



# W.IN.NET PROJECT

European Network of Women's Resource Centres  
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## FOR GENDER EQUALITY IN EUROPEAN REGIONAL DEVELOPMENT

the Future W.IN.NET Association  
of Women's Resource Centres in EU 25

Declaration of Intentions at the  
Interreg IIIC project W.IN.NET Final Conference  
21-22 November 2005 in Brussels, Belgium



## **Foreword**

The County Administrative Board of Gävleborg, lead partner in the Interreg III C operation W.IN.NET and the future European association of Women's Resource Centres, "**WINNET EU 25**" are through different capacities, acting towards a common goal; Gender equality in European growth and job strategy development. This declaration of intentions shall be seen as part of a European co-operation concerning gender equality within regional and local development with focus on growth and jobs. In this way, we aim to emphasise our common direction and invite to co-operation on all levels. The organisations however are responsible for their respective part of the declaration.

The County Administrative Board of Gävleborg, Sweden

## **Purpose of the Declaration of Intentions**

This declaration provides Women's Resource Centres (hereinafter WRC: s) in the EU 25 Member States with a common basis for launching a consultation process of a European association of WRC in EU 25 member states. The WRC: s in the EU 25 Member States will be invited to become members of the European association of WRC - WINNET EU 25.

The declaration is based on the following elements:

- The analysis of the community policies and programmes in the field of equal opportunities, local development and interregional co-operation.
- The accomplished results of the transversal work done within the W.IN.NET operation.

The purpose of this declaration is to identify the main common criteria and characteristics of the different WRC models, in order to establish a European association of Women's Resource Centres in EU 25. An analysing process has been carried out within five thematic sub-networks of W.IN.NET. The Sub-networks have been focusing on:

- Quality indicators and models
- Entrepreneurship
- Social exclusion
- Policy
- Women and technology

The work carried out has been fundamental for the project's aim of creating a European association of WRC in EU 25.

The first chapter presents a historical overview of the Women's Resources Centres, with particular reference to the Swedish experience on the creation of WRC: s in Sweden, with start in 1994 (thanks to the support of the Swedish Government who considers the WRC as a tool to empower women to participate in local and regional development in Sweden), and to experience form the creation and establishment of WRC: s supported by the European Commission.

The second chapter focuses on the analysis of the main characteristics of the WRC: s (definition, functioning, typologies, objectives, activities).

## **Historical Background**

The local and regional Women's Resources Centres (WRC) are in general considered to be multi-functional organisations, having the task of developing, collecting, working-out and disseminating resources of different natures (informative, competencies, gender equality in economics etc.) consistent with the objectives, which they have been set up for. The focus has been on WRC to function in different areas in local and regional development, jobs and growth.

The creation of the first WRC: s dates back to the late eighties in Sweden. In 1994 the Swedish Parliament decided to give financial support to the regions for the creation of WRC: s. NUTEK and Glesbygdsverket (the Swedish National Rural Development Agency) were given the assignment to be responsible for the development of WRC in Sweden. The National office was placed at NUTEK. Between 1995 and 1999, 160 local and regional WRC was established in Sweden. The Centres spread out widely first of all in Sweden and afterwards in Europe, thanks also to the support of the European Union who has allocated specific funding to promote their development.

## **The Resources Centres in the Swedish experience**

Sweden is the pioneer State in Europe having designed and tested the Women's Resources Centres. The idea was to set up a network of Women's Resource Centres with focus on local and regional development and on growth and prosperity. The WRC worked with empowerment as a method to increase women's participation in local and regional development. The 16<sup>th</sup> of December 1999, the day when the national project ended, the Swedish National Federation of Resource Centres for women was founded, with a status of Non Governmental Organization (NGO) and member organisation for WRC: s in Sweden.

