d'Istanbul) (<https://edoc.coe.int/fr/violence-l-gard-des-femmes/7864-protoger-de-la-violence-fondée-sur-le-genre-les-femmes-migrantes-les-femmes-refugiee-s-et-les-femmes-demandeuses-dasile-convention-d-istanbul.html>)

<i>Kind of document</i>	Brochure.	<i>Key words</i>	Violence against women, gender-based violence, migrant women, refugee women, asylum-seeking women, Convention of Istanbul.
<i>Short description</i>			
<p>This brochure, published by the Council of Europe, focuses on protecting migrant women, refugee women, and asylum-seeking women from gender-based violence. It provides information on the relevant provisions of the Istanbul Convention in this area. The Convention sets out a comprehensive framework for preventing and combating violence against women, including specific measures to address the unique vulnerabilities and challenges faced by migrant, refugee, and asylum-seeking women.</p>			
<i>Why it is relevant for MEND THE GAP trainers</i>			
<p>This brochure is relevant for Mend The Gap trainers as it highlights the importance of addressing gender-based violence and protecting the rights of migrant women, refugee women, and asylum-seeking women. By familiarising themselves with the provisions of the Istanbul Convention, trainers can gain insights into the legal and policy frameworks aimed at preventing and responding to violence against women. This knowledge can inform the design of training programs that prioritise the safety, well-being, and empowerment of migrant, refugee, and asylum-seeking women. Additionally, understanding the specific vulnerabilities and challenges faced by these women allows trainers to create inclusive and supportive environments that promote their integration and overall well-being.</p>			

D'Andria, A. Gabarret, I. (2016). *Femmes et entrepreneurs : trente ans de recherches en motivation entrepreneuriale féminine*. *Revue de l'Entrepreneuriat*, 15, 87-107. Retrieved from Cain on June 16th, 2023 <https://doi.org/10.3917/entre.153.0087>

<i>Kind of document</i>	Article	<i>Key words</i>	Motivation, Types of female entrepreneurs.
<i>Short description</i>			
This is an extensive article that elaborates on the characteristics of female entrepreneurship. It tackles aspects such as the motivation that pushes women into the entrepreneurial sector and the different typologies of female entrepreneurs (transition, by necessity and mother entrepreneurs)			
<i>Why it is relevant for MEND THE GAP trainers</i>			
This article will be useful for understanding and defining the key concepts that make up the female entrepreneurship phenomenon.			

EMN France. (2021). *National Report 2021: Integration of migrant women in the EU and Norway: policies and measures*. Source: EMN France. ([https://home-affairs.ec.europa.eu/system/files/2022-04/integration\\_of\\_migrant\\_women\\_national\\_report\\_2021\\_emn\\_france\\_en\\_final.pdf](https://home-affairs.ec.europa.eu/system/files/2022-04/integration_of_migrant_women_national_report_2021_emn_france_en_final.pdf))

<i>Kind of document</i>	Report	<i>Key words</i>	Integration, migrant women, EU, Norway, policies, measures, education and training, employment and skills, health, housing, gender, religious background, COVID-19.
<i>Short description</i>			
This executive summary provides an overview of the EMN France national report on the integration of migrant women in the European Union and Norway. The report focuses on the main sectors covered by the European Commission Action Plan on Integration and Inclusion and analyzes policies and measures related to education and training, employment and skills, health, and housing. It examines the specific challenges faced by migrant women and highlights examples of good practices and lessons learned. The report also addresses the impact of COVID-19 on migrant women's integration and presents future outlooks for integration policies and measures in France.			
<i>Why it is relevant for MEND THE GAP trainers</i>			

It offers an understanding of the existing policies and support systems, enabling MTG trainers to design effective programs that empower and support migrant women in their entrepreneurial journeys. Furthermore, the report's emphasis on overcoming challenges specific to migrant women, such as language barriers and stereotypes, equips MTG trainers with the knowledge and strategies needed to address these obstacles and foster successful entrepreneurship among this target group.

