

Fostering the Young Women Entrepreneurship in the Danube Region



O.T 2.2 TRANSNATIONAL LEARNING EVENTS IN 6 COUNTRIES

WOMEN IN BUSINESS

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1 ABBREVIATIONS and GLOSSARY of TERMS

BWCON	Bwcon GmbH
DR	Danube Region
EWC	Women Entrepreneurship Centre
IRS	Innovation Region Styria Ltd
LP	Lead Partner
ME	Ministry of Economy of Bulgaria
MRA	Maribor Development Agency
PBN	Pannon Business Network Association
PIMM	Association of Small and Medium Enterprises in Constanta
PP	Project Partner
ODIMM	Organization for Small and Medium Enterprise Sector Development
RAPIV	Regional Agency for Entrepreneurship and Innovations - Varna
SEBS	School of Economics and Business, University of Sarajevo
SGZ	Chamber of Commerce and Industry of Stajerska
TLE	Transnational Learning Event
TPV	Technology Park Varazdin Ltd.
UOC	OVIDIUS University of Constanta
UP	University of Pannonia
VFU	Varna Free University „Chernorizets Hrabar“
YWE	Young women entrepreneurship

2 SCOPE OF DOCUMENT

Transnational Learning Events (TLE) organized within WOMEN IN BUSINESS project are important learning interaction for all involved project partners, externals experts, and stakeholders.

The PPs observing the GPs prepared TLEs reports, highlighting the transferability elements of the observed GPs after each TLE. In order to guarantee proper monitoring of the activity MRA will set up an effective feedback mechanism applying result oriented approach based on the evaluation results in the PPs TLEs Reports. During the last TLE in Croatia, PPs and the Advisory board made a final evaluation and validation of the GPs presented and discussed so far in order to be approved the best of them which will be showcased in the GPs Handbook

Planning and monitoring are closely interlinked as planning sets the course and monitoring ensures that things stay on-course. This task is under the responsibility of TPV and to guarantee a proper monitoring it is necessary to set up an Effective Feedback Mechanism. A Resulted Oriented Monitoring approach is applied. In practical terms this means the monitoring activity is mainly focused on the final outcome of the TLE.

The document provides an overall insight and a detailed overview on activities of organization and holding of the TLE as well as the results from those events.

It is based on the 6 Evaluation Reports for TLE prepared by TPV and RAPIV which summarize the evaluations received by all PPs after each TLE.

3 INTRODUCTION

The project DTP2-048-1.2 WOMEN IN BUSINESS - Fostering the Young Women Entrepreneurship in the Danube Regions is co-funded by the European Union Funds (ERDF, IPA, ENI) under the second call for proposals INTERREG Danube Transnational Programme 2014-2020. It aims to stimulate young women with innovative ideas to start and develop their own business in order to achieve market success through different approaches for increasing their competences for business and social innovations, through establishment of Women Entrepreneurship Centres and development of innovative training models.

The project consortium consists of 14 project partners from 9 Danube region countries and brings together national and regional, public and private organizations and universities.

Lead Partner

- Regional Agency for Entrepreneurship and Innovations - Varna, Bulgaria

ERDF Partners

- Innovation Region Styria LTD, Austria
- Varna Free University “Chernorizets Hrabar”, Bulgaria
- Technology Park Varaždin Ltd, Croatia
- bwcon GmbH, Germany
- Maribor Development Agency, Slovenia
- Chamber of Commerce and Industry of Štajerska, Slovenia
- Pannon Business Network Association, Hungary
- University of Pannonia, Hungary
- The Association of Small and Medium Enterprises Constanta, Romania
- OVIDIUS University of Constanta, Romania

IPA Partner

- School of Economics and Business, University of Sarajevo, Bosnia and Herzegovina

ENI Partner

- Organization for Small and Medium Enterprise Sector Development, Republic of Moldova

Associated Partner

- Ministry of Economy, Bulgaria

Based on overseen GPs will be elaborated 3 innovative training models which will involve a process of their development, testing and validating. The gained know-how will provide (1) all training materials, curriculum, training plans, collection and summary of the information about the topics covered and missing to improve advance social innovation and social services in YWE; (2) educational systems comparison, analysis of results and (3) course design with particular learning outcomes, development of training content. Afterward they will be tested and finally, fine-tuning and finalization of training programme for YWE will be made.

4 ABOUT THE TRANSNATIONAL LEARNING EVENTS

The TLEs include the **demonstration of identified GPs** (from institutional settings, objectives, results and activities undertaken) **and criteria (reasons) for selection of the GP** on behalf of the relevant PP. The average duration of a TLE is agreed to be 1.5 -2 days.

After each TLE a Report is produced and the outcomes are presented to the National Stakeholder Group Meetings.

As a general approach it is foreseen that all of the selected GPs by PPs to be presented during the TLEs in several countries. During the preparation phase all the partners agreed on the following distribution of hosting and presenting of GPs:

- 1st TLE in Romania, presenting Romanian GPs;
- 2nd TLE in Moldova – Moldavian GPs;
- 3rd TLE in Hungary – Hungarian and Bulgarian GPs;
- 4th TLE in Slovenia – Austrian & Slovenian GPs.
- 5th TLE in Bosnia & Herzegovina – Bosnian and German GPs;
- 6th TLE in Croatia – Croatian GPs

The **expected content of the TLEs** will be defined according to the needs of the PPs and transferability of the GPs related with: **institutional set up, content, processes, results and expected impact, presentation and discussion about the possibility to transfer the GPs, incl. the steps to be taken as well as the risks to be avoided.**

The host PPs responsible for organization and holding of events in relevant countries are: UOC (in Romania), ODIMM (in Moldova), PBN (in Hungary), TPV (in Croatia), SEBS (in Bosnia and Herzegovina), MRA (in Slovenia). Being very experienced in organization of such events the host partners ensure that the TLEs are in line with expectations.

The elements that are taken into consideration to verify whether the visits are in line with the expectations are:

- **Relevance** which describes how well the TLE addresses a real problem of the receiver and how well it matches with the strategic objectives.
- **Efficiency** that stands for how well the inputs are transformed into outputs and outcomes.
- **Effectiveness** that measures the degree to which the TLEs outputs provided benefits.

- **Impact** that describes how and to which degree the TLEs have contributed to the solution of the problem and to the achievement of the overall objective

The main objective of these TLEs is to share and leverage strategic knowledge and skills, transferring GPs from a more to less experienced regions.

The WOMEN IN BUSINESS project TLEs have the following additional objectives:

- Gain insight into good practices: Exploring the learning processes and reflecting the experiences gained;
- Empower project holders: Focusing on reaching scale and effective facilitation approaches.
- Strengthen coordination: Building awareness of other projects/strategies that it would be beneficial to coordinate with.
- Strengthen collaboration: Building relationships among team members, project partners, incentivizing improved collaboration.

Strengthen a culture of learning: Building relationships and demonstrating practical benefits of sharing that incentivize continued opportunities to share and learn.

The essential preparation work is done before each TLE will take place.

All partners used as reference information the one already collected within the Template for description of the GPs prepared by TPV.

Each Project Partner identified at least 3 good practice examples on country/ region level which are presented during the TLEs.

The agenda and the Good Practices description should be sent to the project partners prior to each TLE in order to allow in advance to fully preparing for the exchange of experience while participating in the TLE exercise.

5 MAIN FINDINGS

All the TLEs held under WOMEN IN BUSINESS project provided chance for all involved project partners, externals experts, and stakeholders to gain insight into different practices in YWE support, initiatives and case studies.

Essential for achieving of best results from TLEs is indicated to be:

- Selection of GPs which are in line with WOMEN IN BUSINESS objectives and expected results – development of training models and policy recommendations.

- Providing of high quality description of GPs before the relevant TLE. The GP's description is necessary to include more precise information about the performance of the GPs (e.g. the number of enterprises set up in the frame of GPs, feedbacks from enterprises, etc.). Special attention needs to be put on quantitative data such as: result indicators (for to manage to evaluate the success of the GP), financial resources needed, etc.
- Pre-screening of selected GPs on behalf of WP leader for confirming that GPs respond to all the requirements set in the Good Practice Guide. In case the GPs are not in line with these requirements they should be presented as case studies or succesful stories.
- Ensuring that all GPs are presented in English during the TLE, providing more details on needs and gaps to overcome through the GP and achieved success.
- Ensuring of presentations of case studies that could prove the success of some of the presented GPs.
- Appropriate timing for all GPs for their presentation and initiating of discusiions for clarifications of some aspects of the presented GPs in case such information is not very well described.

Analysis of the reports from TLEs shows that the learning process continued through the whole duration of implementation of the activities related with the events. During the all six TLEs 43 GPs and more than 15 success stories were presented. The gathered knowledge formed a solid base for development of the training models and the Policy Agenda.

6 1st Transnational Learning Event in Romania

The 1st TLE of WOMEN IN BUSINESS project was held on 9th October 2018 in Constanta, Romania. During the TLE PPs learnt about different GPs form Romania. After the TLE took place and in compliance with Transnational Learning Event Guide, all PPs who participated on the event made an evaluation and submit to RAPIV and TPV their Transnational Learning Event Reports.



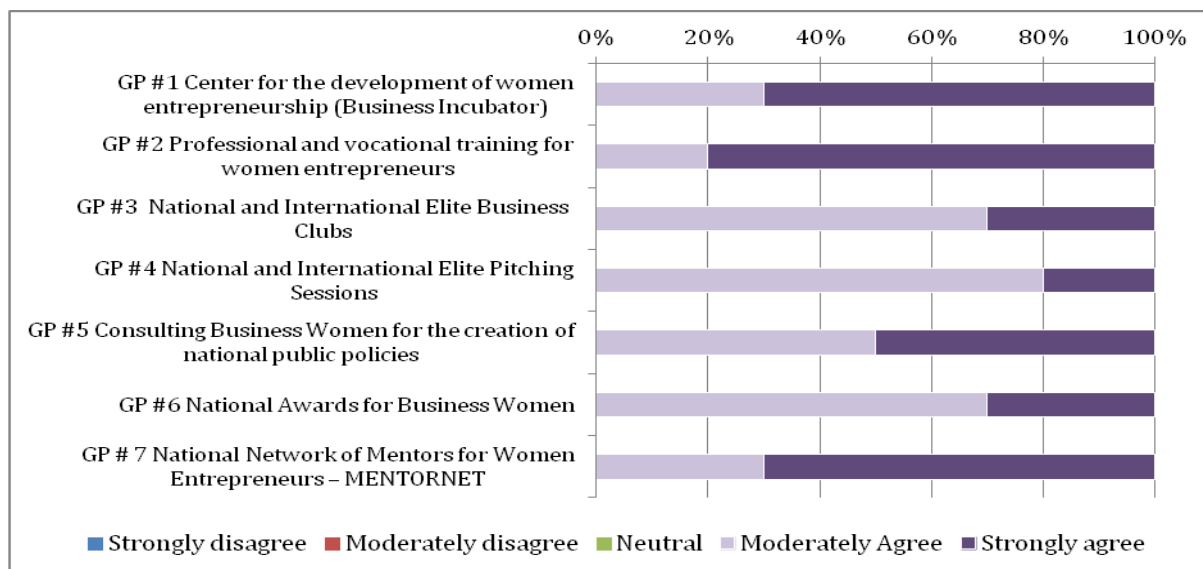
6.1. Good Practices

The Good Practices selected by the host partners UOC and PIMM are:

- GP # 1 Center for the development of women entrepreneurship (Business Incubator)
- GP # 2 Professional and vocational training for women entrepreneurs
- GP # 3 National and International Elite Business Clubs in the main cities in Romania as well as at an international level.
- GP # 4 National and International Elite Pitching Sessions within the EBW Business Clubs in the main cities in Romania as well as at an international level
- GP # 5 Consulting Business Women for the creation of national public policies.
- GP # 6 The National Association of Business Women from Small and Medium Enterprises(PNAFIMM)
- GP # 7 National Network of Mentors for Women Entrepreneurs – MENTORNET

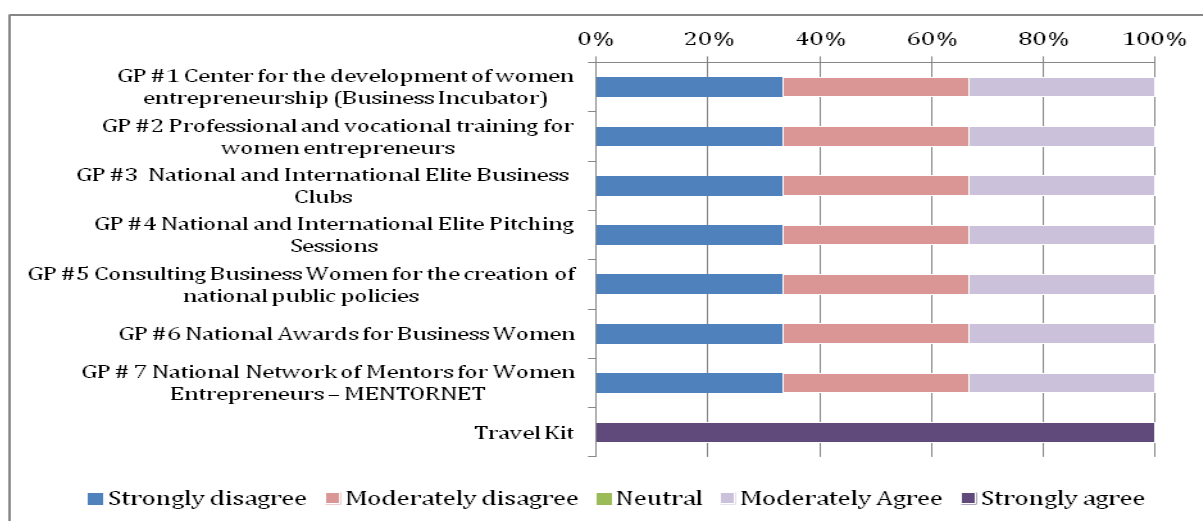
6.2. Evaluation of pre-event activities

Q. 1. Was the selection of the following Good Practices adequate and relevant to the project objectives?



As it can be seen from the results, both Romanian partners PIMM and UOC managed to select GPs which are evaluated as adequate and relevant to the WOMEN IN BUSINESS project objectives.

Q.2. Was the information in the documents related with the TLE (description of the GPs, Travel Kit, etc.), sent prior the event suitable and reliable?*



But when talking about the quality of the prior provided documents, all PPs evaluated only Travel Kit as suitable and reliable. The negative marks for the quality of the description of the GP were given because no preliminary information was delivered to the PPs. This is also the main reason for the following ideas for improving our future events.

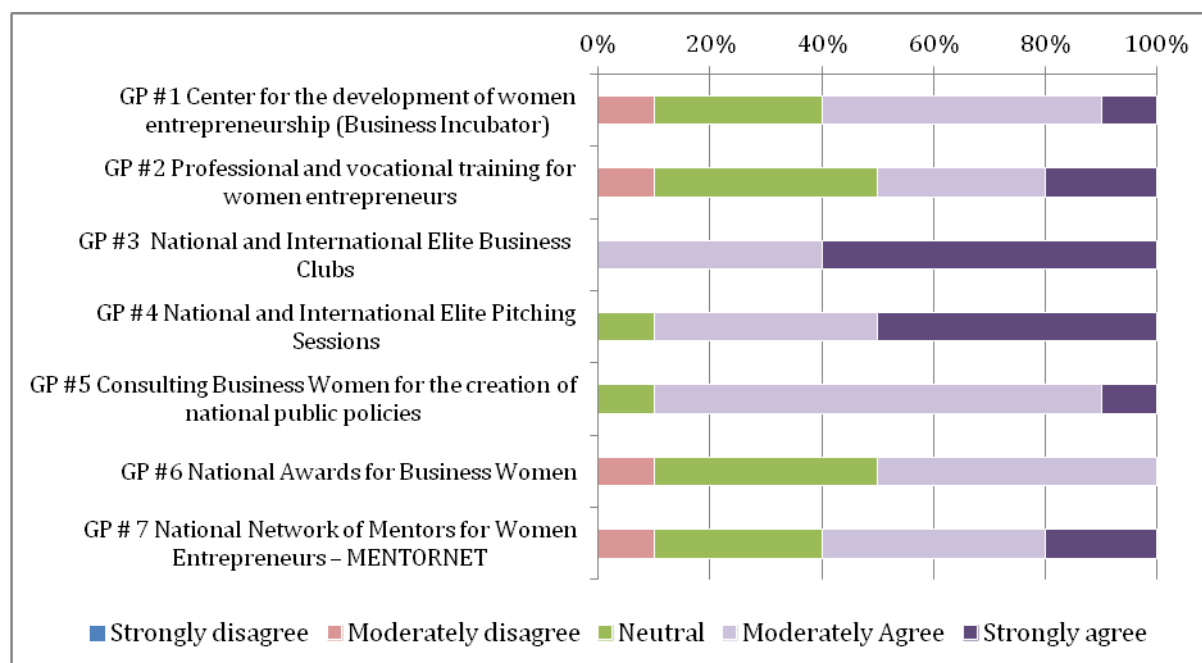
Q.3 Please, share ideas for improving our future events.

- Sending all the materials subjects to lectures in advance is vital for better understanding, evaluation and future implementation. The information should be full and clearly presented.
- Regarding GP analysis and evaluation, the pre-materials, as well as documents should include more precise information about the performance of the GPs (e.g. the number of enterprises set up in the frame of GPs, feedbacks from enterprises...etc.). Special attention to be put on quantitative data such as: result indicators (for to manage to evaluate the success of the GP), financial resources needed, etc.

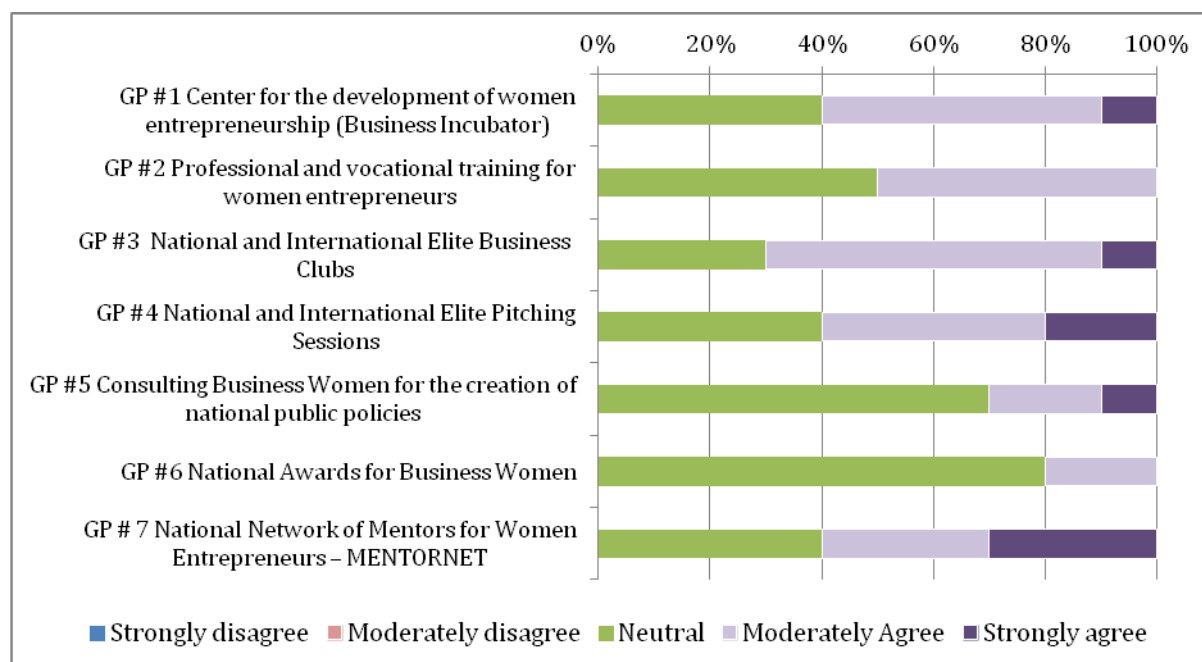
6.3. Evaluation of on-day activities

Most of the presentations were made in Romanian. Maybe this is the main reason why some of the PPs declared that few of them were not presented clearly; main success factors were hard to identify (57% of the PPs chose the answer “Neutral”); barriers and gaps were not presented very clearly (50% - chose the answer “Neutral”); and the time duration for each presentations was not enough (54%).

