Promoting women entrepreneurship using digital and online tools and other strategies potentially adapted to Covid-19

Intellectual Output 1 (IO1)

BEST PRACTICE REPORT

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1. INTRODUCTION

The 2008–2013 crisis revealed the vulnerability of young women to economic recession in comparison to other groups. The current covid-19 crisis is again threatening social inclusion opportunities of European youngsters. The COVID-19 pandemic has taken a profound toll on businesses across the globe. The dual shock of the coronavirus pandemic and government mandated economic shutdowns to contain the spread of the virus plunged the world economy into a deep recession in 2020 (Long and Ascent, 2020). All around the world, firms had to cope with a broad range of concurrent challenges, including suspensions of their in-person operations, mobility restrictions, a remote workforce, supply chain disruptions, and falling consumer demand.

1.1. Situation of young people in Europe

Taking into account also the working document "Situation of young people in the European Union" (European Commission, 2018), the cyclical changes or booms and busts in the economic cycle lead to rises and falls in youth unemployment rates, influencing job prospects and opportunities for young entrepreneurs. In this sense, for the first time since the Second World War, there is a real risk that today's young generation will end up less well-off than their parents.

Younger people are far less likely than older people to be self-employed. In the EU-28, only 4.7 % of employed people in the age 20-24 group work in their own business. The proportion is higher among 25-29 year-olds (8.0 %), but it still remains considerably lower than the proportion of self-employed people in the prime working age group (13.9 %). Self-employed young people do not usually employ other people. Only 10.7 % of 20-24 year-olds who own a business have at least one employee. The proportion is higher for 25-29 year-olds (17.5 %), but still lower than that of the prime working age population (28.6 %).

Young people face greater barriers in starting their own business compared to other age groups: they have more difficulty in raising external finance because they lack savings and collateral; they may lack the right experience and skills to run a successful business; and they are often not sufficiently aware of entrepreneurship as an employment opportunity.

1.2. Gender gap during economic crisis

The evidence from the previous recession suggests that young people, especially those who have just left education, could be hit harder economically by the COVID-19 fallout. On the same line, the impacts of crises are never gender-neutral, and COVID-19 is no exception.
There is a strong gender divide in the self-employment figures. The rate for men is almost twice that of women in the prime working age group (25-54) as well as among 20-24 year olds.

There are numerous explanations for this gender gap, including differences in attitudes to risk-taking; difficulties in combining self-employment with family responsibilities; family and tax policies that discourage labour market participation and entrepreneurship; as well as negative attitudes towards female entrepreneurs. According to the recent data from unwomen.org "women are overrepresented in many of the industries hardest hit by COVID-19, such as food service, retail and entertainment". In order to face this new challenge, a well-oriented entrepreneurship is still representing an alternative way for socio-labour inclusion of young women.

1.3. Women in business during pandemic

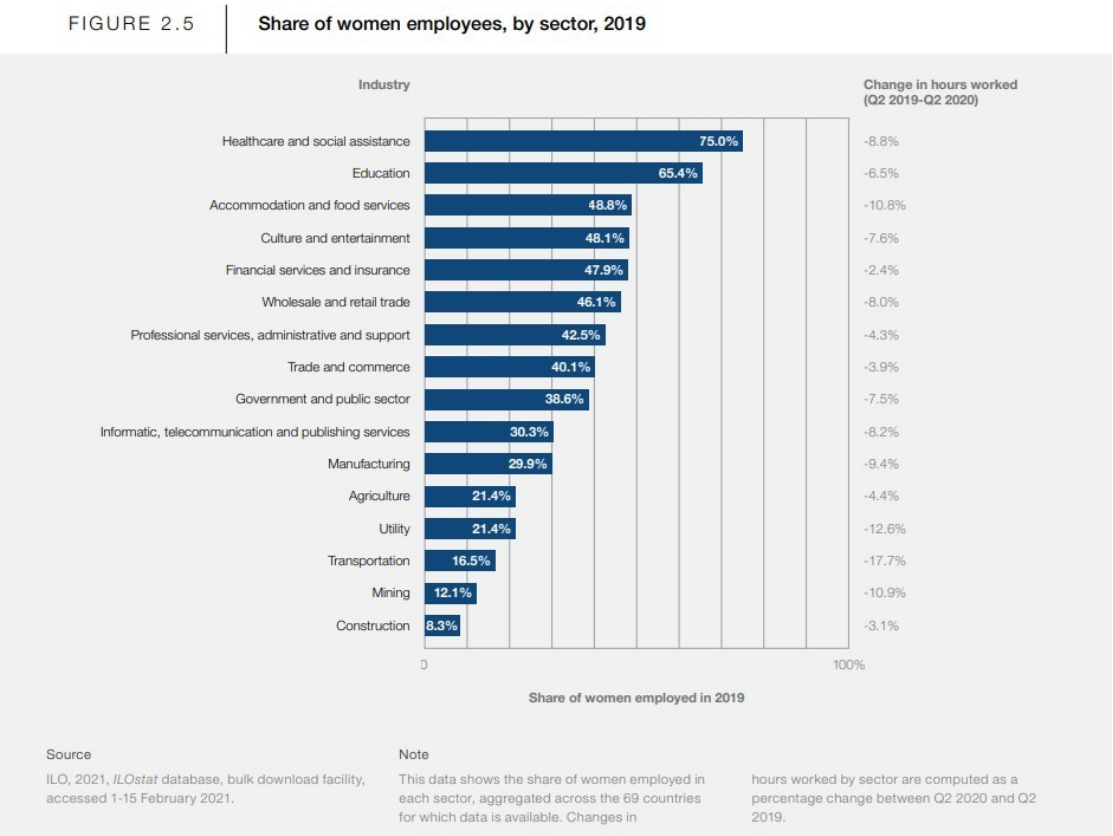
The evidence shows that while both men and women were severely affected by the pandemic, women experienced a larger impact through multiple channels.

First, as women are frequently employed in sectors directly disrupted by lockdown and social distancing measures, they consequently experienced both higher unemployment rates and a more subdued re-entry into employment.

Second, women's labour force participation dropped further than that of men at the start of the pandemic.

Third, women's re-employment has been slower, with lower hiring rates and delayed hiring into leadership roles.

There is also evidence that among those women who have continued to work throughout the pandemic, some have reduced their working hours more than men and some have pulled back from promotions and leadership roles. (WEF Global report, WEF_GGGR_2021.pdf (netpower.space)).



Change in hours worked for women employees because of corona
(source: ILO, 2021, ILOstat database, bulk download facility, accessed 1-15 February 2021)

Globally, employment reductions during COVID-19 have been relatively more pronounced for women than for men. The same ILO estimates project that 5% of all employed women lost their jobs globally versus 3.9% of employed men.

Although in absolute terms 64 million women and 80 million men have lost their jobs, the relative impact is higher on working women simply because there are less women in the labour market overall. In Germany, specifically, women's unemployment was 1 percentage point higher, and a similar impact on women was seen in Italy and Denmark.

Changes in women-to-men ratios vary significantly by country—but have worsened in 60% of the 33 countries for which Q3 2020 data is available for this harmonised data set. Gender gaps in labour force participation are expected to widen in the future, even further than reported in this year's Global Gender Gap Index.

The pandemic has had a dual impact on industries— by changing consumer demand for particular products and services, or by making continued work challenging under lockdown conditions for industries which cannot move to remote work. For example, Accommodation and Food Services, Agriculture, Retail, Construction, Transportation and Warehousing are sectors that offer fewer opportunities to work from home than other sectors. As presented in the figure above, women are frequently employed in sectors that are most affected by the current recession, contributing to the gender asymmetry in unemployment.

1.3.1. How exactly COVID-19 pandemic affected women in business?

In April and May 2020, the share of women being hired into all roles dropped by 2.3 percentage points for entry-level workers, 0.9 percentage points for experienced workers and 0.5 percentage points for those in leadership positions.

The most pronounced decrease was in the Non-Profits industry, followed by the Consumer industry cluster, split into Retail, Consumer Goods and Recreation and Travel. On the opposite side of the scale, the Software and IT Services industry saw the smallest decrease— and there has actually been an increase of 1 to 2 percentage points in female hires since June 2020.

During the period between June and December 2020, although the hiring of women into entry-level and experienced worker positions rebounded by 0.9 to 1 percentage points, the data shows a persistent decline in the share of women being hired into senior management positions.

In fact, year-on-year comparisons show a 0.3 percentage point decrease in the share of women entering senior management positions—largely reversing progress made during 2019 and, in some instances, 2018. WEF_GGGR_2021.pdf (netpower.space)

1.4. ATHENA project

In the face of this general situation and facing the current global situation because of COVID-19 measurements, European entities should work to adapt and improve youth work methods and find alternative strategies to continue offering proper support to young entrepreneurs.

At this regard, and under the new youth strategy 2021-2027, ATHENA project faces the youth entrepreneurship challenge under the leading words engage, connect and empower.
According to Eurostat 2018, regarding youth at social exclusion risk in Europe, before the current crisis of COVID-19, in 2018, the social exclusion rate for young people aged 16-29 years was 26.3 % in the EU-28, corresponding to about 20.6 million young people. This situation has extraordinarily worsened because of COVID-19 pandemic, and current distance and health restrictions are hindering youth entrepreneurship promotion.

ATHENA aims to improve integrated youth work strategies, adapting working methods to COVID-19 restrictions, in order to offer a good youth entrepreneurship support and promotion. To reach this objective, eight European entities committed to cooperate and face the new reality in order to facilitate solutions to other peers in Europe. ATHENA works in the entrepreneurship field, because, even if entrepreneurs are fighters, by nature optimistic and resilient, their potential can increase significantly when they find the correct support.
ATHENA was born from a real need of eight different European organisations regarding youth work. On the other hand, it is in line to SALTO report *"A seat at the table for everyone"* and the project will face young people with fewer opportunities, understood as those youngsters that are at a

disadvantage compared to their peers because they face one or more situations and obstacles, but, specifically, ATHENA mainly focuses on women, because COVID-19 young women are being specially affected by current COVID-19 economic crisis.

1.4.1. ATHENA partners

European organisations, that are involved in ATHENA project, are:

- SAŠA inkubator, Slovenia
- Viesoji Istaiga Kauno Mosklo Ir Technologiju Parkas, Lithuania
- Gmina Lublin, Poland
- Carlow County Council, Ireland
- Impact Shakers Labs vzw, Belgium
- T2I - Transferimento Tecnologico E Innovazione Scarl, Italy
- Kaupallisen koulutuksen edistämisyhdistys-Föreningen för kommersiell utbildning Ry, Finland
- Ayuntamiento de Xátiva, Spain

Pandemic reality has influenced working methods and youth workers need to adapt their traditional initiatives to the new circumstances in order to continue offering support for young women entrepreneurs, and youth entrepreneurship in general.

ATHENA focuses on how digital, online and other alternative tools that can be adapted to pandemic restrictions for supporting youth work on promoting young women entrepreneurship. In this regard, all project partners have their own specific experiences regarding entrepreneurship initiatives where self employment represents an alternative for socio-labour inclusion of youngsters in general, and young women specifically. In addition,

ATHENA facilitated COVID-19 adapted strategies that will contribute specifically to improve youth work methods on the basis of civic participation, equality of rights, equity and dignity. Youth workers should be ready to guide young future entrepreneurs to a new world after COVID-19. A world less open and probably, less free. A world with limited travel of goods and people, notably business travellers (more remote working and remote meetings) due to the impact of physical distancing requirements. The potential growth in “dematerialization” of products and services: for example, we could witness a boom in 3D printers to produce masks and ventilators in each country. More agility in corporate decision-making: for example we’ve seen companies like Apple changing their operations virtually overnight to design, produce and ship face shields for medical workers.

ATHENA is based on the current EU youth strategy 2021-2027 and its fundamental pillars for the involvement, connection and training of young people for their correct inclusion in social and economic life. The most recent data at European level on the social inclusion of young people in Europe (Eurostat 2018), showed a slight improvement of approximately 5%

compared to the data for 2014. However, the recent socio-economic situation caused by the COVID-19 crisis threatens these advances and poses an uncertain scenario for the future of young Europeans.

In relation to this, ATHENA focuses on young women entrepreneurship support and puts in value digital and alternative tools, adapted to new COVID-19 restrictions. In this sense, partners on the project have cooperated during 24 months in order to improve their youth work methodologies, explore new European good practices and develop new intellectual and working methodologies to be adapted by them in their own territory and other territories regarding young women entrepreneurship promotion.

1.4.2. ATHENA objectives

ATHENA has aimed to reach the following specific objectives:

1. To improve youth work methodologies regarding promoting young women entrepreneurship, specifically by introducing COVID-19 adapted strategies.
2. To increase awareness and knowledge among youth workers and decision makers, about new COVID-19 adapted strategies for promoting young women entrepreneurship.
3. To compare situations in different European countries and exchange knowledge and experiences between partner countries.
4. To collect best COVID-19 adapted practices in the field of young women entrepreneurship support.
5. To produce sustainable and adaptable knowledge to be implemented and tested in other European realities.
6. To put in value new COVID-10 adapted strategies to be adapted to youth work policies and initiatives across Europe.

ATHENA has worked on preparing youth workers to be ready for using/organising innovative initiatives, adapted to this new world, for promoting and supporting youth entrepreneurship, taking into account also the other current main EU challenges as Green Transition (Green Deal), Digitalization and Global Agenda 2030.

1.4.3. ATHENA Intellectual Output 1

The research took into account initiatives where digital and online tools were a successful tool working on supporting women entrepreneurship and could be adapted to other territories, respecting COVID-19 pandemic restrictions.

All project partners researched their national initiatives and organisations in order to be discussed, analysed and recognized, according to their previous experience working in the field of promoting entrepreneurship and start-ups. Each partner has researched best practices in their own countries but also in neighbouring areas and globally and all of them worked on a matrix framework to classify all practices into better or best practices.

In the first part, described in this Intellectual Output (IO1), staff from each different project partner gathered the European best practices on the topic of promoting young women entrepreneurship using digital and online tools, and other strategies potentially adapted to COVID-19 pandemic situation.

These best practices include tools and working methods including advertisement, training methods, networking, coordination, coaching, follow up, etc. These best practices came from previous projects inserted in the database of the Erasmus+ Programme, COSME, Interreg and other databases, including best practices from each project partner or other entities in the target territories.