European Migration Network. (2022). Integration of migrant women. Source: European Migration Network. ([https://home-affairs.ec.europa.eu/system/files/2022-09/EMN\\_STUDY\\_integration-migrant-women\\_23092022.pdf](https://home-affairs.ec.europa.eu/system/files/2022-09/EMN_STUDY_integration-migrant-women_23092022.pdf))

<i>Kind of document</i>	Study	<i>Key words</i>	Integration, migrant women, gender equality, labor market, education, social inclusion, policy recommendations.
<i>Short description</i>			
This study by the European Migration Network focuses on the integration of migrant women. It examines various aspects such as gender equality, labour market participation, education, and social inclusion. The study provides an analysis of existing policies and measures aimed at promoting the integration of migrant women and offers policy recommendations to enhance their integration outcomes.			
<i>Why it is relevant for MEND THE GAP trainers</i>			
This study holds relevance for Mend The Gap trainers as it specifically addresses the integration of migrant women, a key target group for their training initiatives. By exploring topics such as gender equality, labour market participation, and education, the study provides valuable insights into the challenges and opportunities faced by migrant women in their integration process. The policy recommendations offered in the study can inform and guide the design of effective training programmes that cater to the unique needs and aspirations of migrant women. Additionally, the study's focus on social inclusion highlights the importance of creating inclusive environments within entrepreneurship training to empower and support migrant women in their entrepreneurial endeavors.			



Levy-Tadjine T. (2009). *Réalités et mythes de l'entrepreneuriat immigré en France*. *Migrations Société*, 126, 19-34. retrieved from Cain June 16th, 2023 <https://doi.org/10.3917/migra.126.0019>

<i>Kind of document</i>	Article	<i>Key words</i>	Immigrant entrepreneurship, female entrepreneurship.
<i>Short description</i>			
It's an article that focuses on contrasting the myth and reality of immigrant entrepreneurship. There is a description of the main challenges and the immigrant entrepreneurship is compared with the female one to show their common challenges and characteristics. Different areas are covered such as discrimination, the distinct management style, support politics and statistical study is included.			
<i>Why it is relevant for MEND THE GAP trainers</i>			
This article will be particularly helpful to understand the specific challenges that migrant and female entrepreneurs have to face.			

Miribel, J. Sideo, X. (2019). *Définir et reconnaître les compétences entrepreneuriales ?*. [Rapport de recherche] Rectorat de l'Académie de Lille, IDEE. 2019. fffal-03661504f retrieved from HAL Open Science on June 16th, 2023, <https://hal.science/hal-03661504/document>

<i>Kind of document</i>	Research Report	<i>Key words</i>	Entrepreneurship abilities, Formation, Evaluation.
<i>Short description</i>			
This report explains the different actions and methods implemented in French projects concerning entrepreneurship formation. It focuses on defining entrepreneurship competences and establishing a way to evaluate them. There are plenty of aspects covered, for instance the definition of these competences both at a European and a French level as well as the pedagogic strategy.			
<i>Why it is relevant for MEND THE GAP trainers</i>			

This document will be particularly helpful to understand women's entrepreneurial competences and draw inspiration for the project's educational programme.

OIT (2012) *LIVRET DE L'APPRENANT Éducation Financière : Gérez Mieux votre Argent* retrieved 20th June, 2023 from Scribd <https://es.scribd.com/document/632469653/LIVRET-DE-L-APPRENANT-Education-Financiere#>

<i>Kind of document</i>	Exercice Book	<i>Key words</i>	Financial education, Exercices, Budget managing.
<i>Short description</i>			
This 47 page document is an exercise book made by the International Labour Organization. In it we can find different chapters dedicated to a variety of aspects of financial education such as: how to fix financial goals, creating a personal budget, understanding financial services and institutions, etc.			
<i>Why it is relevant for MEND THE GAP trainers</i>			
This exercise book is relevant as it will be a great source of inspiration to elaborate financial education courses particularly designed for migrant women.			