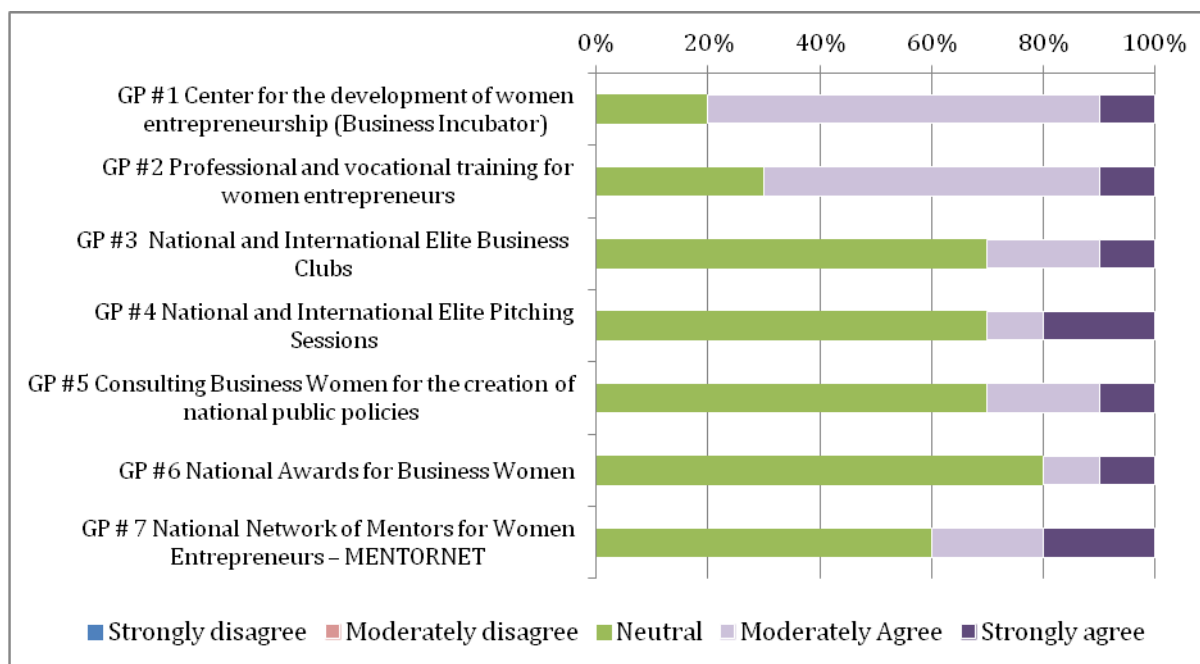
Q.1. Were the selected GPs presented clearly?



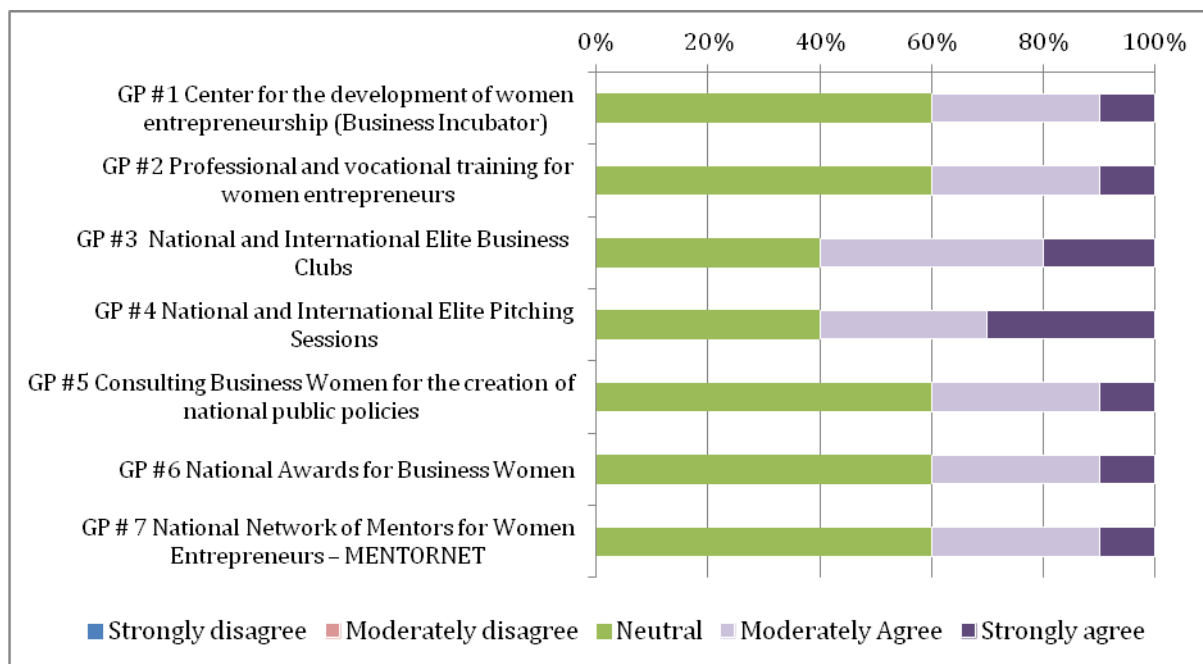
Q.2. Were the success factors of the presented GPs clearly identified?



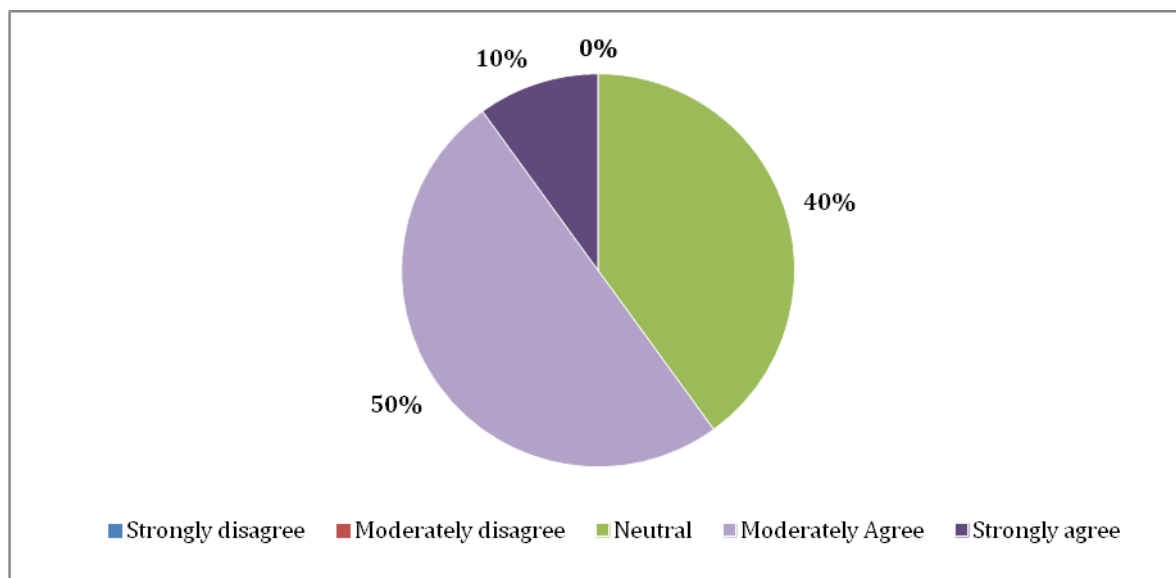
Q.3. Were the barriers and gaps which were overcome through the presented GPs clearly identified?



Q.4. Was the time duration for each presented GP appropriate?



Q.5. Did the TLE meet the stated objectives fully?



Finally, PP said that the 1st TLE met the stated objectives fully – 10% strongly agreed and 50% moderately agreed on this statement.

Q.6. What did/ didn't you like during the TLE?

All the remarks and suggestions for improvement gathered around few main ideas:

- The selection of speakers and GPs was very good – just on the topic of the project. Unfortunately, most of them presented in Romanian both speaking and on the presentations slides, which made participants difficult to understand the GPs in details.
- Some of the practices were very common and it was difficult to assess their real impact on the target group.
- It was positive and interesting that the young students participated at the TLE. The TLE event should be organized in English - the consecutive translations are very hard to be followed for the whole duration of the presentations.
- We agreed with statement “The TLE met the stated objectives fully” because this was the first TLE. The partners had an ungrateful role to be first to organize the event. All other partners will have more experience, because they will learn from the experience of others. Therefore, we expect the next TLEs to be more in line with the expected results. Provide presentations in English.

6.4. Main conclusions for the event

It is important that all negative results received by the PPs evaluation of the event to be taken into consideration when organizing the next TLE, namely:

- The description of the GPs have to be provided to PPs early enough;
- The description of the GPs has to include more precise information about the performance of the GPs (e.g. the number of enterprises set up in the frame of GPs, feedbacks from enterprises...etc.). Special attention to be put on quantitative data such as: result indicators (for to manage to evaluate the success of the GP), financial resources needed, etc;
- Presentations have to be made in English;
- The speakers have to make their presentations in English. If they can't, the responsible PPs have to foreseen enough time for presenting the GPs in both languages (national and English) when elaborating the Agenda and during the TLE, in order to be ensured adequate time duration for best possible results

7 2nd Transnational Learning Event in Moldova

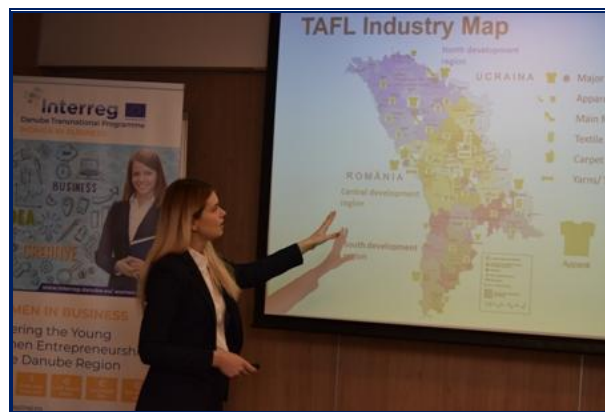
The 2nd TLE of WOMEN IN BUSINESS project was held on 27th November 2018 in Chisinau, Moldova. During the TLE PPs learnt about different GPs from Moldova. After the TLE PPs evaluated the TLE and provided to TPV 12 of Transnational Learning Event Reports.



7.1 Good Practices

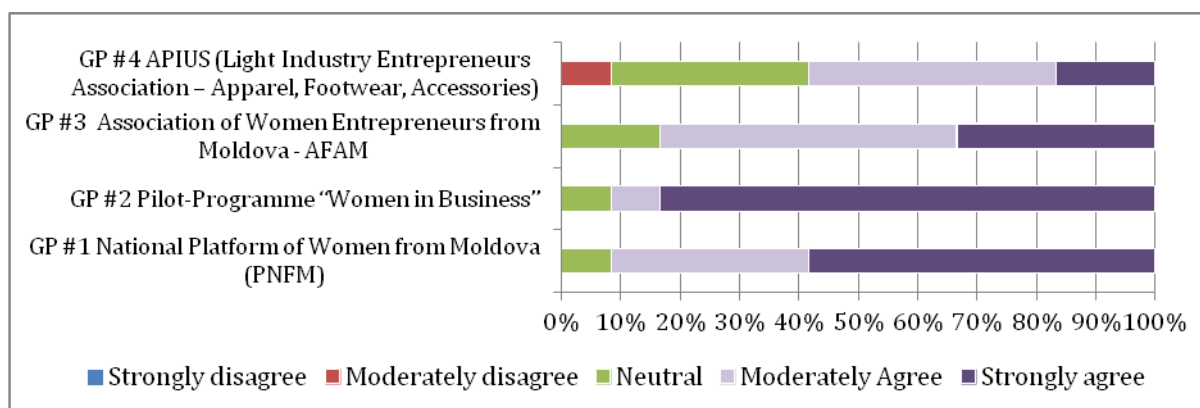
The Good Practices selected by the host partne(s) are:

- GP # 1 National Platform of Women from Moldova (PNFM)
- GP # 2 Pilot-Programme “Women in Business”
- GP # 3 Association of Women Entrepreneurs from Moldova - AFAM
- GP # 4 APIUS (Light Industry Entrepreneurs Association – Apparel, Footwear, Accessories)



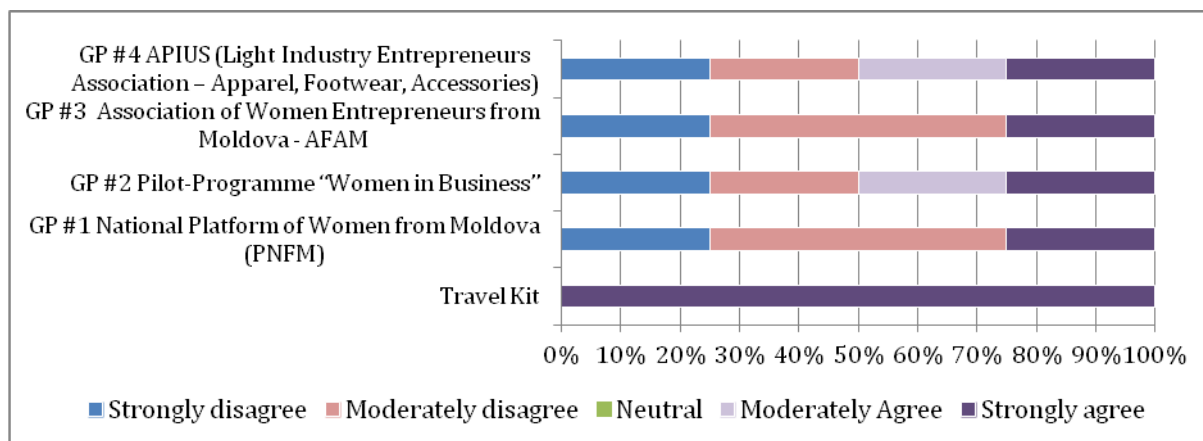
7.2 Evaluation of pre-event activities

Q. 1. Was the selection of the following Good Practices adequate and relevant to the project objectives?



ODIMM managed to identify GPs most of which are evaluated as adequate and relevant to the WOMEN IN BUSINESS project objectives.

Q.2. Was the information in the documents related with the TLE (description of the GPs, Travel Kit, etc.), sent prior the event suitable and reliable?*



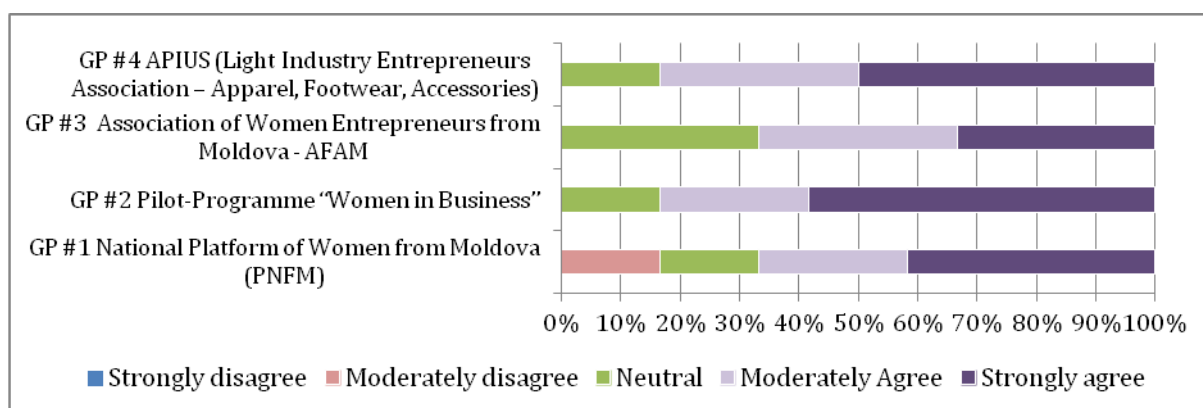
But when talking about the quality of the prior provided documents, all PPs evaluated only Travel Kit as suitable and reliable. The negative marks for the quality of the description of the GP were given because no preliminary information was delivered to the PPs. This is also the main reason for the following ideas for improving our future events.

Q.3 Please, share ideas for improving our future events.

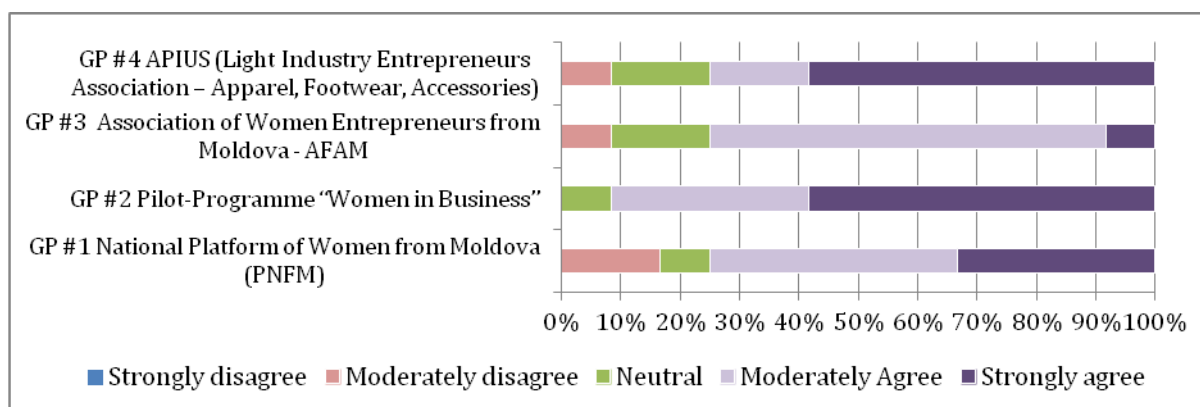
All the PPs shared the same recommendation for improvement: description of the GPs to be provided prior the event. It is essential for the preparation of the rest of the partners for the TLE for to receive more focused.

7.3 Evaluation of on-day activities

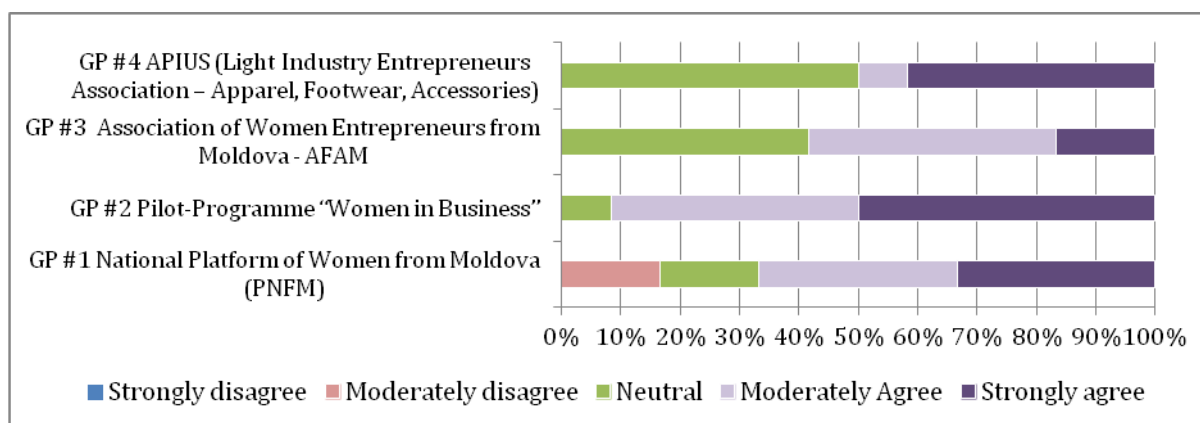
Q.1. Were the selected GPs presented clearly?



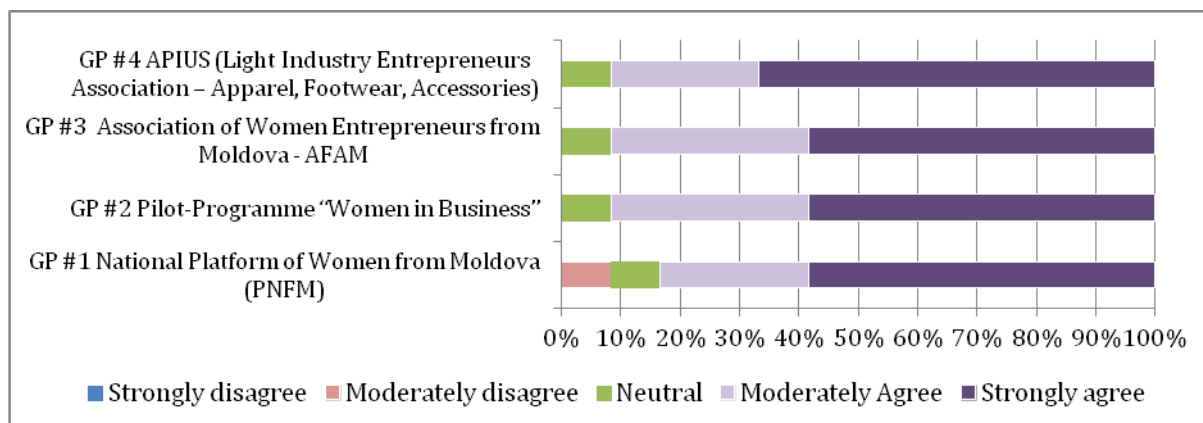
Q.2. Were the success factors of the presented GPs clearly identified?



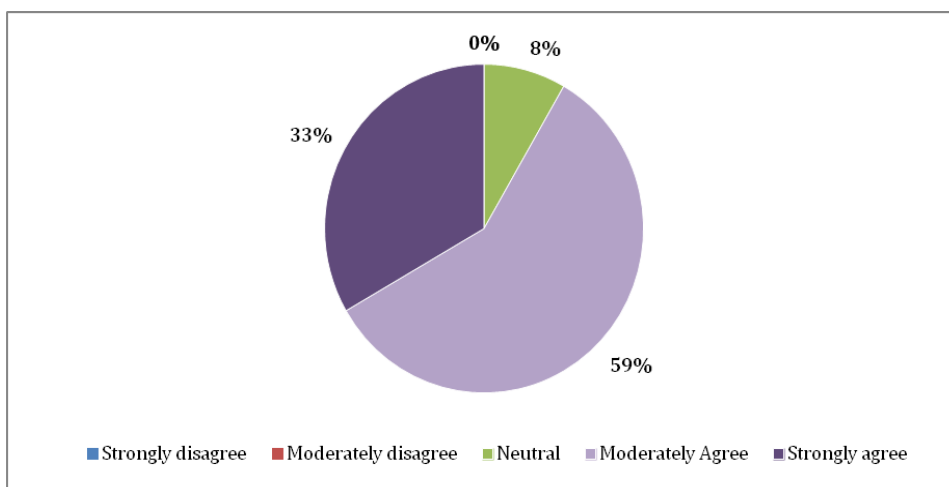
Q.3. Were the barriers and gaps which were overcome through the presented GPs clearly identified?