2. METHODOLOGY OF CHOOSING BEST PRACTICES

2.1.Analysis of best practices

In order to see which practices work best, a framework for scoring different projects that are focused on empowering women and female entrepreneurship, was developed. We have taken into account different organisations, initiatives and projects that work inside the European Union and in the world - on local, national and international level.

The research has taken into account initiatives where digital and online tools were a successful tool working on supporting women entrepreneurship and could be adapted to other territories, respecting COVID-19 pandemic restrictions.

We gathered world's best practices on the topic of promoting young women entrepreneurship using digital and online tools, and other strategies potentially adapted to COVID-19 pandemic situation. All project partners searched for those best practices in their respective countries and neighbouring areas and some bigger projects were assigned to partners to analyse by an organisation that was leading IO1 (Intellectual Output 1).

Best practices include tools and working methods including advertisement, training methods, networking, coordination, coaching, follow up, etc. These best practices come from previous projects inserted in the database of the Erasmus+ Programme, COSME, Interreg and other databases, including best practices from each project partner or other entities in the target territories.

Each country analysed 20 projects which resulted in 160 different analysed projects in total before proceeding to the next step of the ATHENA project. After the analysis we chose and highlighted the best 24 practices.

Slovenia, the leading partner of IO1, has assigned some of the projects to start with, as follows:

ASSIGNED PROJECT TO ANALYSE	WEB PAGE
WEGATE	www.wegate.eu
VDU	www.vdu.de
We Empower	https://weempower.com
Women entrepreneurship	http://www.womenentrepreneurshipplatform.org/
FCEM – femmes chefs d'entreprises	https://fcem.org/
European Women Association	https://europeanwomenassociation.com/

Female Founders	https://www.female-founders.org/
Young Female Entrepreneur Programme	https://female-business.eu/
Girls Lead	https://girls-lead.eu/
NetPower	https://netpower.space/
Reward	https://reward-erasmus.eu

As a suggestion or further help, Slovenian organization that was leading IO1, shared the image below to help other partner organisations find other best practices to analyse them in detail:

2.2.Detailed description of key factors

All projects have been thoroughly analysed on five most important key factors:

- INFORMING
- COMMUNITY BUILDING AND NETWORKING
- INCLUSIVITY
- TRAINING MATERIAL
- COACHING AND SUPPORT

Detailed description of key factors for scoring organisations:

- INFORMING

We have looked into the initiatives to see how informative they are for different aspects of women entrepreneurship (for female entrepreneurs, for trainers and mentors, …). Best practices are up-to-date with information about latest policies, news, events and include all relevant topics (covering funding, 'how to' literature, …). A factor for scoring was also the frequency of posting and updating relevant information.

We have also looked into the quality of the presentation of the information and whether it's user friendly or not.

Regarding informing, an important aspect we considered was also the use of tools and what digital tools are currently being used: for example e-mail marketing and newsletters etc.

- COMMUNITY BUILDING AND NETWORKING

An important part of entrepreneurship is networking and community and therefore we have looked into how community is built around different organisations. Besides connecting female entrepreneurs with mentors and businesses, it's also important to connect women with other women in order to create a safe environment that helps them share experience and grow.

Tools being used by organisations are online forums, marketplaces, virtual cafes and virtual conferences. Besides that, some initiatives have also created strong social profiles (Facebook, Instagram, LinkedIn) and are using group chats (on Facebook, LinkedIn etc.) to create connections and empower women.

We have looked into the dynamic of communication and networking and how much traction it causes.

- INCLUSIVITY

By inclusivity factor we have assessed which subjects are included into the work of an organisation / initiative. It is important to take into account if the projects work only on a local level or if they cover wider aspects, meaning that they cover national and international topics too.

On top of that, it is also important to assess what dynamic inclusivity entails: does it involve only female entrepreneurs or does it reach wider public and sectors, meaning that it also includes and connects businesses to female entrepreneurs, politics to organisations and women, organisations to businesses, etc.

Regarding the inclusivity factor, it's also important to distinguish organisations that have narrow criteria and only include established female entrepreneurs or do they also include women that are just starting to work on their business idea.

- TRAINING MATERIAL

Some projects only represent their work and/or share important news for the area, however best practices also share training material (for female entrepreneurs and for mentors).

Projects were assessed by the quantity of training material they offer digitally, the quality of that material and also user experience.
Training material is published in different ways and digital tools: webinars, online modules, virtual roundtables, virtual courses, educational videos, interviews, case studies etc.

- COACHING AND SUPPORT

We have looked into the coaching aspect of the projects - to see the projects also offer actual mentorship and coaching to female entrepreneurs.

We have looked into mentorship programmes and what they entail, who funds them (or if they're free) and how many topics they cover.

2.3.Scoring and scoring matrix

To classify and score projects on five key elements listed above, a scoring matrix was developed and the parameters described above were taken into account:

POINTS	PARAMETERS	DESCRIPTION
1	DEVELOPING	A program, activity or strategy that is in concept or development and shows potential to become a best practice. Its rellevancy, effectiveness and potential for replication among other organisations is not yet proven.
2	PROMISING	A program, activity or strategy that has worked within one organisation and shows promise during its early stages for becoming a best practice with long term sustainable impact. A promising practice must have some objective basis for claiming effectiveness and must have the potential for replication among other organisations.
3	GOOD	A program, activity or strategy that meets most of the following criteria: leads to an actual change, has an impact on the policy environment, demonstrates an innovative or replicable approach, and demonstrates sustainability.
4	BEST	Those methods or techniques that have consistently shown results superior to those achieved with other means in a given situation and that could be adapted for other situations. This must be shown to work effectively and produce successful outcomes by the evidence provided by subjective and objective data sources.
0	NONEXISTENT	Zero points were given if the key element hasn't been presented or taken into account by a project / organisation / initiative at all.

Each key element was scored on a rate scale from 1 to 4, except when the key element was not represented, in that case it was scored with zero (0) points, meaning that each project / organisation / initiative could receive a maximum of 20 points.

Each participating partner had to analyse and fill their 20 analized projects in a table like this:

		INFORMING (rate 1 - 4)	COMMUNITY (rate 1 - 4)	INCLUSIVITY (rate 1 - 4)	TRAINING MATERIAL (rate 1 - 4)	COACHING (rate 1 - 4)	POINTS IN TOTAL (max.20)
1.	Organisation						
2.	Organisation						
3.	Organisation						
4.	Organisation						
5.	Organisation						
6.	Organisation						
7.	Organisation						
8.	Organisation						
9.	Organisation						
10.	Organisation						
11.	Organisation						
12.	Organisation						
13.	Organisation						
14.	Organisation						
15.	Organisation						
16.	Organisation						
17.	Organisation						
18.	Organisation						
19.	Organisation						
20.	Organisation						

3. BEST PROJECTS ANALYSIS

We present 24 good practices that have received the most points in the analysis and are considered best in relation to the criteria assessed.

List of best practices:

	Organisation	Website	Score
1.	VDU	https://www.vdu.de/	20
2.	Global Invest Her	https://www.globalinvesther.com/	19
3.	We lead FOOD	https://www.eitfood.eu/	20
4.	FemaleFounders Suomi	https://www.femalefounderssuomi.fi/	20
5.	Helsingin Yrittäjänaiset	https://www.helsinginyrittajanaiset.fi/	19
6.	Mimmit koodaa	https://mimmitkoodaa.ohjelmistoebusiness.fi/	19
7.	Barcelona Activa	https://www.barcelonactiva.cat/en/home	19
8.	Wa4Steam	https://wa4steam.com/	18
9.	WEP: Women Entrepreneurship Platform	http://www.womenentrepreneurshipplatform.org	18
10.	Ladies Who Launch (LWL)	https://www.ladieswholaunch.org/	18
11.	Professional Women's Network Global	https://pwnglobal.net	18
12.	Academy for Women Entrepreneurs (UK)	https://academyforwomenentrepreneurs.com/	17
13.	MicroLab	https://associazionemicrolab.it/chi-siamo/	17
14.	Startup Grind	https://www.startupgrind.com/	16
15.	Female Founders	https://www.female-founders.org/	16
16.	Acorns Programme	https://acorns.ie/	18
17.	Powerhouse, Women in Business	www.localenterprise.ie/carlow	18
18.	AIB / Entrepreneurs Academy - AIB Women in Business Programme	https://entrepreneursacademy.ie/programmes-2/aib-women-in-enterprise/	18
19.	Sheis glowing (Facebook community)	https://www.facebook.com/groups/sheisglowing	20
20.	Women go Tech	https://womengotech.com/	20
21.	SheCodes	https://www.shecodes.io/	19
22.	Riga TechGirls	http://www.rigatechgirls.com/	20

23.	IFemPower	https://ifempower.eu/	19
24.	WeCan	https://wecanmag.com/	18

Each individual project is described more detailed through the set criteria and provides a deeper insight into the example of good practice.

An insight into the overall analysis and the projects involved in the project can be found in the annex of the document.

3.1. VDU - Verband Deutscher Unternehmerinnen

- Digital presence: https://www.vdu.de/

Scoring of key elements:

INFORMING (rate 1- 4)	COMMUNITY (rate 1- 4)	INCLUSIVITY (rate 1- 4)	TRAINING MATERIAL (rate 1 - 4)	COACHING (rate 1 - 4)	POINTS IN TOTAL (max. 20)
4	4	4	4	4	20

VDU is the association of German entrepreneurs that offers a strong networking platform for women in business, including small and medium business owners. It is the personal contact between businesswomen from a wide range of industries that makes the association an effective, vibrant network that draws its strength from the opportunities it offers women of all ages to discuss and share their experiences and competencies with those similar challenges. Over the last 65 years, the VdU has grown into a strong network with a regional presence and international connections.

When COVID-19 restrictions happened, they shared expertise and knowledge and organised virtual webinars, shared updated information and increased frequency of newsletters. In order to help members, they made surveys (to see how they are, how they were affected by the crisis) and to lobby with the government. Private groups on Facebook and LinkedIn were made in order to support and exchange opinions, the corona forum was activated, VDU marketplace was presented and social media campaigns were run to motivate them to get through the crisis together. All the tasks that have been made increased solidarity and now show great referrals.

- INFORMING: 4 / 4

This association is very proactive in informing their members. They publish four magazines per year, called Unternehmerin, they also have very frequent and informative newsletters.
Every year, over 300 events are held, focusing on topics from business, politics, society and culture.

The VdU also offers businesswomen a nationwide programme that includes *"Tea Time"* meetings with members of the German parliament, multi-day annual conferences, delegation visits and further training. Their official website is very informative and updated.

- COMMUNITY BUILDING AND NETWORKING: 4 / 4

The association is sending out lots of surveys to community members, they also have private groups on Facebook and LinkedIn and forum sections. Strong social media campaigns are active, VDU has also created their own marketplace and they have regional associations (16 different groups).
International networking with female entrepreneurs from all over the world has been a top priority at the VdU since its foundation. The intensive cultivation of contacts with foreign colleagues is carried out in delegation trips and international cooperations. For example, the VdU is one of the first members of the umbrella organisation FCEM (Les Femmes Chefs d'Entreprises Mondiales), in which 30 national women's business associations are currently organised.

The VdU has already hosted several international FCEM congresses, most recently in 2012, when more than 600 female entrepreneurs from 42 countries attended the World Congress in Berlin.

VdU is also connecting the supply chain: in Germany, the VdU works together with WEConnect to bring mostly women-led companies into contact with multinational corporations. Companies such as IBM, Intel and Mastercard are among the founding members of the WEConnect platform.

They have created a large network with more than 1,800 female entrepreneurs and an annual turnover of 85 billion euros as well as 500,000 employees. They have an active and informative platform with more than 300 events a year.

VdU has created a database of female candidates for top committees (since 2010). From an industry expert to a manager with international experience to an entrepreneur for the advisory board of a family business: in their nationwide pool of female candidates, theye now have over 700 qualified and carefully selected leaders.

They also hold annual face to face meetings.

- INCLUSIVITY: 4 / 4

The cross-generational and cross-industry exchange among women with similar entrepreneurial challenges is the heart of the VdU. They connect entrepreneurs and work with governments (lobbying for changes).

They made successful female leaders #Unternehmerinnen more visible as role models and they connect them with young women

VdU has been committed to more women on supervisory boards for decades. As early as 2008, the VdU was the only trade association to advocate a supervisory board quota in listed and fully co-determined companies in order to give a strong signal for more women in management positions. They are committed to representing the interests of entrepreneurial women in the international Women20 dialogue within the framework of the G20.

Another current project on an international level is the cooperation with five female entrepreneurs' associations from the MENA region (Middle East & North Africa).
Together with the Federal Executive Board, the VdU Economic Commission developed a catalogue of concrete political demands with a focus on economic and tax policy reforms in order to empower women in the economy.

They have also created VdU Investor Network: investors, business angels, entrepreneurs and those interested in investing within and outside the association have joined forces to develop successful female-led businesses.

- TRAINING MATERIAL: 4 / 4

They have organised virtual webinars and we can find more than 35 videos on their own YouTube channel. They have a lot of seminars and lectures on live events too.

- COACHING AND SUPPORT: 4 / 4

In cooperation with the Käte Ahlmann Foundation, VdU entrepreneurs dedicate themselves in particular to supporting young entrepreneurs. In the foundation's TWIN project, experienced female entrepreneurs accompany young female entrepreneurs in setting up and expanding their already founded companies. In the foundation’s TWIN (TwoWomenWin) project, experienced businesswomen provide support to young female entrepreneurs in building and expanding their already established companies.

VdU also gives out #shesucceeds awards - in order to recognize and motivate women in business.

3.2. We Lead Food

- Digital presence: https://www.eitfood.eu/

INFORMING (rate 1- 4)	COMMUNITY (rate 1- 4)	INCLUSIVITY (rate 1- 4)	TRAINING MATERIAL (rate 1 - 4)	COACHING (rate 1 - 4)	POINTS IN TOTAL (max. 20)
4	4	4	4	4	20

We lead Food is the network for women, supported by the EU, that leads the world's largest and most dynamic food innovation community. Based on the Three C's of collective leadership - cooperate, collaborate and co create - WE Lead Food is creating enabling environments where women leaders thrive and can be inspired by other women leaders.
They are building a global network of passionate and committed women leaders and a leadership toolkit to drive change and deliver a more sustainable and inclusive food system.

- INFORMING: 4 / 4

The organisation is using lots of digital tools: Future of Food newsletters, online courses, online profile for their extensive network (you have to register). They also have their own YouTube channel with informative videos. On their website they also have lots of webinars and a special CONTENT HUB that includes blog posts, news articles, reports and podcasts.

