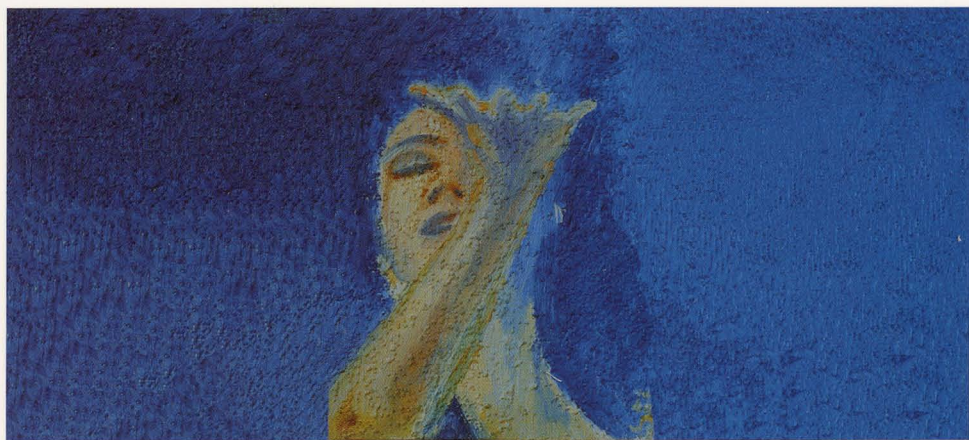


Women Status in the Mediterranean: their Rights and Sustainable Development

Edited by:

L. Ambrosi, G. Trisorio Liuzzi, R. Quagliariello,
L. Santelli Beccegato, C. Di Benedetta, F. Losurdo



OPTIONS méditerranéennes

SERIES A: Mediterranean Seminars
2009 - Number 87



CIHEAM

OPTIONS
méditerranéennes



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their Rights and Sustainable Development**



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International Centre for Advanced Mediterranean Agronomic Studies

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Giuliana Trisorio Liuzzi

Vice-President of CIHEAM, (France)
Bari University (Italy)

I am very happy to welcome all participants and to thank all, first of all the institutions that have worked and contributed to the realization of this event.

For CIHEAM that I represent, today's event is particularly significant because its Italian institute that is specifically involved in global issues such as the fight against hunger, poverty, under-development – through coordinated actions focused on the integrated management of natural resources – has identified for quite some time the role of women as a key factor for the success of its actions.

Since 2002 this choice has found expression in many initiatives and specific projects, which have been supported, even financially, by the European Union, and which are still evolving: indeed for each activity that involves rural development in the Mediterranean it is crucial to direct all efforts to establish, through the support of the countries specifically involved, a network made of women whose main objective is to lead transformation and development processes.

Many achievements are being obtained, but the path is still very difficult.

If we look “today” at women status in the Mediterranean:

- “today”, 13 years after Beijing's world conference on women (4-15 September 1995),
- “today”, 13 years following the start-up of Barcelona process (promoted to turn the Mediterranean basin into an area of peace, stability and security through the development of democracy and the strengthening of social and human rights),
- “today”, 8 years after the sharing of the Millennium Development Goals (adopted by the United Nations in 2000, including the attainment of the real equality between men and women by 2015),

unluckily we should note that we are still far from the attainment of an acceptable condition of equality between men and women.

Progress has been slow and there is a sense of disappointment caused by the failure of so many initiatives that, although undertaken with good intentions, have involved contradictions, project confusion and inefficiencies.

Nevertheless, considerable efforts have been made by the international community, which has launched alliances, promoted actions and invested financial resources to reverse the trend in the name of the indissoluble connection between Women and Sustainable Development.

This is confirmed by all kinds of indicators, ranging from the low percentages of women's presence in the political institutions in developed countries (such as for instance in Italy) to the high percentages of women obliged every day to walk for hours in search of water for daily needs (there are places and countries where women travel 15 km spending up to 8 hours per day collecting water and carrying up to 15 - 20 litres per trip).

These data have now become “common knowledge”, both when they refer to women quotas and when they denounce the starvation of over 800 million people (steadily growing) or predict one

billion and 200 thousand people who will be forced in the near future to abandon their homelands due to the total degradation of the natural resources essential for survival.

Women and children are obviously the most vulnerable members of society; although in poor countries they are paradoxically the main food producers (they produce the $\frac{3}{4}$ of food).

In the Mediterranean region that includes countries of varying levels of development, different institutional models of administration, different social protection systems, varying levels of environmental hazards, women's question is framed within the general issue of the overall (economic, social, environmental, water) security. It is one of the most critical world regions in the sense that there are magnification effects of:

- Globalization processes and not homogeneous rules (food and health safety);
- Market deregulation;
- Structural and infrastructural deficiencies;
- Climate changes that will exacerbate pressure on environmental resources;
- Uncertainties and fears that induce to seek shelter in fundamentalisms of all sorts;
- Wars;
- The denial of freedom on fundamental human rights (personal and dignity freedom, freedom of all human beings (women...) to have equal opportunities and life choices conditions, free access to knowledge, crafts, culture, etc.);
- Dramatic population growth and resource depletion;
- Increase of poverty.

Today there is an open debate on the solutions.

Everyone aims to ensure the security of society, economy and environment, that is to say development and equality conditions for the most unfavoured, women, young people and for everyone, partly through a fair distribution of tasks, benefits and opportunities between men and women.

Granted that the scientific progress and modernity supply the means to intervene on almost everything, the key or crucial problem is not to agree on this objective (and reassert it), but rather how to achieve it. This highlights the great importance of today's initiative that gets to the heart of the political, economic and social debate.

CIHEAM can provide concrete and operational solutions, because its mission is actually to construct a world of rights following a model that has an eye to the future in an enlarged communication space, an authentic place of European-Mediterranean cohabitation.

Its tools include the promotion of training and educational activities carried out within a system of relationships between governments, scientific bodies, markets and civil society, through coordinated efforts based on cooperation not only between the most favoured and most disadvantaged countries, but also between men and women, between the institutions and between the latter and the stakeholders.

Cooperation that underpins the common principle of equality is a tool by which legitimate pluralism, diversities and fair competition should be integrated so as to create a stronger "human sociability", to oppose to inequalities, discriminations, intolerance.

Education should be meant as a tool to widely spread and promote the rights to freedom, making more and more human beings able to communicate and learn from each other; it should be an engine of development, a tool to invest in quality, creativeness and skills, essential to overcome the challenge of borderless competition subsequent to the globalization, which is unavoidable but which cannot be tackled while tolerating slavery or submission conditions.

Working with CIHEAM and belonging to our networks involves, especially for women, freedom of movement, freedom to meet and exchange ideas, building relationships with others, releasing and renewing other links, freedom to speak in public, to listen and to be listened, to convince and be convinced, freedom to discuss together for implementing shared projects, showing one's experiences and opinions.

In conclusion, it's true that we cannot realistically achieve in the short term a system of equal opportunities between men and women; however a solution could come in the long term from the strength of common actions, the consolidation of shared rules and institutions devoted to this objective, - international and national bodies, local authorities, universities, centres of excellence -, and from coordinated efforts of cooperation between these subjects and social and economic partners.

In conclusion, there is still much to discuss.

I renew the commitment of CIHEAM to widespread in the Mediterranean all new ideas that will emerge from these days of common work.

Thank you.

Luisa Santelli Beccegato

Equal Opportunities Committee, Bari University (Italy)

It is a great pleasure for me to chair the works of this Meeting.

A Meeting that is the result of the collaboration between different institutions (the CUM, the CIHEAM, the Apulia Region, the University), of a network connecting institutions and people sharing the goals of cultural promotion, improvement in living standards of men and women in the Mediterranean countries.

Such collaboration between institutions expresses the will and the capacity to create between persons and peoples.

The common commitment is to take concrete cultural steps to strengthen links of knowledge and trust, to make the Mediterranean a "closer" sea, with special emphasis, this time, on women.

The wish is not only to interpret a changing reality with its opportunities and limitations, its achievements and difficulties, but also to have the capacity to act on it, to trigger improvement processes for women, and – through them – for all of the society.

In the meeting we will have the opportunity to focus on the methodologies that characterize women's attitudes. I would like to mention six of them:

- The enhancement of relations;
- The ethics of promptness;
- The art of care;
- The willingness to be confident;
- The existential curiosity towards life; and
- Lastly, a very important dimension: aloofness from power.

These approaches and methods lead towards policies outlined on the basis of direct life experiences.

The purpose of the meeting is to move from the identification and the representation of a problem to the consideration of a structural dynamics that belongs to our time and characterizes it. This necessitates:

- Raising consciously (rather than marginalizing) the theme of gender equality;
- Planning short, medium and long-run actions (instead of emergency-based actions);
- Taking comprehensive decisions in large socio-political and economic contexts (instead of adopting a fragmented approach);
- Investing above all in training.

The approach is professedly intercultural: the intention is to avoid scenarios where the main principle is based on the notion of "assimilation" with a culture prevailing on the others. It is, however, also necessary to avoid any plurality of mono-culturalisms, clearly defined in their

limitations and risks by many authors such as Amartya Sen. The shifting from multiculturalism to interculturalism is made possible by the awareness that dynamism and changes earmark life.

The focus is on women's employment, viewed as a significant contribution not only to economy but also to social cohesion.

In Italy, workingwomen account for 46.3 per cent; in the South only 34.7%. Seven million women of working age are outside the labour market. These data, if compared at the international level, raise serious questions.

Moreover, we know that when women have a job, their income is one fourth lower – on the world scale – as compared to a man holding the same position. In addition to this, women are often involved in temporary and poorly productive jobs.

The presence of so many distinguished international experts in this Meeting will enable us to have different ethnical and cultural backgrounds, to focus on women's specificity and training: three dimensions that, viewed in their dynamics and above all in their intersections, yield new balances and contribute to enrich and improve the quality of personal and social life.

First of all the promotion of dialogue between cultures: the interaction and the exchanges between different contexts, histories, and experiences give the possibility to strengthen a feeling of community between persons and peoples. Interculturalism is a great educational project outside and beyond any rhetoric. This is not a dream, a utopia, a misplaced trust, but the enhancement of freedom, respect and dignity of each person. Getting involved to pursue civil coexistence between different groups, trying to create an intercultural society is not only possible but also necessary to build the future. Social research stems from this belief, it gets the dynamics of its time and interprets them through the commitment to recognize and create spaces, conditions, resources and tools that should be able to point out how everybody can and should contribute to build the environment in which we live, how can people give a sense to their environment thus triggering off the change processes.

The woman question draws the attention on how to express 'in feminine plural terms' these issues related to freedom, democracy, development and peace within the framework of the fundamental human rights. Avoiding any form of discrimination is a definite choice that was inherited from the XX century in the form of a theory, and turned in the XXI century into the undertaking to really implement equality policies, overcome any form of discrimination based on sex, religion or ethnic group taking women's participation in the social, economic and political life as primary goal. The third crucial theme is education. Everywhere in the world "in Africa, Asia, Latin America, in the mountains, in the countryside and in big towns, million young people expect to be made equal": this is what don Milani wrote in 1967 in "Letter to a teacher" stressing by these expressions the need to have equal rights, equal opportunities to fulfil oneself while keeping one's uniqueness, to make training and culture the driving factors for the development of all and of each person.

This international meeting is a great opportunity to reflect upon what does exist, outline new development projects, envisage in-depth analyses and studies, re-think the right to education in the international society giving a voice especially to women. The purpose is to find practicable and shareable paths recognizing the potential contribution coming from the women's component and their possible influence in the social transformation of their own Countries.

The analyses will be pursued from different perspectives: first the legal point of view, laying emphasis on international and European law, notably the Moroccan one – through the contributions by Ersilia Spatafora and Mohamed Knidiri.

The second kind of issues will be focused on the socio-economic aspects in the papers presented by Virginia Ferreira, on the Portuguese conditions, and Gulsun Saglam regarding the scientific and technological sector, with special reference to Turkey. The emancipation of women involves

the working experience: identifying spaces and opportunities means providing significant growth opportunities to women.

The third group of issues concerns more specifically the professional world, in particular the relation between women and rural development, which will be treated by Veronica Navarra and Rosanna Quagliariello.

Due consideration will be given to the contexts in which we live and to the dynamics between women's thinking and acting with their passions, interpretations, knowledge, projects, difficulties, failures and successes.

Efforts should be directed so that each single person can enjoy the conditions required to choose his/her pathway and his/her forms of expression and fulfilment thus contributing to the collaboration and co-existence instead of living as "failing individuals", as stated by Robert Castel, facing the new and increasing inequalities.

Research is aimed at identifying the good practices and at linking them with the knowledge. The contributions provided by jurists, economists, experts of social anthropology, sciences and technologies would help identify the guidelines and the best strategies to strengthen a development and education-oriented policy. Special attention will be given to the presentation of creative and effective practices and well-tested and well-defined participatory methodologies, representing diverse geographical and social backgrounds.

The new cultural balances are not established once and for all as a result of epoch-making choices, but result from the everyday commitment to contrast social exclusion and cognitive limitations.

The antidotes to the drift of indifference, intolerance and violence feelings, which often progress negatively and find in separations and social inequalities a dangerous support, are framed in a constructive approach that points out how the history of the other is always, more or less directly, related to ours, and how in today's society, with its huge technological development that has dramatically reduced temporal and spatial distances, our well-being, as individuals and peoples, cannot be separated from the well-being of the others.

The future will have the shape we will be able to design. Here, in our quality of women involved in research and production, we feel ourselves - together with all human persons, men and women - far-sighted, engaged emotionally to overcome old paradigms and well-established customs, and to build advanced and fertile personal and professional opportunities. We cannot accept the world as it is, but we are willing to undertake a journey seeking open and richer new balances, connected by a shared intolerance of any form of exclusion towards the others.

I am persuaded that the works of this Meeting shall provide a significant contribution in this direction.

Section 2

Presentations

Women and science

Cecilia Saccone

Bari University (Italy)

Abstract. “Set Routes” is a Community Initiative project launched within the 6th Framework Programme and aimed at encouraging women to commit themselves professionally in the areas of science, engineering and technology. Three international institutes cooperate on this initiative: the European Molecular Biology Institute based in Heidelberg, the European Molecular Biology Organization (EMBO) and the CERN of Geneva. To encourage the female presence in careers and powerful positions, “school ambassadors” and “university ambassadors” are involved by participating in conferences to explain their activities and how they have succeeded in their own careers. Following her personal working experience, the author has been involved, since 2003, also in the DNA Barcode programme. This activity intends to supply any living organism with a barcode, a small DNA sequence. The most significant problem for the implementation of the genetic BARCODE is that the DNA barcode varies and therefore, it should be selected within this continuous variability. This programme deserves much attention given its several applications: the safeguard of earth biodiversity, the support to diagnostic sciences and agriculture, the safeguard of the food chain. Europe is participating also in the international project “International Barcode of Life” (iBOL) as “central hub”.

Keywords. Programme – Education – Women – Professional services – DNA – Biodiversity – European Union.

Les femmes et la science

Résumé. “Set Routes” est un projet d’initiative communautaire lancé à l’intérieur du 6ème Programme Cadre pour encourager les femmes à s’engager professionnellement dans les domaines de la science, de l’ingénierie et des technologies. Trois instituts internationaux collaborent à cette initiative : l’Institut Européen de Biologie Moléculaire d’Heidelberg, l’Organisation Européenne de Biologie Moléculaire (EMBO) et le CERN de Genève. Pour soutenir les femmes dans des carrières et des positions importantes, “des ambassadeurs des écoles” et “des ambassadeurs des universités” sont mobilisés à travers la participation à des conférences pour expliquer leurs activités et comment ils ont réussi leur carrière. Vu son expérience de travail personnelle, l’auteur a aussi participé, à partir de 2003, au programme du Code-barres de l’ADN. Cette activité vise à attribuer un code-barres, une petite séquence d’ADN, à tout organisme vivant. Concernant la réalisation du CODE-BARRES génétique, le problème principal est que le code-barres de l’ADN varie et devrait ainsi être sélectionné dans cette variabilité continue. Ce programme mérite une attention spéciale compte tenu de ces diverses applications : la préservation de la biodiversité terrestre, le soutien aux sciences diagnostiques et à l’agriculture, la protection de la chaîne alimentaire. L’Europe participe aussi au projet international “International Barcode of Life” (iBOL) comme “plate-forme centrale”.

Mots-clés. Programme – Education – Femmes – Services professionnels – ADN – Biodiversité – Union Européenne.

The program “Set Routes” might be defined as “highways into science” run by its manager Philip Gebhardt and by a woman, Julia Willingale Theune, coordinator of the program.

This is an initiative of the European Community, launched within the 6th Framework Program and focused on the objective to encourage women (notably the new generation) to commit themselves professionally in the areas of science, engineering and technology (“Set” standing for science, engineering and technology). Actually, it is well known that it is not easy today to find women involved in these specific areas.

The program is the result of the collaboration between three international institutes: the European Molecular Biology Institute based in Heidelberg (Germany) and different “out stations” all over

Europe, the EMBO that is a European molecular biology organization and the CERN based in Geneva. (Website: www.set-routes.org).

Women’s participation in the scientific and technological activities might be compared to a “*pipeline*”, which leaks all along its path (starting from the family to reach leading professional positions). Leaks start indeed from the family, continue in the school, and persist at university and at the beginnings of the career until you reach more important positions.

The program of “*ambassadors*” for women is intended to demonstrate that that are models and examples related to the career of women scientists and that these models can stimulate the interest for science and can favor women’s participation encouraging them to commit themselves in this profession.

There is a program of “*school ambassadors*” and a program of “*university ambassadors*” that are obviously targeted to different phases of women’s academic and professional life.

Next to these programs, our activity has involved the international conference “Women in science”, organized in May, and the project “Inside Elector Series” scheduled for 2008.

Who are indeed these ambassadors of the Set Routes program?

They include the whole staff of the European Molecular Biology Laboratory, of EMBO and CERN, pre-doctorate and post-doctorate students, senior scientists, group leaders and also institute directors for the “*university program*”.

The international conference “Women in science” that has been previously mentioned has led to a specific conclusion: women are still poorly represented today.



Figure 1. School Ambassador Programme

Source: <http://www.set-routes.org>

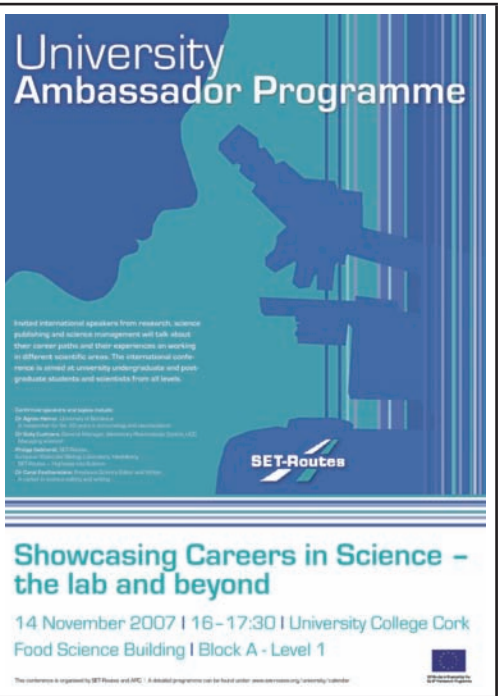


Figure 2. University Ambassador Programme

How to invert this trend? Starting first of all from the choice of study fields. The *Royal Society* has proved that 52% of scientists have been influenced in the choice of their profession by the knowledge and acquaintance of a scientist: there is a very important point of contact with those who have devoted their life to this activity. The “school ambassadors” are thus very numerous, whereas the “university ambassadors” are involved through specific conferences in which they explain what is their activity and how they have succeeded in their careers.

In my quality of ambassador I should shortly describe my career. It started in Naples, where I took the position of extraordinary assistant at the University and where I qualified for university teaching in Biochemistry. Then I moved to Bari, I became full professor and I had the opportunity to work in many European and American laboratories (the experience at the European molecular biology laboratory has been one of the most significant).

My scientific involvement stemmed from a specific interest in membrane biochemistry and bioenergetics and grew after the discovery of mitochondria. These “organites” act in our cells for their respiration, but what is important is that they have their own genome. I started to work in that area when the mitochondrial genome was not known yet, I have contributed to that very important discovery, and I have sequenced many mitochondrial and then nuclear genomes as well. The nuclear genome is much more important for our cell and it is noteworthy that it is passed down to the progeny, the children, from that of the father and of the mother; the mitochondrial genome, instead, drifts and is transmitted only through the mother. Hence, it could be stated that children belong more to the mother than to the father. However, the most recent interest that I have developed and that is close to the theme of the symposium is molecular biodiversity.

What is **molecular biodiversity**? It is the range of all living forms existing on the earth and the entire network they create around them and between them. The biodiversity we observe today is obviously the result of million years of evolution; there is a genetic diversity, species diversity and an ecosystem diversity that is one of the problems for environment-related research and its monitoring, and for the study of its changes. Life is biodiversity and life cannot exist without biodiversity. In other words, change means evolution. Biodiversity means indeed that we are all different, although we belong to a single species, *Homo sapiens sapiens*. So there is a biodiversity that we should respect: we are all different but all belonging to the same species whose limits should not be exceeded.

Since 2003 a world program called “**DNA BARCODE**”, has been initiated. What does this program mean? It intends to supply any living organism with a barcode, that is a small DNA sequence with a given location of the genome: for example, instead of describing plants through their morphology or their embryo development, it will be sufficient to extract from these plants a small part of a sequenced gene selected as standard, and to detect by this procedure the exact species it belongs to. The implementation of the genetic BARCODE has obviously many problems; things are not so simple as they seem to be, because unlike the barcodes we find in supermarkets that never change, the DNA BARCODE varies and should thus be selected within this continuous variability. Once the DNA BARCODE is established, we get a key that may be used for all possible applications of the species concept.

First of all in its safeguard; life on earth would not be possible without biodiversity, we should protect it in any respect. Then there are many important applications for health, for diagnostics in medicine, bacteriology, parasitology, veterinary science etc. Its application in agriculture is also very important for the detection of pathogens, for invasive species and above all to safeguard the food chain. Through the DNA BARCODE we could protect the consumer and, at the same time, we can contribute to the enactment of very important laws (for example, at the level of customs etc.). We can even monitor an environment. How to monitor an environment based on the description of the single species that inhabit it? This effort is practically impossible; so far the description involved the traditional classification of the genus, not of the species. By the species

monitoring we can easily create a specific environment to study the climatic effects (the famous “*climate changes*” recalled so often) for sustainable development and for agriculture.

Europe is operating to participate in the international project “International Barcode of Life” (iBOL) as “central hub”. The central hubs of this 150-million-dollar project are, besides Europe, America and Canada. The regional nodes will include Australia, Brazil, Argentina, China etc, the national ones will be the developing countries that possess the highest biodiversity to preserve and to use in different applications. This requires a fast, reliable and cost-effective leading technology making possible the sequencing of specific genome regions.

We have already developed a DNA Barcode that costs one dollar and a half, but all procedures should be miniaturized, necessitating both nano-technologies and informatics (notably bioinformatics). Based on the previous remarks it is obvious that the DNA Barcode is an inter-disciplinary, or even multi-disciplinary approach. Europe is currently implementing a “European Consortium of the DNA barcode” for which raisefunding has already been started up.

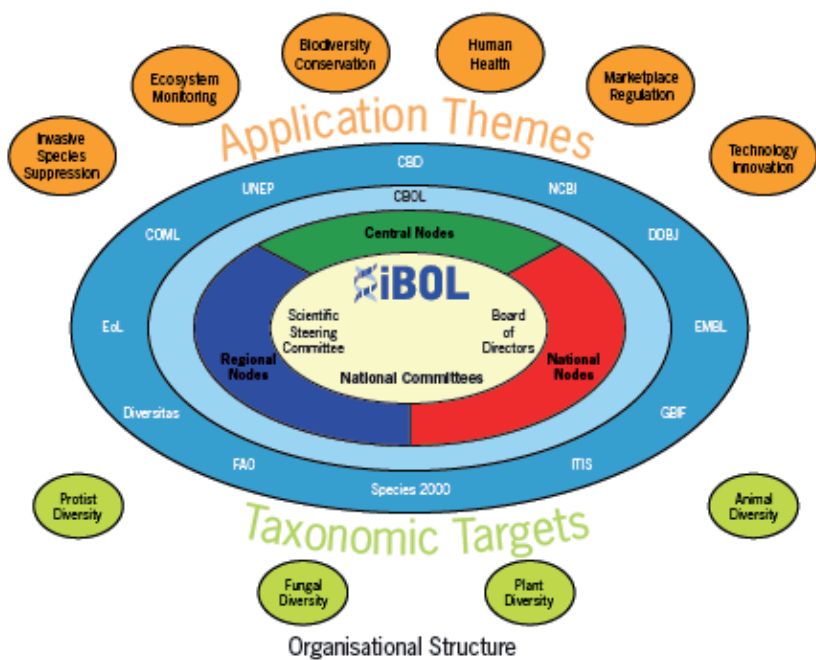


Figure 3. iBOL Organization Structure
Source: <http://www.dnabarcoding.org/alliance.html>

The gender issue in the international and European law

Ersiliagrazia Spatafora

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Abstract. A historical-regulatory overview: the principle of “non-discrimination” in the UN “Convention on the elimination of all forms of discrimination against women” aimed at improving equality between the sexes. This objective is still far from being achieved: in poor Countries women are victims of sexual exploitation and lack of opportunities. In 1999 the UN reviewed the Convention focusing on three fundamental rights: education, access to labour and employment. Further actions were taken at international level by the ILO (conventions n° 100, 111 and 156), the Council of Europe (European Social Charter 1961, revised in 1996) and the EU. There are many European regulations which deal with women's social rights (e.g. Council Directive 76/207/EEC on the implementation of the principle of equal treatment for men and women, the Communication of 1/6/2005 on “a framework strategy to promote non-discrimination and equal opportunities for all” and various articles in Treaty of Lisbon). The rights that women must enjoy in socio-political life should include: health, education and nutrition. To come out from their dependence, women also need being supported by economic measures as microcredit. Security Council Resolution 1325/2000 and the third Millennium Development Goal recognize that women's employment is a resource for the whole society.