Q.4. Was the time duration for each presented GP appropriate?



Q.5. Did the TLE meet the stated objectives fully?



Finally, PP said that the 2nd TLE met the stated objectives fully – 33% strongly agreed and 59% moderately agreed on this statement.

Q.6. What did/ didn't you like during the TLE?

- A presentation made by AFAM member was quite interesting, but it would be better if the management body of AFAM to present its activity as the selected presenter was not familiar with the access obtained by AFAM or challenges faced, as she presented only her point of view – as a company that received a support from AFAM. It is better to avoid such approach when presenting GP, but it is recommended – when presenting case studies.

- The invited speakers reflected high quality and seemed to be professional and experienced.
- The official language of the following events is suggested to be English without any translation.

7.4 Main conclusions for the event

All the remarks and suggestions for improvement gathered around few main ideas:

- The selection of speakers and GPs was very good – just on the topic of the project. Unfortunately, most of them presented in Romanian both speaking and on the presentations slides, which made participants difficult to understand the GPs in details.
- The TLE event should be organized in English - the consecutive translations are very hard to be followed for the whole duration of the presentations.

8 3RD Transnational Learning Event in Hungary



The 3rd TLE of WOMEN IN BUSINESS project was held on 05th and 6th of March 2019 in Sarvar, Hungary. During the TLE PPs learnt about different GPs form Hungary and Bulgaria. After the TLE PPs evaluated the TLE and provided to TPV and RAPIV their Transnational Learning Event Reports.

Project co-funded by European Union Funds (ERDF, IPA, ENI)

8.1 Good Practices

8.1.1 Hungary



The Good Practices selected by the host partners are:

- GP # 1 Rita Toth – Life and Business coach
- GP # 2 Aniko Lipics Cosmetologist
- GP # 3 Womenspiration – Inspirational Friday Brunch & Workshops
- GP # 4 The Budapest Bank, Springboard – Finances for Women programme Women entrepreneurs' competence development

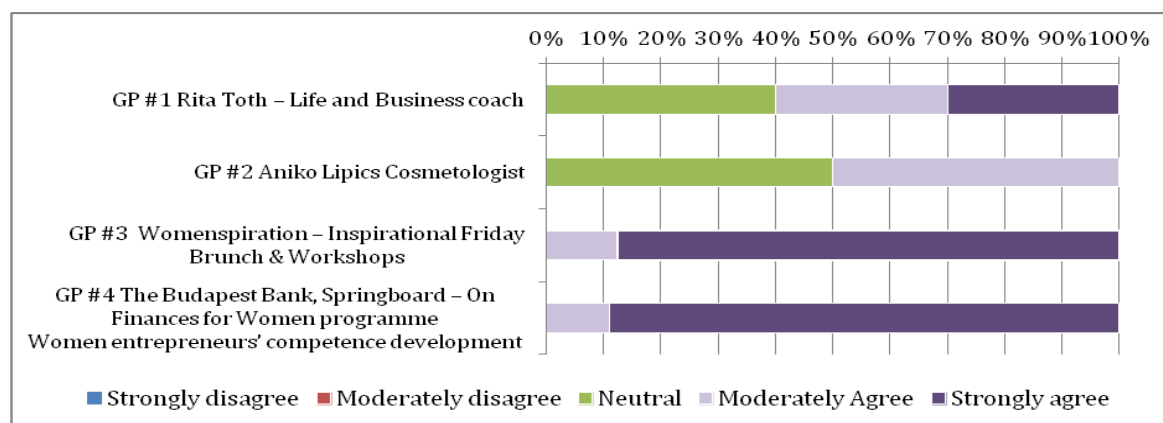
8.1.2 Bulgaria

The Good Practices selected by Bulgarian partners are:

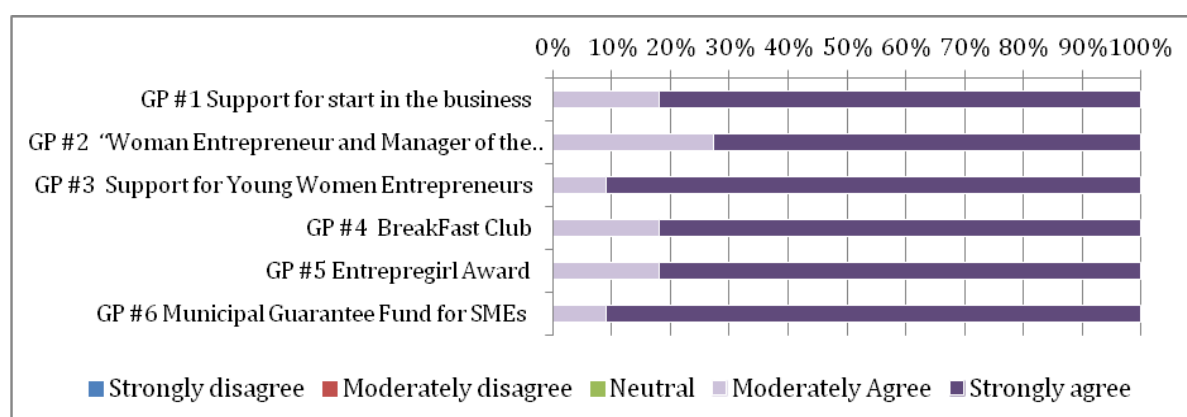
- GP # 1 Support for start in the business
- GP # 2 “Woman Entrepreneur and Manager of the Year” Award
- GP # 3 Support for Young Women Entrepreneurs
- GP # 4 BreakFast Club
- GP # 5 Entregirl Award
- GP # 6 Municipal Guarantee Fund for SMEs.

8.2 Evaluation of pre-event activities

Q. 1. Was the selection of the following Good Practices adequate and relevant to the project objectives?

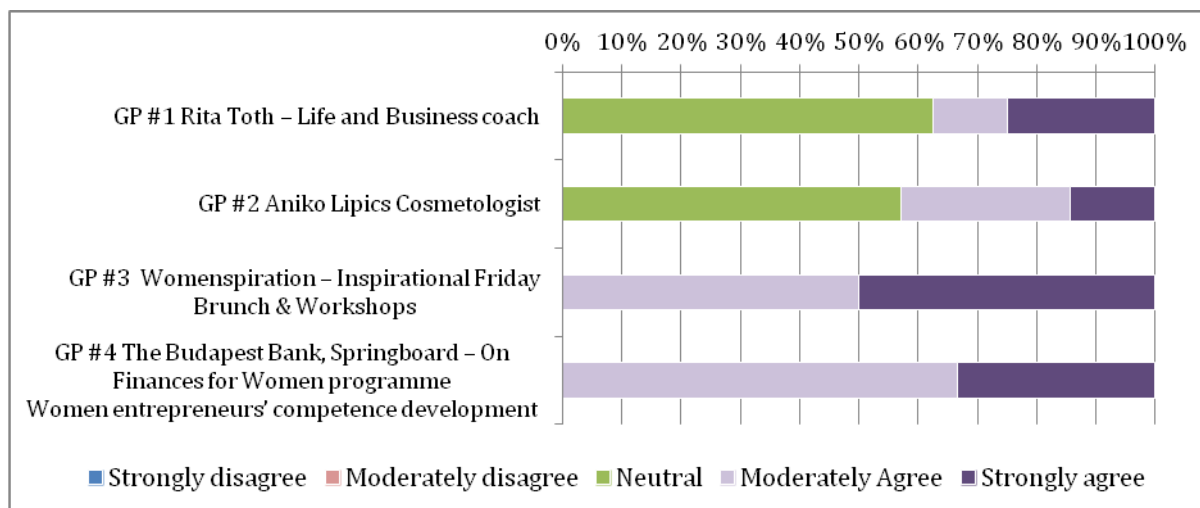


As it can be seen from the results, Hungarian partners – PBN and UP managed to identify GPs most of which are evaluated as adequate and relevant to the WOMEN IN BUSINESS project objectives.

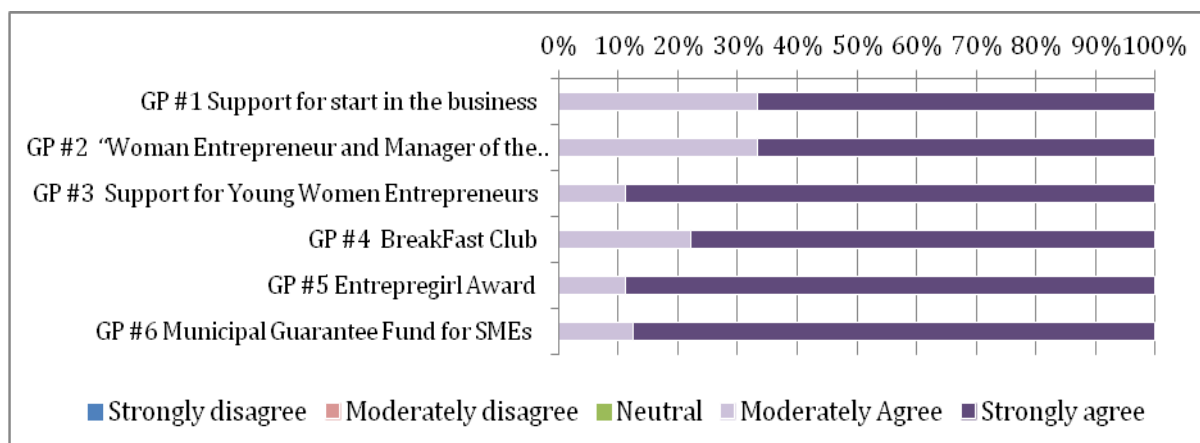


All of the identified Bulgarian GPs are evaluated as relevant to the project objectives.

Q.2. Was the information in the documents related with the TLE (description of the GPs, Travel Kit, etc.), sent prior the event suitable and reliable?*



But when talking about the quality the neutral marks for the quality of some of the description of the Hungarian GPs were given because some of the descriptions sound like successful business rather than GPs. This is also the main reason for the following ideas for improving of the forthcoming events.