What is more, FoodUnfolded® is a digital platform and a community which is reconnecting people with their food. They are increasing the perceived value of food by sharing informative and science-based knowledge. A big part of this involves encouraging dialogue and creating interest in the future of food.

- COMMUNITY BUILDING AND NETWORKING: 4 / 4

Organisation has a strong social profile presence - they have more than 72.000 followers on their Instagram profile: https://www.instagram.com/food.unfolded/.

Their organisation includes 46 startups, 135 partners, 44 countries and 5 offices. They organise lots of live events, conferences and workshops.

The Future of Food Conference is a high-level forum, providing a platform for all the stakeholders of the food system to discuss the most pressing challenges and solutions in the EU's agrifood sector and co-create innovative solutions.

FoodHIVE is their online membership platform where those in the EIT Food community, such as universities, research institutes, industry, start-ups and students, can connect and share with each other. Through FoodHIVE, members exchange ideas, get mentorship, implement projects and share knowledge. FoodHIVE facilitates collaboration and provides a unique space for members to join groups, share news, attend events and more.

They also offers round table discussions and they have an annual conference INNOVEIT Bilbao (October 2022): Women Entrepreneurship and Leadership - this event is part of a multi-location event across Europe that offers a chance to meet EIT-supported entrepreneurs and innovators, and get to see key EU policies and initiatives like the Green Deal, New European Bauhaus and EU Recovery Fund in action.

- INCLUSIVITY: 4 / 4

They include over 1,000 entrepreneurs, collaborators and registered companies working to make the FoodSystem more sustainable, healthy & trusted through entrepreneurship programmes.

- TRAINING MATERIAL: 4 / 4

A wide selection of courses designed for Students, Consumers, Professionals and Organisations is available on their website.

- COACHING AND SUPPORT: 4 / 4

They have an open innovation call for interesting projects and they offer Summer schools for mentoring and coaching.

3.3. Global Invest Her

- Digital presence: https://www.globalinvesther.com/

INFORMING (rate 1- 4)	COMMUNITY (rate 1- 4)	INCLUSIVITY (rate 1- 4)	TRAINING MATERIAL (rate 1 - 4)	COACHING (rate 1 - 4)	POINTS IN TOTAL (max. 20)
4	3	4	4	4	19

- INFORMING: 4 / 4

Organisation is sending out frequent Global Invest Her newsletters and they also have informative content on their webpage : blog section, podcasts (founder interviews, investor interviews), live webinars.

They gather important information in GiH NEWS: Funding News & Resources for Women Entrepreneurs, Investors, Ecosystem players and Conscious Consumers and they share knowledge through their social profiles (IG, FB, LinkedIn, …). They also have their own Youtube channel with more than 30 videos.

- COMMUNITY BUILDING AND NETWORKING: 3 / 4

Organisation offers a paid membership for the InvestHer Community (49 dollars/month): hundreds of women entrepreneurs from over 40 countries, they also have Weekly Member Chats. They send out surveys to gain more insight about their community needs.

They organise quarterly private webinars with global investors (who invest in women entrepreneurs) and the offer peer coaching with bi-monthly ‘Hot Seats’ events.

They work on curated funding and startup events with a female founder focus and they inform their members on latest funds, pitch competitions, grants and funding news.

- INCLUSIVITY: 4 / 4

Organisation has created an InvestHer Directory: The First Global Directory of Businesses Founded or Co-founded by Women with 50 countries, 1504 woman-founded companies in 75 different sectors. They connect founders, consumers, investors and partners into one big, proactive community.

- TRAINING MATERIAL: 4 / 4

Global Invest Her offers online paid courses about funding, with a woman entrepreneur focus. They also offer paid online masterclasses.

- COACHING AND SUPPORT: 4 / 4

The organisation has created a specific INVEST HER ACADEMY with courses and masterclasses for female entrepreneurs.

3.4. FemaleFounders Suomi

- Digital presence: https://www.femalefounderssuomi.fi/

INFORMING (rate 1- 4)	COMMUNITY (rate 1- 4)	INCLUSIVITY (rate 1- 4)	TRAINING MATERIAL (rate 1 - 4)	COACHING (rate 1 - 4)	POINTS IN TOTAL (max. 20)
4	4	4	4	4	20

A modern network of women entrepreneurs that implements diverse training, interactivity, digital tools and builds the developing employment effects of society through entrepreneurship. The visual look is fresh and stunning on an international level.

- INFORMING: 4 / 4

From the point of view of information, the target group has been well taken into account, and the content and functionality of the homepages serve the company's customers and stakeholders. The images and other visuals make using the pages easy and pleasant. The publishing platform has been chosen in such a way that maintenance is easy. Homepages load quickly. First impressions are important.

During the first seconds, the visitor already had a general picture of what the community is like. A clear, modern layout and a responsive , functional user interface are the trump card of this whole .

Good content offers enough information, based on which the customer can find information clearly. Good content answers the customer's questions and makes it easier to find things. Good content is also presented in an easy-to- read manner and you don't have to dig for information from behind the links. There are many webinars in the community, YouTube videos, newsletters and functional activities online and at live events. They are represented everywhere on social media.

- COMMUNITY BUILDING AND NETWORKING: 4 / 4

In this community, the relationship between technology is seen as reciprocal, in which case it is thought that the use of communication technology also shapes and grows the network proactively.
The community also nicely increases everyone's equal opportunities for communication, information sharing and decision-making participation. In addition, communication technology reduces the effects of community distances on the operation of the network. In this community, the use of the Internet and communication technology has been associated with expectations of their properties that promote equality and reduce hierarchy.

On the other hand, equality can be increased by the fact that the status of the participants,
i.e. the position according to the social value system, has less influence using technology than in face-to-face communication. Intentionally connect with all women entrepreneur organisations in Finland and abroad. They organise conferences and events constantly.

- INCLUSIVITY: 4 / 4

There are thousands of members, and the participation of the members manifests itself in trust, equality, appreciation and the opportunity to make an impact in their own community . Above all, the operation or service is developed together. The activity strengthens the participant's influence opportunities outside of the activity as well. The female entrepreneur becomes part of a community that is important to her.

- TRAINING MATERIAL: 4 / 4

The training material is naturally suitable for study use by female entrepreneurs, supports teaching and learning and offers pedagogical added value. Pedagogical added value in this community means new ways of using and developing information, new practices of community and sharing, or more versatile opportunities for doing a task. Pedagogical quality is further represented by the fact that the learning material promotes women entrepreneurs' learning of the latest research.

Since female entrepreneurs' pedagogical concepts and especially their experience and expertise in using digital technology differ, pedagogically different e-learning materials are needed. Learning material can bring new and relevant information and add value to others.

However, in all e-learning materials, pedagogical quality is represented by learning materials that support the learner's conscious thinking and active activities. Videos, pictures, texts brought together brilliantly when thinking about training materials.

- COACHING AND SUPPORT: 4 / 4

Entrepreneur mentors support female entrepreneurs in all sectors and they also have a helpful chat.

At the events, it is possible to meet live with mentors and representatives of business centres regarding support in entrepreneurship, and many educational programs with mentors develop the entrepreneurial qualities and digital skills of female entrepreneurs.

3.5. Helsingin Yrittäjänaiset

- Digital presence: https://www.helsinginyrittajanaiset.fi/

INFORMING (rate 1- 4)	COMMUNITY (rate 1- 4)	INCLUSIVITY (rate 1- 4)	TRAINING MATERIAL (rate 1 - 4)	COACHING (rate 1 - 4)	POINTS IN TOTAL (max. 20)
4	4	4	3	4	19

Effectiveness in the Helsinki metropolitan area in the field of women's entrepreneurship. Research-based activities on the terms of women entrepreneurs and a lot of networking opportunities and training. Informative and clear website.

- INFORMING: 4 / 4

In the entrepreneurial women community of the Helsinki region, clear digital and informative ways of reporting are highlighted through Internet pages.
Social media plays a big role in informing.
Digital services are offered to customers as online and/or mobile services in such a way that they are easily accessible in different channels. Typically, the route to the service can be diverse, so the services must be easy to find in many channels, such as search engines, other sites and services of the service ecosystem, and social media.

- COMMUNITY BUILDING AND NETWORKING: 4 / 4

In this community is that it creates connections with other female entrepreneurs digitally and live at events. The community actively organises webinars, business events and training. In business events in this association, an entrepreneur helps an entrepreneur. This attitude should be actively used in training as well.

- INCLUSIVITY: 4 / 4

Thousands of female entrepreneurs from Helsinki are members. They are active in social media. Let's support entrepreneurs to influence small or big common issues alone and together, either in their own group, neighbourhood, local community or wider society.
In order to produce a customer-oriented digital service, the community guarantees the following things in its operations: customer orientation as the guiding force of service development, supporting and utilising ecosystems and their information in female entrepreneurship, and ensuring the continuous availability of easy-to-use services for members.

- TRAINING MATERIAL: 3 / 4

Training material can be found in training packages for entrepreneurs and various events where digital teaching material is also distributed to participants.
You tube videos, community materials are utilised among female entrepreneurs . The mentor activity works from female entrepreneur to female entrepreneur. Materials are shared openly online.

- COACHING AND SUPPORT: 4 / 4

Mentor - tutor program in cooperation with Ekonomiliitto's programs. Networking of entrepreneurial organisations among female entrepreneurs is great, so that joint coaching is organised both online and at events, webinars and seminars.
Regionally, coaching is concentrated in Helsinki, as each region has its own association. Most of the business coaching is free of charge and the support is extensive in cooperation with the free services of the business centres.

3.6. Mimmit koodaa

- Digital presence: https://mimmitkoodaa.fi/

INFORMING (rate 1- 4)	COMMUNITY (rate 1- 4)	INCLUSIVITY (rate 1- 4)	TRAINING MATERIAL (rate 1 - 4)	COACHING (rate 1 - 4)	POINTS IN TOTAL (max. 20)
4	4	4	4	3	19

A unique community that takes care of women's education in the IT industry as coding entrepreneurs. The pages are clear, informative and inspiring. The visual look is simply clear and beautiful. A socially and internationally interesting opportunity presented as a model for other international women's organisations and women entrepreneurs.

- INFORMING: 4 / 4

The Mimmit codes program and digital information on social media and websites promote both the IT industry and the creation of high-quality software, because only diversity brings better technology to the world . Together with its member companies, the Mimmit codes program organises free events and training for women interested in the IT field, who have no previous coding experience who want

to know more about software or career opportunities in the field. The program has a large, national cooperation network, which includes, among other things, educational institutions, companies in the field and numerous other actors. Above all, however, Mimmit codes is a nationwide community of thousands of women, where every Mimmi interested in the IT field is welcome to learn new things or share their own expertise.

- COMMUNITY BUILDING AND NETWORKING: 4 / 4

For women interested in software development and software, those who want new skills, industry changers, female entrepreneurs, educators , career advisors, study guides and companies who want to find new talent . The program offers opportunities to get to know the industry through business cooperation and the opportunity to learn new technology together with others interested in the industry.
The community provides not only peer support, but also inspiration for your own career path as a female entrepreneur and advice on applying to the industry. The nationwide Mimmit kodaa program aimed at female entrepreneurship breaks down myths and stereotypes related to the IT sector with the help of companies. The program shows that anyone can enter the field - coding and software development belong to everyone!
The long-term goal of the program is to give everyone an equal opportunity to study and succeed in the IT field as a female entrepreneur (regardless of gender). The program has successfully helped its target group to find the beginning of the technology path and increased the number of meetings between industry companies and, for example, industry changers.

- INCLUSIVITY: 4 / 4

The program reaches more than 10,000 women, so women are interested in coding.

- TRAINING MATERIAL: 4 / 4

The program organises low-threshold free activities, such as workshops , webinars and training, as well as networking with people interested in the field and IT companies. Successful women in the field are brought to light, for example , with the help of podcasts , blogs and career stories.

- COACHING AND SUPPORT: 3 / 4

Since then, the activities and community of the Mimmit kodaa program have expanded even further. Currently, the program together with its member companies organises numerous free events and training and highlights women in the IT industry as role models and sources of inspiration.
Over the past years, several thousand women have been able to take part in workshops, webinars and IT events specifically aimed at them. According to the survey, the Mimmit kodaa program has succeeded in changing women's views on the IT sector and increased its attractiveness. The program

has also enabled networking with companies in the field and influenced study choices and field change plans for the benefit of the entire field.
The program has a large, nationwide cooperation network of about 70, which includes, among other things, educational institutions, IT companies and numerous other actors.
Above all, however, Mimmit kodaa is a nationwide community of thousands of women - currently the program reaches up to 10,000 women and female entrepreneurs all over Finland.

3.7. Barcelona Activa

- Digital presence: https://www.barcelonactiva.cat/en/home

INFORMING (rate 1- 4)	COMMUNITY (rate 1- 4)	INCLUSIVITY (rate 1- 4)	TRAINING MATERIAL (rate 1 - 4)	COACHING (rate 1 - 4)	POINTS IN TOTAL (max. 20)
4	4	3	4	4	19

- INFORMING: 4 / 4

The organization publishes reports, strategy papers, and books on the labour market and the economy, which can be found very informative for entrepreneurs.

Moreover, the organization has the following active online accounts, as well as their website, in order to inform participants and potential members:

1. Facebook: https://www.facebook.com/barcelonactiva/
2. Instagram: https://www.instagram.com/barcelonactiva/
3. Twitter: https://twitter.com/barcelonactiva
4. Youtube: https://www.youtube.com/user/videosbarcelonactiva
5. LinkedIn: https://www.linkedin.com/company/barcelona-activa/

- COMMUNITY BUILDING AND NETWORKING: 4 / 4

Some of their main community building goals are: (1) to create networking environments that foster the creation of professional networks which strengthen initiatives promoted by women, and (2) to create networking environments that foster the creation of professional networks which strengthen initiatives promoted by women,

In order to join their community and obtain the latest news, resources for startups and more, you just need to contact them by email or to join their community on LinkedIn.

In addition to their website, they are present in different platforms, as they have been mentioned above. This broad range of platforms are very useful in order to build a strong community and to assist their members in networking activities.

- INCLUSIVITY: 3 / 4

A key aspect of this organization is that their services are free for users, contributing to a high level of inclusivity. Also, the possibility to choose the website languages allows inclusivity, in fact the website can be read in English, Spanish and Catalan.