Keywords. Legislation – Agreements – Convention – Regulation – Micro-finance/credit – European Union.

L'intégration du genre dans la législation internationale et européenne

Résumé. Un aperçu historique et réglementaire : Le principe de la “non-discrimination” dans la convention des Nations Unies sur “l'élimination de toutes les formes de discrimination à l'égard des femmes” visait à promouvoir l'égalité des sexes. Cet objectif est loin d'être atteint : dans les pays pauvres, les femmes sont les victimes de l'exploitation sexuelle et de l'insuffisance de ressources. En 1999, les Nations Unies ont révisé la Convention en mettant l'accent sur trois droits fondamentaux : l'éducation, l'accès au travail et à l'emploi. D'autres actions ont été adoptées à l'échelle internationale par l'OIT (conventions n° 100, 111 and 156), le Conseil de l'Europe (Charte Sociale Européenne de 1961, révisée en 1996) et l'UE. Il existe de nombreux documents européens qui sanctionnent les droits sociaux des femmes (par exemple, la Directive du Conseil 76/207/CEE relative à la mise en œuvre du principe de l'égalité de traitement entre hommes et femmes, la Communication du 1/6/2005 sur “la stratégie cadre pour promouvoir la non-discrimination et l'égalité des chances pour tous ” et différents articles du Traité de Lisbonne. Les droits reconnus aux femmes au niveau socio-politique incluent la santé, l'éducation et l'alimentation. Pour sortir de leur dépendance, les femmes nécessitent aussi des mesures économiques de support comme le microcrédit. La Résolution 1325/2000 du Conseil de Sécurité et le Troisième Objectif du Millénaire pour le Développement reconnaissent que l'emploi des femmes est une ressource pour la société tout entière.

Mots-clés. Législation – Accords – Convention – Réglementation – Micro-crédit – Union Européenne.

The treatment of the theme I have been asked to cover would require a lot of time, as it involves different and complex problems concerning the role of women in the contemporary world.

I will try to summarize as more as possible the principles and the rules that govern women's rights in the general area of human rights at the international and European levels.

The first principle is “non-discrimination”, as better defined in the universal Declaration of 1948 and in the UN international conventions on human rights, including the “Convention on the elimination of all forms of discrimination against women” of 18 December 1979 to which I will refer in my presentation.

A thorough reading of this Convention is helpful to understand that the expression “discrimination against women” concerns “any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women... on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field (articleLike any agreement, the Convention of 1979 is addressed to the States called to implement and observe women's rights through a real application in their internal regulations of the provisions or rules that govern the so-called “equality between man and woman” in the enjoyment of civil, political, social, economic and cultural rights in their interdependence for woman’s fulfilment not only in her natural role of mother but also in many different working sectors.

The Convention, viewed as the international discipline that has actually laid the legal bases for a serious evolution of woman’s status and, above all, for the recognition of her rights, has been signed and ratified by most of the States of the international Community, just to witness the will to aid improving the conditions of the woman, considered, above all in past centuries, a person unable to express herself outside her home context or, even worse, as an object to exploit and abuse.

Certainly the woman-object still exists in today’s world in which the trafficking favours the sexual exploitation and the sale of young women and girls, as well as the hidden domestic violence and rape.

These conditions do exist especially in the States in which poverty induces women to illegal immigration towards more developed States ignoring completely or overlooking the consequences to which they expose themselves with their children.

This is the scenario the International Community has experienced in the last century and is still experiencing; a scenario that deserves great attention and needs a solution or a possible remedial action that might enable the woman, either mother or daughter, major of age or minor, to be the leading player in her family world but, above all, in the society in which she intends to live and work.

This is the woman to whom the member States of the UN, the ILO, the EU and the Council of Europe (to mention just the main International organizations involved in woman’s rights) are addressed.

It is the principle of non-discrimination, but today also the “principle of equality between man and woman” that induces the States to remove any obstacle that hinders, in particular, the fulfilment of women’s rights.

The Convention of 1979 refers explicitly to these rights in its arrangements explicitly reminding the contracting States to adopt any instrument and procedure to achieve and ensure these rights, has established the “Committee on the abolition of discrimination against women”, which is charged to review the national reports submitted by the States on the Convention’s implementation in the national legislation.

By the Protocol of 6 October 1999, twenty years after the Convention’s adoption, the Committee, as expert body, is called to review the communications submitted by individuals or groups of individuals for infringements of the rights covered by the Convention expressing, at the end of the communications, an assenting opinion with the conventional regulations.

The Convention focuses on many woman’s rights, which are all fundamental. The themes of this Meeting, however, call for the analysis of the provisions on the right to education, access to labour and employment in its multiple aspects, that will be covered in next reports in relation to different States.

With reference to education, article 10 of the Convention of 1979 recalls the States to take all appropriate measures to eliminate discrimination against women in order to ensure to them equal rights with men in the field of “education”, expressed in various forms and degrees, in particular to ensure to the women the same conditions for career and vocational guidance, for access to studies and for the achievement of general and technical higher professional diplomas in rural as well as in urban areas.

The right to education determines the woman’s preparation helping her to play her role of family teacher as educated and informed person who should, however, continue to get informed to ensure an appropriate life quality to herself and her family and to have access to work, prior an appropriate vocational training.

Vocational training, therefore, is necessary so that the woman can exert her right to employment, as specified in art. 11 of the said Convention of 1979, the right to free choice of profession and employment, to job security and all benefits and conditions of service, to equal remuneration and to equal treatment in respect of work and equal value, the right to protection, including the safeguarding of the function of reproduction.

These rights have also been regulated by the ILO in two different Conventions: the Equal Remuneration Convention of 1951 (N° 100) and the Discrimination (Employment and Occupation) Convention of 1958 (N° 111) that have anticipated, through specific rules, the UN Convention of 1979 and Convention 156 on equal possibility and treatment for workers with family responsibilities, of 1981.

As social and cultural rights, the rights to education and employment have been regulated, by will of the member States of the Council of Europe, in the European Social Charter of 1961 and in the Revised European Social Charter of 1996 that re-assert the principle of non-discrimination between men and women for social rights, emphasized in the views adopted by the European Committee of Social Rights, the body responsible for monitoring the implementation of the Charter in States Parties, after reviewing the national reports and the joint communications.

I cannot overlook the Recommendation (2007) 17 on gender equality standards and mechanisms of 21 November 2007, adopted by the Committee of Ministers and focused both on the States’ duty to fulfil these rights and on the principles and standards to be satisfied to comply with democracy, good governance and social justice.

The theme of the enjoyment of woman’s rights is included in the Community regulations, notably in the Council Directive 76/207/EEC of 9 February 1976 on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and the working conditions, also mentioned in the Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation.

More recently the European Commission has adopted the Green Paper on “Equality and non-discrimination in an enlarged European Union” of 28 May 2004 and the Communication of 1 June 2005 on “a framework strategy to promote non-discrimination and equal opportunities for all”.

Such a strategy has its legal embodiment in Lisbon Treaty of 2007 in articles 8, 9 and 10 and in the application of the principle of non-discrimination to eliminate all inequalities and promote equality between men and women, to combat social exclusion while ensuring education and training, health and a high level of employment.

These fundamental core rights, “health and education” should also include the “right to nutrition”: all the three are necessary for women to enjoy their freedom and participate in the socio-political life of the State in which they intend to stay and work, without any distinction based on the racial or ethnic group, religion or belief, disability, age or sexual orientation.

The international agreements and acts, examined so far, have focused on the disadvantage of women in our society, in particular if they do not have an educational and independence level that can provide the same opportunities as men in the field of private and public work.

These legal tools are addressed to all the States of the international Community, also the so-called developed States in which women have not always obtained the same recognitions as men, due to political choices that have caused legislative shortcomings and have set women in a state of dependence on the grounds that they are not able to reconcile private and public life or that they have not an appropriate vocational guidance to have access to some working positions or even more for religious beliefs that prevent women from coming out from their "family shell".

This consideration is even more painful if referred to the women in developing countries, where conflicts or humanitarian emergencies exclude the fulfilment of women's rights due to structural shortcomings of the State, or to unaccepted or inadequate cooperation for development.

The humanitarian emergencies, currently existing in some countries, recall the developed States to intervene in specific sectors, for example where children's or mothers' health necessitates substantial and targeted aid or where hunger kills or poverty prevents any possible solution.

In this context the role of woman seems essential to lay the bases to create job opportunities and educational opportunities for her children.

A role of woman re-considered by those who are involved in cooperation for development and fund projects in the States so as to allow women to have access to education and start up a working activity that can ensure an acceptable life quality.

This aspect has been specifically addressed by the Nobel Prize Yunus who developed the notion of "micro-credit", through the so-called bank for the poor, which has different rules from traditional banks: it has inclusive financial systems and supporting legal and regulatory frameworks, that is to say loans that are repaid on fixed term by small amounts obtained from the sale of women-made products.

This system - applied successfully in Bangladesh despite the attempts of conventional banks to interfere - allows women to get independent within the family practising handicraft or rural activities that, in turn, give them the means of subsistence for themselves and their children to whom they can offer educational opportunities, thus triggering a social, economic and cultural development process, as stated in the international instruments on human rights.

The current challenge of the international Community is indeed "the decent job for women is not only a right for them but also an advantage for all" because women's work is a pre-condition for economic development, in the same way as men's work.

The existing political, economic and social difficulties in developed States where the woman often decides to remain at home, affect even more developing States, where remaining at home seems a duty for the woman who cannot access the labour market and is inactive for society: the reasons are the lack of specific rules in the field and the persistent cultural stereotypes that, as mentioned in all the relevant resolutions of the UN General Assembly, are the "root cause" of the so-called "gender inequality".

A recent study of the ILO of March 2008 has pointed out a slow progress of women in the access to labour market in less developed countries, in particular in agriculture or in the service sector.

Statistics, however, show some progress in some areas of Asia and Latin America and in the Caribbean and a decline in sub-Saharan and North Africa where the man-woman gap is deep, in the economic, decision-making and political processes. In this regard I remember, by the way, that the Security Council adopted a Resolution still relevant and effective, the 1325/2000, dedicated

to the “women empowerment” (established following the Beijing Conference of 1995 and the 23rd special session of AG 2000 devoted to women).

I have reviewed some important legal instruments adopted by States – at the global and regional levels – being aware that what is written and provided for is not always fully implemented by the States.

The objective “promoting man-woman equality”, the third Millennium Development Goal of the UN, that is expected to be achieved by 2015, can be actually fulfilled only through the States’ will to translate in legal or regulatory tools the duties subsequent to international or European regulations, starting up the synergic processes of economic, social and cultural development with the actual fulfilment of civil and political rights, the latter being essential for the economic, social and cultural rights to be protected and ensured by the States.

I cannot forget that today we speak about the right to development, or rather of access to development for the people of less developed countries, a right of access that considers woman, called to be leading player for herself, her family and the society to actively participate in the job market where her labour or her knowledge can be an added value for economic development.

Women in Arab societies the case of Morocco

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Abstract. In the Arab world, women account for only 25-30% of the working population on average; however, in 2007, 70% of graduates were women. Indeed, the situation differs greatly: on the one hand, Tunisia is definitely the leading country and the principle of equality is expressly guaranteed by the constitution and the legislation; on the other, the Gulf States are quite far behind in their way to emancipation. In Morocco the history of the emancipation of women includes two distinct periods: at first, the approach is « humanitarian » recognising to women only the role of reproduction; later, from 1998, the issue becomes a political and strategic priority and the new Family Law Code is enacted in 2004. It sets out equality between the sexes by regulating some fundamental questions : shared responsibility of the family, woman's guardianship, marriageable age; (almost total) ban of polygamy; recognition of marriages contracted abroad; repudiation; divorce; custody of children; children born outside marriage, separation of property. At present in Morocco there are women ministers, members of parliament, and many others who hold positions in the public sector and in enterprises.

Keywords. Social structure – Role of women – Social legislation – Family – Fertility – Arab countries – Morocco.

La femme dans les sociétés arabes : Cas du Maroc

Résumé. Dans le monde arabe, la moyenne de la population active féminine s'élève à 25-30% de la totalité ; toutefois, en 2007, 70% des diplômés universitaires étaient des femmes. La position de la femme dans les Pays arabes est nuancée : d'une part, la Tunisie est pionnière dans ce domaine et le principe d'égalité est garanti par les textes constitutionnels et la législation nationale ; d'autre part, les Pays du Golf accusent un retard flagrant dans l'avancée vers l'émancipation. L'histoire de l'émancipation de la femme au Maroc s'articule en deux périodes : dans la première, l'approche à l'émancipation se limite à un concept « humanitaire » qui valorise le rôle reproducteur de la femme ; dans la deuxième, à partir de 1998, la question féminine est abordée comme une priorité politique et stratégique avec la promulgation du nouveau code de la famille en 2004. Celui-ci reconnaît l'égalité entre les sexes en intervenant sur des questions fondamentales : la coresponsabilité des deux époux ; la tutelle de la femme ; l'âge du mariage ; la (presque) impossibilité de la polygamie ; la reconnaissance du mariage conclu à l'étranger ; la répudiation ; le divorce ; la garde des enfants ; l'enfant né hors mariage ; la répartition des biens. Aujourd'hui, le Maroc peut compter sur des femmes Ministres, des femmes parlementaires et plusieurs décideurs femmes au niveau des établissements publics et des entreprises.

Mots-clés. Structure sociale – Rôle des femmes – Législation sociale – Famille – Fertilité – Pays Arabes – Maroc.

I – The role of women in the Arab world

In Arab countries, the perception of women as being relegated to a role of secondary importance is supported by a whole social and cultural system which opposes female emancipation and the equality of the sexes.

In terms of numbers, there is still a long way to go before women's capacities are used rationally in the economy and in politics.

Only 6.5% of women are employed in the public sector, compared with a world average of 15.7%.

Women account for only 25-30% of the workforce, while the world average stands at around 45%.

However, the situation differs greatly from country to country. In some Arab countries remarkable progress has been made in women's rights, while the emancipation process has been delayed in others.

In 2007, 70% of graduates in Arab countries were women.

In Egypt, women occupy 31% of the jobs in the public administration.

Tunisia is definitely one of the leading Arab countries. The principle of equality is expressly guaranteed by the legal code and Articles 20 and 21 of the Constitution state: "women are electors and eligible".

40% of doctors and 70% of pharmacists in Tunisia are women.

The personal status code of Tunisia (issued on 13.08.1956) abolished polygamy, introduced judicial divorce, established 17 as the minimum age for consensual marriage, and gave mothers the right to act as guardians for their under-age children if the father should die.

Other Arab countries which have followed this example are Egypt, Syria, Jordan, Lebanon, and Morocco, which is dealt with in the second part of this presentation.

Apart from the United Arab Emirates and Bahrein, the other Gulf States are quite far behind, despite the various initiatives promoted by feminist NGOs. For example, Saudi Arabian women do not have the right to vote and to drive a car, although it is estimated that women in Saudi Arabia possess assets worth a total of 40 billion dollars.

II – Morocco and women's rights

First of all it must be stressed that the emancipation of women and their integration into the processes of development have always been central issues for the authorities in Morocco since independence was achieved in 1956, although two distinct strategies have been pursued. The first of these was put into practice from 1956 to 1997, and the second from 1998 (the start of the so-called "government of change") to the present. It is useful to take a brief look at the phases of this process.

1956-1997

The public policies to promote women's rights in Morocco were clearly very limited in scope. Firstly, the strictly social and "charitable" or "humanitarian" aspect of women's situation, in which the only important role was that of reproduction.

These public policies aimed only at women and put the emphasis on social work, school attendance, family planning, promotion of women's cooperatives and business ventures and so on. The main organizations in charge of promoting women were part of the Ministries of Health, Youth and Sport, and had limited personnel and financial resources available.

These policies were carried out without involving the target groups or society in general.

Nevertheless, this period saw some more or less decisive progress made, for example, in terms of girls attending school in towns and cities, where the percentage rose from 24% in 1970 to 48% in 1998.

Women in employment amounted to about 29.3% of the total workforce in 1998.

Moreover, the family planning policies gave women greater awareness of their own bodies and made it possible to reduce the fertility rates. This meant transition from the extended family to the nuclear family with 2 or 3 children.

1998-2008

When the “government of change” began in 1998, and HRH Mohammed VI came to the throne in 1999, a new process of female emancipation took shape - of strategic importance for the development of the country.

The issue of women’s place in society was tackled as a political and strategic priority for the development and modernization of the country. An operational plan was initiated which counted on the cooperation of the organizations in society.

This operational plan will be extended to all sectors (social, political, economic etc.) with the aim of giving women responsibility and the possibility of contributing to national development.

A. Social and personal spheres

Following publication of the new Family Law Code in January 2004, women now have almost complete equality.

The new code made changes which improved the status of women in comparison with the previous legislation. In particular there are 11 main points of this reform:

- Shared responsibility: the family is now the joint responsibility of the parents, and no longer the exclusive responsibility of the father;
- Guardianship: a woman no longer needs a legal guardian in order to be able to marry;
- Marriageable age: this has been raised from 15 to 18;
- Polygamy: this is now subject to conditions making it almost impossible;
- Civil marriage: the new code recognises marriages contracted abroad;
- Repudiation: this is now only possible when authorised by a judge; in the past this was an exclusive right of the husband;
- Divorce: Women have the possibility to ask for a divorce;
- Custody of children: custody is awarded first to the mother, then to the father, and lastly to the maternal grandmother; custody must be guaranteed by a decent home and the payment of maintenance;
- Children born outside marriage: children have a right to paternity if the marriage is not formally registered;
- Division of property: a couple can sign a pre-nuptial contract regarding the administration of property acquired after marriage.

B. Politics

Morocco has always given women the right to vote and to be elected. At present, during the reign of HRH Mohamed VI, women are investing a great deal in politics. Following all the changes which have taken place, a certain number of women have succeeded in achieving important positions in political life.

There are now 7 women ministers, 33 members of parliament, and many others who hold positions in the public and state-controlled sector.

C. The economy

In addition to the women ministers and parliament members who decide the economic policies of Morocco, other women are high-level officials in the public bodies, and there are also female entrepreneurs.

Therefore women in Morocco have managed to make progress in all areas of the economy (from the primary to tertiary sectors).

III – Conclusions

Despite the delay in women's emancipation seen in the Arab world, it must be recognised that women have made some important progress in the last few decades. Many Arab countries have adopted laws which guarantee equal rights for women as much in the family sphere as at the level of local organizations, town councils and advisory bodies, in the certainty that no adequate socio-economic development is possible without the real participation of the women in society.

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Foreword

The Conference on “Women status in the Mediterranean: their Rights and Sustainable Development” has joined - in the planning and in the organization - three institutions:

- The Mediterranean Agronomic Institute of CIHEAM that I have the honour to direct;
- The Community of the Mediterranean Universities (CUM); and
- The Equal Opportunities Committee of Bari University.

These institutions have merged sharing the will to face and discuss an internationally relevant topic which has impacts on different areas, ranging from the political to the economic, scientific and rural development sectors.

MAIB’s commitment in “gender empowerment” is by now well established and testified by its long-lasting involvement in events and programmes regarding this area.

The first short course, addressed to the trainees resident at the Institute, was organized in 1995 together with the FAO. It was followed by other events in which the Institute was called to participate, and by two EU-funded projects (INGEDI and “GEWAMED” projects that are still under way) on the improvement of women’s status within water resources management policies in the Mediterranean region, assigned to the Institute.

More recently, in addition to the above programmes, a specific action was carried on within the emergency project TERCOM, funded by the Italian Ministry of Foreign Affairs just after the Lebanese war events of 2006. This action involves the setting up of an Observatory on women entrepreneurship and rural labour in Lebanon, following the Italian model that is extremely active (ONILFA – National Observatory on Women Entrepreneurship and Labour in Agriculture).

These efforts have enabled focusing on the major and more urgent problems that call for a strengthening of women’s role in the Mediterranean region:

- Lack of coordination mechanisms between the relevant institutions;
- Inadequate institutional support to ensure a correct and appropriate spreading of information and hence a constructive coordination with other “gender empowerment” programmes;
- The chronic lack of data, skills and knowledge for mainstreaming the “gender perspective” into integrated resource management;
- The poor men and women’s awareness of their rights;
- The inadequate political commitment to mainstream gender issue in legislation and development programmes;
- The poor access to information and technologies;
- The inadequate initiatives undertaken to ensure women’s participation in decision-making and resource management.

The awareness of the urgency of these problems makes thus the Conference that the Mediterranean Agronomic Institute promotes and hosts today even more significant and strategic.

The recommendations and suggestions this event will be able to provide and stimulate shall constitute a further element, a small step forward in the process of positive and sustainable development that our institutions try to promote firmly and for common goals.

So facing women's issue and seeking solutions to it are not end in themselves but major tools of progress and transformation in the evolution of peoples and civilizations.

Cosimo Lacirignola

CIHEAM - IAMB Director

Employment policies from a gender equality perspective in Mediterranean Europe developments and challenges

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Abstract. Gender equality is a priority of the European Employment Strategy but, according to key indicators, only two European Mediterranean Countries have so far reached Lisbon target for female employment. In European Mediterranean Countries there is a gap between men and women employment. Some indicators are presented to understand the complexity of the employment frame in EU Mediterranean Countries as the employment average in general, the education level, the fertility rate and the segregation rate. Many measures have been adopted by the European Commission to support the inclusion of women in the labour market such as: the implementation of children care services, family services, the reduction of pay gap (COM/2007/424) and the application of “flexicurity” principle (2007/359, promoting equal access to qualified employment entails measures to reconcile work and private life). The Roadmap for Equality between Women and Men was launched by the European Commission in 2006, but EU Mediterranean Countries adopted individual policies often resulting from a cultural model, still marked by the “male family provider”. The concept of flexibility, in the wake of North European Countries, will change the structure of societies and allow sharing roles between the sexes inside and outside the families.

Keywords. Legislation – Employment - Labour market – European Commission – Contract legislation – Education – Birth rate – Fertility – Social services.

Les politiques de l'emploi selon la perspective de l'égalité des sexes dans l'Europe méditerranéenne : les défis pour le développement

Résumé. L'égalité entre les femmes et les hommes constitue une priorité de la Stratégie Européenne de l'Emploi, mais suivant des indicateurs clés, seuls deux pays euro-méditerranéens ont à ce jour atteint l'objectif de Lisbonne pour l'emploi des femmes. Dans les pays euroméditerranéens, il existe un écart entre l'emploi des hommes et des femmes. Quelques indicateurs sont présentés pour illustrer la complexité du cadre de l'emploi dans les pays euro-méditerranéens tels la moyenne des emplois, en général, le niveau d'éducation, le taux de fertilité et de ségrégation. Plusieurs mesures ont été adoptées par la Commission Européenne pour soutenir l'intégration des femmes dans le marché du travail: par exemple, la réalisation de services de garde d'enfants, de services pour les familles, la réduction de l'écart des salaires (COM/2007/424) et l'application du principe de la “ flexicurité ” (2007/359, la promotion de l'égalité d'accès aux emplois qualifiés implique des mesures pour concilier le travail et la vie privée). La Feuille de Route pour l'Egalité entre les Femmes et les Hommes a été lancée par la Commission Européenne en 2006, mais les pays euroméditerranéens ont adopté des politiques individuelles découlant, le plus souvent, d'un modèle culturel prédominant, selon lequel « l'homme pourvoit aux besoins de la famille ». Le concept de flexicurité, dans le sillage des pays de l'Europe du nord, va modifier la structure des sociétés et permettre le partage des rôles entre les sexes dans et en dehors des familles.

Mots-clés. Législation – Emploi – Marché du travail – Commission européenne – Législation des Contrats – Education – Taux de natalité – Fertilité – Services sociaux.