Velmuradova, M. Levy-Tadjine, T. Tokatlioglu, S. (May 2022) *Alter-entrepreneuriat, communication organisante, communication instituante. Quel(s) agir(s) communicationnel(s) pour un modèle économique durable ?*. 89e Congrès ACFAS, Colloque N°405 ALTER-ORGANISATION : L'alter, providence ou contrainte post-covid19 ? retrieved from HAL Open Science on June 16th, 2023, [https://hal.science/hal-03669025v1/file/2022\\_Velmuradova%20%26%20al\\_Alter-entrepreneuriat%20et%20communication.pdf](https://hal.science/hal-03669025v1/file/2022_Velmuradova%20%26%20al_Alter-entrepreneuriat%20et%20communication.pdf)

<i>Kind of document</i>	Paper/Report	<i>Key words</i>	Alter-entrepreneurial, Eco-entrepreneur.
<i>Short description</i>			
This paper explores the idea of a kind of entrepreneurship that focuses on durable development, using both ecological and responsible tactics.			

In other words, the paper elaborates on a new way of understanding entrepreneurship as a powerful tool to change social dynamics.

*Why it is relevant for MEND THE GAP trainers*

This paper will be helpful to understand the way we understand entrepreneurship and how it can be a key aspect to change our society in an environmental way.

## English - Ireland

Cooney, T., & Halabisky, D. (2021). *Supporting Women Entrepreneurs in Ireland*. From the OECD and the European Commission. retrieved from OECD website in June 2023

<https://www.oecd.org/cfe/leed/RPA-Ireland-women-FINAL.pdf>

<i>Kind of document</i>	Report	<i>Key words</i>	Supporting Female Entrepreneurship in Ireland.
<i>Short description</i>			
This report offers a concise summary of the existing and forthcoming initiatives supporting women's entrepreneurship in Ireland. It evaluates the primary advantages and limitations of the current and proposed programs related to entrepreneurship skills, financial accessibility, and regulatory and institutional framework. Additionally, the report puts forth recommendations to enhance these initiatives.			
<i>Why it is relevant for MEND THE GAP trainers</i>			
This report gives you an insight into the realities of entrepreneurship in Ireland for women. It is a useful and informative source in relation to understanding the goals of inclusive entrepreneurship and their hindering factors.			

McCoy, D. (n.d.). *Mind the gap: An introduction to gender pay gap reporting* (Report). IBEC. Available at:

<https://www.ibec.ie/influencing-for-business/labour-market-and-skills/gender-pay-gap-report>

<i>Kind of document</i>	Report	<i>Key words</i>	Gender Pay Gap Ireland.
<i>Short description</i>			
This report aims to present the subject of gender pay disparity, delve into its causes, explore potential solutions, and offer an overview of the existing situation in Ireland while drawing on lessons from the UK experience.			
<i>Why it is relevant for MEND THE GAP trainers</i>			
This report helps you to understand the current situation in Ireland in relation to the gender pay gap. You will be better informed about the social and economic consequences of the gender pay gap and the			

solutions to this problem.

Myra de Moraes, M. E. (2020). *A perspective on the female entrepreneurial market in Ireland* (dissertation). National College of Ireland, Dublin.

<i>Kind of document</i>	Masters Submission	<i>Key words</i>	Female, Entrepreneurship, Ireland, Entrepreneurial.
<i>Short description</i>			
This is a case study about how women have remained as entrepreneurs in the formal entrepreneurial market. It looks at the 5Ms business theory (market, money, management, maternity and meso / environment), and how specific strategies should be implemented to foster a supportive environment for women engaging in entrepreneurship, ensuring favourable conditions for their business endeavours.			
<i>Why it is relevant for MEND THE GAP trainers</i>			
This will help you to understand the intricacies of female entrepreneurship and the varying factors that influence decision making within the field.			