Moreover, they have a programme **LIDERA** (https://aplic.barcelonactiva.cat/lidera/en/), which has promoted women's inclusion in the business world through its Escola de Dones Emprenedores (Women Entrepreneurs School). To take a step further towards gender equality they launched LIDERA, with an expanded range of programmes and activities to help all women who want to grow professionally. Some of their inclusivity objectives are (1) to fight for salary parity between men and women, (2) to boost women's entrepreneurial attitudes and skills and to foster self-leadership, (3) to promote new forms of organisations that generate more humane businesses that place people at the core of their processes, with flexible work environments that encourage cooperation, (6) to promote collective entrepreneurship based on a diverse, plural economy, and (7) to adopt the gender perspective by including specific contents and criteria in all the actions carried out within LIDERA.

- **TRAINING MATERIALS: 4 / 4**

They offer a wide range of training programmes: in-person, online and via streaming –Virtual Classroom –. Develop your skills and expand your knowledge according to your needs: career guidance, IT courses and resources for companies and entrepreneurs. Their most relevant training programme is LIDERA, which promotes women's inclusion in the business world through its Escola de Dones Emprenedores (Women Entrepreneurs School). To take a step further towards gender equality, they launched LIDERA, with an expanded range of programmes and activities to help all women who want to grow professionally.

- **COACHING AND SUPPORT: 4 / 4**

They offer different supportive activities to help entrepreneurs, such as Personalised Advice for Job Search, Professional Coaching for women, IT Academy, and Workshops.

Their aim is to foster quality employment for all, facilitate access to professional training, technical training, and certifications, and support Barcelona entrepreneurs and business growth in general, they organize various services and activities in several areas, such as strategies to bolster employment, entrepreneurship, business, and innovation, and local socio-economic development.

3.8. WA4STEAM

- Digital presence: https://wa4steam.com/

INFORMING (rate 1- 4)	COMMUNITY (rate 1- 4)	INCLUSIVITY (rate 1- 4)	TRAINING MATERIAL (rate 1 - 4)	COACHING (rate 1 - 4)	POINTS IN TOTAL (max. 20)
4	3	4	4	4	19

WA4STEAM aspires to be a group of references within the startup investment ecosystem by supporting women-led STEAM startups to become profitable enterprises. They aim to become a cohesive body of knowledge for both women angels (WA) and women entrepreneurs (WE) and a community of mentoring and networking.

- INFORMING: 4 / 4

The organization has partnered with universities, scientific business parks, government institutions, investor platforms and business angel networks, in order to spread information and resources which can be found very informative for entrepreneurs.

Moreover, the organization has the following active online accounts, as well as their website, in order to inform participants and potential members:

1. Twitter: https://twitter.com/WA4STEAM
2. LinkedIn: https://www.linkedin.com/company/wa4steam/

- COMMUNITY BUILDING AND NETWORKING: 4 / 4

They count with a broad network of strategic partners and other angels' groups, which reinforces their angels' investment capability by connecting the companies where their members invest to other ecosystems.

In order to join their community and obtain the latest news, resources for startups and more, you just need to complete an online application form that is accessible on their website.

In addition to their website, they are present in different platforms, as they have been mentioned above. These platforms are very useful in order to build a strong community and to assist their members in networking activities, and finding investment opportunities. They aim to become a cohesive body of knowledge for both women angels (WA) and women entrepreneurs (WE) and a community of mentoring and networking.

- INCLUSIVITY: 3 / 4

A key aspect of this organization is that they have members from a wide variety of backgrounds, with professional expertise in biosciences, mathematics, finance, engineering, law, accounting, communication, education and training. Furthermore, they welcome entrepreneurs as well as business angels from different fields, such as Science, Technology, Engineering, Arts & Architecture and Mathematics, STEAM.

- TRAINING MATERIALS: 3 / 4

These training materials and training courses that they offer can be accessible once the entrepreneur has become a member and is involved in the association. Although, these training materials can

be very beneficials to develop skills and acquire knowledge necessary for growing your start-up project and business projection.

- COACHING AND SUPPORT: 4 / 4

They offer different supportive activities to help entrepreneurs, such as mentoring programs, personalised advice for entrepreneurs, and workshops.

Their aim is not only to provide seed capital but also to become strategic partners in nurturing women as future leaders and role models.

3.9. WEP: Women Entrepreneurship Platform

- Digital presence: http://www.womenentrepreneurshipplatform.org/

INFORMING (rate 1- 4)	COMMUNITY (rate 1- 4)	INCLUSIVITY (rate 1- 4)	TRAINING MATERIAL (rate 1 - 4)	COACHING (rate 1 - 4)	POINTS IN TOTAL (max. 20)
4	3	4	4	3	18

WEP supports European women entrepreneurs and represents their interests in Europe through a direct line to decision-makers in the EU.

WEP has solid experience in applying for EU grants. They also provide information to their member organisations about EU calls for tender and funding opportunities and other grants.

- INFORMING: 4 / 4

The organization publishes a quarterly newsletter that is widely distributed among the community of WEP members, EU policy-makers, and other stakeholders dealing with women's entrepreneurship issues.

Furthermore, WEP regularly organizes and hosts events in partnership with EU policy-makers and other organisations including seminars, conferences, and round-table discussions on subjects surrounding female entrepreneurship.

Moreover, the organization has the following active online accounts, as well as their website, in order to inform participants and potential members:

1. Facebook: https://www.facebook.com/Women-Entrepreneurship-Platform-151816911656528
2. Twitter: https://twitter.com/WEPEurope
3. LinkedIn: https://www.linkedin.com/company/weplatform/?original_referer=http%3A%2F%2Fw ww%2Ewomenentrepreneurshipplatform%2Eorg%2F&originalSubdomain=be

- COMMUNITY BUILDING AND NETWORKING: 3 / 4

Some of their main community building goals are (1) to ensure a supportive ecosystem for female entrepreneurs by advocating for measures to promote and improve access to finance, education, innovation, government policies, and networks, which form WEP's five Pillars for growth, (2) to support greater participation by women in our society by opening up new opportunities for female employment, (3) to promote and create a non-stop dialogue with women entrepreneur organisations, all sector and industry organisations, and EU institutions.

In order to join their community and obtain the latest news, resources for startups and more, you just need to sign up for their newsletter, which can be done on their website, Also, they can be contacted by email and by the contact form on their website.

In addition to their website, they are present in different platforms, as they have been mentioned above. This broad range of platforms are very useful in order to build a strong community and to assist their members in networking activities.

- INCLUSIVITY: 4 / 4

A key aspect of this organization is that WEP aims to be a driving force ensuring that by 2030, women make up 50 percent of entrepreneurs in Europe, allowing a more inclusive society and sustainable economy.

WEP wants a more inclusive and sustainable policy and economic environment in Europe, encouraging and inspiring 5 million women entrepreneurs to start and own their own businesses by 2030.

- TRAINING MATERIALS: 4 / 4

Their programmes have be focusing their efforts on 5 different policy areas, such as (1) EU strategy for Women Entrepreneurs, (2) Closing the digital gap - more women entrepreneurs in the tech sector, (3) Entrepreneurship education, (4) Work-life Balance, and (5) Breaching the glass-ceiling.

These training materials and training courses can be very beneficials to ensure a supportive ecosystem for female entrepreneurs by advocating for measures to promote and improve access to finance, education, innovation, government policies, and networks, which form WEP's five Pillars for growth.

- COACHING AND SUPPORT: 3 / 4

They offer different supportive activities to assist women entrepreneurs to access finance opportunities, education, innovation, government policies, and networking platforms. Also, they support European women entrepreneurs and represent their interests in Europe through a direct line to decision-makers in the EU.

Moreover, they regularly organise and host events in partnership with EU policy-makers and other organisations including seminars, conferences and round-table discussions on subjects surrounding female entrepreneurship.

3.10. Ladies Who Launch (LWL)

- Digital presence: https://www.ladieswholaunch.org/

INFORMING (rate 1- 4)	COMMUNITY (rate 1- 4)	INCLUSIVITY (rate 1- 4)	TRAINING MATERIAL (rate 1 - 4)	COACHING (rate 1 - 4)	POINTS IN TOTAL (max. 20)
3	3	4	4	4	18

Their mission is to strengthen the global community of women entrepreneurs. They focus on four pillars - Inspiration, Education, Funding and Community Founded by Sarah Friar and Kelly McGonigle in 2014.

- INFORMING: 3 / 4

- newsletter, which includes the following:
- Top five reads for women entrepreneurs every Monday
- LWL Academy - information on new courses available to female club members
- LWL Events - announcement of upcoming events
- Featured Founders stories and Real Talk

The network has its active online accounts:

1. website: https://www.ladieswholaunch.org/ The website is adapted for people with disabilities and includes the following facilities: text reader, magnifier, readable font and mode, image descriptions, link and headline highlighting, virtual keyboard, font resizing, colour customisation.
2. Linkedin: https://www.linkedin.com/company/lwlglobal/
3. Instagram: https://www.instagram.com/lwlglobal/
4. Facebook: https://www.facebook.com/LWLGlobal
5. Twitter: https://twitter.com/lwlglobal
6. YouTube: https://www.youtube.com/channel/UCEDF-5Xk4U0GT7xmFZDMLoA
   Dozens of videos are available on the YouTube channels, including workshops, trainings, recordings of virtual summits organised. Organising a virtual summit in 2020 with topics such as planning, accounting, branding.

- COMMUNITY BUILDING AND NETWORKING: 3 / 4

The platform is also a community hub. They have created the LWL Launchers community for female-led teams who want to share and learn from other ladies. They offer exclusive events tailored to launchers (how to pitch to VCs, pick your board, how to use customer feedback, 1:1 mentoring with founders at a late stage). It is 100% digitally driven (open to global submissions) as a space for honest thoughts, conversations and advice on how to further develop your business and leadership skills.

Requirements for community members:

- A commitment of at least 3x a week (minimum)
- Teams that have completed their first launch (stay tuned for community updates before the launch!)

- Familiarity with Slack or open to learning how to use it
- Willing to participate in exclusive webinars, Ask Me Anything sessions and 1:1 coaching sessions

- INCLUSIVITY: 4 / 4

The organisation is open to all interested women, wherever they live. The founders of the platform emphasise its openness to LGBT+ people (it runs projects aimed at this group). In its programmes, it offers the opportunity to network with entrepreneurs, investors and mentors. In its training materials, it addresses various topics aimed at a wide audience, such as finance, business management, marketing, as well as combining work and motherhood.

- TRAINING MATERIALS: 4 / 4

The platform has a database of free educational resources divided into the following sections: - Business Plan Templates - Marketing Resources - The Art of Pitching - Capital Resources - Business Resources - Entrepreneurial Hacks.
The founders of the initiative have also published a book, Ladies Who Launch: Embracing Entrepreneurship & Creativity as a Lifestyle, which conceptualises a 4-step incubator process, using self-tests, inspirational stories and practical information.

- COACHING AND SUPPORT: 4 / 4

LWL runs the Startup programme. Created in response to the COVID-19 epidemic, the Startup programme supports women to grow their businesses while mitigating the negative effects of the pandemic.
The programme is critical to meeting the needs of the rapidly growing community of women entrepreneurs and coping with supply chain disruption and inflation, among other challenges. As part of the six-month programme, female participants receive educational resources, opportunities, mentorship, advisory services and reinforcement from LWL programmes, as well as US$10,000 grant opportunities.

3.11. Academy for Women Entrepreneurs

- Digital presence: https://academyforwomenentrepreneurs.com/

INFORMING (rate 1- 4)	COMMUNITY (rate 1- 4)	INCLUSIVITY (rate 1- 4)	TRAINING MATERIAL (rate 1 - 4)	COACHING (rate 1 - 4)	POINTS IN TOTAL (max. 20)
3	3	4	4	4	18

This is a training and coaching platform specifically for women micro-entrepreneurs. The aim is to empower women entrepreneurs to develop their business skills and achieve strong and sustainable growth. It is one way to reduce gender inequality and close the gender pay gap.

To this end, a platform of trusted training systems, tools and fully trained and certified business coaches tailored to the needs of female solo entrepreneurs, independent practitioners and micro-enterprise owners has been created. Its founder is Ceylan Boyce, an SME strategist and entrepreneurial trainer. The project was awarded the Best Female Business Owner Training Platform 2020.

- INFORMING: 3 / 4

The network has its active online accounts:
- website: https://academyforwomenentrepreneurs.com/ The website contains training materials and articles aimed at entrepreneurs and tools to help them run their business.
- LinkedIn: https://www.linkedin.com/company/academy-for-women-entrepreneurs/
- Facebook: https://www.facebook.com/AWEntrepreneurs/
- Twitter: https://twitter.com/AWE_Int
- Instagram: https://www.instagram.com/academyforwomenentrepreneurs/
- Spotify: https://open.spotify.com/show/07EKoJ9GW9yX0fSGMqXJms

- COMMUNITY BUILDING AND NETWORKING: 3 / 4

The platform builds a community (tribe) around itself. Community members gain access to the AWE WhatsApp group, access to the private AWE Facebook group, support and encouragement from like-minded women entrepreneurs, networking opportunities with other women entrepreneurs, inspiring stories from other women entrepreneurs, the award-winning crisis management training course 'COVID & Beyond'.

- INCLUSIVITY: 4 / 4

The programme is open to solopreneurs or micro-business owners (this is not a prerequisite for participation in the initiative, however the materials included are mainly on business topics).

- TRAINING MATERIALS: 4 / 4

Free resources (examples):
- Cash flow forecast template (in Excel format) developed specifically for solopreneurs and micro-enterprise owners.
- Customer Relationship Management Matrix tool - articles on starting and growing a business - podcasts on motivational and business topics - online workshops (Strategic Planning).
The organisation has created the aforementioned crisis management course 'COVID & Beyond' consisting of 12 thematic blocks with video training and a worksheet. It addresses topics such as business development after COVID-19, nurturing client relationships during COVID-19, and Money Mindset & Cash Flow Management during a crisis.

- COACHING AND SUPPORT: 4 / 4

The organisation offers three paid coaching programmes: Growth Coaching Programme, Entrepreneurial Coaching Programme, 1-2-1 Planning Package. Each involves participation in several months of coaching sessions, access to training materials and, depending on the type of programme, the possibility of live sessions.