The National Federation of WRC has the following aims:

- Women claim their share of society's resources
- Women's competences are utilised by society
- Efforts made by women and men are equally valued

The Resources Centres for Women in Sweden are a network of services set up to implement and accelerate the women inclusion in the labour market and in the local socio-economic development process, and to take measures aimed at reconciling women professional, family and private lives. Today there are 160 WRC: s in Sweden, working for local and regional development together with other actors in the society to integrate gender equality in regions. The WRC: s work in close cooperation with the Swedish gender equality experts, who have the assignment by the Swedish government to integrate gender equality in all policy areas. The WRC: s in Sweden are also included in the Swedish national action plan for employment for women's participation in the labour market.

The Resources Centres provide information and consultation services in view of improving knowledge and competences of women and men by setting up policies and tools for gender equality in the labour market, in business creation and in other sectors.

The idea of Resources Centres came from the County of Gävleborg (Sweden) in 1989, from a project aimed to design a feasibility study on this subject. This project was later used as a model for the whole country of the Sweden as a national example for creating a WRC.

The Swedish Government has regulated that the WRC: s are a tools for the integration of gender equality in local and regional development. In 2001 one resolution of the Swedish Parliament established an annual public funding for the regional and local WRC: s.

The Swedish National Federation of WRC: s co-operate with NUTEK, (The Swedish Agency for Economic and Regional Growth [www.nutek.se](http://www.nutek.se)), which co-ordinate and foster the creation and the development of WRC: s in the country as a governmental agency. NUTEK's main role is to guide and support the WRC: s with basic founding and also to co-finance local and

regional projects and also projects with an international dimension. The Swedish National Federation of WRC: s in Sweden has created and developed a portal as a communication tool among the WRC in country.

In the years 1999-2002 for example, in the Recite II, the ENREC project was running, whose purpose was to disseminate across Europe the idea of establishing and running WRC: s. In the ENREC project two WRC, one in Gothenburg and one in Luleå was involved. The result of the project was a guidebook on how to start and run WRC: s with a European perspective. In the project the following countries was involved; 2 regions in Sweden, 2 Italian regions, one Greek region and one Finnish region.

In June 2005 the NRC and NUTEK presented a letter of commitment on the future work of the WRC: s in Sweden.

### **WRC s experiences in the European Community programme**

In the nineties, thanks to the European Community Initiative Programmes Employment NOW- New Opportunities for Women (NOW I, **1995-1997**; NOW II 1997-1999), funded by the European Social Fund, many Women's Resource Centres were established in different European Countries, above all Italy, Greece, Spain, United Kingdom and Holland.

A few WRCs were also established through other Community Initiative Programmes, funded by the European Regional Development Fund, for the co-operation among regions of the EU such as INTERREG (1992-1997) and INTERREG II (1997-1999). And the same happened with ECOS- OUVERTURE, external co-operation innovative programme, which supported several projects, among others the WOMEN 21 and the AWAKE operations, allowing the setting up of WRCs in the EU 15 countries, such as Italy and Greece (Municipality of Sykies; Municipality of Zographu), and in other European countries such as Slovakia (Region of Spiss), Bulgaria, (Sofia, Municipality of Ilinden), Estonia (City of Tapa) Romania and others.

The Women's Resources Centres also grew in Europe thanks to RECITE II, innovative action programme funded by the European Regional Development Fund and devoted to interregional co-operation among the EU Countries. The programme, in 1996, devoted a part of the budget to the creation and to the development of the WRC: s for promoting the female work and the women's inclusion in the economic life.

According to the RECITE II programme, the Resources Centres are organisations set up for "facilitate and support the women integration in the economic life throughout a better knowledge and a better use of all the resources, creating European inter-relational circuits of specialized centres working with a gender equality approach, some of them localised in central zones, others in suburb zones of economic and informative European systems".

Following this initiative, as many as 17 WRC: s were set up in Europe, 7 of which only in the frame of the European project REFICE ( RECIte Femmes) project that involved six regions of five different EU countries (Finland, France, Italy, Portugal and Spain). Other significant projects, in the frame of RECITE II, were: ADONAT, N.E.C and ENREC. These operations in which most of the present W.IN.NET partners also involved, as either partners, associated partners and or lead partners.