I – Introduction

2007 was marked by several celebrations and important events for gender equality policy: the 50th anniversary of European gender equality policy; the European Year of Equal Opportunities

for All; the tenth anniversary of the signing of the Amsterdam Treaty, the basis for the European Employment Strategy and for gender mainstreaming in Community policies. It is, then, the right time to take the picture of women's situation in the labour market, and simultaneously evaluate the effectiveness of gender equality policies and their achievements.

In this presentation, I'll try to make a brief overview of women's status in the employment system, having as main focus the Mediterranean European Countries, namely, Greece (EL), Spain (ES), France (FR), Italy (IT), Cyprus (CY), Malta (MT), and Slovenia (LI). Portugal (PT) is not bathed by the Mediterranean Sea, but it is usually included in this group of countries.

After drawing a very rough and broad statistical picture with the last available data from EUROSTAT, I'll try to make a brief synthesis of some issues related to present trends both of developments in the labour market and, in case some time is still left, of challenges of gender equality policies.

1. Main developments in the labour market

The European Employment Strategy has been launched 10 years ago, putting an emphasis on gender equality, and indeed defining this as 1 of its 4 priorities. During this decade, efforts have been undertaken in order to increase women's participation in the formal economic life, and to lessen inequalities between men and women in the labour market. In spite of those efforts, however, many important gaps persist, namely in the countries we are focusing our attention, as we can see, following the behaviour of some key indicators, published on the Report on Equality between Women and Men, in January of this year, 2008 (EC, 2008).

The first key indicator is the employment rate of women and men aged 15-64, in 2006. In this chart, we observe a very distinct behaviour of the 8 Mediterranean Countries. There are 4 with higher employment rates, but only 2, Portugal and Slovenia had already reached the Lisbon target for women's employment rate in 2010. All the others are still behind the intended 60% rate, and Greece, Italy and Malta seem really far away of that objective, having the worst performance of all EU member-states on this issue.

In face of this, it is expectable that these same countries hold the highest absolute gaps between male and female employment rates (for 15-64 age group). Cyprus, Spain, Italy, Greece and Malta join in this group with worst performance. In Slovenia, France and Portugal the female employment rate is not so different from that of men. We must underline, however, that in both subgroups the absolute gap is narrowing (fig. 2).

Another characteristic that Mediterranean European labour markets have in common is the relatively low share of part-time workers in total employment, as compared to what happens in other countries with much higher female employment rates, as it is the case of all Nordic countries, plus Deutschland, Belgium, UK, Austria, Luxembourg, and Ireland.

In EU, more than three-quarters of part-time workers are women (76.5%), corresponding to one woman in three, as against less than one man in ten. This means that the responsibilities of reconciliation of working and family life are beared by women (fig. 3).

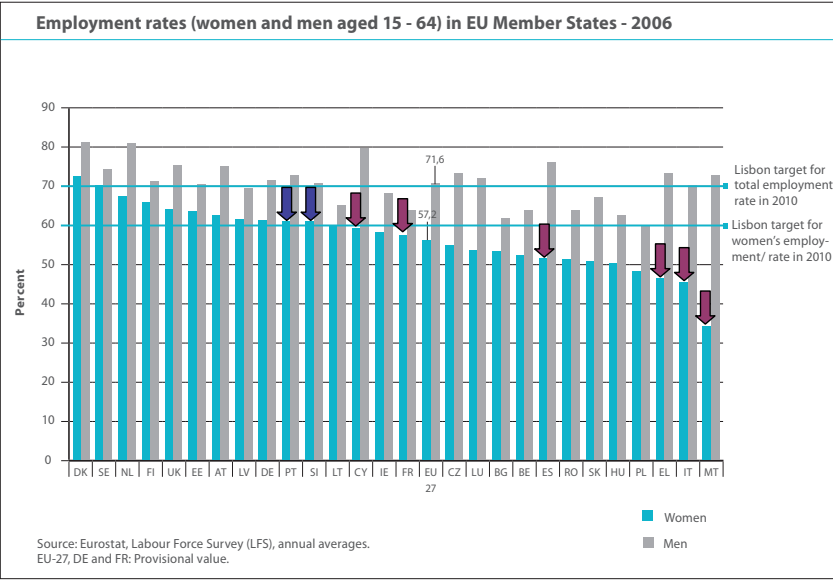


Figure 1. Employment rates (women and men aged 15-64) in EU Member States - 2006

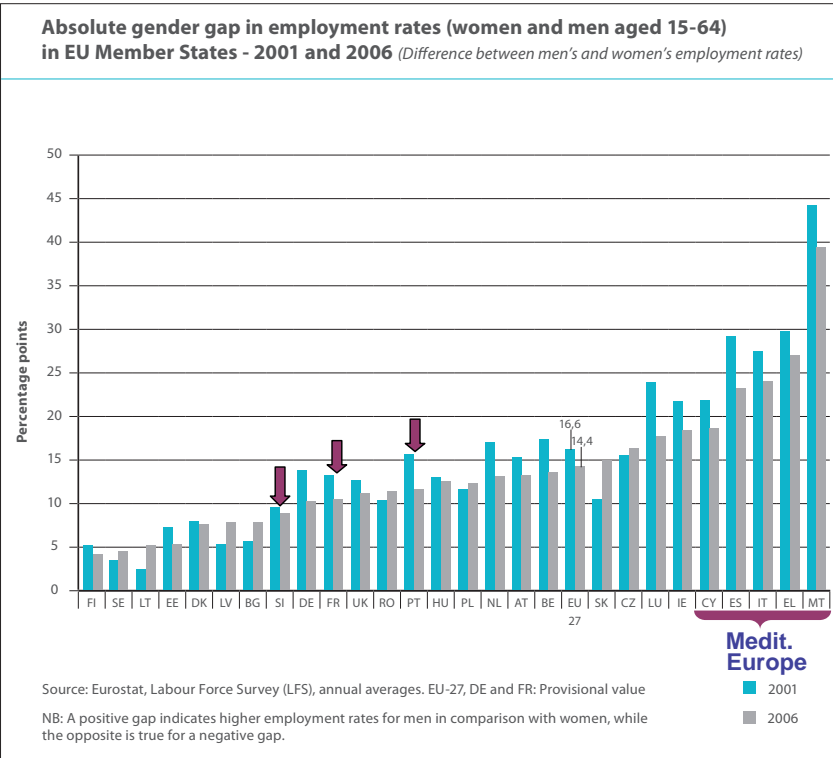


Figure 2. Absolute gender gap in employment rates (women and men aged 15-64) in EU Member States – 2001 and 2006

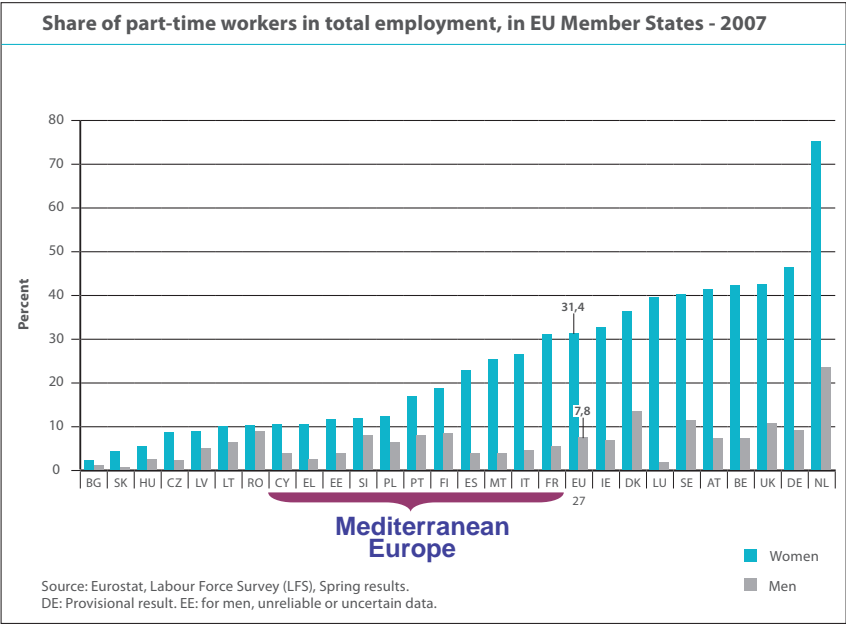


Figure 3. Share of part-time workers in total employment (EU Member States) - 2007

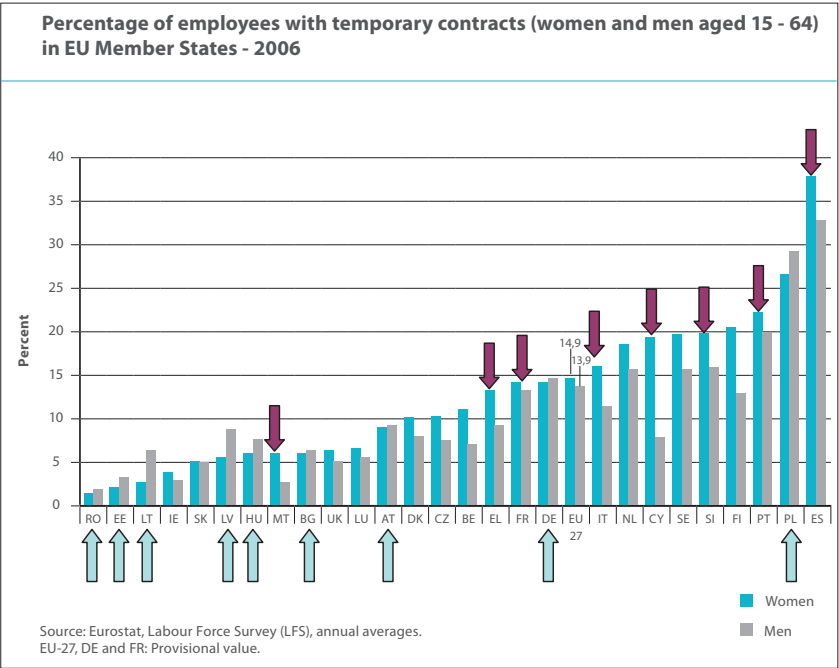


Figure 4. Percentage of employees with temporary contracts in EU Member States (women and men aged 15-64) - 2006

The last chart, I would like to put in evidence, shows under other criteria, our labour markets are pretty flexible, like for instance, the percentage of employees with temporary contracts (women and men aged 15-64), (EU, 2006), (fig. 4).

As we can see, 5 countries – Italy, Cyprus, Slovenia, Portugal and Spain are among the few 9 countries that had percentages above the EU-27 average, in 2006. As it is also illustrated in this chart, in all Mediterranean countries, contrary to what happens in the majority of Eastern European ones (Romania, Estonia, Lithuania, Latvia, Hungary, and Bulgaria) and Austria and Deutschland, more women than men is included in this flexible employment modality.

The absolute gender gaps in unemployment rates between women and men aged 15 years and over have been declining, and they were narrower in 2006, than in 2001. The Mediterranean European countries are among those countries with the higher gaps, and in fact we find three of them occupying the three last positions – Italy, Spain and Greece. This means that if female employment rates are not higher in those countries it is because women can't find jobs. We should add, moreover, that among those few that hold part-time jobs, there is a large proportion of people that would like to work fulltime (fig. 5).

In what concerns the proportion of women and men aged 20-24 that had attained at least the upper secondary school, I would like to stress the heterogeneity that, hopefully, we found among this group of countries. In 2006, we found 3 Mediterranean countries in the three last positions again (Spain, Portugal and Malta). Italy is also below the EU average, but with a much better performance (around 70% of Italian boys as compared to 42% of the Portuguese, which have the highest school dropout of all EU member-states). The reality which is behind this indicator is in truth dramatic for these 4 countries, because this means deficit of qualifications, since this high level of dropout is not compensated by high rates of enrolment in long-life learning strategies. In knowledge based economies this is of course a powerful handicap (fig. 6).

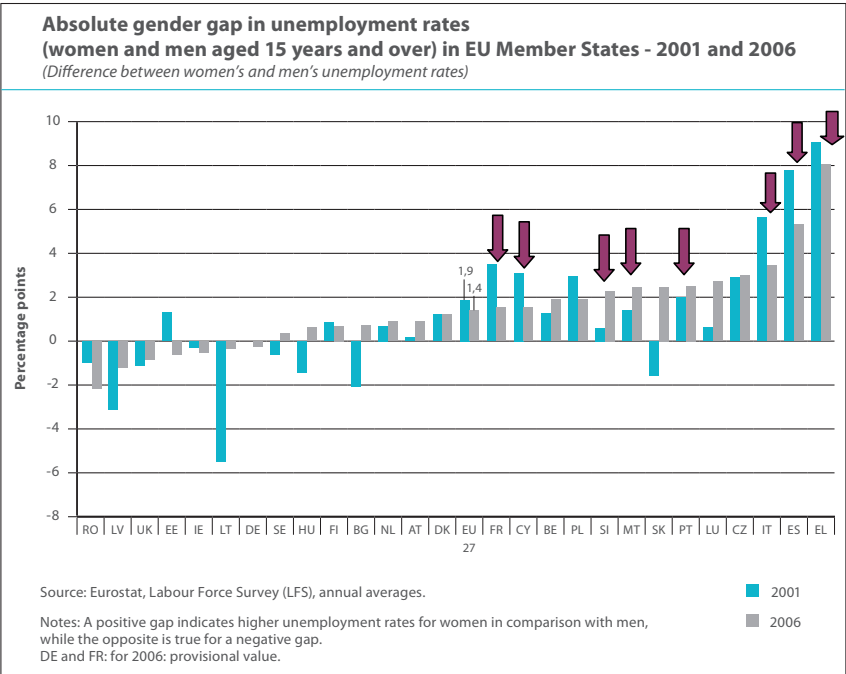


Figure 5. Absolute gender gap in employment rates (women and men aged 15 and over) in EU Member States – 2001 and 2006

This is more incomprehensible, at the light of the low fertility rates, this group of countries have Fig.7).

Finally, I bring to your attention the IP-Index, used to measure the occupational and sectoral segregation of labour market structures. In these 2 charts, we can see the trends in occupational segregation, by country (in the earliest and the latest years the data is available). It is pretty evident that: firstly, with the exception of France, these countries used to have a low segregation level; and that, secondly, this tends to raise, France being the only exception again (Fig. 8.1 and 8.2).

The fundamentals for this rise of segregation are multiple. We can think about the expansion of employment in the services sector, which is highly affected by gender stereotypes. This means also that women have been entering into the labour market but mainly for doing what other women are doing there already.

Relying on a vast collection of studies demonstrating part-time damaging effects of glass walls and glass ceilings, as well as of sticky floors, in professional careers, we would say that a low rate of part-time work indicates a full integration of women in employment, and, being so, it is a positive characteristic to be met in the labour markets of the Southern European countries.

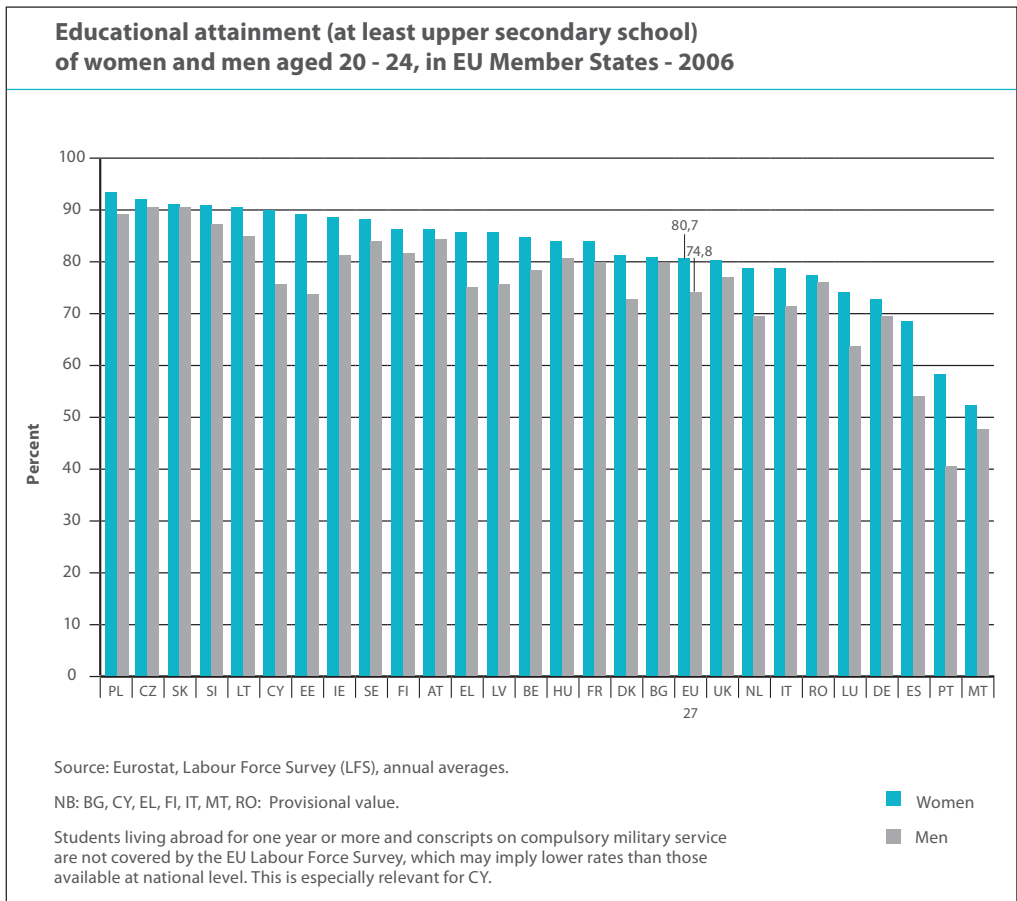


Figure 6. Educational attainment (at least upper secondary school) of women and men aged 20-24, in EU Member States - 2006

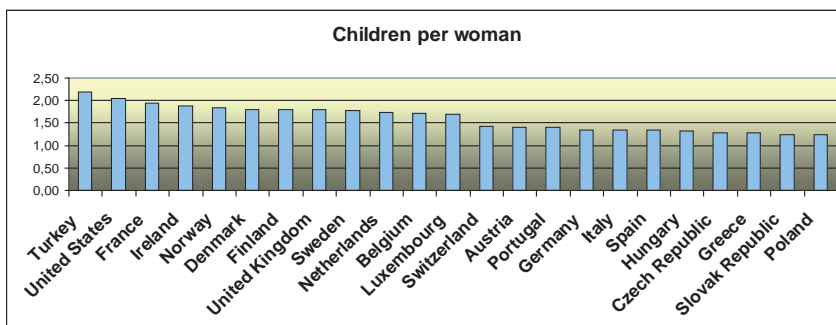


Figure 7. Fertility rates 2007

Source: Eurostat Population Statistics

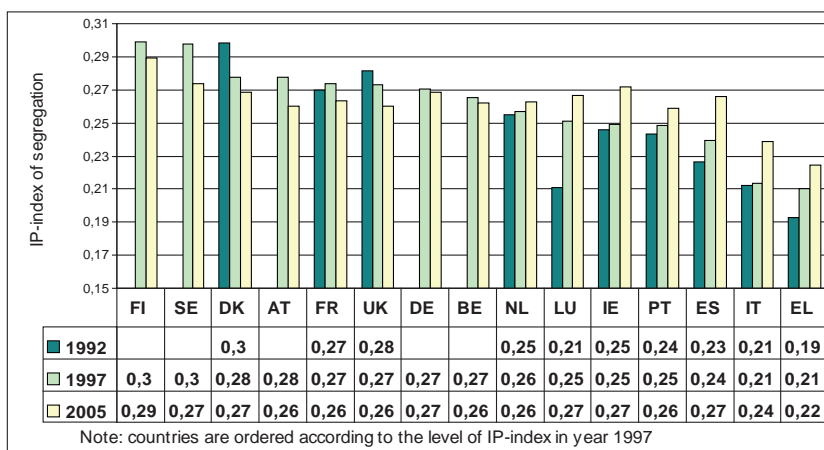


Figure 8.1. Trends in occupational segregation, by country (IP-INDEX)

Source: Bettio and Verashchagina based on Labour Force Survey (ISCO 3-digit, NACE 2-digit) (2008).

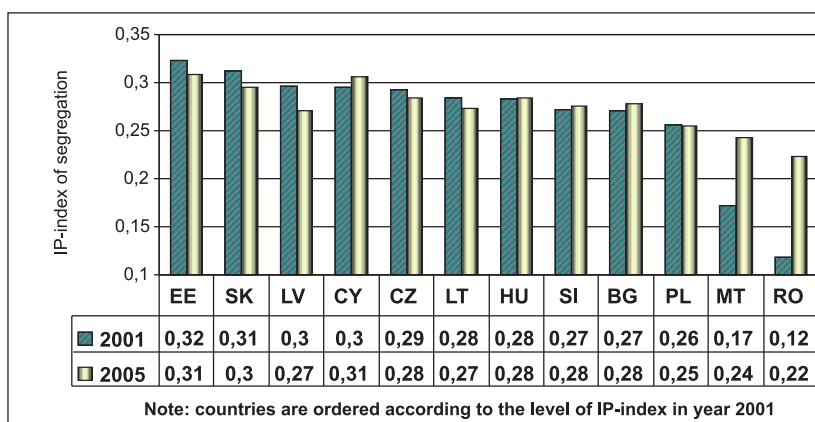


Figure 8.2. Trends in occupational segregation, by country (IP-INDEX)

Source: Bettio and Verashchagina based on Labour Force Survey (ISCO 3-digit, NACE 2-digit) (2008).

To be able to give this indicator its full heuristic value, however, we have to complement the analysis with other indicators. We have to look at the coverage rate of childcare and elderly care services, and to the fertility rates. Knowing that Mediterranean countries are among those that have lower coverage rates of care services and lower share of part-time jobs, we can understand why they also have lower rates of fertility and, at the same time, lower rates of female employment. This is something absolutely paradoxical. Actually, the low fertility is associated with low participation in the labour market. The countries with higher female employment rates are also those that have accomplished an increasing in their fertility patterns. This clearly runs against the common sense ideas about economic and reproductive female behaviour, that tend to see the association of economic activity with higher availability to reproductive work.

We may say, indeed, that the performances of all these indicators are intertwined. Some of them, however, condense up to a certain degree the situation in a more comprehensive way. That is clearly the case of the differential between men's and women's remunerations. In that gap we perceive reflections of a vision of the overall society and of the qualities of human beings. It's a vision that endorses the differences between males and females, the stereotyping of occupations and the horizontal and vertical segregation of the labour markets, as well as the male breadwinner model as reference for running family life.

That is why the reduction of the pay gap between men and women and the promotion of the work-life balance for both sexes have been taken up as the main challenges to be addressed by gender equality policy of European Union. Most of the recommendations put forward to the Member-States by European Commission focus on: 1. the growth of care services, especially for children, having in view the Barcelona targets of a 33% coverage rate of children under 3 years, and 90% of children between 3 years old and the mandatory school age; 2. the diminishing of the pay gap, through the campaign "More and Better Jobs for Women".

In particular, in a Communication adopted on 18 July 2007 (COM, 2007: 424), the Commission demonstrated its full commitment to tackling the pay gap between women and men. The idea is, and I'm still quoting, to improve the capacity to analyse the phenomenon, which remains complex and poorly understood, so as to develop targeted approaches and identify possible improvements to the existing legislative framework. Concerted action, especially in the context of the new cycle of the European Strategy for Growth and Jobs and common principles of flexicurity (COM, 2007: 359), will also be necessary in order to close the gaps which remain on the labour market.

As acknowledged in the 2008 report, however, "it would appear that the substantial efforts made in connection with the European Strategy for Growth and Jobs with a view to creating more and better jobs for women have proved more successful in terms of quantity than quality." As a matter of fact, we have to recognize that the primary aim pursued by European employment policies was to bring more people to labour market, envisaging the sustainability of social protection systems. In fact, the priority has been given to the creation of employments, mainly in the private sector, since the political tendency doesn't favour the growth of employment in the public sector. To bring women into the labour force, in order to get more contributors for the social security systems and to reduce passive beneficiaries, implied the creation of services supporting family life, which by its turn were occupied by women. These developments, without adequate policies of reconciliation of professional and family life in Mediterranean European countries, ended up in the growing of female employment, especially in low-paid jobs, and in low fertility rates.

Anyway, all over the Europe, trends are to some extent contradictory. We can't read them linearly as progressive. The 2008 report on equality, by EC, acknowledges the fact that "the pay gap has remained steady at 15% since 2003, and has narrowed by only one percentage point since 2000. Sectoral and occupational segregation by gender is not diminishing, and is even increasing in certain countries, as we have already remarked. The presence of female managers in companies has stayed at 33%, and the number of female politicians is rising only very slowly (only 23% of national Member of Parliaments and 33% of Members of European Parliament are women).

Furthermore, gaps between women and men may persist in all other aspects of work quality, e.g. reconciling professional and private life, working arrangements which do not fully exploit people's skills and in the field of health and safety at work

2. Employment and gender equality policies

In this second section of my talk, I'll focus on what's going on in the field of gender equality policies.