3.12. Professional Women's Network Global

- Digital presence: https://pwnglobal.net/

INFORMING (rate 1- 4)	COMMUNITY (rate 1- 4)	INCLUSIVITY (rate 1- 4)	TRAINING MATERIAL (rate 1 - 4)	COACHING (rate 1 - 4)	POINTS IN TOTAL (max. 20)
4	4	4	3	3	18

This is a one-stop platform to connect with like-minded professionals from around the world; to develop their skills and competencies and to share their experience and knowledge. It is a global network with branches all over the world. It offers its members access to numerous events organised by the network or its partners. The initiative is headquartered in Paris.

- INFORMING: 4 / 4

The network has its active online accounts:
- website: https://pwnglobal.net/
- LinkedIn: https://www.linkedin.com/groups/101377/
- Facebook: https://www.facebook.com/PWNGlobal/
- Twitter: https://twitter.com/PWNglobal
- YouTube: https://www.youtube.com/user/EPWNEuropeanPWN

- COMMUNITY BUILDING AND NETWORKING: 4 / 4

PWN creates local communities in 30 cities, including Barcelona, Madrid, Rome, Milan, Frankfurt, Warsaw and Copenhagen. It has more than 3 500 members representing 90 nationalities. Paris hosts monthly SPEAKERS DINNERS at the Senate with high-calibre speakers. Another initiative is the Entrepreneurship Club, which meets regularly to share best practices and learn from experts. Examples of events: Speed dating with experts, Visit to Station F, Creativity workshops, Conferences and roundtables with Entrepreneurs. Monthly morning meetings for entrepreneurs in the form of group mentoring. Other networking programmes to International Hub or Young Talents. For +100 members ready to take up positions on company boards, who are focused around values such as Ethics, Excellence, Diversity, Goodwill and Innovation. Already several members of The Board Network have obtained board positions through the programme. Regular meetings are held in the form of Roundtables with members/non-members, experts and executives.

- INCLUSIVITY: 4 / 4

It has more than 3 500 members representing 90 nationalities. The programme is open to all interested parties, regardless of the type of business they run or its stage of development. The organisation runs programmes for both young people with leadership aspirations and senior professionals, who can act as mentors as well as participate in programmes to improve their managerial skills. The organisation offers 600+ physical events, around the world, every year and interactive Forums to discuss and debate with our global members

- TRAINING MATERIAL: 3 / 4

Training resources include leadership webinars (help to understand the latest concepts and theories), self-development webinars (building and refining practical skills and competences).

- COACHING AND SUPPORT: 3 / 4

PWN offers bespoke local mentoring programs – one to one or group mentoring, international virtual mentoring programs for senior leaders and involvement in EU funded projects, such as the ME-ToTEM Mentoring project.

Branches implement their own projects for the community, among others in the area of mentoring. An example is PWN Norway's Global 100 2021 Mentoring Programme. The mentoring programme includes three main tracks: career development, entrepreneurship and leadership development.

PWN Norway's Global Mentoring Programme 2021 Highlights: - 5 team members - 100 global mentors - duration 10 months - 5 masterclasses - monthly meetings between mentor and mentee.

Members of the PWN Global community have access to a ready-made global professional network and learn from a variety of sources (local events, mentoring, forums, webinars and dynamic content) on how to advance their careers and contribute to gender balance in the world.

Another example of its activity is the Virtual Entrepreneurship Programme. It is a hands-on online course to enrich attendees personal, professional and business talents and capacities, develop and foster sustainable goals, build trust and relationships through collaborative efforts, and to discover what's uniquely yours, to grow into and succeed in it.

Developed in collaboration with EU Business School, this is an online 8 months, 8 modules training that aims at expanding and improving entrepreneurship competences of our community.

Other lower rated initiatives, but worthy of study as they may inspire the project team:

- **Ascent** - A free learning platform for women entrepreneurs containing training materials for those running their own business (e.g. business financial strategy, strategic marketing, angel investing).
- **Digi Women** - the project will deliver the following outputs: syllabus, modular e-course, thematic sessions guidebook, trainers manual.
- **Smart Women** - contains a training programme (prepared lessons) in the following areas: planning a business, e-commerce, creating digital content, ict & online security, digital marketing.

3.13. MicroLab

- Digital presence: https://associazionemicrolab.it/chi-siamo/

INFORMING (rate 1- 4)	COMMUNITY (rate 1- 4)	INCLUSIVITY (rate 1- 4)	TRAINING MATERIAL (rate 1 - 4)	COACHING (rate 1 - 4)	POINTS IN TOTAL (max. 20)
4	2	4	4	3	17

The MicroLab Association is a non profit organisation (ONG) that has been working in Italy since 2003 to enhance and promote social inclusion through self-entrepreneurship and financial education.

- INFORMING: 4 / 4

There is also a *news section* in order to be aware about different courses and webinars available and also to be updated on topics of interest to future entrepreneurs. In this section you can also find an interesting article named ‘’Fund for female enterprises: 200 million euros for female entrepreneurs’’, that fit very well with our project aim. Moreover, they use Facebook to inform about next calls that could fit with entrepreneur’s needs, events and interesting projects.

- COMMUNITY: 2 / 4

In addition to the website, they have a newsletter and they are present in other two platforms, linked below:

- https://www.facebook.com/associazionemicrolab/
- https://www.linkedin.com/company/associazione-microlab/

- INCLUSIVITY: 4 / 4

A very important aspect of this association is that all the services offered by MicroLab are free for users, contributing to a high level of inclusivity. Also, the possibility to choose the website languages allows inclusivity, in fact the website can be read in English, Italian, Spanish and French.

- TRAINING MATERIALS: 4 / 4

MicroLab Organises training courses for the dissemination of the culture of doing business. The training courses proposed are useful to know more about the business world, are free for participants and can be done both in presence and online. In particular, among these courses, *Up to youth* is a pathway completely free thought for under 35 people that want to open and own enterprise.
In 2020, MicroLab will launch a set of webinars within the *SOS Mentoring Program*, supported by Google.org, dedicated to business start-up, business strategies, marketing and management control to support entrepreneurs in difficulty. Finally in 2021, MicroLab has launched Academy MicroLab, very interesting for our purposes because it is made by useful courses and resources available online for free to keep up with the times on the issues of entrepreneurship and business startup. For example, by clicking on the topic Start-up and

business start-up, you can see some webinars for free, among which the webinar is called ‘’digitise your business’’.
Moreover, they organise financial education courses for vulnerable individuals.

- COACHING: 3 / 4

Assist and support, through its network of Volunteer Business Mentors, the birth and development of micro-enterprises, small initiatives and other initiatives carried out by commercial people who, if not adequately supported, risk remaining marginalised from economic and social life. The activities they offer for entrepreneurs are:

- Mentoring: MicroLab offers the possibility to be accompanied by a mentor for free. Thanks to his personal and professional experience, he is able to give support in the different phases of start-up and development of an entrepreneurial activity.
- Training courses for intrapreneurs: entrepreneurial training courses aimed at both aspiring entrepreneurs and small and micro-entrepreneurs who need to deepen their knowledge of "doing business". The courses cover business start-up and management, business strategies, marketing and communication. The courses, free for participants, are organised both face-to-face and online in webinar or elearning mode.
- Orientation activity: MicroLab provides job orientation courses to high school students and financial literacy courses for responsible planning of family resources aimed at vulnerable people such as migrants and poor sections of the population.

Moreover, MicroLab Disseminates advice, good practices and guidance paths for young people in their university and dependent or self-employed work choices.

3.14. StartupGrind

- Digital presence: https://www.startupgrind.com/

INFORMING (rate 1- 4)	COMMUNITY (rate 1- 4)	INCLUSIVITY (rate 1- 4)	TRAINING MATERIAL (rate 1 - 4)	COACHING (rate 1 - 4)	POINTS IN TOTAL (max. 20)
4	3	4	3	2	16

Startupgrind is the world’s largest startup community, founded in 2010. Derek Andersen got some friends and fellow entrepreneurs together to crack the same problem they were all facing: the growing challenges of launching a company. What became clear was these obstacles were extensive and stretched far beyond their group.
Their gatherings soon spurred a local startup movement that attracted founders and experts from every industry, all coming together to share their advice and inspirations for early entrepreneurs. Eventually, vibrant Startup Grind communities (“chapters”) began developing in Los Angeles, Tel Aviv, London, New York, Beijing, and many more.
The community proves that entrepreneurs are, in fact, stronger together.

- INFORMING: 4 / 4

In the website section *learn*, by clicking on *Blog* you have access to different interesting articles, very useful to know more about business and financial aspects. Among these, you can also find the article ‘’7 Women-Founded Startups You Need to Know About’’ that fits with the project focus. Through youtube, facebook and Instagram they also share news, reels and short videos, events and so on, in order to inform people about important and interesting opportunities they could catch.

- COMMUNITY: 3 / 4

To join within their community and obtain the latest news, resources for startups and more, you just have to write your name, your email address and subscribe.
In addition to their website, they are present in different platforms, linked below:

- https://www.youtube.com/user/StartupGrind
- https://twitter.com/StartupGrind/
- https://www.facebook.com/StartupGrind/
- https://www.instagram.com/startup/
- https://www.linkedin.com/company/startup-grind/

- INCLUSIVITY: 4 / 4

The website can be read in different languages, such as: Italian, English, Bahasa Indonesia, Català, Deutsch and Espanol; so different people can be able to read and understand, allowing a good inclusivity, under the aspect of the language. The upcoming events promoted are all over the world and you have also the possibility to search a specific city and see the next events programmed. In fact, they are a global start-up community: 4 million startups in 600 cities and 125 countries worldwide. These aspects contribute to a high level of inclusivity.

- TRAINING MATERIAL: 3 / 4

The interesting aspect of this community, is that it has an its own YouTube channel, where they deal with different topics:

- What is Startupgrind and what they do
- Webinars and conference sharing
- Success stories in order to promote virtuous Cycles

The themes touched different aspects and different sectors of the business world.
Also, through Instagram they share interesting stories and news both to inform people and to educate and teach them about some topics always related to the startup world.

- COACHING: 2 / 4

Startupgrind has also the SG DAO, the world’s first community-owned accelerator in order to support funders to build, grow and scale by harnessing the network and knowledge of Startup Grind’s global community. Leveraging their unique legal structure, they are able to offer a piece of their accelerator to anyone interested in joining. Thanks to this ownership,

when the DAO succeeds everyone does.

Through the accelerator community they offer better deal flow, more robust due diligence, and a supportive accelerator that uniquely positions Startupgrind to help their portfolio companies

succeed. With this decentralisation, they offer a diverse deal flow that most networks don't have access to.

3.15. FemaleFounders

- Digital presence: https://www.female-founders.org/

INFORMING (rate 1- 4)	COMMUNITY (rate 1- 4)	INCLUSIVITY (rate 1- 4)	TRAINING MATERIAL (rate 1 - 4)	COACHING (rate 1 - 4)	POINTS IN TOTAL (max. 20)
3	3	4	2	4	16

Their vision is an equal future through equal opportunities in tech and innovation.
The unequal status quo has led to a world that is facing more challenges than ever. Tech and innovation are without question crucial to making progress towards these challenges, but the current status quo in this field is not working. Technological solutions and innovative ideas need to be created by diverse groups of people in order to benefit the world's diverse population.
This is where entrepreneurial women come in. For us, entrepreneurship is not necessarily about founding your own startup. Being a part of the tech and innovation ecosystem is about being proactive, taking responsibility and building solutions, this is the nature of entrepreneurship! It's a state of mind, a principle of life and an approach to dealing with problems. It's about confidence and trust in yourself, about solving problems for society and contributing to a better, more inclusive future. Plus: we truly believe that it's finally time to access the untapped creativity and potential of women.

All of this leads us to a very simple equation: tech + entrepreneurial women = an equal future.
So, their mission is to create equal opportunities for entrepreneurial women in the European tech and innovation ecosystem.

- INFORMING: 3 / 4

In the website section *Events* you can find interested and targeted upcoming events, instead in the section *Blog* you can find many articles dealing with different topics related to the business world, with a special focus on female entrepreneurship.
A very useful and helpful section they have in their website is Job Platform from which is possible to see the best job opportunities in tech, innovation, startups and more.

- COMMUNITY: 3 / 4

For them, Female Founders has always been and will always be so much more than a network for women. It is a constantly growing community of people who share the same values and want to shape the future in a positive way. The growing community is one of the three main areas they focus on to support their mission. They in fact want to create a great community made up by entrepreneurship women that can inspire each other to achieve their goals.

They have a newsletter to update all their members and also they use different platforms, linked below:

- https://www.facebook.com/FemaleFounders.global/
- https://www.instagram.com/femalefounders.global/
- https://www.linkedin.com/company/femalefoundersglobal/
- https://twitter.com/femalefounders

- INCLUSIVITY: 4 / 4

The website is only in English. The female founders team act at international level, so startups from all over the world can apply with the goal to offer opportunities in every innovation and technology field: FF in fact encourage startups from all industries to apply (e.g. Health, Femtech, Fintech, Deep Tech, Marketplaces / Platforms, Mobility & Logistics, GovTech, GreenTech). The organisation has the goal to promote and support the growth of female enterprises, but also mixed teams can absolutely apply to the programme. Moreover, they offer two different acceleration paths: Grow F for Female-Led Ventures and Lead F for women who want to be, or are entrepreneurial leaders. All these aspects contribute to strength inclusivity criteria.

- TRAINING MATERIALS: 2 / 4

In the website recorded webinars or online courses are not present, like training and education courses or MOOCs. This is the reason why in the matrix this organisation has received a low score. But, the fact that they offer coaching activities and acceleration for startup probably includes training material when an enterprise starts this business journey.

- COACHING: 4 / 4

Female Funders has also a startup accelerator called Grow F, that is an Investment Readiness Accelerator for Female-Led Ventures. In fact, Grow F is our 3-month online accelerator program that supports highly innovative and scalable female-led ventures. The program helps founders & startups from Europe and beyond get investment ready.
They also have a leadership accelerator called Lead F that is for women who want to be, or are entrepreneurial leaders. While you take part in this 3-month accelerator program, you will be supported individually by their team and also by mentors who are high class professionals, experts, investors and founders.
You will get access to an incredible network where you will meet the most relevant and forward-thinking people in the European startup ecosystem. The program unites to manage teams and organisations in this fast-changing world: deep-dive sessions with subject matter experts, access to a resource base to foster your entrepreneurial mindset, and networking with a group of like-minded leaders.