Villar-Argáiz, P. (2016). Introduction. Discourses of Inclusion and Exclusion: Artistic Renderings of Marginal Identities in Ireland. *Nordic Irish Studies*, 15(1), 1–8. <http://www.jstor.org/stable/44363740>

<i>Kind of document</i>	Journal Article	<i>Key words</i>	Inclusion and Exclusion, Marginal identities.
<i>Short description</i>			
This article explores the history that exists in Ireland of 'otherness' and social exclusion. It explains how Ireland can be an environment in which marginal identities can be excluded in the socio-cultural construct.			
<i>Why it is relevant for MEND THE GAP trainers</i>			
A short history that will help you to better understand Ireland's relationship with social exclusion, what it means to be 'Irish' and how they affect marginalised identities such as women, differently abled people, migrants and people from lower socio-economic backgrounds.			

Directorate General for Communication. (2023, April 3). Τι είναι το μισθολογικό χάσμα μεταξύ των φύλων και πώς υπολογίζεται;. [https://www.europarl.europa.eu/pdfs/news/expert/2020/1/story/20200109STO69925/20200109STO69925\\_el.pdf](https://www.europarl.europa.eu/pdfs/news/expert/2020/1/story/20200109STO69925/20200109STO69925_el.pdf)

<i>Kind of document</i>	Article	<i>Key words</i>	Women in the labour market, the wage gap.
<i>Short description</i>			
The article, published by the Directorate-General for Communication of the European Parliament, focuses on the reasons that cause the wage gap between men and women. Also, the article briefly presented some of the initiatives that the European Parliament undertakes in order to reduce this gap.			
<i>Why it is relevant for MEND THE GAP trainers</i>			
The article will help readers to understand the reasons behind the wage gap between men and women and will raise awareness about the European initiatives against this phenomenon.			

Μελέτη για τη Γυναικεία Επιχειρηματικότητα από την ICAP CRIF. (2021). ICAP CRIF. Retrieved June 12, 2023, from <https://shorturl.at/apES0>

<i>Kind of document</i>	Study	<i>Key words</i>	Women Entrepreneurship.
<i>Short description</i>			
The study analyzes the women's participation in the sector of entrepreneurship, in Greece.			
<i>Why it is relevant for MEND THE GAP trainers</i>			
The study provides insights, data and figures on the participation of women in the field of entrepreneurship, focusing on the Greek community.			

Ενίσχυση της θέσης των Γυναικών Ανωτάτων Στελεχών στο επιχειρηματικό περιβάλλον. (2022). ICAP CRIF. Retrieved June 12, 2023, from <https://shorturl.at/uzDFM>

<i>Kind of document</i>	Survey Report	<i>Key words</i>	Women entrepreneurship, leadership in entrepreneurship, women leaders in business.
<i>Short description</i>			
The survey was implemented in 2022 and highlights the characteristics of women leaders in businesses. Also, it explores the reasons for inequalities and the barriers that women face in leadership and, finally, it assesses the impact of the energy and geopolitical crisis on women's entrepreneurship.			
<i>Why it is relevant for MEND THE GAP trainers</i>			
The survey includes important insights on the topic of women's participation in senior executive positions. It will help the trainers to better understand the barriers as well as the impact of societal issues on the topic of women empowerment.			

Shanker, M. (2019b). Women at workplace and Work life balance. ResearchGate.

[https://www.researchgate.net/publication/351068790\\_Women\\_at\\_workplace\\_and\\_Work\\_life\\_balance](https://www.researchgate.net/publication/351068790_Women_at_workplace_and_Work_life_balance)

<i>Kind of document</i>	Study	<i>Key words</i>	Work-life balance.
<i>Short description</i>			
The paper includes theories and definitions of work-life balance, it highlights the challenges related to working women as well as initiatives and activities that will ensure a balance between personal and professional life.			
<i>Why it is relevant for MEND THE GAP trainers</i>			
The paper will enhance the reader's understanding of the issues related to the work-life balance of working women.			