The official discourse tells us that the Roadmap for Equality between Women and Men (EC 2006), launched by European Commission in 2006, brought an important stimulus and substantial progress has been made in terms of gender mainstreaming in EU policies.

A closer analysis of the gender equality mainstreaming policies, however, leads us to more cautious conclusions. According to the European Commission (EC 1996), gender mainstreaming "involves not restricting efforts to promote equality to the implementation of specific measures to help women, but mobilising all general policies and measures specifically for the purpose of achieving equality by actively and openly taking into account at the planning stage their possible effects on the respective situation of men and women (gender perspective). This means systematically examining measures and policies and taking into account such possible effects when defining and implementing them".

A recent study, from which I quote or follow closely, on the mainstreaming of gender equality in employment policies of 30 countries, concluded that:

- There are large differences in the organisation and implementation of gender mainstreaming and gender equality. Though most countries have developed initiatives regarding gender mainstreaming, the focus seems rather narrow and patchy. Perhaps with the exception of the Nordic countries, a systematic and comprehensive approach is generally lacking and actual implementation is often problematic. Moreover, attention for gender mainstreaming may be sensitive for political changes, resulting in lack of consistency.
- The visibility of gender and the attention paid both to gender equality policies and gender mainstreaming in the national reports has declined, after the disappearance of the specific gender guidelines from the European Employment Strategy guidelines.
- In quite a number of countries, active labour market policies have not been developed with any explicit gender perspective or reference to gender equality and mainstreaming. This conclusion may not be problematic if gender inequality is rather modest, as it is in Finland, for instance. This is, however, a rather exceptional case as in most of the 30 countries studied register gender inequalities.
- Since 1999 that the steady closing of the gender pay gap has been part of the European Employment Strategy. Countries may implement (additional) legislation, favouring availability and dissemination of information, and initiatives with respect to job evaluation, or target the reducing of horizontal as well vertical segregation. Moreover, they can implement 'general' wage policies aiming at reducing wage inequality and improving the remuneration of low-paid and/or female-dominated jobs. In most countries, however, the gender pay gap has a rather low profile both in the public debate and in the policy agenda. The emphasis on deregulation and voluntary action by employers seems in some countries to restrict national policy options. One of the main problems appears to be that there is no real owner of the problem, as nobody feels responsible for the gender pay gap. Organising political support for closing the gap seems to be an important challenge for the near future.
- The assessment of reconciliation policies in 30 European countries indicates that although reconciliation is high on the policy agenda in quite a number of countries, actual policies remain

rather limited. The majority of countries are far from reaching the Barcelona target for children aged below 3. In addition, there seems to be no uniform trend with regard to childcare facilities. Also policies with regard to parental leave seem rather diverse. Depending on the different starting points, some countries report a lengthening of the leave facilities, others a shortening, an increase in the flexibility or a change in entitlements. Practically all countries report an uneven involvement of men.

In face of what seems to be a cadre of low effectiveness of policies, and underdeveloped strategy of mainstreaming, we have to search for another kind of reasons that can ground the tracked changes in course. Barbara Ehrenreich argues that the transformations, that gender relations are going through, are not only a result from women's claim for emancipation, but also the failure of the ethics of the "male family provider". That is, men's revolt against the expectations that they should share their high incomes with women and children through the system of "family wage": "men still have the incentives to work...but not necessarily to work for others" (Ehrenreich, 1983: 12). Arlie Hochschild (1997: 44) also characterizes transformation as a complex increasingly complex between what men and women feel about having a family and their personal needs of getting satisfaction from working outside home, exercising a variety of capacities and skills and diversifying their social networks.

Ironically, countries such as the Mediterranean European countries, with more traditional family structures and labour markets considered highly inflexible seem to be penalizing family life as much as or more than countries with highly flexible labour markets. Rigid labour markets severely reduce fertility rates and, indeed, flexibility needs family support – we have to ask who will take care of family when one has longer working schedules or unsocial working hours.

The problem is that within the framework of reconciliation of professional and family life, talking about care hides the sometimes hard work that is necessary to respond to personal needs of several members of households. The terminology we use obscures the fact that family, heterosexual or not, means work, which women have been assuring almost by themselves, beyond a just about merely rhetoric men's help that never reaches the point of real co-responsibility.

Within the scope of an assumed individualistic culture, Nordic countries understood that beforehand of Southern ones and implemented policies adequate to answer individual care needs. That's their advantage.

Flexibility needs then a public family structure that supports the desires of both men and women to forge identities that include working both outside and inside the households. Households, in the flexible work system, will be each time more "the central focus of productive and reproductive activities." (... Moreover) "flexible knowledge-based work system has its linchpin in the integration of households into learning networks" (Carnoy, 2002: 140). To achieve this is, with no doubt, the main challenge faced by gender equality policies in the Mediterranean basin.

3. Flexicurity

Talking about flexible knowledge-based productive systems, I would like, at the end of this talk, to add a final remark on Flexicurity.

Gender issues are rarely considered explicitly in discussions about this new and hardly definable buzzword in the lexicon of employment policies. There are, by now, many definitions of what flexicurity is all about. Finally, last year, however, the European Council has agreed the '8 Common Principles of Flexicurity', and the linkage with the Lisbon Process of the European Employment Strategy has been underlined in Principle n°1. In the second principle, we get the following definition of flexicurity:

2 - Flexicurity involves the deliberate combination of flexible and reliable contractual arrangements, comprehensive lifelong learning strategies, effective active labour market policies, and modern, adequate and sustainable social protection systems.

The general idea is that the major concern of flexicurity is on improving the labour market experience of weaker social groups and those outside the labour market, shifting from job security to employment security. It is rather evident that this focus has the potential to benefit women given that they are over-represented in these categories (Hansen 2007). Furthermore, in the sixth principle, it is stated that:

6 - Flexicurity should support gender equality, by promoting equal access to quality employment for women and men and offering measures to reconcile work, family and private life" (EC 2007).

This seminal statement contains the acknowledgement that the provision of unpaid care by women is the root of many of the inequalities they face on the labour market. However, it should go far away then this, and recognize the impact of the gendered effect. An example:

Improved job security in exchange for enhanced operational working time flexibility may be an acceptable trade-off for male employees but not for women with reconciliation responsibilities.

As Marie Jepsen (2005) notes, there are specific problems of accessing to independent income in case one is confronted with reduced working hours, segregation, and low pay. One impact of women's greater responsibility for reconciliation is that women make more adjustments and transitions between paid and unpaid work. As Smith and Fagan (2008) state, women's greater propensity to be in flexible jobs, to be responsible for the reconciliation needs of their household and to make employment transitions create gender differences in access to the security elements of the Flexicurity Nexus. Flexible working hours, career breaks and labour market mobility related to flexible contracts that are particularly sensitive to the gender equality issues.

We need:

- structures to support childcare and employability;
- income replacement to contribute for periods of childcare;
- individual empowerment and coordinated bargaining;
- coordination between transfers and labour market income.

As a framework for analysing and developing policies in this area the Expert Group on Flexicurity (Wilthagen & Tros, 2004; EC 2007) identify four areas where Flexicurity policies operate - Flexible and secure contracts, Active Labour Market Policies, Life Long Learning and Modern Social Security Systems. These four component policies provide a useful clarification of the types of policies that can address flexicurity concerns.

Many fear that the flexicurity model might be reduced to its flexibility dimension, being the security neglected. Most of Mediterranean countries, having designed their labour law in the seventies, thirty years ago, during pro-socialist periods, are said to have very rigid labour markets, which diminishes its competitiveness, because dismissals are difficult. The challenge here is to design policies paying attention to the particular situation of women and men in each of the components of flexicurity. We must avoid that the growth of female employment be originated to a large extent by the care services, or personal services in general, which are in general low-pay jobs. This trend would magnify many of the existent inequalities between men and women and reinforce labour market segregation.

All in all, every new employment policy should be evaluated *ex ante* to clarify its potential to reduce gender inequality or, on the contrary, the extent to which it risks reinforcing them. This is the essence of gender equality mainstreaming strategy, which the majority of Mediterranean

European Countries' governments declare to pursue but none applies in a systematic and effective way.

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Women academics in science and technology with special reference to Turkey

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Abstract. Women face great difficulties in developing professional careers in equal opportunities to those of men in science-engineering-technology (SET), especially regarding their proportion and representation at the higher levels of hierarchical ladder. This multi-dimensional problem has been addressed by many researchers and remarkable outcomes have been disseminated by these researchers and research teams. In this presentation some of these outcomes and facts about women representation in SET will be outlined and discussed. Horizontal and vertical segregation for women academics is also widely analysed according to some important research projects' results such as ETAN. Comparative analysis on the representation of women in academia between OECD countries and some EU countries has been carried out under the umbrella of UNICAFE project which has been funded under the FP6 by EC. It has been demonstrated that Turkey is one of the leading countries among OECD and especially in EU countries in terms of women representation in academia in SET. Last section of the presentations has been devoted to the case study on Istanbul Technical University.

Keywords. Women Academics – Women representation in SET – European Commission – Education – Gender mainstreaming – Employment – European Union – Turkey.

Les femmes dans les milieux académiques des Sciences et de la Technologie, en particulier en Turquie

Résumé. Les femmes se trouvent confrontées à de grandes difficultés, par rapport aux hommes, dans les carrières professionnelles en Science, Ingénierie et Technologie (SET), surtout en ce qui concerne leur proportion et représentation aux niveaux les plus élevés de l'échelle hiérarchique. Ce problème multidimensionnel a été abordé par de nombreux chercheurs et des résultats importants ont été disséminés par différentes équipes de recherche. Dans ce travail, nous allons passer en revue quelques-unes de ces données sur la représentation des femmes dans la SET. La ségrégation horizontale et verticale des femmes académiciennes sera aussi analysée compte tenu des résultats de certains projets de recherche tels l'ETAN. Une analyse comparative de la représentation des femmes en milieu académique entre les pays de l'OCDE et certains pays de l'UE a été réalisée dans le cadre du projet UNICAFE, financé par la Commission Européenne au sein du PC6. Il a ainsi été démontré que la Turquie occupe l'une des premières places parmi les pays de l'OCDE, notamment ceux de l'UE, en termes de représentation dans la SET. En dernier lieu, sera présentée une étude de cas sur l'Université Technique d'Istanbul.

Mots-clés. Femmes Académiciennes – Représentation des femmes dans la SET – Commission Européenne – Education – Intégration du genre – Emploi – Union Européenne - Turquie

I – UNESCO

UNESCO's "Millennium Development Goals" are targeting to improve the living conditions all over the world and it addresses to 7 areas;

- eradicate extreme poverty and hunger;
- achieve universal primary education;
- promote gender equality and empower women;

- reduce child mortality;
- improve maternal health, combat HIV/AIDS, malaria and other diseases;
- ensure environmental sustainability.

II – World-wide acquisition of women's rights

The term Women's Rights encompasses all those rights that women achieve if they are to have equal opportunities with men in all segments of society.

This concept also includes those special statutes passed to protect the woman within the family, as a mother, and in the work place.

Concepts of gender equality and universal human rights have been defined by such fundamental documents as

- the United Nations Agreement of 1945;
- the Universal Declaration of Human Rights of 1948;
- the European Human Rights Agreement of 1950;
- the European Social Rights Agreement of 1961.

The right of women to vote in general elections was won by the women of

- Australia in 1902;
- Finland in 1906; and
- Norway in 1913.

The American suffragette movement was successful in getting the 19th Amendment ratified to their national constitution in 1920.

Among those 28 countries that granted women rights before the outbreak of the Second World War were;

- Soviet Union in 1917;
- Great Britain in 1918;
- United States in 1920;
- Turkey in 1934;
- France joined these countries in 1944, and followed by Italy, Romania, Yugoslavia and China;
- Women of Switzerland gained the right to vote in federal and most canton elections in 1971.

III – The acquisition of women's rights in Turkey

- Women first used their right to vote in parliamentary elections in the general election held on February 8, 1935. Eighteen women were elected to the parliament in this election;
- Fewer and fewer women were elected to the parliament in succeeding elections and women were never really able to assume a truly viable role in the political life of Turkey;
- Today, there are only 8% women MPs in the parliament out of 550.

IV – Women in higher education

Data for academic staff by gender show patterns of both vertical and horizontal segregation. Women first began to enter colleges and universities as both students and faculty around one hundred and fifty years ago. Not surprisingly, women have been struggling for equality within academia since at least the middle of the nineteenth century (The Association for Women Faculty, 2005) .

V – Women access to higher education

- On higher levels however, women are still heavily underrepresented and many obstacles remain for female students and researchers pursuing an academic career (Björklund and Olsson, 2004);
- The increase in women's enrolment in higher education in the 20th century has been characterized as a “dramatic progress” (Stolte-Heiskanen, 1991).However, women underrepresentation among academics and gender inequalities in academia appear to be persistent and a global phenomena.

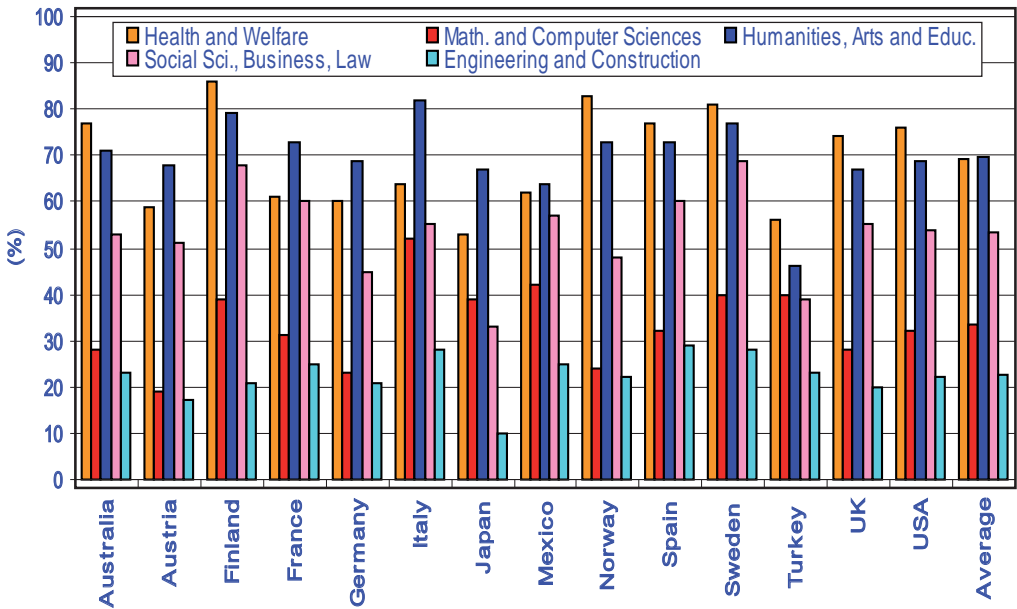


Figure 1. University degrees awarded to females in all fields(2002) OECD,2004

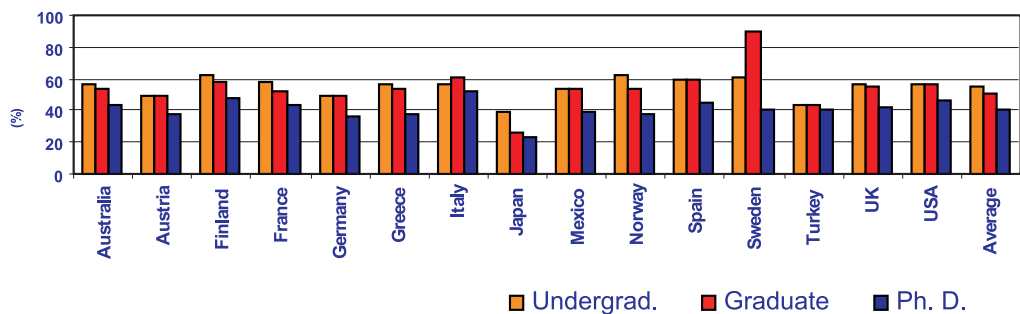


Figure 2. University degrees awarded to females in all fields (2002)

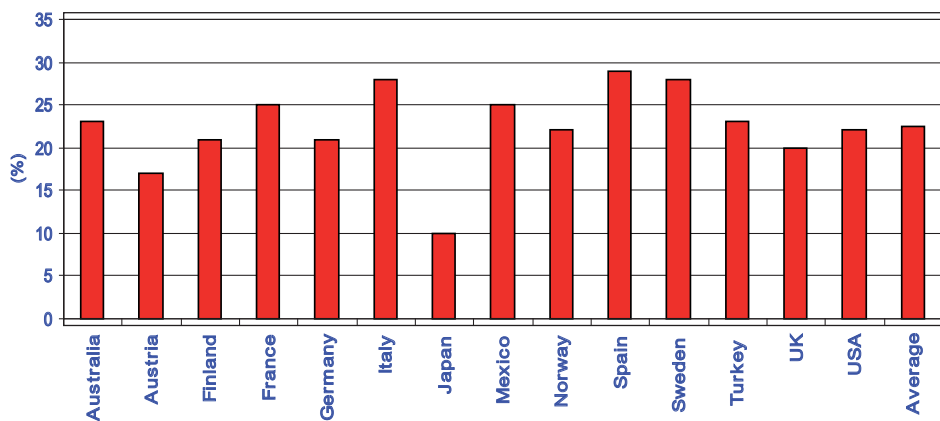


Figure 3. Female students ratio in HE (Engineering) - OECD 2002

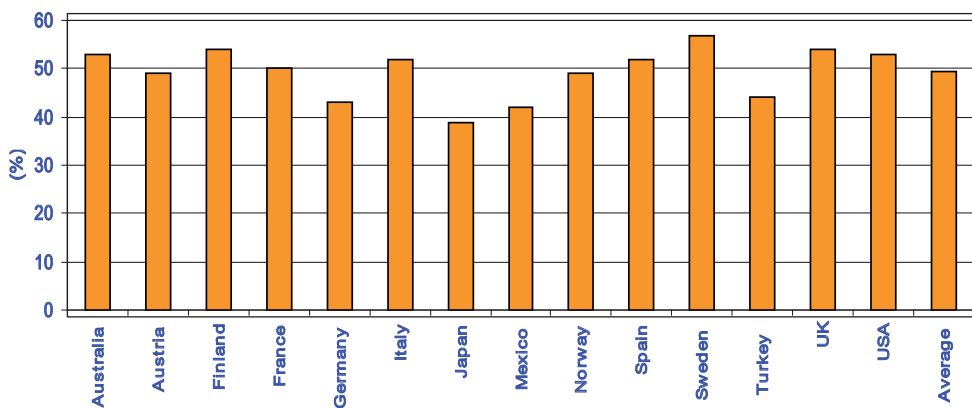


Figure 4. Female students ratio in HE (Life Sci. Phy.Sci.) - OECD 2002

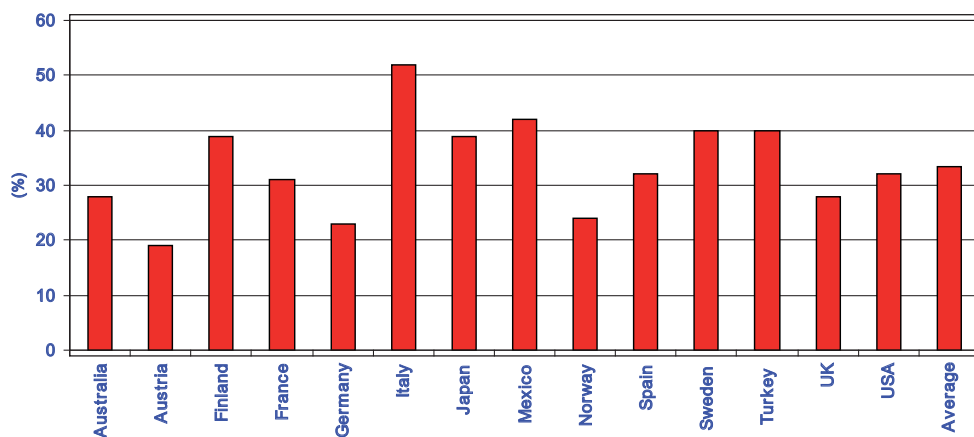


Figure 5. Female students ratio in HE (Math, Comp Sci) - OECD 2002

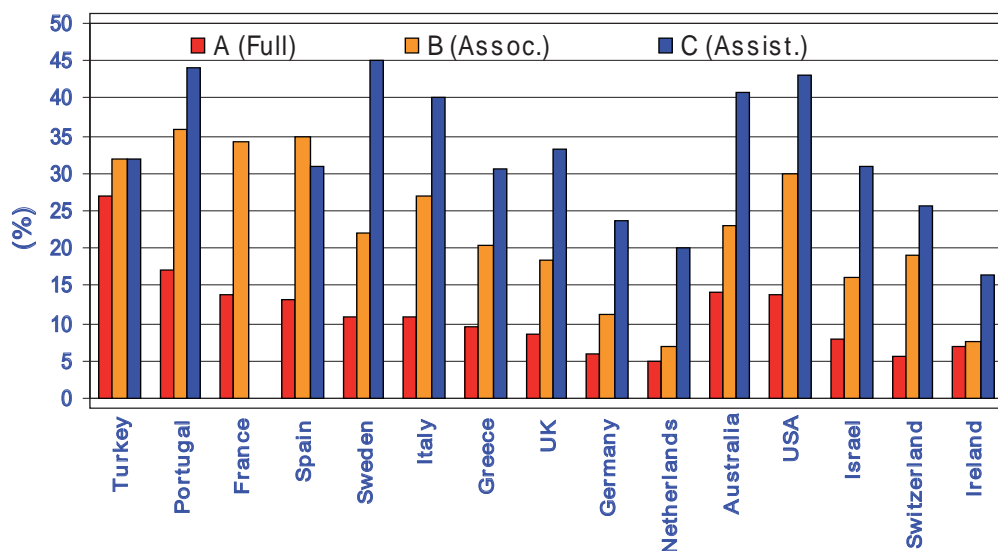


Figure 6. Women professors in all disciplines in the world (OECD, 2004)

While there are some statistics on student population, there are no coherent, publicly available statistics on the employment of scientists. Nevertheless, such statistics as do exist show the following (Rees 2001):

- Women now constitute about 50% of first degree students in many countries of the world;
- The percentage of full professors who are women is very low worldwide, for the most part, below 15%;
- There are considerable variations in the proportion of women students between disciplines.

VI – Metaphors

Some of the metaphors referring to women's predicament in academia are discussed by Husu (2001). Metaphors linked to universities such as :

“Ivory Tower” brought the new metaphor of *“Storming the Tower”*

Metaphors related to

- “Glass Ceiling” which defines limitation on academic promotions for women or;
- “Chilly Climate” which depicts the fuzzy academic processes for women reflects inconveniences in the academic environment;
- According to some members of the academic world, women are *“The Other Academics”*;
- Women academics are “outsiders in the sacred grove” or they are on *“The Outer Circle”* of the scientific community;
- “The Continuum of Otherness”, “Otherness” imply exclusion and marginalization of women in academia. In order to solve these problems, a bottom up model has been implemented in many countries to recruit more female students at undergraduate level;
- It is expected that this “Pipeline” model will create more women academics in the long run at upper levels. Unfortunately, vertical segregation do not let women academics going higher position as it is expected yet.

VII – Women in academia

There is a widely discussed picture of the academic system. Sometimes, it can be seen within a context where personal contacts and informal networks are essential to advance.

As an American professor put it: *“Getting a position on the faculty of an academic institution is much like getting membership in a country club – you get in if those that already are members want you in”* (Björklund and Olsson 2004).

VIII – Women access to science engineering and technology

Horizontal segregation is an important problem for women in higher education.

There is a widely shared image by the society that women are expected to study and work as professionals in certain areas which match with their roles in their families as mothers. This traditional pattern has a great impact on women contribution to science, engineering and technology.

Bebbington (Bebbington 2003) carried out a study on women in science, engineering and technology and draw the attention to different patterns of gender segregation in different disciplines.

She stated that “In considering disciplinary variations across European member states, a report by ETAN on women and science shows a trend replicated across Europe of a generally

- higher representation of women in the social and biological sciences; and
- a low presence in the natural sciences and engineering, even though the percentages may vary somewhat between countries.”

IX – ETAN report

European Technology Assessment Network (ETAN) has formed a group named “The ETAN Group on Women and Science”. The ETAN report focused on three areas (Rees, 2001);

- The underrepresentation of women in science, engineering and technology;
- The lack of attention paid to the gender dimension in science;
- The lack of gender balance in decision-making about scientific policy.

For gender equality three models are proposed:

- Equal Treatment; Equal treatment as an approach to gender equality is clearly rooted in the liberal feminist tradition. However, equal treatment does not lead to equal outcome;
- Positive Action; A series of positive action measures were co-funded to address the disadvantages experienced by women. These, measures principally training projects designed to improve women's skills and enhance their employability (Brine, 1999);
- Mainstreaming; is a process of conducting a gender-impact assessment of all proposed legislation and policies. It means a wholesale redesign of systems and structures (Rees, 1998).