3.16. Acorns Programme

- Digital presence: https://acorns.ie/

INFORMING (rate 1- 4)	COMMUNITY (rate 1- 4)	INCLUSIVITY (rate 1- 4)	TRAINING MATERIAL (rate 1 - 4)	COACHING (rate 1 - 4)	POINTS IN TOTAL (max. 20)
3	3	4	4	4	18

The Acorns programme has been designed to support early-stage female entrepreneurs living in rural Ireland and runs over six months part-time. Past participants report increased sales, exports and employment creation.

Based on a belief that entrepreneurs learn best from each other, the ACORNS initiative is centred around interactive round table sessions that are facilitated by female entrepreneurs, known as 'Lead Entrepreneurs', who have started and successfully grown businesses in rural Ireland.

To be eligible participants must have or intend to have a new business located outside the city boundaries of Dublin, Cork, Galway, Limerick and Waterford. The programme is open to early stage female entrepreneurs who have recently started a business, which has less than two years sales, or who are at an advanced stage of setting up a business.

The initiative is funded by the Department of Agriculture, Food and the Marine through the Rural Innovation and Development Fund.

The first round table session takes place in October each year. At this first session, the participants will meet their round table group and their ACORNS Lead Entrepreneurs for the first time. Participants will subsequently meet with their ACORNS Lead Entrepreneur and their group of eight peers in separate round tables on four occasions between November and March. These sessions will last for about three hours and will explore the themes of Strategy, Marketing/Sales, Finance, and Implementation. These sessions may be held in person or by zoom, depending on prevailing circumstances. If in person, they will be held close to the assigned ACORNS Lead Entrepreneur. Some travel may be involved on the part of the participants.

Past participants of ACORNS are offered the opportunity to participate in a further development phase and to join the ACORNS Community. This helps ensure that they continue to reap the benefits of the programme and of the valuable connections they have made through broadening their support network.

The Further Development phase is offered to participants in the year after their initial ACORNS programme and includes:

- Two round table sessions with their ACORNS Lead Entrepreneur,
- An opportunity to attend topic based workshops relevant to their development,
- Further networking opportunities,
- Development of individual participant profiles,
- Tracking of progress against agreed goals and milestones.

Former participants are also invited to continue to avail of ACORNS support through the ACORNS Community, through which they can attend a variety of topic-based workshops over a six-month period and take part in the annual ACORNS Forum and networking event.

Those that have already completed a Further Development phase and who wish to strongly drive growth in their business, can also apply to participate in ACORNS Plus, a growth-focused round table initiative.
The six month cycle of the ACORNS programme concludes with the ACORNS National Forum. This event includes a variety of elements designed to boost motivation and provide an opportunity for structured networking and engagement. A highlight is the ACORNS Showcase where those interested can apply to display their products and services, giving a flavour of the rich diversity of the new businesses being set up by rural female entrepreneurs from across the country.

3.17. Powerhouse, Women in Business

- Digital presence: https://www.womeninbusinessni.com/Home.aspx

INFORMING (rate 1- 4)	COMMUNITY (rate 1- 4)	INCLUSIVITY (rate 1- 4)	TRAINING MATERIAL (rate 1 - 4)	COACHING (rate 1 - 4)	POINTS IN TOTAL (max. 20)
3	3	4	4	4	18

Powerhouse Women in Business Network is facilitated by Carlow County Council's Local Enterprise Office. Local Enterprise Office Carlow is an established organisation working within SME sector and is fully aware of the difficulties faced by women operating within the corporate environment.
The Powerhouse network is aimed at female entrepreneurs, which is designed to promote the role of women within the business sector in Carlow. The programme aims to empower and motivate women to succeed in entrepreneurship and self-employment in the county. By networking with the right people, it can start-up or developing businesses can exploit opportunities that they would not otherwise even be aware of. In addition, structured business networks can help micro and SME's to become more innovative and dynamic. Entrepreneurial business networking provides a forum to build business relationships, identify, develop or act upon economic opportunities, share information and seek potential business partners for ventures.
Carlow County Council's Local Enterprise Office arranges monthly lunchtime events with an ongoing programme of activities on business related topics and entrepreneurial skills hosted by expert speakers and trainers.

3.18.AIB / Entrepreneurs Academy - AIB Women in Business Programme

- Digital presence: https://entrepreneursacademy.ie/programmes-2/aib-women-in-enterprise/

INFORMING (rate 1- 4)	COMMUNITY (rate 1- 4)	INCLUSIVITY (rate 1- 4)	TRAINING MATERIAL (rate 1 - 4)	COACHING (rate 1 - 4)	POINTS IN TOTAL (max. 20)
3	3	4	4	4	18

A unique education and mentoring programme.Led by three expert facilitators, this intensive half-day, highly engaging and interactive masterclass was packed with practical advice and hands-on tools which could be immediately implemented into the participant's business. The Masterclass ran for a full day followed by a reception. This innovative programme was designed and delivered specifically for female business owners who ideally were in operation for longer than eighteen months, had growth ambitions for their business and whose business revenue or projections were ideally in excess of €150,000 per annum. The programme included a Growth Academy. The growth academy is a deep dive training and mentoring programme for 100 women (20 x 5 cohorts) This programme involved 6 full day sessions spanning over 6 months in each of 3 locations. These intensive interactive workshops took participants through an in-depth study of themselves as leaders and how they could maximise their positive influence through the following full-day Modules:

- **Module 1:** Leading Myself – Maximising My Potential as a Leader
- **Module 2:** Leading and Equipping Others
- **Module 3:** Leading and Driving Growth – Leading to Financial Freedom and Investor Readiness
- **Module 4:** Leading and Driving Growth – Leading the Sales Process To Growth
- **Module 5:** Leading and Driving Growth – Communication is the key to great Leadership
- **Module 6:** Leading Myself – Maintaining Leadership Momentum

In order to get maximum results from this programme participants were encouraged to complete personal growth work and to reflect between the workshops to further support their learning and success in business.

3.19.SHE IS GLOWING

- Digital presence: https://www.facebook.com/groups/sheisglowing

INFORMING (rate 1- 4)	COMMUNITY (rate 1- 4)	INCLUSIVITY (rate 1- 4)	TRAINING MATERIAL (rate 1 - 4)	COACHING (rate 1 - 4)	POINTS IN TOTAL (max. 20)
4	4	4	4	4	20

The **She Is Glowing Club** is a platform for education and development for women based on monthly or annual membership. New courses on the most relevant topics of entrepreneurship and self-education are available every month (the 20+ training collection is available only after becoming a member), coaching sessions with creator Dovile Urbanaite and various experts, special discounts, private and supportive community, useful acquaintances, club events and much more.
What can women get from a membership?

1. Quality online training.
2. Training sessions with membership founder Dovile Urbanaite and other experts.
3. Live and virtual events.
4. Inspiring interviewss.
5. Opportunity to spread the word about business and attract new customers.
6. Expert consultations and partner discounts.
7. Private Book Club.
8. Glow List platform for communication and dissemination of Club members.
9. Group coaching course for choosing a professional path.

The free of charge **private Shew Is Glowing group on Facebook** has more than 21000 active members. This is a platform for women to ask questions, disscuss various topics, ask for opinions, advice. The greatest added value for the members is this Facebook group, because it is very active, welcoming, inclusive, understanding, informative.

- INFORMING: 4 / 4

The best practice of She Is Glowing provides women with up to date relevant training and online courses. Members and also non members have the benefit of community knowledge
– women can ask any kind of question in the Facebook group and have an answer instantly. Communication and information in a private Facebook group is updated many times a day. Active discussions take place constantly. Women who ask for help in the group get positive feedback, women share their experience and knowledge in a polite and friendly way.
She is Glowing sends frequent newsletter to both members and non members a few times a month. A lot of information and proposals come in a private Facebook group.

- COMMUNITY BUILDING AND NETWORKING: 4 / 4

The She is Glowing platform well connects female entrepreneurs with mentors and businesses, and also connects women with women (which from womens‘ feedback is the most valued feature of the platform). The sense of strong and positive community helps women share their experience and grow as entrepreneurs. There is no censorship of posts that women post – all questions are welcome.
Tools used for this purpose are online discussions, virtual networking events, and live mentoring sessions. She Is Glowing has a strong group on Facebook with more than 21.000 active members. Created connections empower women.

- INCLUSIVITY: 4 / 4

Women from all Lithuania (and also the world if she speaks Lithuanian) can participate in the activities of the Club. It being online makes it available for everyone.
The topics discussed can be anything at all – from personal growth questions, to questions on how to start your business, to how to manage a full grown company.

The background of the Club members is very different – some are just women starting their business, some are professionals with many years of experience, some represent a company searching for employees and so on.

- TRAINING MATERIAL: 4 / 4

Members of the She is Glowing club have access to online video training and also online live training with mentors. The topics of the already available training materials are: Coaching program "How to discover your favourite activity?", training programmes such as: "Investing for women - creating a secure financial future for yourself", "How to communicate effectively", "How to discover inner peace in a time of crisis", "Public speaking - how to speak clearly, interestingly and engagingly", "Marketing Strategies ABC", "Successful negotiations - how to negotiate and what to do when someone is negotiating with you?", "Virtual Assistant
- how to choose or become one?", "Setting effective goals - OKR methodology", "Email Marketing For Small Business", "Public relations and media", "A Successful Website: The Basics of SEO", "Social Media - Basic Mistakes and Tips", "Advertising on social networks", "Business financial management", "Business and Law: Everything You Need to Know", "A website - everything you need to know" and others.
The Members also get live virtual roundtables once or twice a month to discuss a relevant topic with professional mentors.
To get inspired, on the website of the Club women can find interviews with other members about their success stories. Every month the Club selects a Glow of the Month, and that member gets to promote its' business to others.

- COACHING AND SUPPORT: 4 / 4

The Members get live virtual roundtables once or twice a month to discuss a relevant topic with professional mentors, also almost 30 courses online. This is paid by a monthly fee that a member must pay. It is 25,00 EUR/month or can be 20,00 EUR/month if paid for an entire year at once.
A lot of relevant information women can get for free during discussion with other members.

3.20. Women Go Tech

- Digital presence: https://womengotech.com/

INFORMING (rate 1- 4)	COMMUNITY (rate 1- 4)	INCLUSIVITY (rate 1- 4)	TRAINING MATERIAL (rate 1 - 4)	COACHING (rate 1 - 4)	POINTS IN TOTAL (max. 20)
4	4	4	4	4	20

Women Go Tech is the first and only mentorship and counselling programme in Lithuania created for women, aimed at empowering them to discover the tech (ICT and engineering) sector, to help them enter into the sector or advance their careers. Launched in 2016, it has now completed its fifth iteration. Every season the programme lasts for six months, during which the participants who have successfully passed the application process and were selected to join the programme are paired with tech business executives and experts (both men and women are actively engaged into the program) to

help them navigate through the many career opportunities available in the tech sector.
Alongside with regular in-person meetings between mentees and mentors, the programme also includes monthly community gatherings and tech content events, workshops where women can network, share their experiences and learn new skills – around 100 events were organised during the fifth season. The program has also introduced practical, hands-on workshops, field visits to technology companies which became a platform for business to attract talent. Career counselling sessions (group and in private) is also a strong focus of the programme since the main goal of Women Go Tec is to reach at least 50% of talents employed in ICT sector right after the programme and support in starting the application process as well as career coaching increase the chance of employment significantly.
Long term professional mentorship from industry experts, high quality content sessions, events on tech related topics and community meet-ups for peer-to-peer motivation became an effective formula for delivering impact and ensuring that more and more women have the tools and much needed support to start their career in tech. The success of the programme is testified by the growing scale of the programme, particularly its attractiveness for the target audience as testified by the increasing number of applications each year.
Since 2016 it had:

- 5 seasons
- 670+ alumni members
- 400+ career change stories
- 350+ mentors sharing their knowledge

The program offers:

- **Mentoring:** In-person meetings with your dedicated mentor.
- **Community**: Community gatherings and growing together with others.
- **Events**: Tech events hosted by many different tech companies.
- **Workshops**: Workshops and content sessions with the experts.

INITIATIVES: Women Go Tech does not only aim to guide women towards their career in tech. They collaborate with various organisations and initiatives, striving for a diverse and inclusive tech world together: #EmpoweringGirls, Joining the forces across the Nordics and The EU4Digital Guide.

#EmpoweringGirls: Women Go Tech and Junior Achievement Lithuania, together with the support from The Coca-Cola Foundation, have joined forces on a mission to empower girls to choose the tech industry as a potential future career path. The #EmpoweringGirls project aims to connect Women Go Tech alumni – the role models who successfully stepped into tech – with the target group of students, who at their teen years face important decisions regarding their education and future career choices.

Over the course of the #EmpoweringGirls project over 50 Women Go Tech alumni visits over 100 schools reaching over 5000 students, sharing their stories and experiences, encouraging them to explore the opportunities within the world of tech, as well as promoting the idea of developing their entrepreneurship skills while still at school.
Joining the forces across the Nordics: The Women Go Tech mentorship programme, with the support by the Nordic Council of Ministers, has launched a project to identify grass-root

social initiatives that are encouraging female participation in the tech sector, with the aim to build a partnership network across the Baltic Sea Region. The project helped to share experience and knowledge across different organisations, to showcase good examples and ultimately to scale-up such initiatives within and across countries in the Baltic Sea and Nordic Region.
Report: "ICT workforce in Europe and its gender challenge after Covid-19". An overview of good practice solutions, with a focus on the Nordic-Baltic region (2021). (download the report). With the growing prevalence of ICT technologies in our everyday life, the digital gender divide is becoming an ever more pertinent issue. This report focuses on one of the key dimensions of the digital gender gap – the ability of women to access the large and growing pool of ICT specialists' jobs.

The EU4Digital Guide: The EU4Digital guide for "Setting up mentorship programmes to bridge the gender gap in ICT: a guide for the Eastern partner countries" is based on a case-study of the Women Go Tech mentorship programme. The study was guided by EU4Digital and prepared by the Women Go Tech team, with the involvement of partner organisations from the six Eastern partner countries.
The guide is focused on the following topics: programme structure and content of educational activities, target audiences, resources (financial, human and technical) and execution activities (mentors' and mentees' selections and matching). The mentor selection and participants' acquisition were among the most important aspects of a successful mentorship programme mentioned by representatives of involved partner organisations . The importance of clear selection criteria for mentors that include being a specific tech track specialist, taking a leading role, was also emphasised. The guidebook is available here.