Among the Resources Centres developed in the frame of the European programme RECITE II, stands out significantly, for its institutional value, the experience carried out by the

Lombardy Region. The regional Resource Centre for Integration of Women in Economic and Social life, set up by the Lombardy Region in the frame of the RECIte Femmes project, still functioning today with regional ordinary funding (the Centre has been recognised as permanent service and tool according to article 4 of the regional law n. 3/2001. It provides consulting and animation services with the objective of improving the local administration's competencies in the field of equal opportunities. The Regional Resource Centres co-ordinates a dynamic network in the field of equal opportunities, developing permanently policies promoting equal opportunities – [www.politichefemminili.regione.lombardia.it](http://www.politichefemminili.regione.lombardia.it) -

The Women's Resources Centres in Europe stand in different fields (local development, support to the women entrepreneurship, support to project for reconciling professional and family life, women integration in the labour market, development of the female human resources, women and technology etc...)

Moreover, it's useful to keep in mind that some WRC: s participating in the RECITE II programme have created (in 2002) a European informal association, WIN (Women in Network), which has contributed to promote the present W.IN.NET project and that has carried out supporting and accompanying functions for the project in the developing of the networking activities. The Swedish National Federation of WRC: s and in particularly the Women's Cooperative Saga, as well, was also a main actor involved in the developing of the W.IN.NET operation, with the economical support from NUTEK within an international project. In 2002, the Swedish National Federation of WRC (NRC) supported, within this project, the participation of one of the present Italian W.IN.NET partners at a three days training in Hungary on how to use a Web-portal as a communication tool in the WRC s daily work.

The Women's Resource Centres today have spread out all over Europe. They are present in different fields of action (local development, support to women-led entrepreneurship, support to projects aimed a reconciling professional and family life, integrating women in the labour market, developing female human resources, promoting women's social inclusion, overcoming the technical and digital divide and, at last but not the least, gender mainstreaming)

While the common denominator of the WRC:s in the promotion of equal opportunities at local level, activities vary considerably; in some initiatives, WRC:s are present in the local networks that carry out different functions (of "first and second " level)

Furthermore, as shown in the attached summary table of the main features and characteristics of the WRC:s, some of the Centres have been operating for more then five years, other on the contrary have been recently set up.

### **Women's Resource Centres In Europe Today**

The map of the Women's Resource Centres is continually enriched with the new realities operating in different European contexts, especially in countries about to access to EU, where there is a pressing need to accelerate the mechanism of integrating women in local development processes.

The Following trends are highlighted:

- **Development of Resource Centre Network at national level** (for instance, besides the Swedish experiences, the Finnish one is also extremely interesting) with the aim of

achieving more incisive effects all over the national territory through actions targeted at inserting women in the local development processes and reinforcing the gender mainstreaming actions in policies. In other European countries, since many years important networks have been developed such as the Institutes de la Mujer in Spain or the Centres de Documentation e d'Information Femmes et Familles in France, which are recognised and supported by public institutions and can be compared with the Resource Centre Networks.

- **Development of Resource Centre Networks at regional level** with the aim of building synergies among the different local levels to integrate the available resources (often scarce) and to improve the quality of services through the systems of co-ordination, joint training and evaluation.
- **Dissemination of Resource Centres** with different characteristics (supporting entrepreneurs, accompanying women into and re-entering the labour market etc.) that operate in synergy with the different actors on the territory and refer to their local community.

In view of this, the main objectives of the W.IN.NET project was to develop a permanent association of the various WRC:s networks in a European and/or beyond the EU 25 dimension, in order to support the implementation of the equal opportunities policy and the local development policies oriented toward the promotion of the female resources and to use the WRC:s as a tool to implement gender equality in growth and employment in the next EU programming period (2007- 2013) and onwards.

That is why, at this point, it is clearly very important to identify and benchmark the main common characteristics and features of Women Resource's Centres (WRC: s), thus setting and sharing quality indicators for monitoring and benchmarking the results of the activities performed by the WRC:s.

## **W.IN.NET**

One of the objectives of the W.IN.NET project has been to develop the networking of WRC: s in Europe, in order to support the implementation of equal opportunity policies and women's participation in regional and local development.