Φουντά, Ι. (2023). *Γυναικεία επιχειρηματικότητα και εκπαίδευση: η περίπτωση Μοντεσσοριανών Σχολείων στην Ελλάδα* [Master's Thesis]. University of Piraeus. Retrieved on June 12, 2023, from <https://shorturl.at/oDIRW>

<i>Kind of document</i>	Master's thesis, research	<i>Key words</i>	Women's entrepreneurship in the field of education.
<i>Short description</i>			
This research analyzes women's entrepreneurial characteristics, especially in the field of education. Topics such as the characteristics of women entrepreneurs, equality in entrepreneurship, and the characteristics of women in leadership of educational institutions are explained.			
<i>Why it is relevant for MEND THE GAP trainers</i>			
The trainers will have the opportunity to explore the characteristics of the women who own executive positions in the field of education.			

Entrepreneurial Literacy and Skills. (2022). Policy Department for Economic, Scientific and Quality of Life Policies | European Parliament. Retrieved June 12, 2023, from [http://www.tecnostuttura.it/info-alta\\_formazione\\_convegno\\_finale\\_del\\_catalogo\\_interregionale/cms/file/NEWS/1247/ELS.pdf](http://www.tecnostuttura.it/info-alta_formazione_convegno_finale_del_catalogo_interregionale/cms/file/NEWS/1247/ELS.pdf)

<i>Kind of document</i>	Study	<i>Key words</i>	Entrepreneurial literacy, entrepreneurial skills.
<i>Short description</i>			
This research paper examines the empirical indicators of Entrepreneurship and Lifelong Learning (ELS). It highlights the role of underrepresented groups, especially women, in the entrepreneurial sector and explores the EU-funded mechanisms that support European literacy and skills. Also, the paper provides recommendations for policymakers to enhance the promotion of ELS among European Union citizens.			
<i>Why it is relevant for MEND THE GAP trainers</i>			
The paper offers an overview of the entrepreneurial situation in Europe, emphasizing existing gaps and possible solutions. It consists of a useful source for trainers to fully understand the entrepreneurial conditions in Europe, to explore the gaps between women in entrepreneurial skills and finally, to be aware of suggested opportunities and EU funding mechanisms that address the issue.			



*Gender gap in financial literacy* | Intrum. (29.03.2023).  
<https://www.intrum.gr/el/business-solutions/about-intrum/newsroom/all-news-en/gender-gap-in-financial-literacy/>

<i>Kind of document</i>	Article	<i>Key words</i>	Financial literacy, the gap between men and women.
<i>Short description</i>			
The article identifies the gap between men and women in the field of financial literacy. It presents data and analytics in order to explain the different ways that the two genders use to manage their financial situation.			
<i>Why it is relevant for MEND THE GAP trainers</i>			
The article is a practical source that will help the trainers to explore quantitative data graphics on the topic of financial literacy of men and women.			



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## Italian / Italy

Guida al mainstreaming di genere, European Commission – DG Employment and Social Affairs (2005).

[https://ec.europa.eu/employment\\_social/equal\\_consolidated/data/document/gendermain\\_it.pdf](https://ec.europa.eu/employment_social/equal_consolidated/data/document/gendermain_it.pdf)

<i>Kind of document</i>	Paper	<i>Key words</i>	Gender, gender mainstreaming.
<i>Short description</i>			
<p>Gender mainstreaming recognises the strong correlation between the relative disadvantage of women and the relative advantage enjoyed by men. It focuses on the social differences between men and women, learned differences, modifiable over time, and variable from culture to culture.</p> <p>This guide can be useful for any individual or organisation who want to better understand gender mainstreaming and how to integrate it into the planning, implementation, monitoring and evaluation of projects.</p>			
<i>Why it is relevant for MEND THE GAP trainers</i>			
<p>The guide can be useful for educators who want to include a gender perspective in all their educational activities, not just those aimed specifically at women.</p>			