- INFORMING: 4 / 4

The information on the Women Go Tech website is up-to-date, the course season is announced to be starting in October 2022.
Information on the social networks – LinkedIn, Facebook, Instagram, YouTube - is being updated frequently. Everyone who is interested can watch informative videos on their YouTube channel as well as on Facebook. Videos are available also on their website under section Podcast. Big part of the videos is in Lithuanian language, but there are videos also in English.
Information about how to become a mentee, a mentor or a partner is clear and available.
For more information a constantly updated Blog section is available. There you can find articles on different topics.
In their website one can also find a report "ICT workforce in Europe and its gender challenge after Covid-19". An overview of good practice solutions, with a focus on the Nordic-Baltic region (2021). And the EU4Digital Guide "Setting up mentorship programmes to bridge the gender gap in ICT: a guide for the Eastern partner countries".

- COMMUNITY BUILDING AND NETWORKING: 4 / 4

Since Being established in 2016 Women Go Tech has 670+ alumni members, 400+ career change stories, 350+ mentors sharing their knowledge.

However, the impact of the programme is not limited to the participants. Public outreach is an important element of the programme. Storytelling methods are used to empower women to discover technologies and consider requalification to tech as an option by sharing real life stories of Women Go Tech alumni, mentees and mentors. A large audience of women is reached and engaged via digital and traditional media channels (blog posts, TV interviews, online portals, magazine interviews) encouraging both younger and older women to consider TECH as a promising career possibility.

- INCLUSIVITY: 4 / 4

"Women Go Tech" programmes clearly highlight that there is a strong potential for attracting more women towards the TECH sector and that a large number of women are interested in such opportunities. However, existing pathways are likely often too restricted or too inflexible to make it possible for a sufficiently large number of women to find their way towards TECH. Thus, being able to increase the accessibility and scale of traditional as well as innovative career pathways towards TECH is likely to be one of the main solutions in making sure that gender gaps in ICT and TECH more broadly are reduced, if not fully eliminated.
Both men and women are actively engaged in the program. As all courses are in English language it includes participants from any country in the World.

- TRAINING MATERIAL: 4 / 4

Currently there are 10 different tech tracks in Women Go Tech. Mentees can choose a career that they want to pursue with the help from their mentors and community: Front-end development, Back-end development, UX design, Product ownership, Project management, Data analytics, Production engineering, Quality assurance, Business analysis, Cyber security. The impact of the programme is clear: as a result of five completed mentorship seasons, 52% of former mentees declared to have found a job in the TECH sector still during the programme and as much as 70% of former mentees declare employment one year after they have finished the programme. By the end of 2020 Women Go Tec program has already generated over 440 success stories of women entering the TECH sector (it has now surpassed its target of 500 success stories in 2021). This would compare with around 1230 women who during the same time have completed vocational or academic studies in the field of ICT in Lithuania (i.e., between 200 and 300 annually).
In addition to the core mentorship programme, in 2020, as a response to Covid-19, Women Go Tech with the support from Google.org has launched in Lithuania and Latvia (in partnership with "Riga Tech Girls") a preparatory program "Discover Tech". The focus of the programme is to introduce opportunities in tech for women which have no prior knowledge or background in tech.
The programme has been extremely successful, attracting over 10.000 participants 2020 and over 9000 participants in 2021. During this programme, participants receive access to 7 weeks of content sessions explaining the structure of the tech industry and different roles available and preparation needed to get into the industry. It is expected that up to 30% of women participating in "Discover tech" engage further with the TECH sector, either through an application to Women Go Tech mentorship program, tech studies or other types of online/ offline courses.

- COACHING AND SUPPORT: 4 / 4

The mentor team of Women Go Tech is united by one common goal: to share knowledge and spark passion for the ever-changing world of tech. They come from mixed tech backgrounds, carrying a balanced combo of skill and educational expertise, which is important when establishing trust in the Women Go Tech mentees.

3.21. SheCodes

- Digital presence: https://www.shecodes.io/

INFORMING (rate 1- 4)	COMMUNITY (rate 1- 4)	INCLUSIVITY (rate 1- 4)	TRAINING MATERIAL (rate 1 - 4)	COACHING (rate 1 - 4)	POINTS IN TOTAL (max. 20)
4	4	3	4	4	19

Online Coding Workshops for Women. Women can grow their skill set by learning coding basics from anywhere. No time zone or location requirements, 100% online. SheCodes was started in late 2017 in Lisbon, Portugal, by teaching women how to code in order to work towards decreasing the gender gap in the tech industry.

Women currently hold 25% of coding jobs and earn 30% less money than men. SheCodes is here to help bridge the gender gap in the tech programming industry by providing knowledge that is becoming necessary in today's increasingly technological job market.

SheCodes offers a solid introduction to product development, product design and product management:

- 1. **Product Development.** You can learn how the Internet works, about front-end development (HTML, CSS, JavaScript) and basic coding practices.
- 2. **Product Design**. You can learn the basics of User-Experience (UX) and User Interface (UI) design so you can convert your sketches into actual pixels.
- 3. **Product Management.** You can learn about how to validate an idea, the tools to manage a project and how to have conversations with developers.

Women can choose from 4 levels of programming – basic, plus, plus react or pro. Workshops cover beginner and then advanced front-end development and development tools. During the workshops, women spend about 5 to 10 hours per week completing coding work. There is also live technical support to help along the way.

At the end of the workshops, women receive a Certificate from SheCodes verifying that they have completed the entire workshop.

SheCodes provides knowledge that is becoming necessary in today's increasingly technological job market. SheCodes workshops have been useful for thousands of women and counting. The workshops are highly recommended by 80,000+ women.

- INFORMING: 4 / 4

Information on the SheCodes website and on its public Facebook group is updated on a daily basis. Women can find relevant information in a user-friendly way. There is also an option to subscribe to the SheCodes newsletter to be the first to know about upcoming coding workshops, new coding tools, and other SheCodes related news.

- COMMUNITY BUILDING AND NETWORKING: 4 / 4

To this day, SheCodes workshops have taught over 80,000 women how to code. The SheCodes Workshops group on Facebook has almost 25000 active subscribers.

- INCLUSIVITY: 3 / 4

SheCodes workshops are available to women from all over the world. Women from all backgrounds are eligible to participate - it doesn‘t matter if she is a beginner or has experience in coding. SheCodes supports the SheCodes Foundation. 10% of your SheCodes Workshop purchase is contributed to the SheCodes Foundation. The SheCodes Foundation offers coding workshops to women in 70 developing countries and female refugees at no cost. It is entirely financed by SheCodes Workshops.

- TRAINING MATERIAL: 4 / 4

Women can choose from 4 levels of programming – basic, plus, plus react or pro. SheCodes has an interactive online platform where women can easily find all of the workshop material and exercises in one central location. They provide women with captivating high-quality lessons to help review old material and learn new material. Women can watch lesson videos whenever it is convenient for them. During the workshops homework and project review are provided. Women get feedback from experts that help them sharpen their skills and build projects that are ready to be showcased to future employers. SheCodes provides a mix of live support, pre-recorded lessons, and homework to offer the highest quality online workshop possible.

- COACHING AND SUPPORT: 4 / 4

During the workshops women get feedback and help needed from experts. Also the are live events organized on the website or in a Facebook Group page. The workshops have fees that depending on the course, special offers and payment mode varies from 79 to 990 EUR. SheCodes also offers a “SheCodes Express”. That is a free of charge live 60-minute coding class as a trial of the programme.

3.22. Riga TechGirls

- Digital presence: http://www.rigatechgirls.com/

INFORMING (rate 1- 4)	COMMUNITY (rate 1- 4)	INCLUSIVITY (rate 1- 4)	TRAINING MATERIAL (rate 1 - 4)	COACHING (rate 1 - 4)	POINTS IN TOTAL (max. 20)
4	4	4	4	4	20

Riga TechGirls is the first community in Latvia dedicated to educating and inspiring girls & women about technology. In close cooperation with Accenture Latvia, it is offering basic technology training for women in Microsoft .NET, JAVA, Scala, JavaScript and DevOps. Riga TechGirls aims to support the most motivated women to develop new forward-looking professional skills with no study fee.

- INFORMING: 4 / 4

Their main purposes as mentioned on their website are 1) to build a community for women to strengthen their ability to excel in the technology industry, 2) providing learning opportunities for women to develop digital skills to thrive in the 21st century, 3) connecting volunteers to promote more gender inclusion in the technology industry.
In terms of events, they are very well informed on their Facebook. This enterprise can be supported financially by anyone who wishes.
They communicate with the girls that are part of their project via a periodical newsletter about important information and fun get-togethers.

- COMMUNITY BUILDING AND NETWORKING: 4 / 4

Is present on Facebook, Instagram, Twitter, Youtube and LinkedIn. They are gathering those who want to learn about technology along with those who already have experience throughout those media, but also via events.
Also, when a girl becomes a part of the **RTG Alumni Club** she will have the possibility to connect and network with the other girls involved.
Riga TechGirls is really present on social media. It uses 5 different platforms:

- Youtube – Publishing at least 1 time a month with lessons in Latvian and conferences
- LinkedIn – used to share all kind of information about the enterprise (very active: 2 to 3x a week)
- Twitter – same as LinkedIn
- Instagram – same as LinkedIn and Twitter
- Facebook - used to share all kind of information about the enterprise and mainly events

- INCLUSIVITY: 4 / 4

The aim of the enterprise is to help every woman who wishes to learn more about technology (coding programs mainly) to be part of them. The physical events are happening in Latvia, but most of the time the content is in English so it allows them to have an international impact. Same for their training material.

- TRAINING MATERIAL: 4 / 4

They offer a training called “She Goes Tech – Free IT training for women”. For this training, they cooperate with another enterprise that is called **Accenture Latvia**. The topic covered is **basic technology training for women** in Microsoft .NET, JAVA, Scala, JavaScript and DevOps. They also offer a **Summer School for Girls in STEM**. One program of two weeks for 8-12 year old girls and one program for 12-16 year old girls. They organise practical workshops, learning and exciting themes.
Themes covered during those weeks: Space tech, PyGirls programming, digital media & social network management, game design and development)

- COACHING AND SUPPORT: 4 / 4

Everyone that have some skills in this area can become a teacher or a mentor during workshops (#RTGWorkshop, for example).
Women in the field can also participate as speakers in meetups and conferences to share their experiences and knowledge in order to inspire and empower other women.

3.23. IFemPower

- Digital presence: https://ifempower.eu/

INFORMING (rate 1- 4)	COMMUNITY (rate 1- 4)	INCLUSIVITY (rate 1- 4)	TRAINING MATERIAL (rate 1 - 4)	COACHING (rate 1 - 4)	POINTS IN TOTAL (max. 20)
4	3	4	4	4	19

IFemPower wishes to empower females to get engaged in self-employment and entrepreneurship especially in SMEs. Based on a preparatory research on the role of females in European SMEs, investigating the main roles, hindrances, gaps and market needs, the project elaborated a module for university students which can broaden their knowledge on entrepreneurship related topics, providing hands-on training to support their engagement in self-employment and entrepreneurship.

- INFORMING: 4 / 4

In terms of news, the website has been really active until the end of the project (2021).
The news spread on the website concerns events, inspirational stories, general news and press releases.
In terms of information releases, periodic newsletters were also used.
Their aim is to empower females to get engaged in self-employment and entrepreneurship especially in SMEs.

- COMMUNITY BUILDING AND NETWORKING: 3 / 4

The project is present on 5 different social media platform:

- Facebook – Before the end of the project, the Facebook page was used really often and implemented with youtube videos “If Empower's mentor motivation with…” and information linked directly to the project or useful to it.

- Instagram – Feed implemented with pictures and “feel good” news about the project (meetings, events, women involved in summer schools, etc.) and “mentor motivation” videos. Really frequently used until the end of the project.
- LinkedIn – Posted “mentor motivation” videos during the project. The project is now over, but the page is still supplied with information about the project and how it is still existing.
- Twitter – The Twitter page, as the other social media mentioned, was used frequently during the project to spread general information. However, since the project is over, nothing is published anymore.
- Youtube – the IFemPower project's youtube channel serves as a hosting platform for their videos “Mentor’s motivation”.

- INCLUSIVITY: 4 / 4

Targets university students from all over the world (as the material created is in English). Many events were organised online. The project is mainly directed to young girls.
The government sector has been engaged in the project to spread the results of IFemPower.

- TRAINING MATERIAL: 4 / 4

Topics related to broadening knowledge on entrepreneurship. The material has been tested in the partners’ university for 2 semesters.
A mentorship programme for participating students has been created. That way, they were able to connect themselves with entrepreneurs.
In addition, the project launched personal consultancy for interested students to provide further support for their engagement and online support toolkit.

- COACHING AND SUPPORT: 4 / 4

Co-funded by the Erasmus+ Programme of the EU

3.24. WECAN

- Digital presence: https://www.wecanproject.eu/index.php/en/

INFORMING (rate 1- 4)	COMMUNITY (rate 1- 4)	INCLUSIVITY (rate 1- 4)	TRAINING MATERIAL (rate 1 - 4)	COACHING (rate 1 - 4)	POINTS IN TOTAL (max. 20)
4	2	4	4	4	18

WECAN addresses entrepreneurship as a key competence to both start up a business and create value as described by the EntreComp framework. The project aims at enhancing women’s positive perceptions of their skills to start a new business through a coaching journey in which coaches with relevant entrepreneurial experience will explain what it actually takes to be an entrepreneur. WECAN aims at strengthening women’s entrepreneurial capacity and empowering the would-be entrepreneurs, or those with a newly established business, with a tailored coaching programme.

- INFORMING: 4 / 4

WECAN is an acronym for Women's Entrepreneurship CoAches training.
The website seems to be the main tool that serves as a showcase for the presentation of the project and the material

- COMMUNITY BUILDING AND NETWORKING: 2 / 4

The project spreads its information via a newsletter.
The project has a website and is also present on LinkedIn and Facebook:

- LinkedIn: The project has a private group on LinkedIn which counts 74 members.
- Facebook: The Facebook group is quite frequently used. It shares information on the project, but it also reposts other partners' or projects' information related to women entrepreneurship.

- INCLUSIVITY: 4 / 4

The targets are all women who would wish to start a (new) business. The project aims at enhancing women's positive perceptions of their skills to start a new business through a coaching journey led by women with a certain experience in the sector.