### **Structure of WRC: s**

The primary task and mission of WRC: s is to increase the number of women participating in economic life on a regional and local level. Many decades of regional development activities have shown that women can play an important role in regional and local development as yet until WRC were not established only a fraction of regional development funding found its way to women and only a very low percentage of women got involved in regional and local development.

Fundamental for WRC: s is that they should be developed on the basis of local needs and conditions. WRC's activities are supposed to embrace widespread commitment among women who are not normally represented in ordinary male-dominated structures. The aim is to broaden and deepen democracy in local and regional development initiatives. As activities at these WRC proceed from local needs, they have varying profiles.

Some WRC are primarily oriented towards developing business ideas and supporting self-employed women and entrepreneurs, others are oriented towards unemployed women, inactive women (40+), immigrant women, minority groups, (social exclusion) women in technology or other thematic areas of concern in a regional and local surroundings.

A common denominator is the development and utilisation of women's skills and the safe guardian of women's interest in a regional and development activities.

The primary task and mission of WRC is to increase the number of women participating in economic life on a regional and local level.

Developing women's projects, exclusively for and run by women, is a continuous strategy for Promoting gender equality. When women work together and share in identifying problems and solutions, development processes begin that enhance women's prospect of equality and involvement in community life. Women working together in an established WRC are better placed to launch activities and development projects that can improve work situations and living environment in the area.

### **The aim of WRC**

- To integrate regional and local development plans with the desire of women to take part in regional and local development.
- To create new permanent jobs by developing women's own ideas, concerning production of goods and services.
- To increase women's influence on the labour market and the society
- To participate in opinion making and communicating women's experiences.
- To mobilise the local and regional resources
- To support a more equal distribution of economical resources between women and men.

### **The Function of a WRC**

Empowering women means helping them to realise their own intrinsic strength, power and knowledge, as well as their capability to learn new things. In order to empower women it essential to able to point out existing possibilities and established paths, which can be used, It is also of great value to have such knowledge of society, which makes it possible to help women to identify the means (economical or/ and others) for realising their personal development and professional aims.

To be a neutral meeting place for networking groups of women and is available for all women who search active change and development in their work. It is often the first step in the process of getting further in the working life.

To be a centre for information and documentation, an opinion making in gender equality issues and a tool for the gender equality work in a county.

To be a centre for support and to give advice, counselling and mentorship as to the way of getting on with their project or business ideas in they're counties.



To mediate contacts with women's networks in business and finance world, in the field of enterprises, authorities, organisations, international contacts, media etc

## **General indicators – definition of criteria**

The WINNET project has been discussing the quality indicators in as a transversal issue which means that each sub theme has been elaborating with specific themes and therefore also focused on specific criteria for these WRC.

### **Guidelines**

The work in the W.IN.NET project has been focused on:

- What indicates a WRC on the themes of WINNET.
- What competences and skill do you need in a WRC within the themes of WINNET
- What co-operation with other actors do you need in the field of the themes of WINNET
- How can we measure quality with the indicators; a Indicator guide was developed and agreed in WINNET to be a overall guide the for quality indicators word from that the following criteria for a WRC was drawn:

### **General Criteria**

#### **A national WRC**

- Is supported by the national authorities in a country or governmental bodies, parliament
- It works accordingly with the purposes defined in the statutes of the European Association of Women Resource Centres- WINNET
- WRC is legitimated by demands of women in a regional and local WRC
- It is open for all WRC in a country which fulfils the criteria of a WRC
- It works in a nation, a country and coordinate and support the WRC members
- It constitutes a meeting place for women in a national, providing premises with a contact person or and office and known opening hours.
- It offers support, counselling to WRC for women in a situation of change, e.g. in the in the process of starting a business of their own or new working life situation.
- It has personal with competences and skills within the thematic fields in accordance to the WRC work
- It has a working plan; annual accounting and evaluation monitor it
- It has a gender analysing competence in the daily work.
- It has possibilities to communicate electronically with other WRC
- It has a competence development plan for competence development for the WRC members
- It is a non-profit organisation