X – Women in SET in EU

- At European level the starting point was a common preoccupation about the fact that the number of women involved in Engineering in Europe is increasing very slow-too slow!
- The intention was to understand why it is so, and to try to identify and analyse efficient solutions (Beraud, 2003).

This project was initialised in 2001 and seven technology universities took part in this project. General conclusions and recommendations from this study has been summarized below.

Since interdisciplinary degrees appear to be more attractive to female students than single and or traditional and or classical degrees, it is recommended to (Beraud, 2003):

- Set up interdisciplinary degrees to increase the proportion of women taking up engineering;
- Include at least 25% of socio-economic contents;
- Interdisciplinary subjects should be introduced in the curriculum as early as possible;
- Ensure that information of interdisciplinary degrees and career opportunities reached school pupils at a key stages in order to make an informed career choice;
- Use professional services to prepare this information using appropriate language, images, context and examples, that school girls can relate to;
- Take measures to improve the image of science, engineering and technology (SET) among school girls;
- Promote multidisciplinary learning as a step to life-long learning.

It is expected that these changes will not only create impact on girls' decisions to go into engineering but also on boys' decisions as well where there is a serious problem exist in technology universities to attract good quality of students in EU.

XI – Female representation in science and technology

- An important fact has been outlined on the Male “Overrepresentation Factoring” in computer science (Kiderra, 2005);
- According to the research which has been conducted at the University of California, Turkey has the minimum;
- “Male Overrepresentation Factor” (1.79) among 21 countries (Australia, Austria, Belgium, Czech Republic, Denmark, Finland, France, Germany, Hungary, Ireland, Korea, Netherlands, New Zealand, Norway, Slovakia, Spain, Switzerland, Turkey, United Kingdom, United States);
- According to OECD 2002 statistical data, the distribution of female representation in different fields favors Turkey’s situation;
- For mathematics and computer sciences female representation is over 40% in Turkey;
- whereas the average ratio is 33%. The countries which have female representation in mathematics and computer science higher than Turkey are;
 - Italy %52
 - Mexico %42
- The female representation within engineering students in Turkey is same as the average value, and higher than UK, Japan, Germany, Finland, and Austria.

XII –Women in education (ottoman period)

- Until the Law Regarding Public Education was passed 1869, there had been no official application for the formal education of women during the Ottoman Empire;
- During the Constitutional period in the early years of the twentieth century, an institution of higher education called İnas Darülfünun was established in 1915;
- The year of 1917 marked the first graduates of İnas Darülfünun, but in 1920 the school was attached to the institution later known as Istanbul University.

XIII – Women in education (republican period)

During the years of 1918-1923, which marked the transitional period from that of the Empire to Republic, Atatürk evaluated, one-by-one, all the issues that the new society would be forced to deal with.

- In 1924, primary school education became compulsory for all children;
- In 1924-1925 intermediate school opportunities were broadened for girls, but coeducation at lower levels had still not been achieved;
- In 1926, a decision was taken to establish a truly coeducational system.

XIV – Women professors worldwide

In terms of women professors in the world (OECD,2004), Turkey has the highest ratio in full professorships (27%) . Between 1993 and 2005 there is a noticeable increase in women teaching staff in Turkish universities.

XV – Women academics in Turkey

- Although, Women in Higher Education has no more than 100 years history in Turkey, at the moment 41% of students in higher education are female and 38% of all academic personnel in the universities are women;
- This is an impressive figure with respect to developed countries but it is even more impressive if we go into the details of the figures;
- 27% of Full Professors, 32% of Associate Professors, 31% of Assistant Professors are female in Turkey;
- Turkey is setting a unique example with a patriarchal Islamic cultural heritage and conspicuously high differences in literacy rates between men and women;
- Since 1990's, there has been significant increase in the number of female students in higher education and in academia in Turkey;
- The number of women academics vary in different disciplines such as in medical sciences and literature women have a share over 40% while it is 30% in engineering and architecture;
- We may talk about vertical segregation in Turkey. On the hand when we compare the ratio of the female students in science, engineering and technology we observe that Turkish universities have higher ratios of female students in SET programs;
- The most important finding of this study is that the close proportion of women academics at upper levels;
- Women doing Master or Ph.D as research assistant in the universities have 44% of the total research staff. Not all of them stay in the universities for further positions but still 31% of assistant professors and 32% associate professors, 27% full professors are female;
- It is clear that vertical segregation does not exist in Turkish universities when women with Ph.D decide to continue their research work in universities. This is an interesting fact that needs further research to find out the factors and mechanisms which creates these results in Turkish Academia;
- The conventional interpretation of the rise in women's education and professionalisation in Turkey often attributes it to secular ideology and Westernizing reforms of Kemal Atatürk;
- A series of reforms enacted by the state of the Turkish Republic following its founding by Atatürk in 1923, were aimed at giving women equal status with men. Having replaced the Islamic religious code (Shari'a) with secular code, republican reforms aimed to improve the social and political conditions of women in Turkish society by outlawing polygamy, establishing universal suffrage and guaranteeing equality of the sexes before the law;
- As a consequence of this policy, the state ideology and the elite subculture, strongly encouraged women's higher education and career-orientedness as part of their modernization mission;
- It is also claimed that the result of this sudden and unrestricted push to recruit women into the professions prevented the sex-typing of occupations in Turkish society (Kağıtçıbaşı, 1989).

Table 1. Number of female and male academic staff in different ranks in Turkey between 2003- 2007 (UNICAFE,2008.)

| ACADEMIC STAFF | | | | | | | | | | |
|----------------|-------|-------|-----------------|----------------|------------|-------------------|------------|-----------------------|------------|---------------------|
| Year | Total | Prof. | Assoc. Prof. | Asst. Prof. | Instructor | Language Inst. | Specialist | Research Assistant | Translator | Ed.& Tng Planner |
| 2003-2004 | 78804 | 10864 | 5298 | 13555 | 12779 | 5537 | 2305 | 28430 | 12 | 39 |
| F | 29858 | 2785 | 1739 | 4094 | 4878 | 3123 | 981 | 12244 | 8 | 6 |
| M | 48946 | 8079 | 3559 | 9461 | 7901 | 2414 | 1324 | 16186 | 4 | 33 |
| Female % | 37.89 | 25.64 | 32.82 | 30.20 | 38.17 | 56.40 | 42.56 | 43.07 | 66.67 | 15.38 |
| 2004-2005 | 82096 | 11381 | 5456 | 14461 | 14064 | 5964 | 2444 | 28271 | 16 | 39 |
| F | 31434 | 3020 | 1728 | 4504 | 5262 | 3382 | 1013 | 12512 | 7 | 6 |
| M | 50662 | 8361 | 3728 | 9957 | 8802 | 2582 | 1431 | 15759 | 9 | 33 |
| Female % | 38.29 | 26.54 | 31.67 | 31.15 | 37.41 | 56.71 | 41.45 | 44.26 | 43.75 | 15.38 |
| 2005-2006 | 84785 | 11841 | 5769 | 15129 | 14353 | 6302 | 2595 | 28751 | 21 | 24 |
| F | 32858 | 3149 | 1813 | 4861 | 5396 | 3630 | 1075 | 12917 | 11 | 6 |
| M | 51927 | 8692 | 3956 | 10268 | 8957 | 2672 | 1520 | 15834 | 10 | 18 |
| Female % | 38.75 | 26.59 | 31.43 | 32.13 | 37.59 | 57.60 | 41.43 | 44.93 | 52.38 | 25.00 |
| 2006-2007 | 89329 | 12773 | 6150 | 15844 | 14628 | 6472 | 2901 | 30497 | 20 | 44 |
| F | 35087 | 3464 | 1906 | 5252 | 5536 | 3750 | 1196 | 13958 | 12 | 13 |
| M | 54242 | 9309 | 4244 | 10592 | 9092 | 2722 | 1705 | 16539 | 8 | 31 |
| Female % | 39.28 | 27.12 | 30.99 | 33.15 | 37.85 | 57.94 | 41.23 | 45.77 | 60.00 | 29.55 |

Table 2. Number of teaching staff by gender and rank in Turkey in 2004-2005 (UNICAFE,2008)

| Title | Female | Male | Total | % Female |
|---------------------|--------|-------|-------|----------|
| Professor | 3020 | 8361 | 11381 | 27 |
| Assoc. Professor | 1728 | 3728 | 5456 | 32 |
| Asst. Professor | 4504 | 9957 | 14461 | 31 |
| Instructor | 5262 | 8802 | 14064 | 37 |
| Language Instructor | 3382 | 2582 | 5964 | 57 |
| Specialist | 1013 | 1431 | 2444 | 41 |
| Research Assistant | 12512 | 15759 | 28271 | 44 |
| Total | 31434 | 50662 | 82096 | 38 |

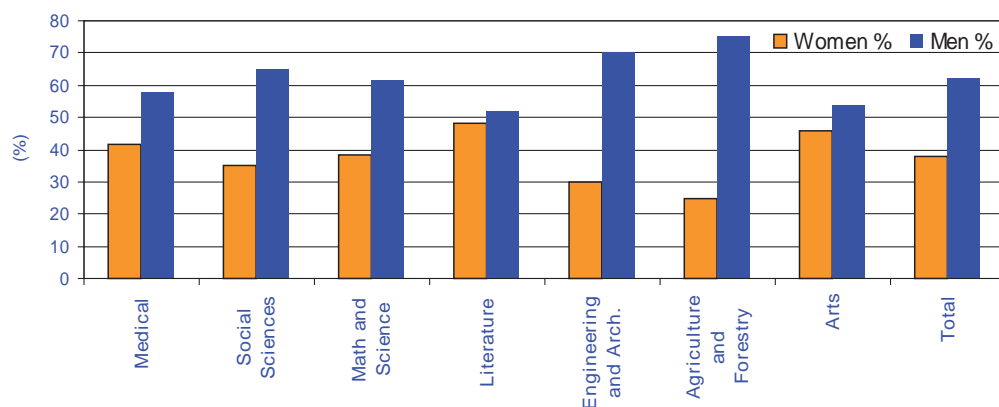


Figure 7. Distribution of teaching staff according to professions in Turkey (2004-2005)

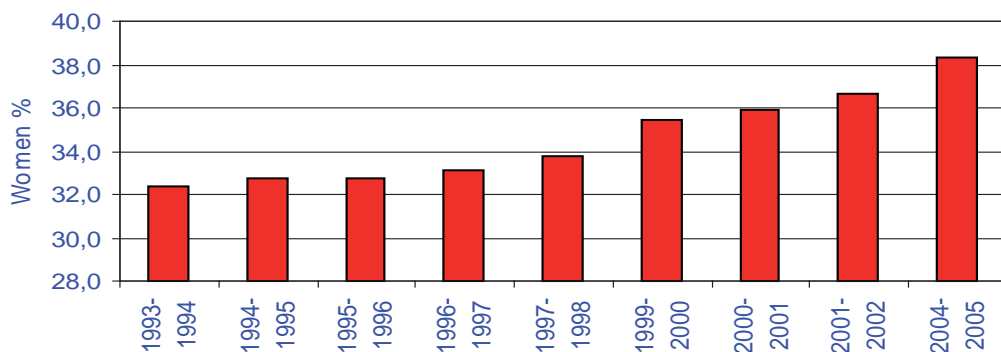


Figure 8. Variation of women teaching staff by years in Turkey (1993-2005)

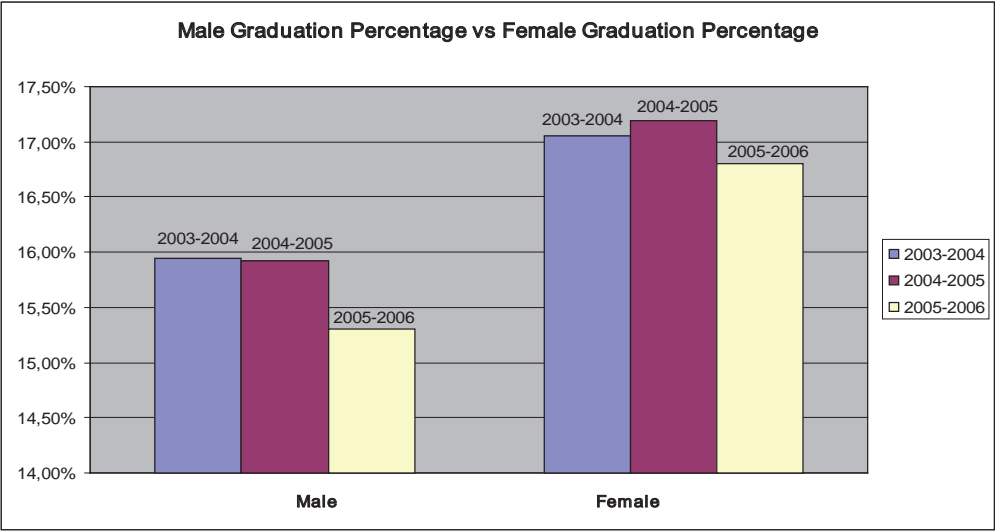


Figure 9. Male and female graduation percentages (UNICAFE,2008)

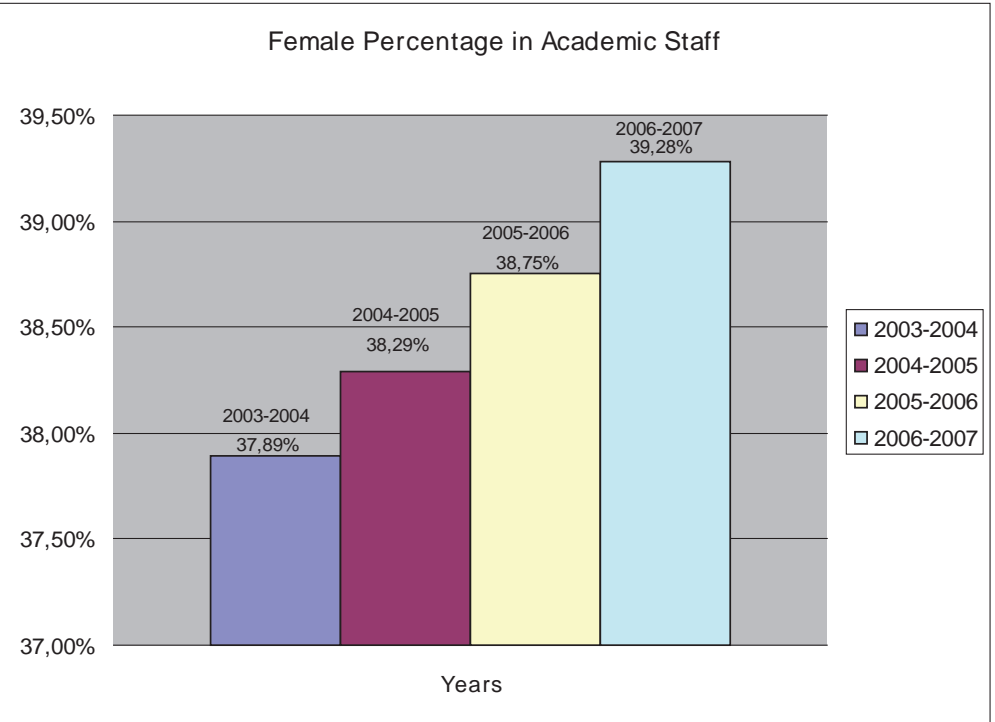


Figure 10. Female percentage in academic staff (UNICAFE,2008)

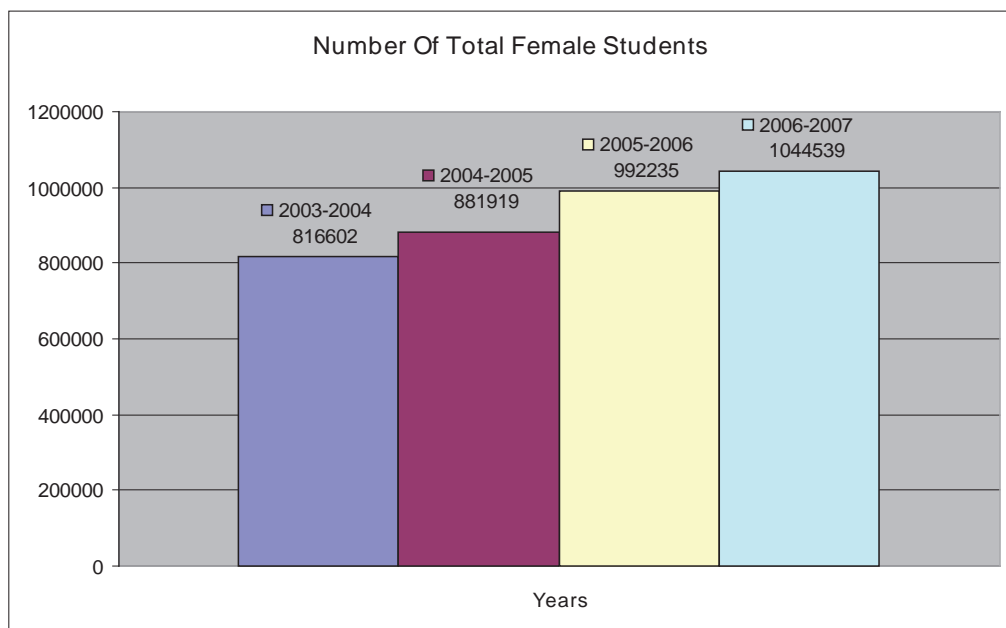


Figure 11. Number of female students in all disciplines (2003-2007) (UNICAFE,2008)

Table 3 Number of graduate students(Turkey) (UNICAFE,2008)

| NUMBER OF GRADUATE STUDENTS | | | |
|-----------------------------|--------|--------|-----------|
| Year | Total | Master | Doctorate |
| 2003-2004 | 114892 | 90057 | 24835 |
| F | 47282 | 37635 | 9642 |
| M | 67610 | 52422 | 15193 |
| Female % | 41.15 | 41.79 | 38.82 |
| 2004-2005 | 119901 | 92566 | 27335 |
| F | 50607 | 39676 | 10931 |
| M | 69294 | 52890 | 16404 |
| Female % | 42.21 | 42.86 | 39.99 |
| 2005-2006 | 144317 | 111814 | 32503 |
| F | 59642 | 46835 | 12807 |
| M | 84675 | 64979 | 19696 |
| Female % | 41.33 | 41.89 | 39.40 |
| 2006-2007 | 142394 | 108683 | 33711 |
| F | 60138 | 46308 | 13830 |
| M | 82256 | 62375 | 19881 |
| Female % | 42.23 | 42.61 | 41.03 |

XVI – A case study: Istanbul Technical University

Istanbul Technical University (ITU) is a well-respected state university having a long history and sound reputation in engineering and architecture education in Turkey.

- ITU has been experiencing continuous change ever since its foundation in 1773 during the Ottoman era. This change has been multifaceted: from an imperial to a republican institution at the start of the 20th century; from an international to a global outlook; and from a deterministic to a quality-based system after 1996;
- Even in periods when ITU enjoyed unequivocal successes among its peers, it has always maintained a culture of change, and that is why the university motto is phrased as “Pioneer through the Ages”;
- The winds of change brought one of the major revisions in the history of ITU in the 1960's. Previously, ITU conferred a prestigious title of a “Diplomingenieur” (translated to our system as “High Engineer”) degree upon its graduates, which was accepted as the equivalent of a Master's degree.

The administrators of the University understood future trends and thus they moved to three cycle system in 1969.

In 1988, ITU started to offer an English Supported Instruction program on a voluntary basis. This program did not meet the initial expectations of the University, it served as a foundation for the bilingual education started in 1997.

The most recent period of change has been realised in two consecutive projects: ITU Project 2001 and ITU Project 2005 was designed as the development plans of the university. The driving force behind this change was the wind of globalization and internationalization.

Table 4. Female academic staff by years (ITU) (UNICAFE,2008)

| FACULTY | 1994/ 1995 | | | | 1999/2000 | | | | 2004/2005 | | | |
|--------------------------------|------------|------|------|----|-----------|------|------|----|-----------|------|------|----|
| | F | M | T | %F | F | M | T | %F | F | M | T | %F |
| Natural Sciences | 78 | 103 | 181 | 43 | 95 | 112 | 207 | 46 | 123 | 120 | 243 | 51 |
| Civil | 74 | 249 | 323 | 23 | 79 | 202 | 281 | 28 | 69 | 180 | 249 | 28 |
| Architecture | 103 | 100 | 203 | 51 | 118 | 104 | 222 | 53 | 130 | 80 | 210 | 62 |
| Mechanical | 18 | 136 | 154 | 12 | 25 | 146 | 171 | 15 | 26 | 127 | 153 | 17 |
| Electrical | 29 | 94 | 123 | 24 | 46 | 128 | 174 | 26 | 49 | 118 | 167 | 29 |
| Management and Industrial | 20 | 61 | 81 | 25 | 28 | 55 | 83 | 34 | 34 | 58 | 92 | 37 |
| Chemical and Metallurgical | 39 | 69 | 108 | 36 | 49 | 76 | 125 | 39 | 59 | 67 | 126 | 47 |
| Mining | 15 | 98 | 113 | 13 | 22 | 112 | 134 | 16 | 27 | 94 | 121 | 22 |
| Naval Arch. and Ocean | 12 | 59 | 71 | 17 | 8 | 55 | 63 | 13 | 10 | 40 | 50 | 20 |
| Maritime | 30 | 41 | 71 | 42 | 16 | 31 | 47 | 34 | 12 | 31 | 43 | 28 |
| Aeronautical and Astronautical | 7 | 54 | 61 | 11 | 10 | 54 | 64 | 16 | 14 | 44 | 58 | 24 |
| TOTAL (including Institutes) | 434 | 1078 | 1512 | 29 | 507 | 1093 | 1600 | 32 | 590 | 1017 | 1607 | 37 |

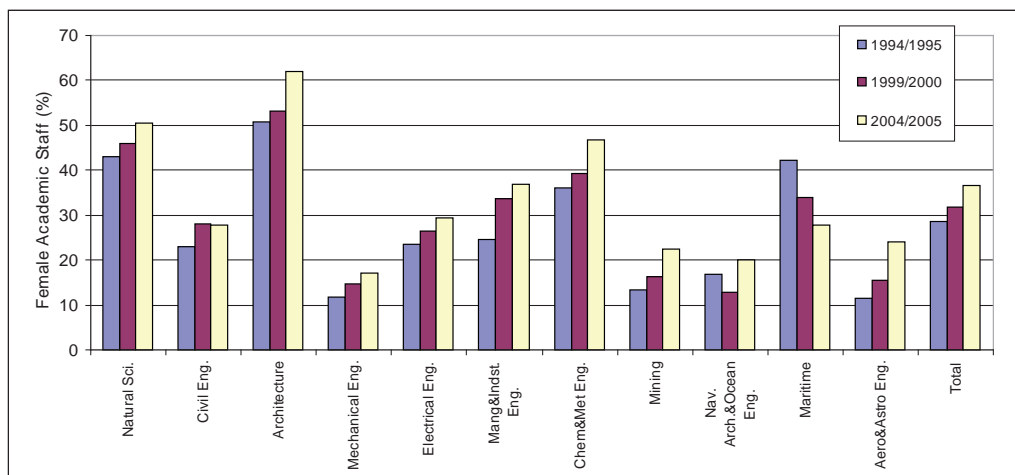


Figure 12. Female academic staff change at different faculties (ITU)(UNICAFE,2008)

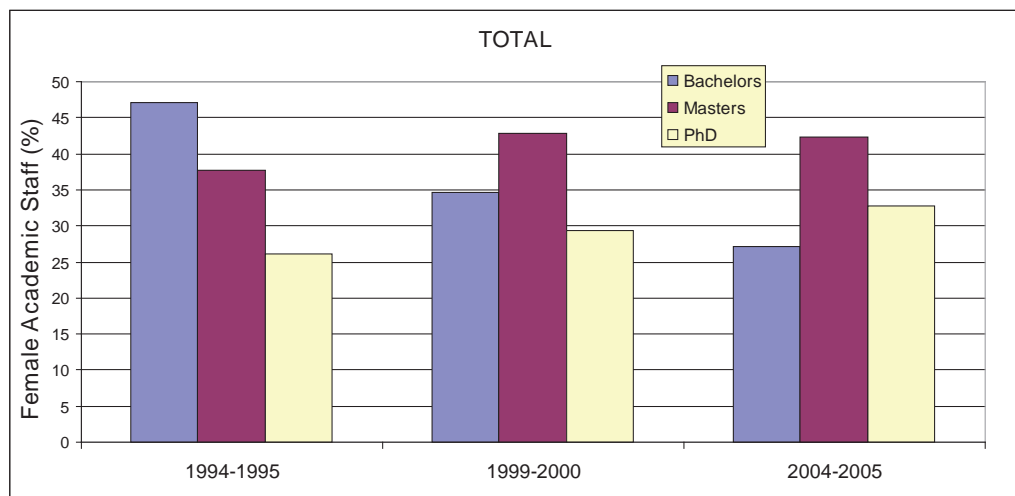


Figure 13. Female academic staff at different degree levels (ITU) (UNICAFE,2008)

First female graduates of ITU (Saglam G. 2003)

- Melek ERBUĞ 1933 Civil Engineering
- Sabiha ECEBİLGEN 1933 Civil Engineering
- Hürriyet SİRMAÇEK 1935 Civil Engineering
- Mülhime YAZAR 1938 Civil Engineering
- Nezihe ÖNYAY 1939 Electric-Mechanical Eng.
- Celile BERK 1942 Architecture

First female PhD graduates (Saglamer G. 2003)

| | | |
|------------------|------|------------------------|
| ▪ Cahide ARDOR | 1949 | Mechanical Engineering |
| ▪ Mürüvet ŞENALP | 1949 | Mechanical Engineering |
| ▪ Cazibe SAYAR | 1954 | Mining Engineering |
| ▪ Asuman ÖNARAN | 1959 | Mining Engineering |
| ▪ Münire ÖZKAN | 1960 | Mechanical Engineering |
| ▪ Nazmiye SOYKUT | 1963 | Civil Engineering |

Masters degree and PhD graduates

Master degree graduates (by 2006)

- Female: 3220 (28.9%)
- Total : 11136

PhD graduates (by 2006)

- Female: 578 (37.0%)
- Total : 1555

Discussions

There is a gender pyramid in all the professional areas with large number of women junior staff at the bottom and very small numbers of females at the top.