GreenComp, Quadro europeo delle competenze in materia di sostenibilità, Joint Research Center, European Commission, 2022

<https://op.europa.eu/en/publication-detail/-/publication/bc83061d-74ec-11ec-9136-01aa75ed71a1/language-it>

<i>Kind of document</i>	Paper	<i>Key words</i>	Environmental sustainability, sustainability competences, education.
<i>Short description</i>			
<p>GreenComp is a reference framework for sustainability competences. It provides a common ground to learners and guidance to educators, advancing a consensual definition of what sustainability as a</p>			



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competence entails.

It responds to the growing need for people to improve and develop the knowledge, skills and attitudes to live, work and act in a sustainable manner. It is designed to support education and training programmes for lifelong learning. It is written for all learners, irrespective of their age and their education level and in any learning setting – formal, non-formal and informal.

*Why it is relevant for MEND THE GAP trainers*

The Greencomp is a useful tool to easily identify key competences in the area of sustainability and to build tailored learning activities around them.

L'economia per tutti, Banca d'Italia

<https://economieapertutti.bancaditalia.it/mettiti-alla-prova/index.html>

<i>Kind of document</i>	Platform	<i>Key words</i>	Financial literacy, financial competences, self-assessment tool.
<i>Short description</i>			
<p>This Bank of Italy portal offers valuable educational content on financial literacy.</p> <p>It is possible to use a self-assessment tool for financial literacy, which allows users to check their level of financial literacy in real-time and to link to relevant educational content.</p>			
<i>Why it is relevant for MEND THE GAP trainers</i>			
<p>This platform offers a lot of training material in the field of financial literacy which is very user-friendly. The level of content ranges from basic to more advanced knowledge, making it suitable for all. The self-assessment tool can help the trainers to understand what is the level of knowledge of their learners.</p>			

Donne al Quadrato/ Women Squared, 2017- Ongoing

<https://www.gltfoundation.com/en/women-squared-for-financial-inclusion/>

<i>Kind of document</i>	Platform, App, Courses and Helpdesk	<i>Key words</i>	Financial Independence and Professional Growth of Women, self-assessment tool.
<i>Short description</i>			
<p><b>Women Squared</b> is a non-profit Italian project of financial literacy and social inclusion designed by women and dedicated mainly to women.</p> <p>It focuses mainly on 4 objectives:</p> <ol style="list-style-type: none"><li>1. Promote <b>gender equality and empowerment</b> of women by filling the <b>gender gap</b> in financial knowledge and skills and encouraging young women to pursue training and professional careers in <b>STEM</b> fields.</li><li>2. Promote conscious economic-financial, entrepreneurial and professional choices aimed at <b>economic independence</b> and <b>personal and professional fulfilment</b>.</li><li>3. Prevent <b>economic violence</b> through financial education that helps to recognize and combat it and support victims of economic abuse in becoming aware of the steps to be taken to regain their economic independence.</li><li>4. Combat <b>non-substance addictions</b> such as gambling and compulsive shopping and encourage proper management of savings to avoid situations of <b>over-indebtedness</b>.</li></ol>			
<i>Why it is relevant for MEND THE GAP trainers</i>			
<p>This programme is very useful for women coming from any background providing training material and courses in the field of financial literacy &amp; women empowerment which are very user-friendly.</p> <p>It also offers various online and offline tools for trainers to help women build a career and/or entrepreneurial path from a green perspective.</p>			

## Parità di genere

<https://www.eurofound.europa.eu/it/topic/gender-equality>

<i>Kind of document</i>	Platform	<i>Key words</i>	Gender-based resources on Work, entrepreneurship within the EU.
<i>Short description</i>			
<p><i>The European Foundation for the Improvement of Living and Working Conditions</i> offers a huge amount of resources on Gender equality within Europe, many of those available in Italian as well as in other European languages.</p> <p>Eurofound's work on gender equality links in with the Commission's 2019–2024 priorities on an economy that works for people and a new push for European democracy.</p>			
<i>Why it is relevant for MEND THE GAP trainers</i>			
<p>This site can be very useful for trainers because it contains the main studies, tools, and information on Gender Equality in the world of work on a European and comparative level between different countries.</p>			