## **A regional and local resource centre for women fulfils the following criteria**

- It works accordingly with the purposes defined in the statutes of the European Association of Women Resource Centres- WINNET
- It is legitimated by the demands of women in the area at local or regional level
- It is open for women and resource centres in its area
- It is a meeting place for work in accordance with the purposes in the statutes
- It is supported by authorities and organisations in its area for example regional or and local authorities.
- It takes an independent part in regional or local development
- It has a working plan; annual accounting and evaluation to monitor it based on the legislation in every member country
- It has a board of directors or a steering committee
- It is a non-profit organisation
- The personal should have competence and skill to act within the areas of concern

## **What competences, methods and skills do you need in a WRC?**

Empowerment strategy involves special interpersonal techniques which are necessary for WRC personnel to master. These techniques are grounded in a basic ethics or respect and equality between all people regardless of education, status, financial, regional or political background and age etc. One such basic technique includes focusing on the strengths and not on the weakness of every single woman.

The empowerment methods at a WRC need special working methods when you support, guide and empower women in a changing situation. The following working methods are used in a WRC:

The working models used and recommend in a WRC is **Networking** – networking in different levels: local, regional and transnational context. The local and the regional network is important for women in a changing situation. WINNET – a future European federation of WRC can be real 2006.

The principle of **Empowerment**; the mobilisation of women's own resources shall and must be an important base for the work in a WRC. To take responsibility over one's own life and work is a fundamental idea. Women seek the support from WRC shall not be taken "care of" but rather get guidance towards self-help.

The principle of **Management** by demand: the WRC shall be open and a neutral actor. For the efficient use of existing resources, the work shall be monitored from the needs and conditions of the women.

The principle of **flexibility** with a customers need in focus, the work ought to develop in a flexible and process oriented way. Projects and activities shall therefore be followed up and documented continuously and this documentation shall therefore be the foundation for changes and development of the work in the WRC.

To run and to be a **Manager** of a WRC the following skills are needed: the use of the empowerment methods demand a special interest of a process oriented working method, a physiological and pedagogical skills with an integrated gender perspective.

## **Cooperation with other actors within WRC**

The unique with a WRC are that it exist both at local, regional and national levels. The use of the empowerment method, which is secured with the local and regional WRC. The work of women's changes starts at local and /or regional level, which gain sustainability in the work. Local and regional WRC are a regional resource that cooperates with a several of other regional, local organisations and regional and local authorities with focus on growth in a local and regional context in a country. WRC cooperates with other actors within their fields.

## **The declaration of intentions**

According to the European work in progress of integrated guidelines for growth and jobs 2007 - 2013, the overall goal of regional development policy shall be, well-functioning and sustainable labour market regions with good service levels in all parts of the European Union 25.

The proposition states that special resources shall be allocated for strengthening women's situation on the labour market, as entrepreneurs, and to make use of their initiatives and competences in the regional development work for growth and jobs. Another aim is to strengthen central and regional government bodies' ability to handle projects involving women. This will also strengthen the degree to which women are able to take part of government resources available for regional and local development. Thereby, women shall in the future be able to act in regional development work, under the same terms and conditions as men. This direction was reinforced when the government appointed local and regional resource centres to take part in drawing up the regional growth programmes for 2004-2007 2 WINNET, the European Association of WRC shall contribute to an increased cooperation between different policy areas for sustainable, regional development through its programs within regional development for growth and jobs. WINNET shall also contribute to an increased coordination between the overall planning of regional development and regional programmes with operative focus in EU 25. Furthermore, WINNET shall initiate and support programmes and projects, primarily through the regional growth programmes, that contribute to a sustainable regional growth.

The European association of WRC, WINNET has the ambition to work and lobby for an increased basic funding to secure the long-term work of local and regional resource, national centres in EU 25. An important step in achieving this is to clarify the role of resource centres in the regional development work. WINNET have begun an effort to develop models and quality indicators for resource centres criteria in their work towards gender equality in regional development for growth and jobs. This declaration of intentions is a first step in this process. WINNET aims in dialogue with an interregional level, to focus on European strategy plans to integrate WRC as a tool and actor to integrate gender equality in European policies. This will contribute to the development of knowledge and methods as well as learning by all parts involved. These plans are also part of WINNET s ambition to develop a European based node of knowledge in gender equality within European regional and local development and growth for women's jobs. This ambition is one of the suggestions in the assignment to

identify areas of coordination stated in the European policy coherence for regional development <sup>5</sup>.