- TRAINING MATERIAL: 4 / 4

One Methodological Guide and a Toolkit with energizers and ice-breakers activities.
The training material is available in six different languages (English, French, Macedonian, Italian, Spanish and Greek).
The methodological Guide is a theoretical tool. It is divided in 4 different chapters which are addressing 4 different topics all linked to entrepreneurship.
The toolkit is implemented with energizers and icebreakers and gathers 18 activities (linked with the methodological guide) which aim at supporting the WECoaches and 3 Energizers based on the use of Metaphors.

- COACHING AND SUPPORT: 4 / 4

Co-funded by the Erasmus + program of the European Commission

4. ATTACHMENTS

4.1. BEST PROJECTS ANALYSIS BY SLOVENIA

		INFORMING (rate 1 - 4)	**COMMUNITY** (rate 1 - 4)	**INCLUSIVITY** (rate 1 - 4)	**TRAINING MATERIAL** (rate 1 - 4)	**COACHING** (rate 1 - 4)	**POINTS IN TOTAL** (max. 20)
1.	VDU - The association of German entrepreneurs	4	4	4	4	4	20
2.	WeGate	4	2	3	1	0	10
3.	PERLE	2	2	3	0	2	9
4.	FAM - Društvo Poslovnih žensk	3	2	2	0	0	7
5.	SPIRIT vzpodbude	4	2	4	4	4	18
6.	Slovensko Coaching Združenje	3	2	3	4	4	15
7.	Sekcija Managerk (Združenje Manager)	2	3	2	3	4	14
8.	Skupnost Slovenskih podjetnic	2	3	3	2	4	14
9.	The Next Women	3	4	2	4	4	17
10.	Global Invest her	4	3	4	4	4	19
11.	Future Females	2	4	3	4	4	17
12.	Creative Women International	3	2	3	4	4	16
13.	Female Tech Leaders	2	3	4	1	2	12
14.	Led By Her	2	3	3	2	3	13
15.	Conaf	3	4	4	4	3	18
16.	Impluse 4 women	2	3	3	1	3	12
17.	Startaj Slovenija	1	2	2	0	2	7
18.	Future Female Founders	1	1	1	0	4	7
19.	We lead FOOD	4	4	4	4	4	20
20.	Women	1	1	2	3	0	7

	in Business						

4.2. BEST PROJECTS ANALYSIS BY FINLAND

		INFORMING (rate 1 - 4)	COMMUNITY (rate 1 - 4)	INCLUSIVITY (rate 1 - 4)	TRAINING MATERIAL (rate 1 - 4)	COACHING (rate 1 - 4)	POINTS IN TOTAL (max.20)
1.	Helsingin Yrittäjänaiset	4	4	4	3	4	19
2.	Koodeja naisyrittäjyyteen	2	3	2	3	3	13
3.	Mimmit koodaa	4	4	4	4	3	19
4.	NewCoHelsinki	3	2	2	2	3	12
5.	Naisyrittäjyyskeskus	4	3	2	2	2	13
6.	UNWomenFinland	4	3	3	2	2	14
7.	4 Hyrittäjyys	3	2	2	2	2	11
8.	Femalefounderssuomi	4	4	4	4	4	20
9.	Women exporters program	3	2	2	2	2	11
10.	Nytkis.org	3	3	2	2	2	12
11.	Naisjärjestöt.fi	4	2	3	2	2	13
12.	Yrittäjäkassa	3	3	2	2	3	13
13.	Win on line-project YSAO	3	2	2	2	2	11
14.	Varma Oy Naisyrittäjistä	3	1	1	1	2	8
15.	Suomen Yrittäjät	2	3	1	1	1	8
16.	Valmentamo.fi	3	2	1	3	3	12
17.	Oph.fityöelämähankkeet	2	1	1	1	1	6
18.	Ely-keskus	2	3	4	1	2	12
19.	www.minna.fi	3	2	2	1	2	10
20.	Naistenpankki	4	4	4	3	3	18

4.3. BEST PROJECTS ANALYSIS BY SPAIN

		INFORMING (rate 1 - 4)	**COMMUNITY** (rate 1 - 4)	**INCLUSIVITY** (rate 1 - 4)	**TRAINING MATERIAL** (rate 1 - 4)	**COACHING** (rate 1 - 4)	**POINTS IN TOTAL** (max. 20)
1.	Young Female Entrepreneurial Program YFEP	3	3	2	3	2	13
2.	Youth work Empowering Women Entrepreneurship	3	3	1	3	2	12
3.	PANDORA'S BOX Young Women, Community Development through EU and LA Cooperation	3	2	3	2	2	12
4.	GenderStrat4EQuality: Train-the-gendertrain er!	4	3	1	3	3	14
5.	WOMEN AS SPIRITUS MOVENS TOWARDS EQUALITY IN THE EUROPEAN CITIZENSHIP	3	3	2	2	2	12
6.	WOMENALIA	4	2	2	4	2	14
7.	Social Nest Foundation	3	3	2	4	3	17
8.	Grow.ly	3	3	1	3	2	12
9.	Barcelona Activa	4	4	3	4	4	19
10.	Prowess	4	4	3	3	2	16
11.	Ladies Who Launch	3	3	4	3	4	17
12.	Women Mean Biz	3	2	1	3	2	11
13.	Angels for Women	3	3	2	3	2	13
14.	WEP: Women Entrepreneurship Platform	4	3	4	4	3	18

15.	The Association of Organisations of Mediterranean Businesswomen (AFAEMME)	3	2	3	4	3	15
16.	The Forte Foundation	4	2	2	3	3	14
17.	The American Business Women's Association (ABWA)	4	2	3	3	3	12
18.	Femmes Business Angels	3	3	2	3	2	13
19.	WA4E - Women Business Angels for Europe's Entrepreneurs	3	3	4	4	2	16
20.	WA4STEAM	4	4	3	3	4	18

4.4. BEST PROJECTS ANALYSIS BY POLAND

		INFORMING (rate 1 - 4)	COMMUNITY (rate 1 - 4)	INCLUSIVITY (rate 1 - 4)	TRAINING MATERIAL (rate 1 - 4)	COACHING (rate 1 - 4)	POINTS IN TOTAL (max. 20)
1.	Academy for Women Entrepreneurs	3	4	2	4	4	17
2.	Sukces to ja (Succes is me)	2	4	3	3	4	16
3.	Ladies Who Launch	3	3	4	4	4	18
4.	Professional Women's Network Global	4	4	4	3	3	18
5.	Ascent	2	3	3	4	4	16
6.	Startup Women (Canada)	2	4	4	3	3	16
7.	Prowess Women in Business	4	4	3	3	1	15
8.	Lady Business	3	3	2	4	2	14
9.	Dell's Women Entrepreneur Network	2	4	4	3	1	14
10.	Woomentum	2	3	3	3	3	14
11.	MOCne w Biznesie	1	3	3	4	3	14
12.	Sieć Przedsiębiorczych Kobiet (Women Entrepreneurs Network)	3	4	3	0	3	13
13.	Her Impact	3	3	2	2	2	12
14.	Female Founders	2	4	3	0	3	12
15.	Mors Business	2	3	2	3	2	12
16.	WeBC	3	2	2	3	2	12
17.	Smart Women EU	1	1	4	4	0	10
18.	Fit Project	1	1	4	4	0	10

19.	Digi Women	1	1	3	2	0	7
20.	Akademia Liderek Biznesu (Academy for Business Leaders)	1	1	2	0	0	4

4.5. BEST PROJECTS ANALYSIS BY ITALY

		INFORMING (rate 1 - 4)	COMMUNITY (rate 1 - 4)	INCLUSIVITY (rate 1 - 4)	TRAINING MATERIAL (rate 1 - 4)	COACHING (rate 1 - 4)	POINTS IN TOTAL (max. 20)
1.	Microlab	4	2	4	4	3	17
2.	Startupgrind	4	3	4	3	2	16
3.	Female Founders	3	3	4	2	4	16
4.	EMMA	3	2	4	4	2	15
5.	Startup Geeks	3	3	1	4	4	15
6.	Cammera di commercio Milano Monzabrianza Lodi	4	3	3	1	3	15
7.	Impact HUB	4	3	4	1	3	15
8.	Cammera di commercio industria artigianato e agricoltura di Torino	4	2	3	2	3	14
9.	Yes I Startup	4	2	4	2	2	14
10.	Netpower	4	2	4	1	2	13
11.	Entribu	4	4	3	2	0	13

12.	Startup Business	4	2	3	3	1	13
13.	Invitalia	3	2	3	3	1	12
14.	Startupitalia	4	2	3	2	1	12
15.	Commercialista Telematico	3	3	1	3	2	12
16.	MAG Economia Sociale e Finanza Etica	4	1	3	1	1	10
17.	PMI	4	2	2	2	0	10
18.	Mimit	4	2	3	0	0	9
19.	Regione del Veneto	4	2	3	0	0	9
20.	Coldiretti Giovani Empresa	4	2	3	0	0	9
21.	Fisco e Tasse	4	2	1	2	0	9

22.	She empowers	2	1	3	2	1	9
23.	Italia non profit	3	2	2	0	0	7
24.	Fiscomania	4	2	1	0	0	7

4.6. BEST PROJECTS ANALYSIS BY IRELAND

		INFORMING (rate 1 - 4)	COMMUNITY (rate 1 - 4)	INCLUSIVITY (rate 1 - 4)	TRAINING MATERIAL (rate 1 - 4)	COACHING (rate 1 - 4)	POINTS IN TOTAL (max. 20)
1.	Enteprise Ireland Going for Growth	3	2	2	4	4	15
2.	Department of Agriculture , Food and the Marina Acorns Programme	3	3	4	4	4	18
3.	The Big Idea "The Big Idea Programme"	3	3	2	2	3	13
4.	Carlow County Council Powerhouse Women in Business Network	3	3	4	4	4	18
5.	LIFT Ireland LIFT Programme	3	3	3	4	4	17
6.	Local Enterprise Office Student Enterprise Programme (2nd Level)	2	3	3	2	1	11

7.	Enterprise Ireland Student Enterprise Programme (3rd Level	3	3	3	3	3	15
8.	Enterprise Ireland Female Founders Programme	3	3	3	4	2	15
9.	Local Enterprise Offices National Womens Enterprise Day	3	2	2	4	4	15
10.	Local Enterprise Office Cavan Cavan Womens Club	3	2	2	4	4	15
11.	Network Ireland Network Ireland Programme	3	2	2	4	4	15

12.	DCU - Ryan Academy Female High Flyers Programme	1	4	2	4	1	12
13.	Enterprise Ireland New Frontiers	3	2	2	4	5	16
14.	Rubicon Centre - Exxcel Female Enterprise Programme Rubicon	4	2	2	4	5	17
15.	AIB / Entrepreneurs Academy AIB Women in Business Programme	3	3	4	4	4	18

16.	Samantha Kelly Womens Inspire Network	2	3	4	2	4	16
17.	WMB Publishing Women Mean Business Programme & Awards	2	3	4	2	4	16
18.	Women in Business NI Women in Business	2	3	4	3	4	17
19.	Athlone IT - Thrive Programme DundalkInstitute of Technology	2	2	4	4	4	17
20.	Local Enterprise Office - DLR - Enterprising Women Programme	3	2	2	4	5	16

4.7. BEST PROJECTS ANALYSIS BY LITHUANIA

		INFORMING (rate 1 - 4)	**COMMUNITY** (rate 1 - 4)	**INCLUSIVITY** (rate 1 - 4)	**TRAINING MATERIAL** (rate 1 - 4)	**COACHING** (rate 1 - 4)	**POINTS IN TOTAL** (max. 20)
1.	She is glowing (Facebook cummunity)	4	4	4	4	4	**20**
2.	Women go Tech	4	4	4	4	4	**20**
3.	Lietuvos verslo moterų tinklas (Lithuanian Business Women Network)	2	3	4	1	3	13
4.	Inovacijų agentūra (Innovation Agency)	4	3	4	3	4	18
5.	Mentores.lt	3	4	4	4	4	19
6.	Wom@n - Entrepreneural skills for women in a digital world	1	2	4	4	2	13

7.	EP4DFE (European partnership for the development of female entrepreneurship)	2	2	3	1	2	10
8.	Moterų erdvės (Facebook cummunity) (Womens' spaces)	1	3	3	1	2	10
9.	Verslo moterų asociacija (Associasion of Business Women)	3	2	4	2	3	14
10.	Versli mama (Business mom)	3	3	3	2	3	14
11.	She Codes	4	4	3	4	4	19
12.	Kauno moters užimtumo informacijos centras (KaunasWomen Employment Information Centre)	1	3	3	1	2	10
13.	Digital Academy	3	4	4	4	3	18

14.	Empowering Girls	3	3	3	3	3	15
15.	Ką darai - daryk gerai (What you do– do it well)	3	2	3	4	3	15
16.	Start4networking.lt	2	4	4	3	3	16
17.	Spiečius (Hive)	2	3	2	3	3	13
18.	BizMiz	2	1	3	4	2	12
19.	Innovate.lt	2	2	3	3	3	13
20.	EIT digital	3	4	4	4	4	19

4.8. BEST PROJECTS ANALYSIS BY BELGIUM

		INFORMING (rate 1 - 4)	COMMUNITY (rate 1 - 4)	INCLUSIVITY (rate 1 - 4)	TRAINING MATERIAL (rate 1 -4)	COACHING (rate 1 - 4)	POINTS IN TOTAL (max.20)
1.	GLOBAL FeMART	4	3	3	3	0	13
2.	Riga TechGirls	4	4	4	4	4	20
3.	BAME Women's Impact	2	3	4	0	3	12
4.	EntrecompEdu	4	4	2	4	0	13
5.	WIJ Women in Jazz	2	1	2	0	4	9
6.	WeRIn	4	2	4	3	0	13
7.	Aware	4	2	4	4	3	17
8.	FLYie	4	3	4	4	2	17
9.	WISE	4	3	4	4	0	15
10.	Emerge	4	2	3	4	0	13
11.	EMINENT	4	2	4	4	2	16
12.	DigiWomen	3	0	4	3	2	12
13.	ifempower	4	3	4	4	4	19
14.	WECAN	4	2	4	4	4	18
15.	SmartWomen	3	2	3	4	0	12
16.	Inspire Us!	3	2	3	4	2	14
17.	InnoWomEnt	3	3	3	3	0	12
18.	FEMALE ENTREPENEUR	4	2	4	4	0	14

19.	The Missing Entrepreneurs	4	2	4	2	2	14
20.	Girls in Tech	4	4	4	3	3	18