

OBJECTIVES

The **Gendmap Project** “*Gender Access to Managerial and Entrepreneurial Positions*” promoted by the Province of Frosinone (Lazio Region, Italy) is financed by the **Programme relating to the Community framework strategy on gender equality (2001-2005 - DG Employment and Social Affairs of the European Commission**. The research is coordinated by the **Fondazione Giacomo Brodolini**, Italy, a cultural institute and research centre.

The project aims to analyse gender differences in the access to managerial and entrepreneurial positions, in countries characterised by different institutional, socio-economic contexts and welfare systems such as Italy, Ireland, Greece, Hungary and Sweden.

Women tend to be underrepresented in managerial and entrepreneurial positions and the project has investigated the different access of women and men to these positions and the structural and institutional mechanisms at work to keep women from top positions.

The project has focussed mainly on the different institutional settings of the countries analysed, with particular reference to laws promoting the presence of women in managerial and entrepreneurial positions, the credit market (for entrepreneurs) and policies of local governments that try to remove the constraints affecting the different access by gender to these positions. Two important objectives of the research are to identify how EU and local/national policies intersect and cross-influence and to catalogue and compare examples of best practices regarding “gender” policies and policy-making approaches.



European Commission
DG Employment
and Social Affairs



PROVINCIA DI
FROSINONE



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Giacomo Brodolini

“GENDER DIFFERENCES IN THE ACCESS TO MANAGERIAL AND ENTREPRENEURIAL POSITIONS”

Partners



Provincia
di Catanzaro



Mayo County
Council



Women of the
North West Ltd.



Municipality
of Ostersunds



National Institute
for Working Life



Local Government
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Project Partnership and the Local Context

The research covers five European countries, Italy, Ireland, Hungary, Sweden and Greece, the criteria being to identify different and specific European socio economic “models” characterized by different welfare state systems and different levels of participation of women in paid work activities. The partners are in charge of the following areas:

- A group that refers to the Nordic model (Sweden);
- A group which represent the Southern Europe situation (Italy and Greece);
- A group which has witnessed a strong and in depth process of development and socio-economic change (Hungary);
- A group which has experienced structural change (Ireland).

ACTIVITIES

The first part of the research produced five country studies based on existing literature and statistical or administrative data that aimed to highlight the differences by gender and the impact of institutional, labour demand, family and individual variables (like labour market experience, education) on the differences found.

In order to analyse the constraints at work and the effect of public policies and training to overcome them, the partners carried out a new qualitative survey by means of partially structured interviews to men and women employed in managerial and entrepreneurial jobs and to representatives of institutions (like the credit system, local government, unions, etc.). This provided the research team with a micro-economic analysis on the different propensity of women and men to access managerial and entrepreneurial positions. The system of personal preferences and obstacles that dominate this “choice” were reconstructed (education and training path followed, autonomy, management and supervisory abilities, propensity to take risks, obstacles deriving from the different gender presence in domestic and care work etc) allowing us to see how this system can be affected by public policies and company organisation, allowing increased margins of personal choice and a reduction in vertical discrimination.

The results of the survey were then shared and a report produced for each country as well as an overall comparative report summarising the different countries’ results and providing policies suggestions.

RESULTS

The survey confirms the existence of vertical employment segregation and of gender differentials to the disadvantage of women and shows the different impact of institutional factors and the gendered division of labour in the countries analysed.

The path followed to entrepreneurial positions shows great heterogeneity. Gender differences emerge, mostly for women, in aiming to achieve a better work life balance or working after their children are grown up and their unpaid work is less time demanding. Training is found to be very effective for what concerns managerial employment.

The allocation of time shows (though with differences due to cultural and institutional factors) that the main burden of child care and housework (in terms of time and responsibilities) still falls on women. The unequal distribution of time reduces the time available for women to take part in informal meetings and to join networks. The applied part of the research confirms the importance of having access to networks in order to access top positions. Therefore the current unequal distribution of unpaid working time and responsibilities inside couples is bound to negatively affect the probability of women to access high employment positions.

The research has found evidence of good practices in the countries involved in the research, for example the network Qleader (created in Sweden) that has helped to increase the visibility of women (new positions in boards of directors and managerial jobs have been offered to women who joined the network) or else the implementation of flexible entry and exit working time schedules in a firm in Italy that has succeeded in improving work life balance and the work environment in a sector in which women are overrepresented (in this case there is an indirect effect on the access to top positions since a better work life balance can reduce career breaks where there exists a high unpaid work load).

With respect to public policies this research calls for a higher diffusion and a better timing of public services for the care of children and the elderly and for a higher use of work life balance policies inside firms as well as policies that tackle the lower presence of women in networks. Many interviewees stressed the important role – besides all the usual measures, norms, and care services – of actions aimed at enhancing the quality of urban life, and at empowering women’s presence in the public sphere, that is in each social space and arena where problems are defined, the agenda set, decisions are taken. These latter actions, apart from their direct importance, could have long lasting effects as well, in order to de-construct the silent but always present institutional character of social discrimination.

PRODUCTS

- Country Studies;
- Semi-structured Interview Tools used for the survey;
- Research report (analysis of the gender differences, constraints, best practices and effects of public policies) for Italy, Hungary, Greece, Ireland and Sweden;
- Comparative research report;
- Joint declaration by the Local Authority Partners regarding an intent to promote policies based on the results of the project.



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Giacomo Brodolini**