## **The Organisational Structure**

### **A European Association of Resource Centres for Women's (W.IN.NET) declaration**

The organisation for resource centres works to promote women's potential and their part in a sustainable development of society. The resource centre is a place where women have precedence in voicing which issues to bring forth and pursue in regional and local development and in the work with the Regional Growth and Regional Development programmes <sup>6</sup>. In this work, the resource centre for women can be utilised as a system of innovation for regional growth, jobs and development. The national, regional and local resource centres and associated network are members of the European Association of Resource Centres for Women (WINNET). The organisation has been formed and developed over a period of three years and will continue to grow in EU 25, WRC for women in the Europe. For example in Sweden, Italy, Greece and Finland, there are today a lot of regional and local resource centres and networks for women. In Sweden there are approximately 150 regional and local WRC and they are members of the Swedish National federation of WRC (NRC). To strengthen the perspective of European, local, regional, national needs and conditions, the W.IN.NET Association in EU 25 will be established.

### **Purpose**

Resource centres for women shall work for women taking their part in using the resources of society, and for a society where women's competences are embraced and where women's and men's work are equally valued <sup>7</sup>. Resource centres shall carry out public opinion and spread the knowledge of women's life situation. By influencing and collaborating with organisations and authorities on national and international levels, resource centres shall work for a society where women's possibilities, rights and obligations are utilised. Power and influence shall be distributed equally among women and men. Resource centres shall also work for the realisation of equal conditions among women and men in terms of work, working conditions, development opportunities and running of enterprises <sup>8</sup>.

### **Women's Resource centres issues**

European Women Resource centres work within different areas such as women's labour market, integration, entrepreneurship and the running of enterprises, leadership issues, health, women and technology and young women's conditions and possibilities.

### **Long-term perspective and economic resources**

A European policy for basic funding of Women resource centres must be secured. The organisation for WRC has developed to be an important actor in supporting women's participation and equal contribution in growth and development-related areas both locally, regionally as well as nationally and internationally. Economic resources are required to drive this commitment in the long-term. Economic resources are also a pre-condition for legitimacy. Each resource centre requires an economic base. It is suggested that the financial resources should be utilised to make it possible for resource centre activities to focus on innovative and creative solutions for development and growth. It is also suggested that the resources be used to co-finance development projects announced by the EU and EU 25 government that are concerned with increasing women's involvement. Other conceivable

areas of use are for instance, activities to increase women's entrepreneurship and to strengthen and develop existing enterprises as well as activities to increase women's part within the areas of technology and natural science.

### **European Action Plan for employment 2004**

During 2005, it was determined that the resource centres for women shall act within the framework of the European action plan for employment. This provides an opportunity to increase the cooperation between inter - regional employment services within women's labour market, entrepreneurship and running of enterprises, health, women and technology and young women's conditions and possibilities.

### **Coordination**

The strength and hallmark of the resource centres is the integration of activities on local, regional and national levels. Fundamental, is maintaining the perspective of local needs and conditions. Work for change on a local level guarantees the sustainability of the efforts. Local and regional resource centres is a collaborative player and regional resource within the framework of the counties' growth and development work in cooperation with organisations and authorities. Larger projects can be coordinated on a regional/county basis.

### **Knowledge**

The knowledge within the women resource centres and experiences gained through inter-regional, trans-national and international projects shall be utilised for local and regional and national development, for European growth and jobs in EU 25. Women Resource centres shall play a part in the continued inter-regional collaboration in an expanded Europe.

### **Knowledge of gender issues**

The task of the resource centres presupposes competence and ability to perform gender analysis in the daily work. The resource centres' area of responsibility concerns women's participation in regional and local development and can complement the gender equality work driven by regional experts in gender issues at the county administrative boards. The dialogue needs to be developed and the division of roles needs to be clarified.