This is also true for higher education. As it has been stated before, statistics show that women are underrepresented in higher education and academia. Gender based segregation in higher education works in three different ways.

- vertical segregation;
- horizontal segregation;
- contractual segregation.

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Section 1

Introductory session

Rural development policies and programmes in support of rural women the Italian experience

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National Observatory for Female Enterprise and Labour in Agriculture - ONILFA (Italy)

Abstract. In recent times the role played by women in rural development has been given an ever increasing attention, culminating in the insertion of specific measures in Agenda 2000. The EU programs for rural development aim at singling out the factors handicapping the full participation of women in the public and economic life at local level and at developing specific initiatives for this category. The Italian State, in agreement with the EU Commission and by means of Structural Funds, in particular the European Social Fund (ESF), plays an important role in reducing inequality among men and women in matters of employment, thus enforcing the so-called mainstreaming.

Keywords. Rural development – Funding - Training programmes – Networks – European Union – Italy.

Politiques et programmes de développement en faveur des femmes rurales. L'expérience italienne

Résumé. Ces dernières années, on a accordé une attention spéciale au rôle des femmes dans le développement rural et de ce fait, des mesures spécifiques ont été avancées et incluses dans l'Agenda 2000. L'objectif des programmes de l'UE pour le développement rural est de cerner les facteurs qui entravent la pleine participation des femmes à la vie publique et économique à l'échelle sociale et de promouvoir des initiatives particulières pour ces catégories. Le gouvernement italien, de concert avec la Commission Européenne et à l'aide des Fonds Structuraux, notamment le Fonds Social Européen (FSE), s'est engagé considérablement dans la réduction des disparités entre hommes et femmes dans l'emploi et dégage tous les efforts possibles pour renforcer l'intégration du genre.

Mots-clés. Développement rural – Financement – Programmes de formation – Réseaux – Union Européenne – Italie.

I – Introduction

Increasing attention has been paid in recent years to the problem of the role of women in rural development, resulting in the insertion of special measures in Agenda 2000.

Programmes for rural development aim at identifying the constraints on women's full participation in local public and economic life and at developing specific initiatives in favour of women. In particular, Reg. 1257/99 and subsequent implementation regulations define the strategies and objectives of the new rural development policy oriented towards integrated, sustainable development (multi-functionality, efficiency and coordination of action) and aim at creating jobs in such a way as to guarantee better use of existing human resources, not least promoting equal opportunities for women.

The aim of this paper is to assess the outcome of EU and Italian policy trends in terms of employment and/or supplementary income for women in agriculture, investigating in particular certain aspects of farm management by women. The research intends to emphasise the importance of the various contributions of women to rural development.

II – Women and rural development in Europe: from antiquity to modern times

Since the dawn of European history women's productive activities have been primarily directed towards the maintenance and growth of nuclear families and their respective communities. An important part of these activities has centred on the domestic sphere where they have produced goods and food and where labour power has been reproduced. Food processing, the making of clothing and tools, carrying water, gathering wood, keeping the fire burning, caring for domestic animals, selling agricultural or handmade products in local markets, raising children, preparing and administering remedies and medicines, cleaning, etc., constitute productive labours without which no human group can reproduce itself or prosper. These conditions have a particular impact on precapitalist societies, where production and kinship are profoundly interwoven. In these circumstances the majority of women were exploited simultaneously in both their working and reproductive capacity. The product of their labour and their body was controlled by a husband, a father, a guardian or employer. Management and control were, in general, in the hands of men, via the marital or parental bond or by means of the dependence which was reinforced by the public and political position of men.

Throughout history women have been in charge of maintaining and reproducing these domestic units by means of their labour, time and skill. Women's domestic labour has not been regarded as it actually was, but rather as a fundamental part of their «virtue» as women. Their «virtue» has been essential for the family. Their «virtue» has been the key to the well-being of society.

A landed holding without a woman is unthinkable. No man can take on the running of one if he doesn't have a woman in his house. However, working in the countryside has almost always seemed like an extension of domestic work and thus formed part of women's «natural» activities. It is certainly difficult to separate them. As stated above, production and kinship are intimately linked in precapitalist societies, and agricultural duties were an integral part of the home.

Recently, European policy makers have expressed an increased interest in issues related to women's contribution and presence in agriculture. The latest Eurostat indicators reveal that women make up 37% of the EU agricultural workforce. Rural women play a crucial role in agriculture since they are able to satisfy the need for agricultural multifunctionality that is being promoted by EU rural development policies and programmes. The choice of quality or food safety-oriented productions, family labour and the capacity of reconciling work and family responsibilities are indeed a clear example of multifunctionality.

Women's contribution to agriculture is thus fundamental for the socio-economic development of rural areas. They are extensively involved in agriculture as female farm heads, co-owners, family farm workers and also employees. 38% of family workers in agriculture are women. But, although their contribution to local and community development is significant, their role still goes unnoticed and they are still not fully involved in decision-making. Moreover, many of them don't even receive an income since their work is considered integral part of the family income. This is partly due to their multiple roles and workload, but also to the persistence of traditional views about women's and men's roles in society. Indeed, marriage in the agricultural sector means the effective involvement of women in agriculture without their official recognition as agricultural workers or farm managers.

Rural population ageing is another crucial issue to take into account. Indeed, 19% of the female workforce are aged over 65, and this rate reaches higher percentages (27 to 37%) in the Mediterranean area.

Therefore, a basic priority is to encourage young women to contribute to the agricultural sector. In this regard, government institutions should introduce effective measures to support and develop

female entrepreneurship by encouraging women to undertake rural entrepreneurial activities and find effective tools to improve farm efficiency. Rural development entails the expansion into new sectors, the development of alternative activities in order to create new job opportunities particularly for young women who otherwise can decide to migrate.

The development of agritourism activities, concerning the handmade production of food products and beverages or environment improvement, demonstrate the capacity of women to significantly contribute to the diversification of rural areas and to consolidate the European model of multifunctional agriculture.

In such a context, all services supporting female entrepreneurship play a key role. Information, training and adequate professional re-qualification are thus of utmost importance. But to acquire professional skills women need a specific training in a sector where usually they don't have the time for such activity due to many work and family duties to carry out. As previously mentioned, work-family conciliation is a very old issue that today has become one of the «hottest» topics in all economic sectors, especially agriculture, where this represents one of the major constraints that prevent women from undertaking managerial roles.

Thus, measures should be taken to emphasize the ability of women to reconcile work and family life which is one of the main and typical features characterizing women in agriculture.

III – Gender equality in EU policies and planning

With the European Union programmes for rural development that give primary importance to improving the economic and social condition of rural men and women, and particularly to ensuring them equal opportunities, gender issues in agriculture and rural development are becoming high on the governments' agenda. The challenge for rural development programmes is to identify the constraints on women's full participation in economic and public life at local level, and to develop specific initiatives in their favour.

These programmes are particularly directed towards diversification and strengthening of the economic fabric of rural areas, the possibility of promoting entrepreneurship and creating employment and/or supplementary income, for women as well, the exploitation of local resources (quality products, local ecological potential, workforce), and the full involvement of women and young people in the agricultural sector.

European Union programmes have already provided significant backing to developments in rural areas that have benefited women. The most significant actions include: i) **Regs. 1257/99 and 1260/99**, which define the strategies and objectives of the new rural development policy (multi-functionality, multi-sector approach, efficiency and coordination of action, application of new measures, etc.) and aim, among other things, at creating new jobs, so as to guarantee better use of existing human resources and promote equal opportunities for men and women; ii) **Leader+** initiative for rural development, in which an improvement in job opportunities and/or the creation of jobs for the young and women is an EU priority and contributes towards improving the conditions of women in rural areas by providing incentives for the development of new activities and sources of employment; iii) **NOW** (New Opportunities for Women) EU employment initiative that has been widely used to support training, employment creation and enterprise support projects for rural women.

National and regional action is also moving in this direction: the planning of action for agriculture and rural development in EU countries aims at exploiting local resources and providing favourable conditions for training and the development of production activities, also involving workers not directly connected with the agricultural sector. The development of the entrepreneurial spirit is

considered indispensable for the creation of new jobs and to increase education, training and the possibility of reconciling work and family life.

IV – The rural development policy 2007-2013

The objectives of the EU rural development policy - also known as the second pillar of the Common Agricultural Policy (CAP) – focus on the enhancement of the social and economic cohesion, on the improvement of competitiveness in farming and forestry sectors, and on the amelioration of the environment aiming at landscape conservation and sustainable development.

The European Union action in favour of the rural world combines national policies implemented by each Member State, in a framework of subsidiarity, additionality of resources, partnership and participation of the various stakeholders.

How is it implemented in Europe?

Regarding the programming period 2007-2013, the European Union has adopted a so-called «multi-level» approach, including: Community Strategic Guidelines, National Strategy Plan and Rural Development Programme.

The Community Strategic Guidelines (CSG)

define the community strategic priorities



The National Strategy Plan (NSP)

sets the strategic priorities of the Member State



The Rural Development Programme (RDP) is the operational
Programme designed to implement NSP and CSG.

How is it implemented in Italy?

The Italian Ministry of Agricultural, Food and Forestry Policies (Mipaaf) has developed a National Strategy Plan (NSP) that is the outcome of consultations, partnerships and negotiations with the major institutional, economic and social actors. It identifies four strategic priorities in line with the Community Strategic Guidelines:

1. Improving the competitiveness of the agricultural and forestry sector;
2. Improving the environment and the countryside;
3. Improving quality of life in rural areas and diversification of the rural economy;
4. Leader approach.

The strategy as defined by the NSP is carried out through 21 Rural Development Programmes (RDP), managed by each Italian Region and Autonomous Province, and through the National Rural Network Programme, which is under Mipaaf direct management with the support of the Monitoring Committee of which ONILFA is member. Each RDP consists of 4 Axes, corresponding to the strategic priorities set in the NSP. The total available resources amount to Euro 16,687

billion, of which 8,292 billion are funded by the EU through the European Agricultural Fund for Rural Development.

V – Women and rural development in Italy

1. Socio-demographic features of rural women

Italy has one of the lowest employment rates for women (42,0%) as compared with the European average (55,6%). In addition, an unemployment rate of 12,2% as compared with an EU average of 8.8%, confirms Italy's position as a late developer in the EU.

It should be pointed out that the progressive deregulation of the labour market and the high unemployment rates in certain European countries in the '90s led to the introduction of policies and legislative measures to support entrepreneurship, mainly aiming at reducing the barriers to setting up self-employed business (simplification of procedures, reduction of the costs involved in setting up new businesses, easier access to credit, improvement of social security services for self-employed workers, etc.) and promoting entrepreneurial capacities.

Some of the measures adopted address exclusively the insertion of young people and women in enterprise.

In Italy, Law 215/92 introduced measures to support the creation and development of female enterprises, including cooperative businesses, training and qualification, access to credit, and the promotion of enterprises in innovative sectors.

According to the ISTAT (National Institute of Statistics) data of 2003, women manage 17.3% of Utilized Agricultural Area (UAA) and 27.3% of farms all over Italy. That means that from 1999 (see Fig. 1) to 2003 there has been a slight increase in the number of women-run farms (from 26.3 to 27.3%), and even if this percentage is still low as compared to men, their number is increasing. This confirms women's will to gradually assume a role as juridical-economic farm managers.

Rural population ageing is one of the main constraints affecting rural development. Indeed, in agriculture there is a high percentage of women in the age class 35-54 (59.4%), a small percentage of 15-34-year-old women (22.9%), while women over 50 total 33.9%. On the contrary, in the industrial and service sectors, there is a higher percentage of young women in the age class 15 to 34 (39.2%) and a lower percentage of women over 50 (17.8%).

Most of the times the level of education of women occupied in the agricultural sector is lower than the national average. According to the ISTAT data of 2001, 5.6% of rural women didn't get any certificate, 36.5% have a primary education certificate, 16.6% have a secondary school certificate, and only 1.7% possess a university degree. These data show that women in the agricultural sector are much less educated than those occupied in other sectors, but at the same time reveal that their level of education is almost the same as men's (see figures 3 and 4).

Table 1. Number of farms, Total Surface Area and Utilized Agricultural Area (UAA) broken down by sex in the years 1990, 1998 and 1999

| Farm Managers | Year | | | Year | | |
|------------------------|-----------|--------|--------|------|------|------|
| | 1990 | 1998 | 1999 | 1990 | 1998 | 1999 |
| | thousands | | | % | | |
| <i>FARMS</i> | | | | | | |
| Male | 1.998 | 1.701 | 1.674 | 75 | 74 | 73.7 |
| Female | 667 | 599 | 596 | 25 | 26 | 26.3 |
| TOTAL | 2.665 | 2.300 | 2.270 | 100 | 100 | 100 |
| <i>TOTAL AREA (ha)</i> | | | | | | |
| Male | 18.361 | 16.784 | 16.899 | 85.5 | 83.1 | 83.8 |
| Female | 3.105 | 3.413 | 3.265 | 14.5 | 16.9 | 16.2 |
| TOTAL | 21.466 | 20.197 | 20.164 | 100 | 100 | 100 |
| <i>UAA (ha)</i> | | | | | | |
| Male | 12.706 | 12.425 | 12.454 | 85 | 83 | 83 |
| Female | 2.241 | 2.541 | 2.543 | 15 | 17 | 17 |
| TOTAL | 14.947 | 14.966 | 14.997 | 100 | 100 | 100 |

Table 2. Percentage of women in agriculture and other sectors broken down by age group for the year 2001

| | Agriculture | Other sectors |
|------------------|-------------|---------------|
| <i>AGE GROUP</i> | | |
| 15-19 | 0.8 | 1.2 |
| 20-24 | 3.7 | 7.5 |
| 25-29 | 7.5 | 14.1 |
| 30-34 | 10.9 | 16.4 |
| 35-39 | 14.2 | 16.4 |
| 40-44 | 14.6 | 14.3 |
| 45-49 | 14.4 | 12.3 |
| 50-54 | 16.2 | 9.9 |
| 55-59 | 11.0 | 5.0 |
| 60-64 | 4.0 | 1.9 |
| 65 and over | 2.7 | 1.0 |
| Total | 100.0 | 100.0 |

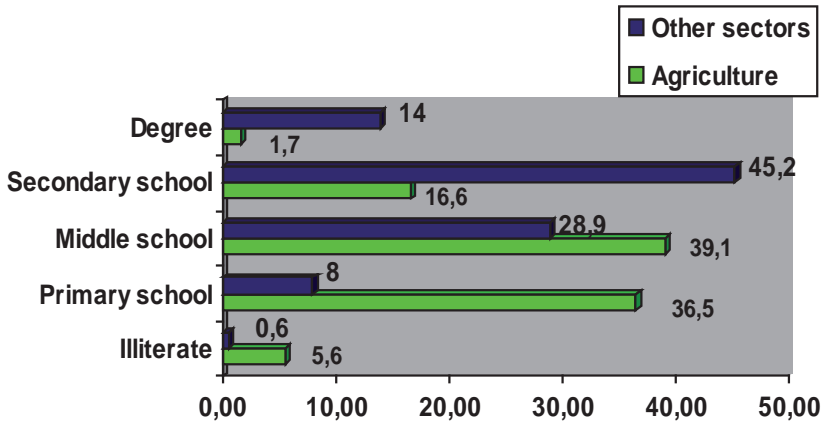


Figure 1. Percentage of women in agriculture and other sectors broken down by level o education (ISTAT 2001)

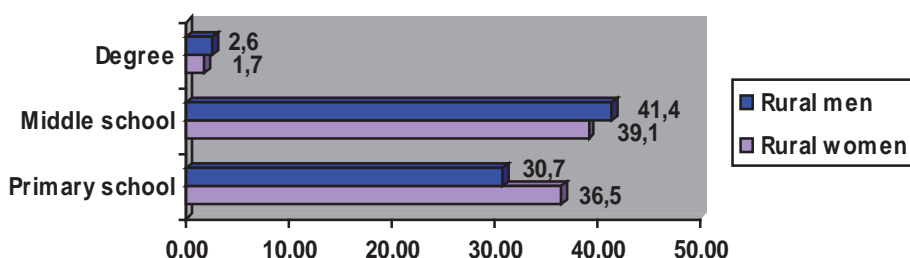


Figure 2. Percentage of women and men occupied in agriculture broken down by level of education (ISTAT 2001)

Table 3. Percentage of women occupied in agriculture and other sectors broken down by work hours (ISTAT 2001)

| WORK HOURS | Agriculture | Other sectors |
|--------------|--------------|---------------|
| none | 10.0 | 6.5 |
| less than 12 | 5.3 | 3.2 |
| 12-24 | 13.7 | 18.0 |
| 25-35 | 16.1 | 13.4 |
| 36-40 | 30.1 | 46.6 |
| 40 and over | 24.8 | 12.3 |
| Total | 100.0 | 100.0 |

As shown in Fig. 5 rural women work longer hours than the other female workers. According to the ISTAT data of 2001, 24.8% of women occupied in agriculture work more than 40 hours/week, and this percentage is much higher than that of women occupied in other sectors (12.3); only 27.5% work part-time and 72.2 women out of 100 work full-time. Thus, it is clear that rural women are able to combine household chores with their occupation, and although gender equality has not been fully achieved yet, women's empowerment continues to grow also thanks to the fact that the roles within the family structure are intensively interchanged by each member.

2. Diversification and multifunctionality in women-run farms

The majority of women-run farms are effective, innovative and dynamic, but the real characteristic featuring them is their orientation towards diversification and multifunctionality.

Diversification refers to the use of the land and of the other farm's primary inputs (capital, labour) to produce goods and services not directly related with the primary sector, such as tourist, recreational, educational and therapeutic activities. Traditional forms of diversification away from agriculture include, for example, on-farm processing; direct marketing of farm products, and agro-tourism. The diversification process can then lead to exiting from agriculture, that is to a complete deactivation in the agricultural enterprise of the agricultural production function.

A second type of adjustment that farms are undergoing refers to the activation of functions different from the productive one, such as ecological, social (cultural diversity and heritage conservation, positive contributions to the viability of rural areas) and economic (spill over effects of agriculture on other economic activities, for example on tourism) functions.

In other words the farm becomes multifunctional. The concept of multifunctionality relies on the recognition that agriculture, in addition to producing food and fibres, also produces a wide range of non-market goods and services, shapes the environment, affects social and cultural

systems and contributes to economic growth. The conservation of environmental, cultural and social values traditionally produced by the agricultural sector is increasingly demanded by urban dwellers. The two main forces driving this growth in demand for goods and services different from food and fibers are

1. a greater awareness of the value attached to the environmental and social functions;
2. the growing concern for their increasing scarcity, arising from the shrinking role played by agriculture in the rural areas and from the mounting pressures of urbanization on rural traditions and way of life, and of anthropic activities on the natural ecosystems.

Differently from diversification that may lead to exiting from agriculture, the adoption of multifunctional practices strengthens, deepens the agricultural production function of farms.

Sustainability and quality of life are thus two fundamental principles rural women want to respect. It is well known that rural women play a significant role in food safety and biodiversity conservation. Indeed, when evaluating a crop women take into account not only its market value but also its organoleptic and gastronomic properties as well as their family's food needs.

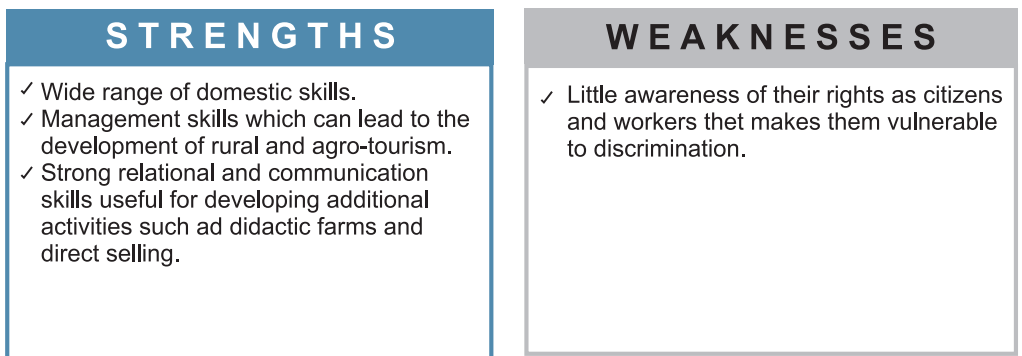


Figure 4. Rural women's main strengths and weaknesses

A. Didactic farms

Didactic farms constitute one of the several aspects of farm multifunctionality, as well as a possible income-generating activity.

Didactic farms are intended to educate future consumers on food and environment through the valorization of the agricultural resources. They receive food and environmental education, being made acquainted with the local produce, the relation between food and environment, food and health, as well as with environmental sustainability. Visiting a didactic farm represents a great opportunity for children, young people and students to know their own environment from a cultural and productive point of view, being directly involved in agriculture and livestock activities. They are also made acquainted with the cultural, historic, environmental, and gastronomic traditions of the territory, and are given the chance to participate in a wide range of practical and theoretical activities through some didactic material, such as posters, pictures, DVDs and other digital supports concerning aspects of rural life, local history and agricultural and zootechnic activities.

Pedagogic approach

Through the pedagogic approach young students are given the opportunity to:

- Learn through practical activities, teamwork, and direct field experiences (seeding, harvesting, produce processing, etc.);
- Enter into contact with the animal and vegetal life, learning to respect them;
- Be responsible for their own health and environment, and valorize daily work;
- Be acquainted with agriculture and its activities and relevant aspects, such as cultivation and breeding systems, nature's cycles, organoleptic features of food, energy production, sustainable development, and the importance of food safety.

Main objectives

- Improve the relation between urban and rural areas;
- Stimulate students' interest in discovering the environment and the agricultural activity;
- Further the recovery of the environmental and cultural value of one's own territory;
- Emphasise and acknowledge the social role and the importance of agriculture;
- Sensitize people towards environmental respect;
- Make people acquainted with the origin of food products;
- Educate future consumers by making them aware of the existing relations between productive systems, food consumption and environmental protection; and
- Explain food processing.

B. Direct selling

The real strength featuring rural women is their ability to process agricultural products. Their century-old experience as women, mothers and wives living and working in a rural environment has developed unique but unnoticed skills and has produced over centuries many of the excellent products which are currently the proud of Italy and at the same time are highly appreciated all over the world.

Thus, in 1999 the idea of selling these high-quality products directly to the consumer took shape.

Direct selling by producers offers an alternative in which producers and consumers can form a symbiotic relationship depending on their individual desires. This may include a desire for a more environmentally friendly form of farming.

Direct marketing plays a role in rural development by encouraging a climate of entrepreneurship and innovation, attracting agricultural tourists, and promoting alternative forms of agriculture and source of income for small farms, organic farms and other alternative farms.

In a highly urbanized society, direct farm marketing provides a link between urban consumers and rural food producers that can be valuable in developing sustainable communities. Farmers, extension workers, and government officials look to direct marketing as a means of identifying alternative income sources, preserving small farms, strengthening economic and social ties between farms and urban residents, and as an outlet for organic and specialty farm products. Direct sales to consumers can benefit small farms and rural communities in general by channeling a larger share of urban residents' spending on food and recreation back to the communities where food is grown. Direct purchases from farmers provide city residents with a source of inexpensive fresh produce and an opportunity to get in touch with their rural roots.

Increased interest in food safety, the environment, and alternative agriculture has also supported growth of direct sales.