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Fernandez-Guadaño, J. and Martín-López, S. (2023), *Gender differences in Social Entrepreneurship: Evidence from Spain*. Women's studies International Forum 96(1):102663. DOI:10.1016/j.wsif.2022.102663. Retrieved from ResearchGate in May 2023: [https://www.researchgate.net/publication/366032185\\_Gender\\_differences\\_in\\_Social\\_Entrepreneurship\\_Evidence\\_from\\_Spain](https://www.researchgate.net/publication/366032185_Gender_differences_in_Social_Entrepreneurship_Evidence_from_Spain)

<i>Kind of document</i>	Article (scientific journal)	<i>Key words</i>	Gender equality, Education, empowerment.
<i>Short description</i>			
This study draws on Social Role Theory to identify the factors that determine entrepreneurs' choice of Social Entrepreneurship (SE) with specific attention to gender-based differences. The results confirm that women are more likely than men to set up a Social Entrepreneurship and only the variable occupational status (at the managerial level) and previous work experience have proven significant.			
<i>Why it is relevant for MEND THE GAP trainers</i>			
This article highlights the importance of Social Entrepreneurship to a country's economic growth, as well as evidence that women are more motivated by the social goals inherent in Social Entrepreneurship.			

Fernández Olit, B. Gallo Rivera, M.T. (2022), *Educación financiera y empoderamiento de la mujer, un análisis de impacto*. Published in Panorama Social nº35, (july 2022), Retrieved from funcas.es in May 2023: <https://www.funcas.es/articulos/educacion-financiera-y-empoderamiento-de-la-mujer-un-analisis-de-impacto/>

<i>Kind of document</i>	Article (scientific journal)	<i>Key words</i>	Gender equality, financial education, empowerment.
<i>Short description</i>			
The article analyzes the impact of financial education on the well-being of people and, specifically, on the financial stability of women. The results show an improvement in both current (reduced financial stress) and future (expected security) financial well-being, which reflects positively on planning skills and involvement in decision-making.			

*Why it is relevant for MEND THE GAP trainers*

This article evidences the importance of financial education for women, while showing the positive impact that this one will have on their life at different levels.

García-Rio, E. Baena-Luna, (2019), *Factores condicionantes en la intención emprendedora de los estudiantes universitarios. Un estudio desde la perspectiva de género*. Retrieved from 3ciencias.com. in May 2023:

<https://www.3ciencias.com/wp-content/uploads/2020/02/art.-4-3C-Empr esa-Ed.41-Vol.9-N.%C2%BA1-1.pdf>

<i>Kind of document</i>	Article (Scientific Journal)	<i>Key words</i>	Entrepreneurship, Gender, University students.
<i>Short description</i>			
This article analyses the elements that influence the entrepreneurial intention (EI) of university students and how these elements vary depending on the group under study (article also available in English language).			
<i>Why it is relevant for MEND THE GAP trainers</i>			
This article proposes a theoretical framework to explain gender differences at the time of starting a business.			

Garrido, P. (2022), *El papel de la mujer en el sector financiero: por qué cuesta que lleguen a los puestos de alta dirección*. El Español. Retrieved from the web in June 2023:

[https://www.elespanol.com/eventos/observatorio-de-las-finanzas/20220222/papel-mujer-sector-financiero-cuesta-lleguen-puestos-alta-direccion/652185042\\_0.html](https://www.elespanol.com/eventos/observatorio-de-las-finanzas/20220222/papel-mujer-sector-financiero-cuesta-lleguen-puestos-alta-direccion/652185042_0.html)