## **Organisation**

### **The European Association of WRC – W.IN.NET EU 25**

W.IN.NET shall in cooperation with WRC members from EU 25 further develop quality indicators within the prioritised subject areas that resource centres are active in. In this work, W.IN.NET will co-operate with the national councils to develop the trademark/hallmark of Resource Centres for Women. The work in the association will be based on the contribution and demands from the WRC members. The association will establish a virtual office as a communication tool between the members and access to important information and knowledge within the European society. The Association will develop a strong and close contact with the EU commission; parliament and institutions to give support and integrate gender equality in regional development, growth and job's.

### **Vision**

The European association of WRC, W.IN.NET has the ambition to work and lobby for an increased basic funding to secure the long-term work of local and regional resource, national centres in EU 25. An important step in achieving this is to clarify the role of resource centres in the regional development work. W.IN.NET have begun an effort to develop models and

quality indicators for resource centres criteria in their work towards gender equality in regional development for growth and jobs. This declaration of intentions is a first step in this process. WINNET aims in dialogue with an interregional level, to focus on European strategy plans to integrate WRC as a tool and actor to integrate gender equality in European policies. This will contribute to the development of knowledge and methods as well as learning by all parts involved. These plans are also part of W.IN.NET's ambition to develop a European based node of knowledge in gender equality within European regional and local development and growth for women's jobs. This ambition is one of the suggestions in the assignment to identify areas of coordination stated in the European policy coherence for regional development<sup>5</sup>.

## **The name of the Association**

The name of the Association is the European Association of Women Resource Centres in EU 25 – will be W.IN.NET EU 25.

## **The Association's mission**

The Association's mission is, through supporting the activities of National, Regional and Local Resource Centres for Women, to work to advocate the following:

- That women claim their share of society's resources
- That women's competence is utilised in society
- That women's and men's efforts are evaluated equally

The Association shall work to influence opinion and spread knowledge about the conditions of life for women. The Association shall, through influencing and co-operating with organisations and authorities nationally and internationally, work to bring about a society in which women's capabilities, rights and obligations are safeguarded. The Association shall work to promote the establishment of equal conditions and opportunities in matters of work, working conditions, scope for development and entrepreneurship for women and men, and that an equal distribution among the sexes of power and influence is effected.

## **The Association's domicile**

The lead partner has promoted and supported the establishment of the association. The domicile of it can change only by the decision of the General Assembly. The chair as well as the members of board will be selected according to the rules of European Association of Women Resource Centres, W.IN.NET EU 25. Networks is a method of working - nothing else, but very important.

## **The General Assembly (AGM)**

Is the Association's highest decision-making body.

The AGM shall be held before the end of June each year.

Notification of the AGM must be sent out at the latest four weeks ahead of the AGM. An extraordinary general meeting shall be convened if the board or at least one third of the members consider this to be necessary.

Documents relating to the AGM shall be available via electronic communication at the latest 4 weeks ahead of the AGM and at the latest two weeks ahead of an extra GM.

The election committee's suggestions shall be available via electronic communication at the latest two weeks ahead of the AGM.

The AGM elects the board.

**Motions**

Motions to the AGM shall be in writing and received by the board at the latest 6 weeks ahead of the AGM.

**Nominations**

The elections committee shall have received nominations to the board at the latest 6 weeks ahead of the AGM.

**Election committee**

The elections committee prepares elections at the AGM.

The elections committee prepares elections at the AGM.

This is appointed at the AGM for the period up to and including the next AGM and comprises at least 10 members, and including members from the north, south, east and west regions of Europe. One of the members is the convenor.

The election committee's proposals shall be available at the administrative headquarters and via electronic communication at the latest two weeks ahead of the AGM.

**Board**

The board comprises a chairperson, permanent members and deputy board members.