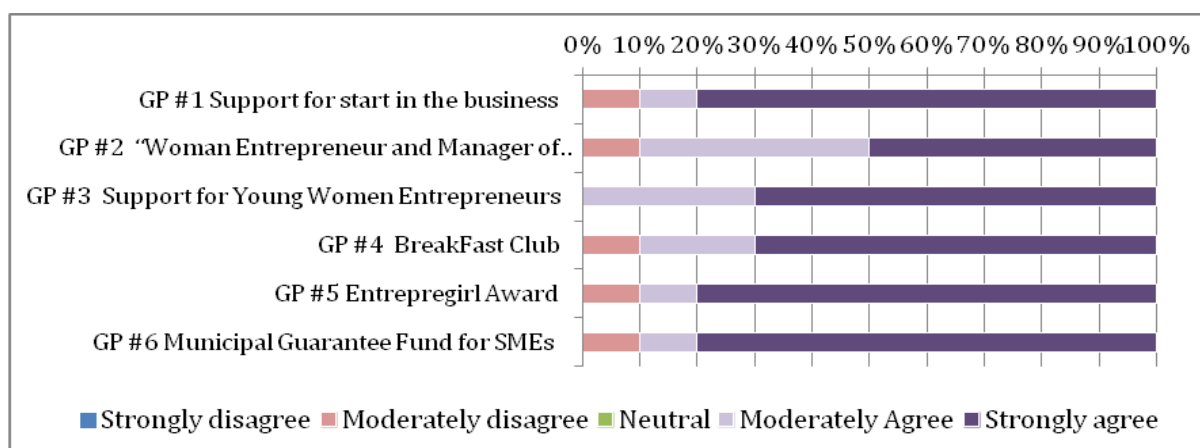
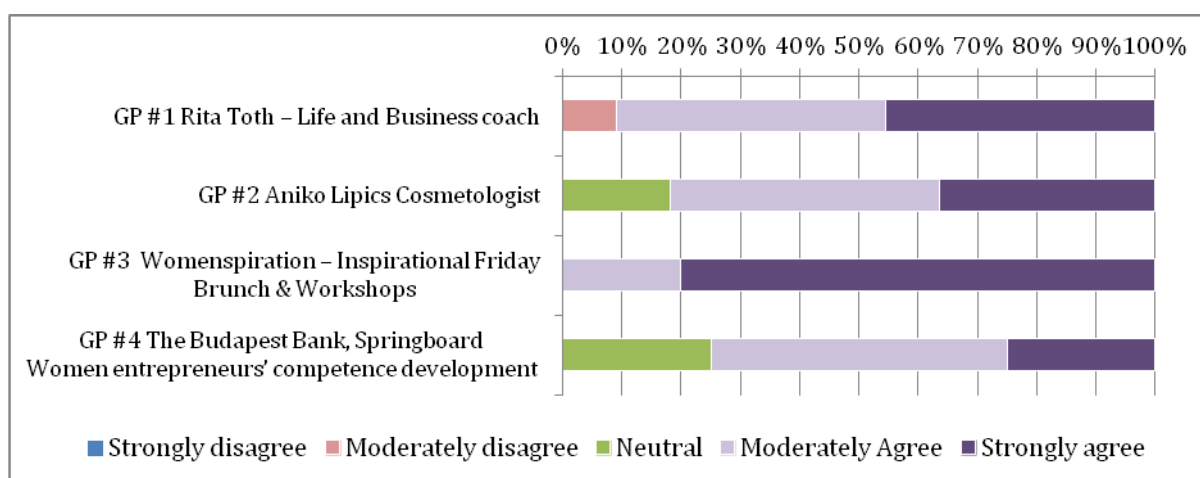
The marks received for description of Bulgarian GPs provided before the TLE are quite positive.

Q.3 Please, share ideas for improving our future events.

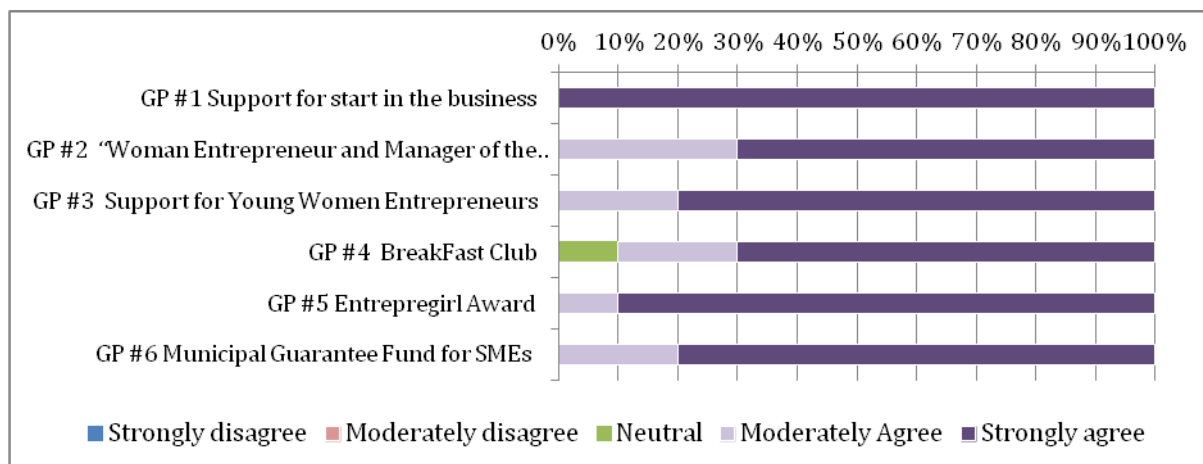
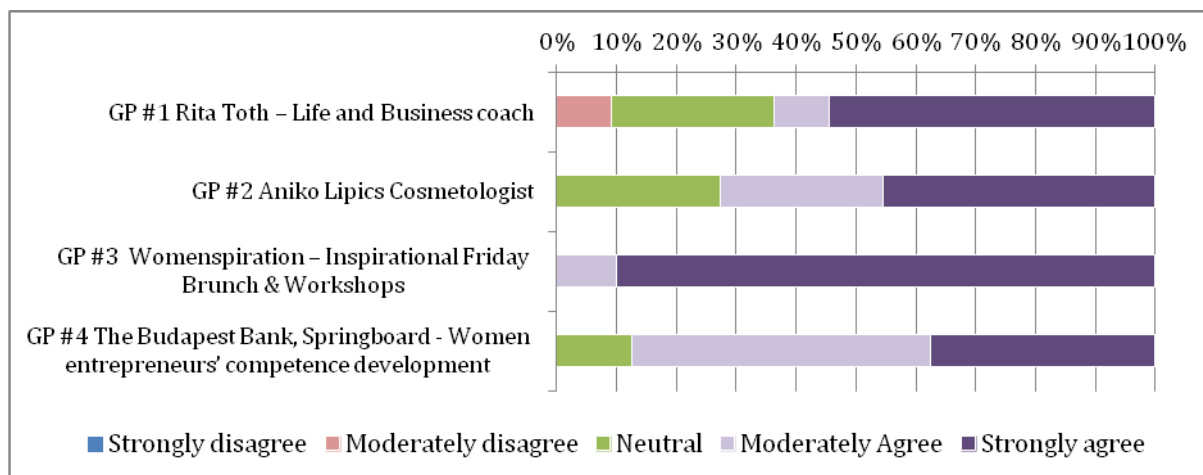
Some of the ideas shared by PPs are that PPs should avoid identification of successful business (case studies) as a good practice.

8.3 Evaluation of on-day activities

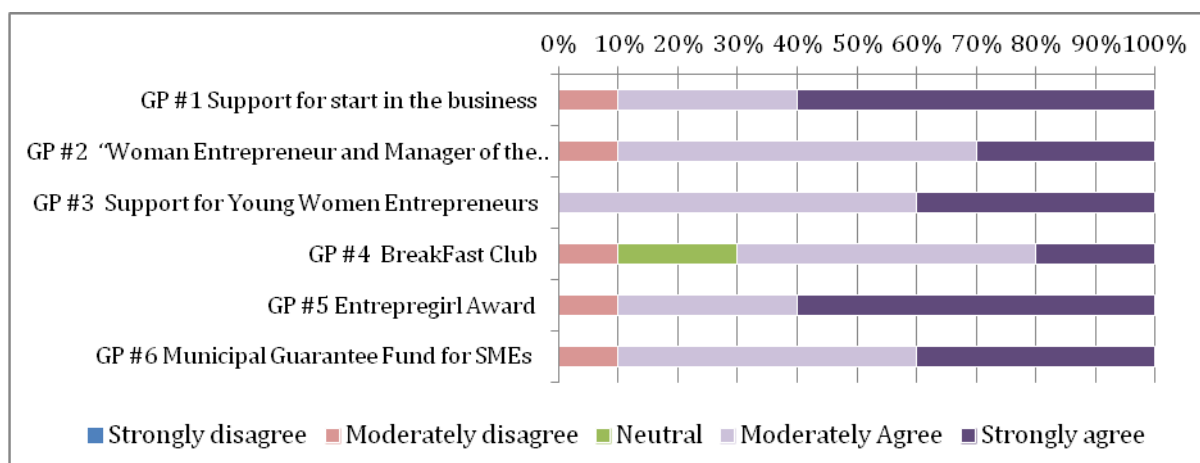
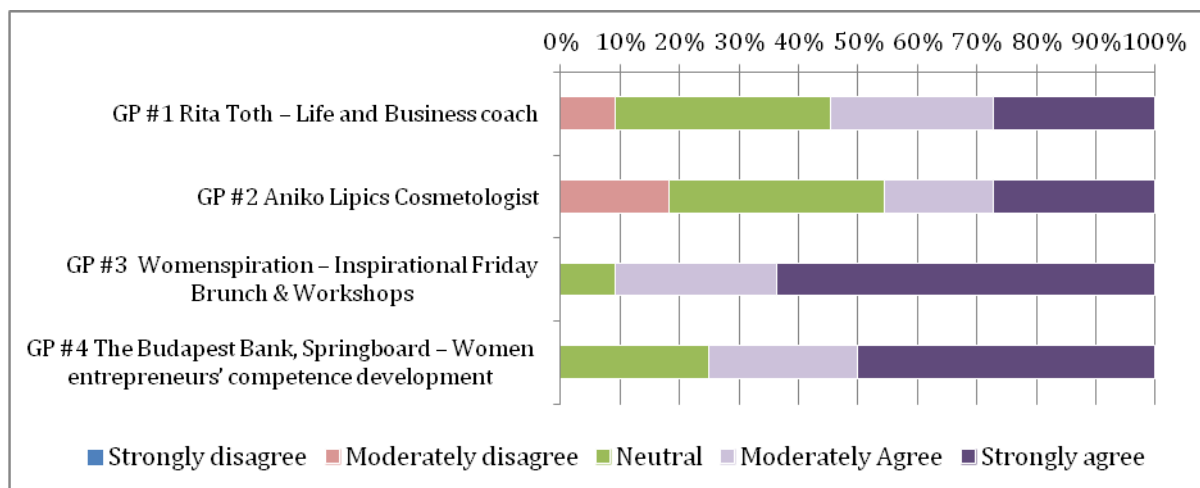
Q.1. Were the selected GPs presented clearly?