Consumers of these specialty products like to deal face-to-face with growers to ensure that products were grown chemical free or with other desired techniques. Complementing that preference, ecological awareness spurs consumers' interest in agricultural tourism, farm-based recreational activities, and direct-selling arrangements that involve contact with farms and farmers.

3. Main tools in support of women in Italian agriculture, the crucial role of information.

In Italy, the integration of a gender perspective in Regional Rural Development Programmes has become a priority in almost all regions. The previous programming period (2000-2006) gave birth to specific gender approaches that in some cases have been translated into information actions specifically directed to women entrepreneurs, a target group often difficult to reach through the traditional communication channels used by Public Administrations.

It is worth stressing that women comprise 28% of all beneficiaries of rural development programmes and this means that increasingly greater importance is being given to female entrepreneurship in agriculture which is considered a dynamic sector propelling economic growth.

Within the framework of the Italian National Strategy Plan 2007-2013, which, as explained above, is part of the EU Rural Development Policy, it is worth mentioning some interesting opportunities. First of all, attention is being paid to improving access to public services, since many are the rural areas where the difficulty in accessing these services, the lack of alternative job opportunities, and the ageing population are significantly reducing the potential for development and particularly jeopardizing future prospects for women and youth. Therefore, one of the main goals of the Italian rural development policy is to improve the quality of life in rural areas and encourage diversification, which is one of the six EU Strategic Guidelines. The available measures should be used for promoting the development and acquisition of skills and should aim at formulating local development strategies and preserving the amenity value of rural areas for future generations. Information and training are thus fundamental and should be promoted but first of all it is necessary to take into account the specific needs of female, young and old workers.

Moreover, in order to make rural areas more “attractive”, the Italian rural development policy intends to promote a sustainable development and create new job opportunities expressly for women and youth, as well as facilitate access to the most state-of-the-art technologies in the field of communication and information. In this regard, diversification into non-agricultural activities and the development of the relationship between agriculture and other rural economic sectors are extremely important.

A. The National Rural Network

What is the National Rural Network?

| | |
|--|---|
| <div>Coordination</div> <div>Supporting</div> <div>Sharing</div> | <p>It is a Programme approved by the Rural Development Committee of the European Commission on 20 June 2007 to support the implementation of rural development policies in Italy for the period 2007-2013.</p> <p>It enables the coordination and support of the twenty-one regional Rural Development Programmes and aims at strengthening their impact on the territory as well as enhancing inter-territorial and trans-national cooperation projects, encouraging cooperation, exchange of good practices, and sharing of innovation.</p> |
|--|---|

Why should the Network be established?

Participation
Knowledge
Strengthening

In order to:

- overcome the sectoral isolation of the rural development policy, thus encouraging a more participatory approach (namely «bottom-up») that allows the involvement of actors operating in the rural world as well as of other individuals from different sectors, either national or international;
- promote on a large scale the knowledge of rural development policies being implemented in Italy. That brings out the positive impact RDPs may have on the environment and quality of life as well as their significant role in the improvement of agricultural holdings' competitiveness, in the encouragement of agricultural activities diversification and in the enhancement of culture and rural traditions;
- overdraw the effects and strengthen the performance of measures being co-financed by the European Union through the above-mentioned 21 Rural Development Programmes.

Who are the main beneficiaries?

All organizations and administrations acting directly or indirectly in the field of rural development at international, national, regional and local levels, can become effective members of the Network.

In particular:

Regional and national administrations involved in the implementation of rural development programmes and structural funds;

Local Action Groups and their networks;

Professional organizations, forestry associations, cooperatives, local institutions (local councils, Provinces and mountain communities), environmental associations and NGOs, chambers of commerce and industry.

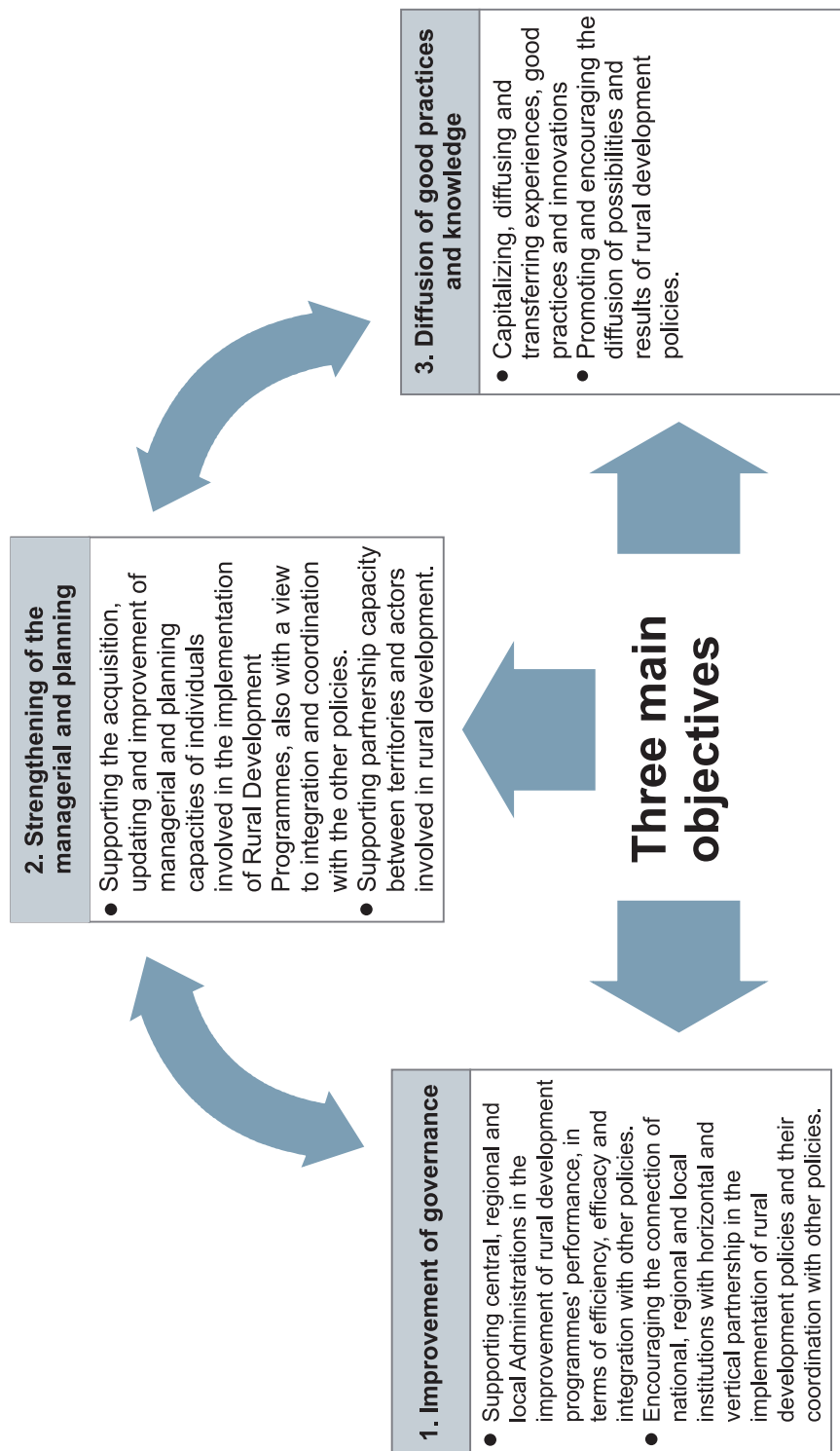


Figure 5.

B. Law No 215/92: “Positive Actions for female entrepreneurship”

Quality support services for rural women venturing into self-employment, or starting their own businesses or co-operatives, are imperative. Experience shows that, prior to starting a business, women often prefer to participate in women-only courses and groups. But once their business has been established they want access to support services appropriate to the type and size of enterprise they have created.

In the early stages, women may need back-up counselling to help develop their ideas, identify their skills and capacity, and increase their confidence. Later, a range of business support is needed:

- specialised business start-up courses and technical assistance;
- improved access to finance and credit – through credit guarantee funds, special loan funds or positive action in credit applications at start-up and development phases;
- for women farmers, training and technical advice in new farming techniques, diversification and management.

For 15 years rural women entrepreneurs, as well as women workers in other productive sectors, have been benefiting from the subsidies allocated by the Law No 215/92 (“positive actions for female entrepreneurship”), especially for business start-up and innovation projects.

This Law was implemented by the Ministry for Economic Development (previously Ministry for Industry) in order to promote substantial equality and equal opportunities for men and women in economic and entrepreneurial activities. Its main objectives are:

1. **Decrease of gender inequalities:** the main aim of Law 215/92 is granting capital account funds in order to make fixed investments and acquire real services aimed at the creation and development of women's enterprises. Therefore, the Law represents a strong commitment by the central government and the regional authorities towards promoting and developing small businesses run predominantly by women. The businesses may be in any sector, and the investments for which the **incentive** is awarded can be made anywhere in the country. The key target is micro enterprises which meet local and market needs.
2. **Access to the labour market:** the general objective is favouring women's access to the labour market, with a special reference to self-employment and enterprise.
3. **Networks and cooperation:** within the Law 215/92, a Committee for Women's Entrepreneurship was established at all Italian Chambers of Commerce (more than 100 at provincial level) in order to promote and implement measures to favour women's enterprises on the territory. Such Body, made up of the representatives of several business organizations, including the agricultural ones, is particularly important since its role is to mainstream gender in the economic institutions most concerned with local development.
4. **Development of theoretical approaches:** promoting women's involvement in professional sectors and in production segments where they are underrepresented, especially in the technologically-advanced sectors and on levels of responsible positions.

The innovative element of the legislative tool 215/92 is that it is not limited to granting subsidies for creating and/or developing women's entrepreneurial initiatives, but it is aimed at removing those socio-economic constraints that actually limit or prevent women's access to the labour market and to the world of jobs and enterprise.

In fact, within the Regional Programmes for women's entrepreneurship, interventions are implemented that are aimed at:

- Entrepreneurial training in favour of women;
- Information guidance and support to promote a more entrepreneurial culture among women;
- Technical and managerial assistance and advice in favour of women's entrepreneurship;
- Reconciliation of work and family life for women;
- Opening of Centres for Women's employment.

These programmes are entirely funded with public resources (based on a 50/50 split between central government and the regional authorities).

Those who can have access to the subsidies provided for by the Law 215/92 are:

- Individual concerns owned by women;
- Partnerships with a majority of women (no less than 60%);
- Joint-stock companies where the shareholdings are kept by women (at least 2/3) and the management is made up of women for at least 2/3.

The participation to the calls "215/92" is open to all the women's small enterprises depending on the programmes implemented all over the national territory and aimed at their creation and/or development.

The Ministry for Economic Development establishes the guidelines for defining the Regional Programmes for Women's Entrepreneurship on the basis of the information and requests received by the representatives of the Regions and by bodies that are institutionally engaged in the promotion of equal opportunities and in the activation of policies supporting women's entrepreneurship (national network).

The Regions (Council Departments for Equal Opportunities) take care of their realization in collaboration with bodies and associations, public and private, committed in the above mentioned activities on a local scale (regional network).

50% of the resources provided for by the Law 215/92 are allocated in the form of grants, while the remaining 50% in the form of easy-term loans lasting no more than 10 years. However, the Law is currently under revision.

Another important activity carried out in 2004 within the framework of the Law 215/92 that is worth to be mentioned, was the launching of the "1st National Report on women-led enterprises", promoted by the Ministry for Productive Activities, "Unioncamere" and the "Committee for women's entrepreneurship". The Report represents the first statistical analysis concerning women-led businesses and was carried out at national level. Therefore, for the first time, a huge amount of data is available for technicians, analysts, policy makers and others involved in female entrepreneurship issues.

C. Italian agriculture federations: the role of the private sector

The main agricultural employer organizations in Italy are:

- **Confagricoltura** (Confederazione Generale dell'Agricoltura, General Confederation of Agriculture), which represents various types of farmer – independent farmers, leaseholders, family businesses or partnerships; its members usually operate medium to large-sized enterprises;

- **Coldiretti** (Confederazione Nazionale Coltivatori Diretti, National Confederation of Independent Farmers), which mainly represents medium to small enterprises;
- **CIA** (Confederazione italiana agricoltori, Italian Farmers' Confederation), which aims at protecting and representing the socio-economic and cultural interests of farmers and of those living in rural areas, and at emphasizing the crucial importance of the socio-economic role of agriculture at national and international level.

These Federations have a representative office in Brussels and they are the main interlocutors in the definition and implementation of European policies. Their provincial or more generally "territorial" branches have an extremely significant role because decentralized bargaining has now become of great importance in the sector.

They are also essential support organizations for rural women since within their structure they have female associations, represented by rural women entrepreneurs and officers, that constitute active female units specifically dedicated to rural women at national, regional and provincial levels whose main goal is to achieve effective equality between men and women at all levels and help women's role in agriculture be acknowledged by carrying out close research studies and organizing awareness and information conferences, markets, fairs, seminars, training courses and other public initiatives.

They particularly aim at promoting and developing women's entrepreneurship in agriculture and more generally at improving women's condition in agriculture and rural areas by:

- Promoting women's involvement in decision-making;
- Encouraging an equal participation of men and women in farm activities and management;
- Promoting action to facilitate above all access to credit, training and the creation of advisory services.

and by providing aspirant entrepreneurs with:

- Initial information and guidance;
- Advice;
- Information and training for starting a business;
- Information and training on the fundamental use of communication and information technology;
- Legal consultation, training and technical assistance in the management of their agricultural enterprise;
- Guidance to help them participate in networks of rural women entrepreneurs.

They also promote information and awareness activities involving children in order to help them to develop a positive attitude towards agriculture and at the same time deal with food safety issues.

They develop projects for promoting direct-farm-market selling, an essential tool for increasing the value of local and typical productions.

With reference to Rural Development Plans these federations play a fundamental role in disseminating information since they represent a bridge between workers in the agricultural sector and regional, national and European institutions allocating funds, and often act as spokesperson for both. Without information women would not be aware of the existence of community and

national initiatives in their favour and consequently supply without demand would not exist. Information and training are thus crucial for increasing the demand for specific programmes.

"We think our mission is to make people aware about the crucial importance of women's role in rural entrepreneurship. We want everybody to understand to what extent rural women contribute to the country's development and we want to help these women benefit from national and community rural development policies and programmes." (Alessandra Oddi Baglioni, representative of Confagricoltura's National Coordination of Female Entrepreneurship).

"Our role as reference points for women entrepreneurship can be summarized in two words: coordination and monitoring of all rural entrepreneurial activities all over Italy." (Carolina Marino, representative of Coldiretti's Women's Association, Donne Impresa).

"Donne in Campo-CIA has the main role of bringing together women entrepreneurs with the main aim of developing a relational network of enterprises and supporting their activity by providing them with training courses, legal counselling, initiatives promoting multifunctionality with a particular emphasis on environmental and cultural conservation and on establishing a direct contact with consumers." (Serena Giudici, representative of CIA-Donne in Campo).

D. The National Observatory for Female Enterprise and Labour in Agriculture (ONILFA)

The idea of establishing an Observatory for female enterprise and labour in agriculture was developed by the female representatives of the professional agricultural organizations, prompted by the European Day for the Female Agricultural Worker held in Brussels in 1996. On that occasion the Ministry of agriculture, food and forestry policies (MiPAAF) officially accepted the proposal to set up such Observatory.

The Observatory was thus founded in 1997 by the Ministry of agriculture, food and forestry policies (MiPAAF) further to a Ministerial Decree (D. M. dated 13 October 1997). It is made up of 30 members, who represent the main and lesser institutions connected with the national agricultural and rural sectors. In particular, the Observatory, headed by the Minister, comprises the following representatives:

- Ministry of Agricultural and Forestry Policy;
- Ministry of Employment and Social Policy;
- Ministry of Manufacturing Industries;
- Ministry of Economy and Finance;
- Equal Opportunities Department;
- The agricultural organizations CIA, Coldiretti, Confagricoltura and Copagri;
- Regions and Autonomous Provinces;
- INEA and ISTAT.

The Observatory's main aim is to verify actual employment possibilities for women in the rural sector, and formulate the necessary strategies.

In particular, the Observatory aims at:

- Gathering and processing statistical data;
- Analysing the legislation regarding female employment and equal opportunities;
- Examining the actions undertaken by the European Union and Central and regional governments that are aimed at promoting various initiatives in the field of female entrepreneurship;
- Creating links with information sources and with the research field;
- Promoting pilot schemes, together with Regions and Autonomous Provinces, aimed at supporting women in rural enterprise.

The Observatory 's main activities involve:

- The organization of conferences, seminars and information days, with the aim of creating opportunities to talk about important issues, spread knowledge and compare experience on matters regarding women's condition in rural areas;
- The undertaking of information-gathering surveys on matters concerning the role and function of women in the development of rural areas, in order to provide the public administration with useful indications needed for the planning of specific interventions;
- The processing and publication of information about issues the Observatory deals with;
- The designing and setting up of a website as a means of dissemination of information.

It is worth mentioning that every year the Observatory organizes the Italian celebration of the World Rural Women's Day as a way of emphasizing women's vital contribution to food security and safety and to the development of rural areas that goes largely unnoticed. Within such event ONILFA has been organizing since 2001 another event called "De@Terra" Award with the aim of giving a recognition to some women entrepreneurs for their contribution to the development of Italian agriculture and as a way to encourage female entrepreneurship in the rural sector.

VI – Conclusions and recommendations

The role of women in agriculture throughout the world is instrumental. Be it in Africa, Europe, Asia or America, the role women play in contributing to the world's food supply is immeasurable, therefore, women's equal participation in developing policy and implementation of policy is not only a demand for simple justice or democracy but it is a necessary condition for women's interest to be taken into account.

Agriculture means one thing for a woman in a country and something entirely different for a woman in another country. Some women in the world are part of large business ventures, while others are trying to maintain a consistent source of food for their families. But they all share the commonality of being farm women and devoting their lives to their families and food security.

Therefore, even though women farmers' conditions differ greatly from country to country and even within the same country, common objectives can be found. We can learn much from one another at the global level, and this comes by educating and training one another.

The analysis conducted in this paper focuses on the main rural development policies and programmes in support of rural women at European, national and regional level. The research clearly demonstrates the importance of women in agriculture, their multiform contribution to

European agriculture, and the need to strengthen their role in rural areas by initiatives in the field of agricultural development.

Although specific actions in favour of rural women have been undertaken at both national and European levels, much remains to be done to eliminate the gap between men and women, which is still too great. It is sufficient to recall here that almost half of the situations of inactivity on the part of women are due to family and domestic commitments.

First of all, specific socio-economic actions for rural women should be necessarily included in all Rural Development Programmes and Policies at national and regional level. Secondly, in order to overcome the constraints and barriers that still prevent the full realization of rural women's potential and in order to enable women to fully contribute to the development of their communities, rural areas should be able to meet certain essential conditions:

- The opportunity to acquire work experience and professional qualifications;
- Local education and training services;
- Services for enterprise supporting projects and initiatives presented by rural women;
- Public transport services compatible with working hours;
- Local childcare facilities, such as rural kindergartens, and social services for the elderly to help women reconcile work and family life;
- Professional and public support organizations.

In particular, policies should be oriented towards:

- Facilitating women's participation and access to the labour market also stimulating the development of alternative activities for rural women (i.e. small scale enterprises, organic agriculture; agritourism);
- Facilitating women's access to training, technology, and information to enhance their vocational skills;
- Planning interventions for the equal distribution of family responsibilities;
- Strengthening rural women's participation in decision-making processes at all levels.

Information is a basic tool that can go two ways: to and from. Often the tendency has been to try to inform women, the up-down approach. It is however obvious that information on women's needs and opinions is of utmost importance when it comes to formulating policies since they are frequently formulated on the basis of the misconception that everyone's needs and interests are similar. Collecting gender-disaggregated data is an indispensable step towards making women visible as human beings, social actors, and farmers as well.

Networking is a key word. By facilitating networking among women, and combining this with information and training women will gain the knowledge they need.

Consequently:

- Agriculture should be **analyzed** as a part of a larger context, economically, socially and politically, so that rural women's needs are not narrowly identified in relation to a special, other technically defined "sector". In many societies, living in a rural area is not a synonym for gaining your living by farming - consequently a wider thinking is important.

- «Information/participation» in relation to rural women should not be seen primarily as a question of enhancing efficiency or effectiveness in order to raise production or the quality of planning but be **analyzed** foremost from the perspective of equity, power relations, political and Human Rights. The point of departure should be constituted by women's own realities, needs and aspirations, in relation to their different inter-linked productive and reproductive roles.

In particular, the priorities should be:

- Continuing to demonstrate the importance of information and dissemination of information about rural women's capabilities and their contribution to agriculture in order to promote more gender responsive policy-making and planning;
- Improving the knowledge-base on local initiatives for development in rural areas, especially those focusing on farm and rural women;
- Establishing information networks and strengthening communication channels among rural women and between rural women and government institutions through the use of professional and civil society organizations and the media;
- Setting up a monitoring system such as the Observatory for Rural Women Entrepreneurs;
- Continuing to provide assistance to the promotion of the World Rural Women's Day and developing other sensitization, mobilization and advocacy activities in favour of rural women.

The strengthening of the above mentioned services would provide an increasingly higher number of women with entrepreneurial, employment and training opportunities, would improve women's skills and professional qualifications, and would be a real investment in human resources. By supporting rural women, innovative solutions for local development and new services would emerge, and this would improve the quality of rural life contributing at the same time to the conservation of rural communities.

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Luigi Ambrosi

Community of Mediterranean Universities – CUM (Italy)

The Mediterranean region is not yet directed towards a serene and conscious condition of peace and cultural progress.

The European Community that raised – since its establishment - so many hopes in terms of mutual respect and understanding between the Mediterranean peoples, has not succeeded in achieving mutual understanding between the Mediterranean peoples and ethnic groups having their own values, traditions and spiritual value.

I remember that the unforgotten secretary general of the European Community, Jacques Delors, identified the foundations of peace in the intellectual and human solidarity and, subsequently, in the principles of equality and justice.

It seems necessary to definitely involve the civil societies of the Mediterranean countries calling them to a more active participation in the construction of a Mediterranean of peace and cooperation.

In this framework I believe that a substantial and sound contribution to the dialogue and mutual understanding might come above all from Mediterranean women. Actually women, for their psychophysical constitution, tend to the dialogue approach much more than men, and are generally less inclined to weapons and violence.

It is noteworthy to mention a recent decision of the UNESCO's Executive Committee that, in its 179th session of last April, has urged the Director-General to submit in the next meeting, "a specific report on the actions undertaken to contribute to women's independence and to gender equality", describing the progress made, the experience acquired and the results obtained. The Committee has also invited the Director-General to work out an expenditure plan for the "Gender Equality Action Plan 2008-2013 as well as the contribution of the Organization to gender equality within a common program for each single Country".

We are convinced that the agreement between researchers, intellectuals and their organizations of different Mediterranean countries, can ensure the exchange and diversity that are undoubtedly an added value not only for each country, but also for the overall growth of the Mediterranean region.

For these reasons I am grateful to all reporters and participants in this meeting, which is expected to provide suggestions and proposals on the theme under discussion.

The importance of gender empowerment in rural development programme GEWAMED and TERCOM Projects

Rosanna Quagliariello

Mediterranean Agronomic Institute of Bari - IAMB (Italy)

Abstract. In developing countries, an easier access to the labour market and a better wage treatment inevitably produce a greater self-esteem, a strengthening of decision-making in the family, a greater potential participation in the community's choices and in the social sphere. It is important to apply a cultural perspective to women : considering their status as an indicator of the development of a Country; mainstreaming the gender issue to combat sex discrimination; enhancing the image of women as guardians of the traditional know-how so as to promote their involvement in economic activities; supporting the policies that encourage women to run the farms. The first specific commitment of the Mediterranean Agronomic Institute to gender policies dates back to 2002 when it participated in a short-term project (INGEDI). At present it coordinates the European project "GEWAMED", an action that brings together 14 Mediterranean Countries under the 6th Frame program, focusing on rural development, especially water resources management. Another initiative undertaken is TERCOM project in Lebanon (started after the 2006 conflict). In 2008 GEWAMED and TERCOM joined their activities in a common project: the establishment of an Observatory on entrepreneurial activity and women's role in agriculture in Lebanon, resulting from the collaboration with Italian ONILFA and the Lebanese Ministry of Agriculture.

Keywords. Socio-economic development – International agreement – Gender mainstreaming – Rural development – Networks – Lebanon.