**Description of the board**

It should be aimed to achieve a board comprising

Members with experience from National Resource Centres,

Members with experience from Regional Resource Centres and members from Local

Resource Centres in such a way that the board comprises an equal number of members from the north, south, east and west parts of Europe, and deputies with the same background and experience as regular members from the north, south, east and west regions of Europe.

Decisions are made by majority decision. The chairperson has the deciding vote.

The board is elected by the AGM for a period of two years.

The first year half of the board is elected for a period of one year.

The board may employ staff at its administrative headquarters and in projects, and make decisions about working schedules.

**Operating year**

The operating year is the calendar year.

**Plan of operations, budget**

The financial year is the calendar year. For each financial year there must be a plan of operations and budget. Proposals are drawn up by the board and presented to the AGM for approval.

**Power of attorney**

The Association's business is authorised by the board. The board can elect one or more people to have power of attorney.

**Audit**

The AGM elects two auditors and two deputies.

**Voting rights**

Every member has one vote at the AGM.

Supporting members do not have voting rights.

Members of the board are not allowed to vote on the matter of freedom from responsibility for the board, or participate in the election of auditors or deputy auditors.

Decisions on factual issues are made by majority decision.

The chairperson has the deciding vote.

In the case of the election of individuals this shall be conducted by a closed vote if so requested. In the case of an equal number of votes the drawing of lots shall make the decision.

For more detail see ANNEX for the proposal of Statues for the Future W.IN.NET EU 25

### **Member fee**

Members shall pay an annual fee determined by the General Assembly meeting

### **Membership**

The association is open to national, regional or local resource centres that work to promote the association's aims.

### **The Scientific and Political Advisory Committee**

The advisory committee shall be established as a knowledge pool for cooperation within the Future W.IN.NET Association. The aim of the advisory committee is to argue for the studied needs of the EU member states so that via studies the development of women's equal opportunities in regional development, growth, job's and entrepreneurship will be progressed. The members of the advisory committee will be selected by the decision of the board.

The members of advisory committee consist of as follows: 50 % local politicians from the member states of EU and 50 % are the researchers. The scientific background of researchers should be in the subjects of society, regional, growth and job's development, entrepreneurship, equal opportunities and the gender perspective.

### **Other people:**

To be creating an operative advisory and scientific committee in close cooperation with the Future W.IN.NET Association EU 25, there will be a need of officers from public and local authorities.

### **Virtual office for the European Association of WRC W.IN.NET EU 25**

The virtual secretariat of the European Association of WRC, W.IN.NET in EU 25 is a tool for communication and information of knowledge between the members in the association. A meeting place for exchange of knowledge and experiences and other important services that will be decided of the General Assembly.

### **References**

<sup>1</sup> En politik för tillväxt och livskraft i hela landet. Regeringens proposition (*Read: A policy for vitality and growth in the whole country, Government proposition*) 2001/02:4.

<sup>2</sup> Uppdrag att utarbeta förslag till regionala tillväxtprogram, Regeringsbeslut, (*Read: Assignment to draw up suggestions for growth programmes, Government decision*) 2002-11-14, dnr N2002/10715/RUT (part) N 2002/9153/RUT. <sup>3</sup> R 2004:14 Resurscentra för kvinnor- en kraft för hållbar regional utveckling? (*Read: Resource centres for women – a force for sustainable regional growth?*) Nutek.

<sup>4</sup> R 2004:14. Resurscentra för kvinnor - en kraft för hållbar regional utveckling? (*Read: Resource centres for women – a force for sustainable regional growth?*) Nutek

<sup>5</sup> R 2003:13. Nationell samordning för regional utveckling. Slutrapport 1 oktober 2003. (*Read: National policy coherence for regional development. Conclusive report 1 October 2003*) Nutek.

<sup>6</sup> Jämställdhet skapar tillväxt, seminariedokumentation (*Read: Gender equality creates growth, seminar documentation*) [www.nrckvinnor.org](http://www.nrckvinnor.org)

<sup>7</sup> Ändamålsparagraf ur NRCs stadgar (*Read: Purpose paragraph, NRC statutes*) [www.nrckvinnor.org](http://www.nrckvinnor.org)

<sup>8</sup> Ibid



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