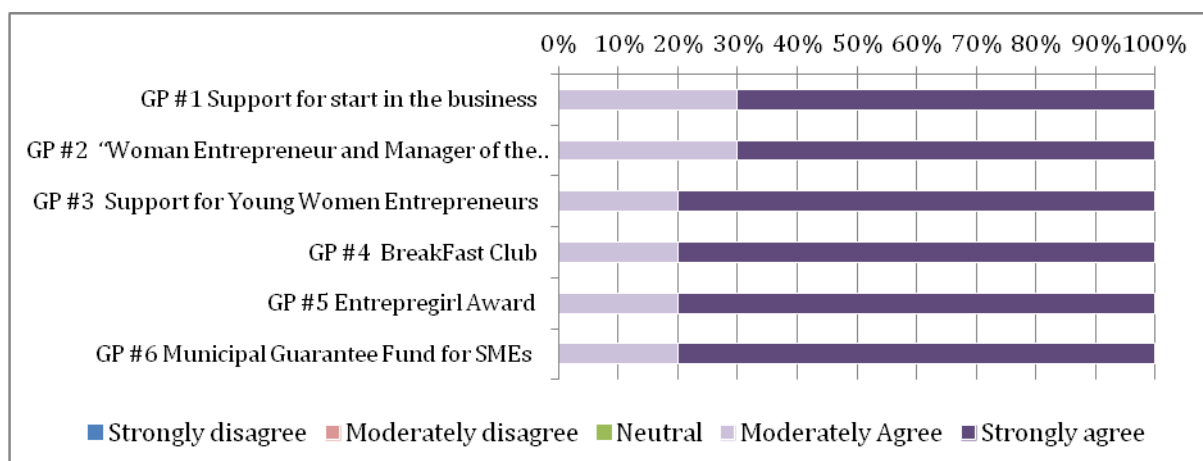
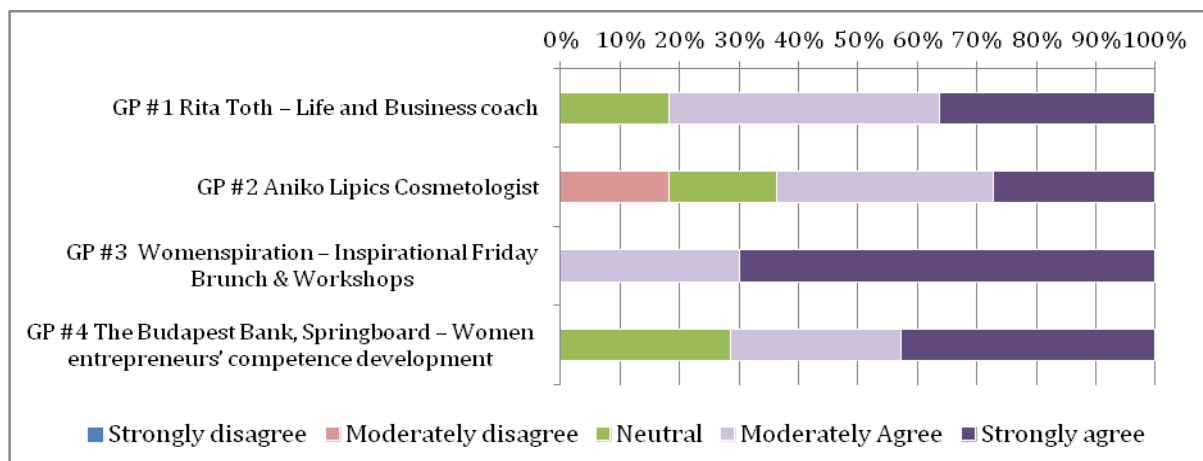
Q.2. Were the success factors of the presented GPs clearly identified?



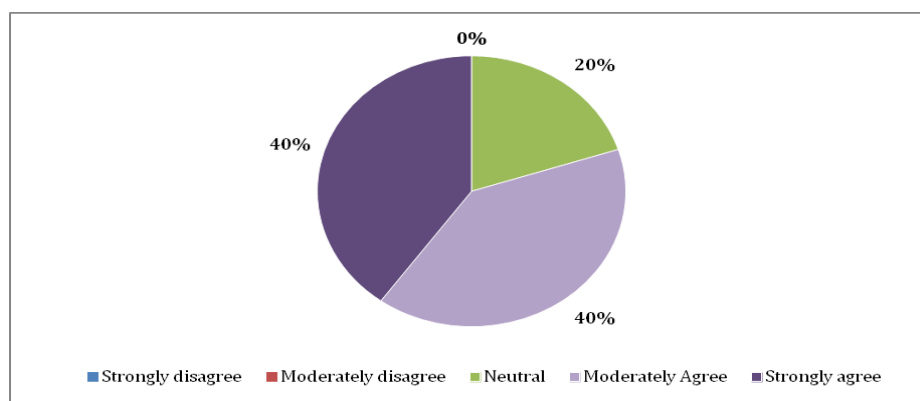
Q.3. Were the barriers and gaps which were overcome through the presented GPs clearly identified?



Q.4. Was the time duration for each presented GP appropriate?



Q.5. Did the TLE meet the stated objectives fully?



Finally, PP said that the 2nd TLE met the stated objectives fully – 40% strongly agreed, 40% moderately agreed and 20% were neutral on this statement.

Q.6. What did/ didn't you like during the TLE?

- Should be ensured enough time for all GPs to be presented and to be ensured a better time management especially for presenting the Hungarian GPs.
- Not all selected and presented GPs from Hungary were GPs: the distinction between the GPs (policy, measures, programmes, projects for YWE) vs. success stories of YWE was not differentiated. It is advisable that the pre-screening of the GPs is done by the WP Leader and that the GPs, which are not in line with the requirements, are not presented as GPs but as case studies. The GPs of Bulgaria were well selected, sent prior to the event so that all could read it.
- For the next meeting: moderator of the GP presentation should encourage the PPs to raise the question and develop discussion about what was presented, how to transfer it into the project's objective etc.
- The next TLEs should discuss the transferability elements of the observed GPs into the 4 Centres.
- Some of the PPs liked the interactive way of presentation (trying and explaining products, ...)
- But following some of the presentations was a little bit difficult because in some presentations the language was changing from Hungarian language to English.

8.4 Main conclusions for the event

All the remarks and suggestions for improvement gathered around few main ideas:

- As it was suggested in the previous TLE Report the event should be organized in English - the consecutive translations are very hard to be followed for the whole duration of the presentations.
- It is very important when identifying, selecting and describing GPs to be in line with requirements set in the Good Practice Guide. Pre-screening of the GPs is needed to be done by the WP Leader – TPV, and if the GPs are not in line with the requirements, the relevant PP to be advised not presented them as GPs but as case studies.

9 4TH Transnational Learning Event in Slovenia



The 4th TLE of WOMEN IN BUSINESS project was held on 09th and 10th of April 2019 in Maribor, Slovenia. During the TLE PPs learnt about different GPs from Austria and Slovenia. After the TLE PPs evaluated the TLE and provided to TPV and RAPIV their Transnational Learning Event Reports.

9.1 Good Practices

9.1.1 Slovenia

The Good Practices selected by the host partners are:

- GP # 1 Entrepreneurship is female
- GP # 2 City of Women
- GP # 3 Commission for Equal Opportunities in Science
- GP # 4 PERLE
- GP # 5 Entrepreneurially into The Business World

9.1.2 Austria

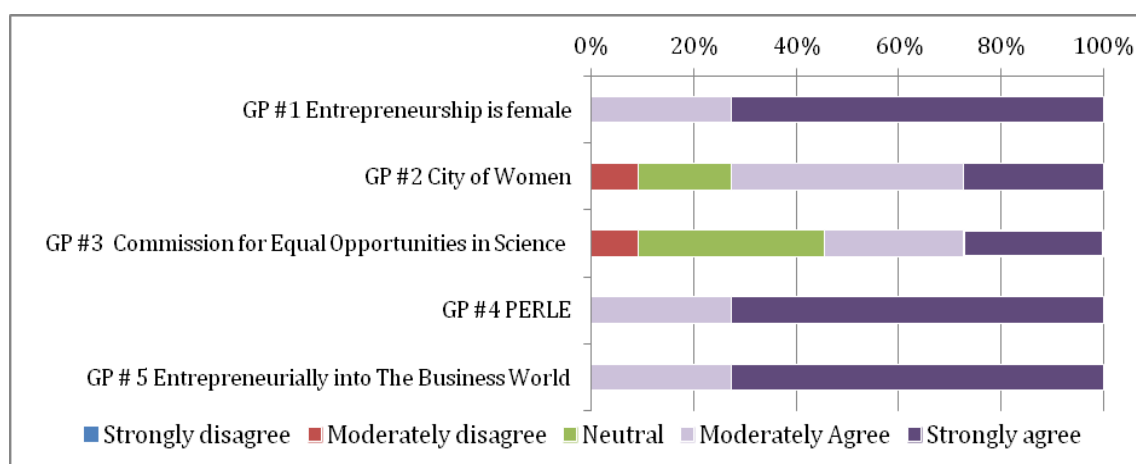
The Good Practices selected by IRS are:

- GP # 1 WE! Women's Entrepreneurship
- GP # 2 Grow F
- GP # 3 Mentoring Program

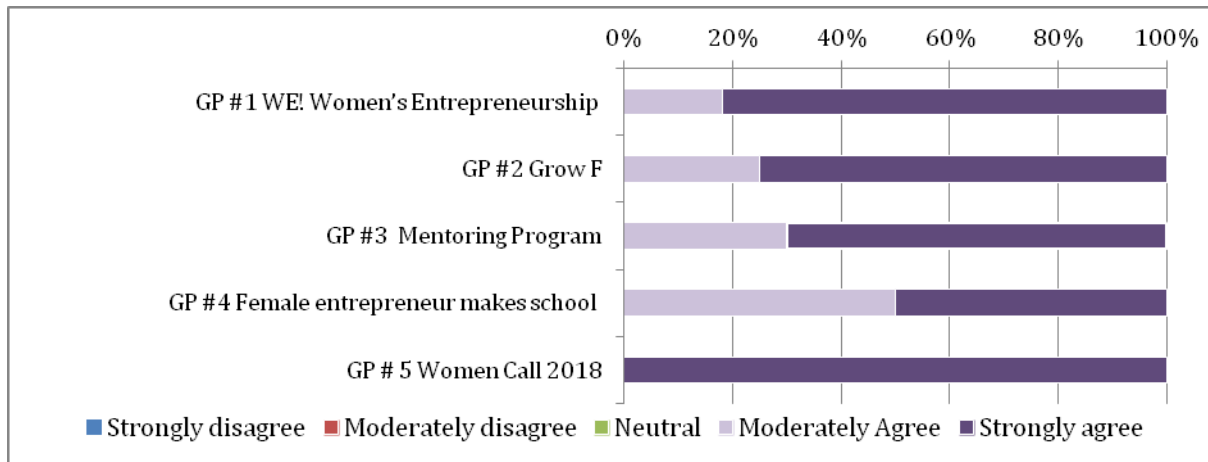
- GP # 4 Female entrepreneur makes school
- GP # 5 Women Call 2018