La responsabilisation des femmes dans les programmes de coopération: Les projets GEWAMED et TERCOM

Résumé. Dans les pays en développement, un accès plus facile des femmes au marché du travail et un meilleur niveau des salaires génèrent inévitablement une plus grande estime de soi, le renforcement de la prise de décision au sein de la famille, une plus grande participation potentielle aux choix de la communauté et à la sphère sociale. Il est important de considérer les femmes dans une perspective culturelle : prendre en compte leur statut comme indicateur du niveau de développement d'un pays; intégrer les questions de genre pour combattre la discrimination entre les sexes ; promouvoir l'image des femmes dépositaires des savoir-faire traditionnels afin de promouvoir leur participation aux activités économiques; soutenir les politiques qui encouragent les femmes à conduire des exploitations. L'Institut Agronomique Méditerranéen s'est engagé pour la première fois dans les politiques de genre en 2002, en participant à un projet de courte durée (INGEDI). Actuellement, il coordonne le projet européen "GEWAMED", qui réunit 14 pays méditerranéens, au sein du 6e Programme Cadre, axé sur le développement rural, particulièrement, la gestion des ressources en eau. Une autre initiative est le projet TERCOM au Liban (entamé après le conflit de 2006). En 2008, les projets GEWAMED et TERCOM ont fait converger leurs activités dans une seule initiative : la mise en place d'un Observatoire sur l'activité d'entreprise et le rôle des femmes en agriculture au Liban, découlant de la collaboration entre l'ONILFA italien et le Ministère de l'Agriculture libanais.

Mots-clés. Développement socio-économique – Accord international – Intégration du genre – Développement rural – Réseaux - Liban.

I – The importance of gender empowerment in rural development programme

The commitment of the Mediterranean Agronomic Institute within projects and programs connected with the so-called “gender empowerment” has coincided with the resolute recognition of women’s role in the development strategies and policies adopted within the international cooperation activities.

Actually, connecting the binomial “woman and development” with the world’s plans to contrast under-development is the signal of an important cultural emancipation and of the awareness of women’s growing role in the countries suffering from social, cultural and economic backwardness.

This process of awareness-rising is effective, and after Beijing International Conference on Women (1995) it has involved a new and different attention to the social processes and economic mechanisms that are now also considered in a gender perspective, i.e. within an approach that considers both men and women as beneficiaries of a development-oriented policy in their specificity of social group with different needs, prospects, skills and involvement.

Item 3 of the Millennium Development Goals, which were adopted by the United Nations in 2000 and which are expected to be achieved by 2015, is focused on this theme and is directed to the adoption of strategies aimed at reducing the differences between men and women who are expected to achieve comparable standards of living by 2015.

Implementing *empowerment* processes that allow women to play more effectively their peculiar role in areas such as, for instance, food security or natural resources management is a prerequisite for sustainable and lasting development.

The notion of *empowerment*, however, is not easy to define because of its extremely variable meaning that varies as influenced by social contexts, individual conditions and political circumstances. Subjective *empowerment* is, for example, different from collective empowerment, and its implementation involves different objectives and paths. What is, however, unquestionable and unambiguous is that strengthening the role of women and enlarging their choice opportunities respond to a definitely greater and more complex commitment aimed at changing the political and social dynamics that produce discrimination and marginalization.

There is an inextricable relation between the social, political and economic dimensions in the achievement of the objective under discussion.

In the developing countries, a better access to the labour market and a better wage treatment produce inevitably a greater self-esteem, a strengthening of decision-making within the family, greater potential participation in the community’s choices and in the social sphere.

The essential actions leading to the strengthening of the role of women in rural and non-rural areas respond to some basic priorities: access to resources, support to self-determination, awareness-raising, participation in the production and right to welfare policies.

Women's development priority actions in the rural areas:

1. WELFARE
2. ACCESS TO RESOURCES
3. AWARENESS-RAISING
4. PARTICIPATION
5. SELF-DETERMINATION

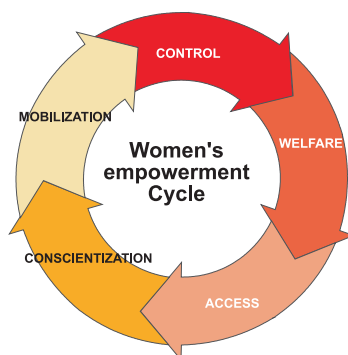


Figure 1. Women's empowerment cycle

Hence, the correct management of development projects should include, among other things:

- The integration of procedures and principles aimed at enhancing and promoting the role of women as creators of development, recognizing to them the dignity of interlocutors and implementers of actions that concern themselves, their family and the society in which they live;
- The assessment of women as a major resource for the development of a Country;
- The consideration of their state of health, educational level and nutritional status as significant indicators of the degree of development of a Country;
- Mainstreaming the gender perspective that contrasts sex discriminations since the age of development;
- The enhancement of the image of women as guardians of the traditional know-how so as to favor and promote their involvement in economic activities, not only as labor force, but also in decision-making and management processes, thus increasing their social prestige and reducing the existing gap between women and men;
- Directing more and more to women the access to food and water (actually it has been demonstrated that humanitarian assistance reaches more effectively the needy when women manage it. Moreover women are shown to be able to run farms and fields. 18 to 60% of the farms in the areas most affected by food scarcity are run by women; in these farms the per capita production of calories is significantly higher than in men-run farms, and the incidence of food-related diseases is lower);
- The support to policies aimed at poverty reduction through the improvement of women's conditions.

II – MAIB's main steps in Gender empowerment - GEWAMED and TERCOM Projects

The specific commitment of the Agronomic Institute to gender policies dates back to 2002 through its participation in some international events; then it was involved in a short project funded by the European Union (the **INGEDI project**), it organized a training course addressed to a group of Iraqi young women; it is still operating and strengthening its role by coordinating the European project **GEWAMED** that has involved a promotional action on the role of Lebanese women within the **Tercom** project entrusted by the Italian Ministry of Foreign Affairs to the Institute after the well-known war events of 2006.

Gewamed project started in 2006, it lasted four years and involves 18 institutions from 14 Mediterranean countries.

It is a “coordinated action” under the 6th Framework Program of the European Union. Its main objective is to establish a permanent research and information network aimed at ensuring a constant exchange of information, diffusing knowledge and promoting a positive and constructive action.

Its scope is rural development with specific reference to the management of water resources; its main objectives are not only knowledge sharing (that is essential to save time and resources) but also promoting dialogue between Countries and within each single Country, and above all contributing to pursue national policies that can have a positive impact on the potential role of women in the economic growth of their own Country through their commitment in rural areas.

I have referred to the contribution in the implementation of national policies. The Gewamed project is at its second year, but it has already achieved a major result: the setting up of an Observatory on entrepreneurial activity and women's role in agriculture in Lebanon, that corresponds to activity n° 2.6 of the Tercom project (mentioned before), resulting from the collaboration between ONILFA and MAIB within Gewamed project.



Figure 2. Gewamed project - details

The enhancement of the role of rural women has thus been recognized by the Italian government among the actions to promote and encourage in an emergency program to aid the economy of Lebanon, a Country that is experiencing a severe crisis.

Rural women in Lebanon are mostly involved in sowing, ploughing and harvesting practices; they take care of tobacco cropping cycle, and are largely involved in greenhouse crops, olive and fruit trees. Moreover they are mostly responsible for the activities related to animal production.

However, at a higher level of economic and professional involvement, the farms and agricultural cooperatives run by women tend to be significantly less efficient and productive than those run by men. This is due to many reasons, such as:

- A weaker entrepreneurial capacity (partly related to a poor specific training);
- A lower and more complex access to financial facilities (due to cultural barriers, poor schooling and a social paradox quite common in the developing countries of the Mediterranean region: land mostly belongs to men);
- The greater non-professional task women should fulfil.

This is the background in which **NOWARA** is growing, supported not only by the commitment of the Italian Cooperation but also and above all by the Lebanese political will (the Lebanese observatory, like the Italian one, will be established by ministerial decree under the jurisdiction of the Ministry of Agriculture, and many other Lebanese Ministries and bodies will be involved in the implementation of the activities connected with NOWARA).

The official kick-off of Nowara is scheduled before the end of 2008, and we hope it will become the voice of Lebanese rural women, their “access” to the political and administrative bodies, their link with the private sector, investment agencies and the banking sector, and their tie with the scientific and academic institutions.

We hope that Nowara shall contribute to “engender” the Lebanese economy strengthening the existing cooperatives or creating new ones; to promote the image of a rural woman actively involved in the economic growth of her Country and participating in decision-making processes, to encourage women to invest in agriculture both economically and from a professional point of view.

Exploiting women’s deep knowledge of land and their close link with it, and making them and the future generations aware of the importance of this link is important but not sufficient. Additional efforts should be directed towards giving greater recognition and rewards to rural women, studying more deeply their real conditions through research and statistical studies, overcoming the legal obstacles that still hinder their full economic and social independence, taking all steps in order that training and technological innovations can benefit everybody.

Through NOWARA a small step forward has been made, we hope that this experience might be replicated with beneficial effects in other Mediterranean countries.



Source: <http://www.nowaralebanon.org/>

Figure 3. NOWARA logo

Women and business in a knowledge-based society

Integrated services network to sustain women's employment

Clio Viapiana

Progetto Pubblicità – Bari (Italy)

Abstract. “Progetto Pubblicità” of Bari, as implementing agency, has involved some of the most important local partners to promote this initiative in the district area, within a European perspective, in the field of communication and awareness-raising. A new model has been elaborated that integrates traditional consulting services, creativeness, planning, with all forms of communication. The agency intends to satisfy local needs to improve services and policies supporting women's employment. “Progetto pubblicità” tends to focus its strategic planning on the construction of a local network through the integration and enhancement of women's work, the promotion of their careers and their greater access to employment.

Keywords. Implementing agency – Project – Development – Communication - Networks.

Les femmes et les entreprises dans la société de la connaissance, un réseau de services intégrés pour soutenir l'emploi des femmes

Résumé. L'agence “Progetto Pubblicità” de Bari, en tant qu'organisme exécuteur, a mobilisé des partenaires locaux de toute première importance afin de promouvoir cette initiative dans la zone d'intervention, selon une perspective européenne, dans le domaine de la communication et de la sensibilisation. A cet effet, un nouveau modèle est proposé, capable d'intégrer les services-conseils traditionnels, la créativité, la planification avec toutes les formes de communication. L'objectif est de satisfaire aux besoins locaux en vue d'améliorer les services et les politiques en faveur de l'emploi des femmes. A travers l'intégration et la valorisation du travail des femmes, la promotion de leurs carrières et de leur accès au marché du travail, “Progetto pubblicità” vise à focaliser sa planification stratégique sur la mise en place d'un réseau local.

Mots-clés. Organisme exécuteur– Projet – Développement – Communication – Réseaux.

I – The project

Apulia Region Announcement no. 27/2006 Meas. 3.14

FORMATIVE ACTIVITIES COFINANCED BY THE ESF, THE ITALIAN GOVERNMENT AND THE APULIA REGION

APULIAN ROP 2000-2006

“Promotion of female labour market participation”

Action e) “Accompanying measures”

II – Implementing authority

The agency “Progetto Pubblicità”, which has promoted and is now implementing the project, has its action range in the wide field of communication and awareness-raising making, through the proposal of a new model that integrates traditional consulting services, creativeness, planning, with all forms of communication necessary to today's companies/ public bodies to operate in a reality which is ever more segmented and complex.

“Progetto Pubblicità” has already achieved significant results in previous experiences of planning and implementation of initiatives funded by the Apulian Regional Government, the Italian Government and the European Social Fund.

The agency “Progetto Pubblicità” of Bari, in its quality of implementing body, has involved the most eminent partners to promote the initiative in the district area within a European perspective.

The initiative is characterized by the involvement of the Local Authorities system (Apulian local bodies or associations, enterprises, trade unions, bilateral authorities) that implement local policies on employment, social inclusion and reconciliation of work, private life and education.

By satisfying the local needs to improve the services and policies in favour of women's employment and awareness-raising actions that could help understand how the integration and valorization of women's work, the promotion of their careers, their growing presence and importance in workplaces, their political and governmental involvement are beneficial to the whole society, this activity tends to focus its strategic planning on the construction of a local network constituted by public and private actors able to influence all of the system action.

The Institutions that joined the project are:

- Bari District;
- CNA - National Confederation of Crafts and Small-Medium Enterprises;
- Bari Municipality;
- Bari City- Social Solidarity Division- Social Policies Department;
- Santeramo in Colle Municipality;
- Acquaviva delle Fonti Municipality;
- Co.S. NPO – Association for Social Communication – Bari;
- EBAP- Bilateral Board Apulian Crafts;
- EUROPE DIRECT PUGLIA;
- CIA – (Italian Farmers Confederation) Bari;
- CIA – Santeramo in Colle.

III – Aim

The project is addressed to promote favourable conditions for women employment through appropriate policies and services. The project specifically aims to facilitate women inclusion in the employment market with a view to valorise their professional skills (that are often advanced), in the rising knowledge-based Society (Lisbon strategy).

IV – Expected actions

- Analyses, studies and research on the criticalities and local requirements of services and policies in favour of women's employment, both in local Authorities and in the business system;
- Establishment of a local network aimed to support;
 - a) The female presence in the public and private decision making level
 - b) The reconciliation needs of employed and unemployed women, and information requirements
 - c) Working inclusion of women, including atypical workers, and female career paths
- Promotion and spreading of instruments in support of female work;
- Communication campaign to sustain the circulation of new cultural models taking into account women's evolution in the job market and in society;
- Dissemination of results and good practices.

V – Expected results

- Activation of a Network including public and private subjects for setting up a permanent observatory for women's work;
- Formalization and drawing-up of agreements;
- Effective promotion and spreading of initiatives to support and facilitate women's work;
- Transfer of best practices through an appropriate awareness campaign and consensus-building process.

Section 3

Working groups and conclusions

WORKING GROUP n° 1

the status of women's rights

Group coordinated by Ersilia Grazia Spatafora¹, Virginia Ferreira²,
report written by: Maria Antonietta Confalonieri³

¹ Roma Tre University (Italy)

² University of Coimbra (Portugal)

³ University of Pavia (Italy)

I – General frame

Introduction on the social inequality condition of women in both Mediterranean shores.

Even Mediterranean women share the ultimate goal of *gender empowerment*, the existing disparities in terms of economic development and institutional progress framework between the two shores made it necessary to analyse the two areas separately: : while the North is more developed, the conditions in the South are still penalising for women. Today the international cooperation approach has changed from the western concept of Nation, connected with the notion of democracy, to the sustainable concept of *good governance*. The prerequisite for the analysis and overcoming of the gap between men and women is the *institution building* (sharing the institutional governance), particularly after the ending of conflicts. Lastly, it should be underlined that each Country has different peculiarities, and cooperation activities should be organized considering and respecting all diversities.

1. TMC (Third Mediterranean Countries)

There are difficulties in the exercise of personal rights (property, free circulation but it will also be necessary to eliminate any kind of coercive violence). Absence of a female political class involved in women' rights enforcement. The religious traditionalism that has strengthened over time is based on a Koran interpretation (*Sharia*) that is prejudicial for women as it prevents women from enjoying their individual freedom.

2. Migrations

Women are involved in illegal migrations partly for their legal vulnerability: it comes out that a considerable number of women cross the Mediterranean Sea from the south to the north increasing the prostitution market and the black economy (trafficking of human beings).

3. EU Countries

Difficult access to the career: it is difficult for women to reconcile work with the family (especially in the Mediterranean Welfare States, where most social welfare tasks are in charge of the family, hence of women). Difficult access to decision *making*. Precarious job contracts and lacking of support from institutions hinder women's choice in managing work and family tasks at the same time. Although various institutional instruments have been provided (for instance female quotas) for encouraging women's active participation in political life, in Northern Mediterranean Countries (like Italy), the set goals are still far to be reached.

II – Recommendations and conclusions

Solutions suitable for all Countries:

- Strong women's NGOs;
- Significant presence of women in politics;
- Effective bodies for the promotion of sex equality.

Other instruments for TMC:

- Microcredit and funding measures directed to support women's entrepreneurship.

The commitment to ratify the international conventions on women protection (i.e., CEDAW: "Convention on the Elimination of All Forms of Discrimination against Women") although it includes the opting out clause. (the possibility given to the contracting parties - the States -, provided for in the negotiation of an international treaty, of not adhering to a specified title of the international agreement ratified)

WORKING GROUP n° 2

women and rural development

Coordinators and authors of the report : Veronica Navarra¹, Juan Antonio Sagardoy²

¹ National Observatory for Female Enterprise and Labour in Agriculture - ONILFA (Italy)

² EU GEWAMED Project Coordinator

I – General frame

Rural development, analyzed in a gender perspective, should focus on the setting up and enforcement of the institutions (agricultural federations, national and regional observatories, land reclamation authorities, networks for research and information) especially involved in development. This is aimed to:

1. Facilitate women access to training and information;
2. Create new job opportunities expressly addressed to women and youth people;
3. Develop the relationship between agriculture and the other economic sectors.

II – Recommendations and conclusions:

Regarding the first and second objectives:

- Training on policies for multifunctionality at the university level (counting on the experience of women managing multitasking firms);
- Developing women managerial skills through extension services;
- Promoting the vision of an agriculture that cares about quality preservation of rural environment;
- Encouraging the creation of demonstrative/didactic farms and rural kindergarten.

1. The institutions involved in promotional and training activities should include:

- Universities and Research Centres;
- Extension agricultural services;
- NGOs and local supporting groups;
- Governmental institutions involved in national action plans.

2. For the third objective:

- Favouring the political dialogue and institutional strengthening;
- Promoting the collaboration between different Ministries (Agriculture, Education and Research, Labour etc);

- Encouraging the exchange of information between agricultural entrepreneurs;
- Promoting the direct sale of processed products in the production areas;
- Facilitating the communication and links of small and medium enterprises with the central government and with non-agricultural sectors;
- Encouraging the setting up of networks among those who operate in land management.

3. For training, the main topics are:

- The promotion of new development models focused on *gender empowerment*;
- Re-thinking gender role assignment;
- The analysis of legal aspects, access to resources, use of bioenergy and ownership right;
- The transmission of economic and business management knowledge (marketing, microfinance, microcredit etc);
- The perspective of a multitasking agriculture as a vehicle to spread cultural models and local traditions;
- The knowledge of quality assessment methods.

4. Some practical considerations:

- Avoid planning separate actions for men and women;
- Improving the economic conditions before introducing any change;
- Climate changes (notably desertification) have significant impacts on rural population. Specific actions addressed to women (training, information etc) are required;
- Increase rural women's interest for cash crops and knowledge of market rules.

WORKING GROUP n° 3

women, knowledge and technologies

**Group coordinated by Gulsun Saglamer ¹, Report written by Mohammed Knidiri ²,
Maha Tawfik ³**

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² Cadi Ayyad University (Maroc)

³ National Water Research Center, Cairo, Egypt

I – General outline

The working group focused on Higher Education across Europe and Arab Countries with specific reference to Science, Engineering and Technology (SET) Programmes.

The Arab countries have been subdivided in three categories in relation to women's participation in Higher Education:

- Group 1: Egypt, Jordan, Lebanon, Morocco, Syria, Tunisia;
- Group 2: Bahrein, Libya, Sudan, United Arab Emirates;
- Group 3: Oman, Saudi Arabia, Yemen.

Group 1 Countries have a high percentage of women participation even in SET Programmes.

Two examples were presented from public and private Higher Education systems: Morocco and Lebanon, respectively.

Morocco: (Public University level) The percentage of female students is 40% in Science, 55-60% in Medicine, 45% in Humanities, and 15-20% in Engineering. However, female academic staff in SET Programmes is only 25-30%.

1. Lebanon: (Private University level)

In private universities 45 to 55% of students, 85% of administrative staff, 50% of full time faculty members are female. Part time faculty members are mostly male.

In Groups 2 and 3 the percentage of female representation grows very slowly.

2. Exemple of a European / North Mediterranean Country: Spain

In Spain there is one full professor out of 2.5 male lecturers, and out of 8.5 female lecturers.

Spain introduced a new law to create incentives for female academics at every segment of Higher Education.

Over 50% of students are female in almost all programmes in Higher Education.

There are incentives to encourage women to get into medical career as well.

The group also reviewed SET Programmes across Europe: it was stated that, to attract female students to SET programmes, there is the crucial need to change the mindset for both men and women.

There is also a remarkable contribution made by the European Technology Assessment Network “ETAN” report and “SET in EU” - Science, Engineering and Technology (SET) projects.

The reports concluded that it is widely accepted that:

- Interdisciplinary studies will attract more females;
- Proper information plays an important role in the decisions of school students;
- SET (Science, Engineering and Technology) Programmes attract more female students.

II – Conclusions and recommendations

There is a discrimination at:

- Vertical;
 - Horizontal;
 - Contractual level.
-
- Women rather prefer to sacrifice themselves for family and household tasks;
 - This limits their growth in their academic career;
 - Social and Cultural environment also forces women to behave in that direction;
 - Therefore, media and other tools should be used to change the mindset of both men and women;
 - Political will of decision makers is required to create a suitable environment to help women to develop themselves like their male peers.

Percentage of female students in Morocco

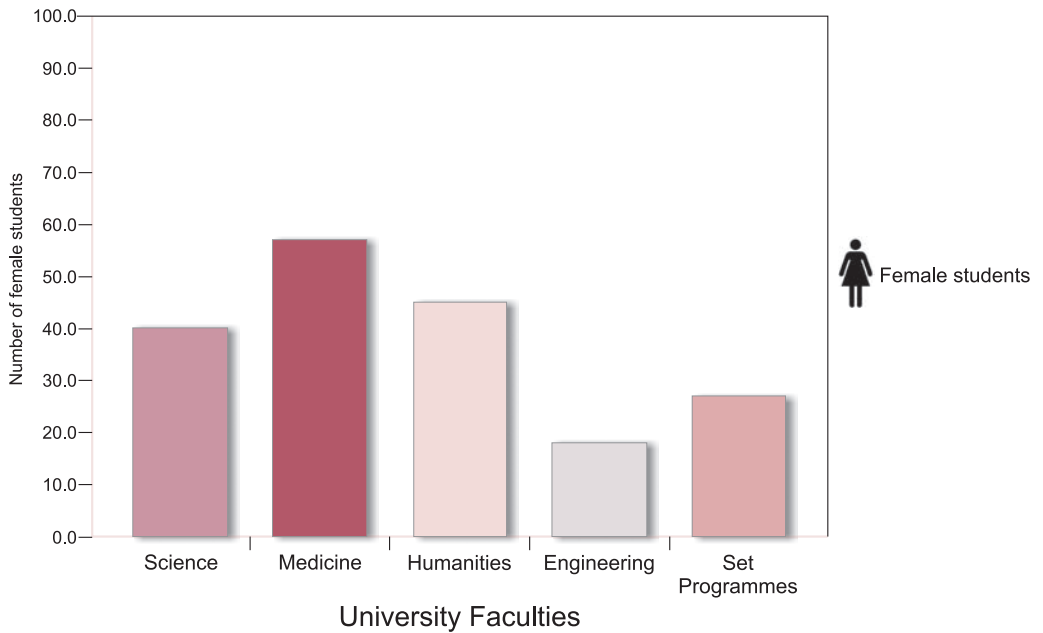


Figure 1. Percentage of female students in Morocco

Female presence in private universities - Lebanon

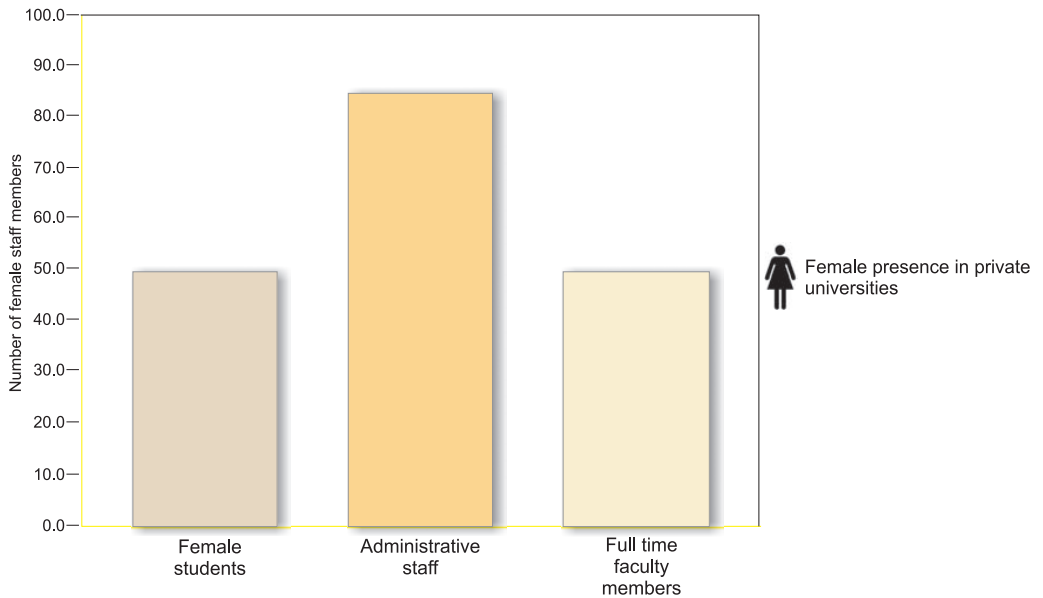


Figure 2. Female presence in private universities in Lebanon