<i>Kind of document</i>	Article (newspaper)	<i>Key words</i>	Finances, women access to high positions.
<i>Short description</i>			
This article summarises a debate organised on the role of women in the financial sector in the frame of the II observatory of finances with Mónica Melle, counselor of the Chamber of Accounts of the Community of Madrid, Eva Ballesté, PhD in Finance and professor at IE Business School, and Amparo Ruiz Campo, Country Head of DPAM in Spain and			

Latin America

*Why it is relevant for MEND THE GAP trainers*

This article highlights some of the main barriers that women still face, in Europe, in relation to accessing higher positions. It evidences some issues such as conciliation, maternity leave, and "impostor syndrome" according to which women think that they won't be measuring up. It also highlights the lack of female references.

Ministerio de Trabajo y Economía Social. (2022), *La situación de las mujeres en el mercado de trabajo 2022*. Retrieved from the ministry website in June 2023: [https://www.mites.gob.es/ficheros/ministerio/sec\\_trabajo/analisis\\_mercado\\_trabajo/situacion-mujeres/Mujeres-y-Mercado-de-Trabajo-2022.pdf](https://www.mites.gob.es/ficheros/ministerio/sec_trabajo/analisis_mercado_trabajo/situacion-mujeres/Mujeres-y-Mercado-de-Trabajo-2022.pdf)

<i>Kind of document</i>	Report (publication)	<i>Key words</i>	Women, employment, gender equality, education.
<i>Short description</i>			
This analysis, carried out annually since 2008, focuses on the most relevant aspects of the situation of women in the labor market in 2022. The main variables of activity, occupation and unemployment are analysed, while deepening the analysis of some specific aspects of the situation of women, such as their reasons for inactivity, the impact of maternity or reconciliation and salary payments.			
<i>Why it is relevant for MEND THE GAP trainers</i>			
This report shows the evolution of the relationship of women with the labour market in order to have a diagnosis, anticipate trends and formulate proposals that contribute to progress towards equality. It includes an historical perspective and an entire chapter on education, which provides very valuable information to understand the Spanish state of the art.			

Pérez Suarez, M. and Sánchez Torné, I., (2021), *La brecha de género también existe en la educación emprendedora*. Retrieved from The Conversation. com in May 2023: <https://theconversation.com/la-brecha-de-genero-tambien-existe-en-la-educacion-emprendedora-150897>



<i>Kind of document</i>	Article (Blog)	<i>Key words</i>	Opinion, Gender equality, Education, empowerment.
<i>Short description</i>			
<p>This article written by two women teachers from the University of Seville refers to the Theory of Planned Behaviour, that defines that we need a preceding projection that, along with subsequent behaviour, is influenced by factors such as personal and social beliefs. It relates this theory with the determination of the Entrepreneurial Intention and differences between men and women.</p>			
<i>Why it is relevant for MEND THE GAP trainers</i>			
<p>This article invites you to reconsider the role of educators to support the entrepreneurial spirit in a more equal way.</p>			

Red GEM España, (2020), *Emprendimiento de mujeres en España*. Retrieved from the [GemSpain](https://www.gemspain.com/) website in June 2023:

<i>Kind of document</i>	Report (publication)	<i>Key words</i>	Women, employment, gender equality, education.
<i>Short description</i>			
<p>Although the participation of women in entrepreneurial and business activity is, by system, lower than that of men, female entrepreneurship is diverse and manifests itself with nuances depending on the context and the territories. This report analyses the characteristics, perceptions, motivations and other relevant aspects of the profile of women involved in entrepreneurial activities, characterize their initiatives and businesses, as well as approach women with the intention of starting a business (potential entrepreneurs).</p>			
<i>Why it is relevant for MEND THE GAP trainers</i>			
<p>This report provides a diagnosis of the situation that allows us to assess the reality in terms of the opportunities that women have access to, the resources they need and the type of business they start, among other aspects. It includes real cases that help you understand more specific situations.</p>			



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