9.2 Evaluation of pre-event activities

Q. 1. Was the selection of the following Good Practices adequate and relevant to the project objectives?

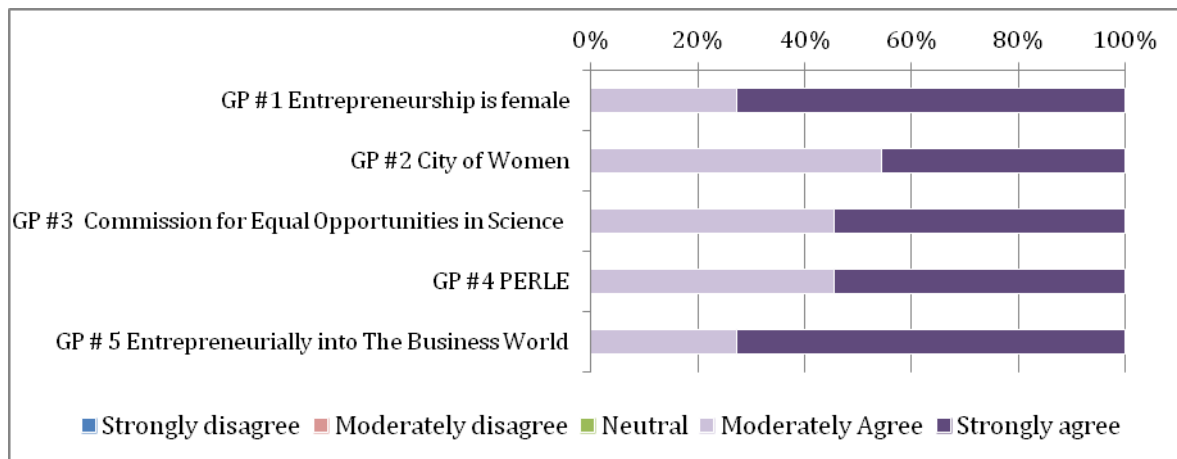


As it can be seen from the results, Slovenian partners – SGZ and MRA managed to identify GPs most of which are evaluated as adequate and relevant to the WOMEN IN BUSINESS project objectives.

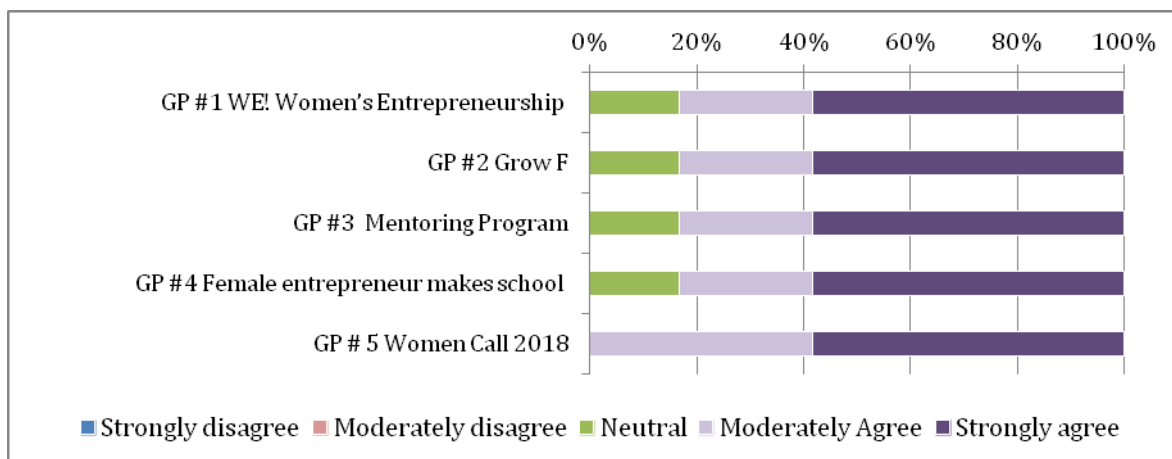


All of the identified Austrian GPs are evaluated as relevant to the project objectives.

Q.2. Was the information in the documents related with the TLE (description of the GPs, Travel Kit, etc.), sent prior the event suitable and reliable?*



The marks received for description of Slovenian GPs provided before the TLE are quite positive.



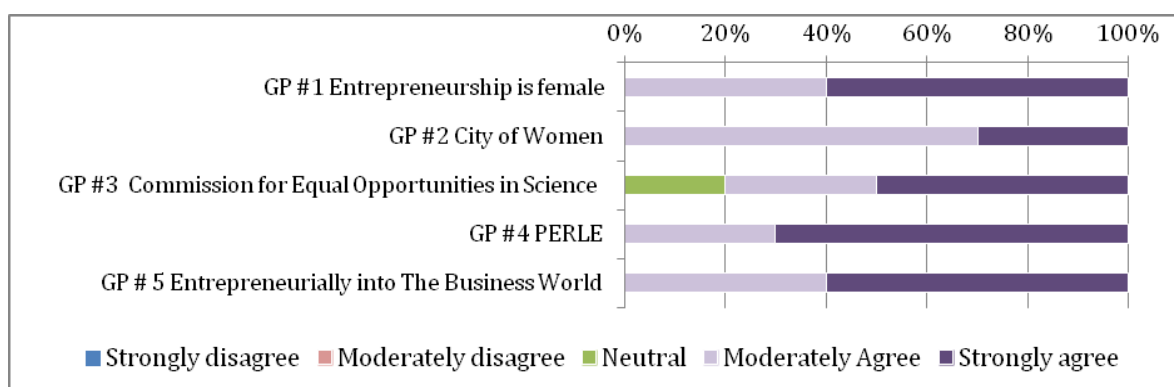
The marks received for description of Austrian GPs provided before the TLE are also positive, but few partners think that they could be better explained.

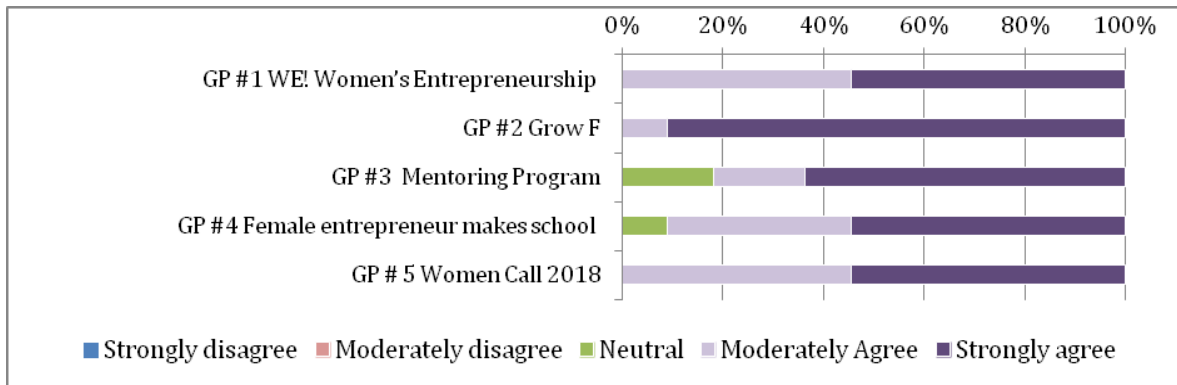
Q.3 Please, share ideas for improving our future events.

No comments, remarks are provided.

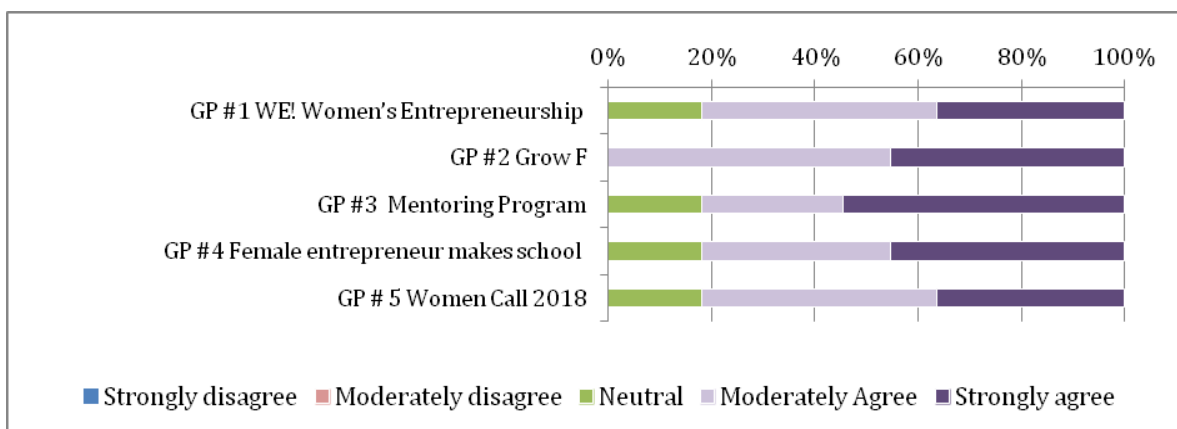
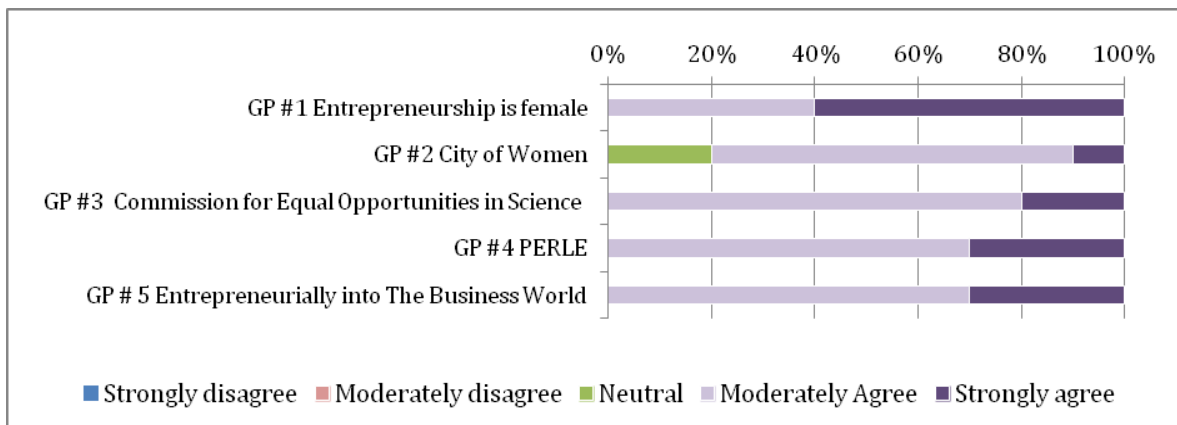
9.3 Evaluation of on-day activities

Q.1. Were the selected GPs presented clearly?



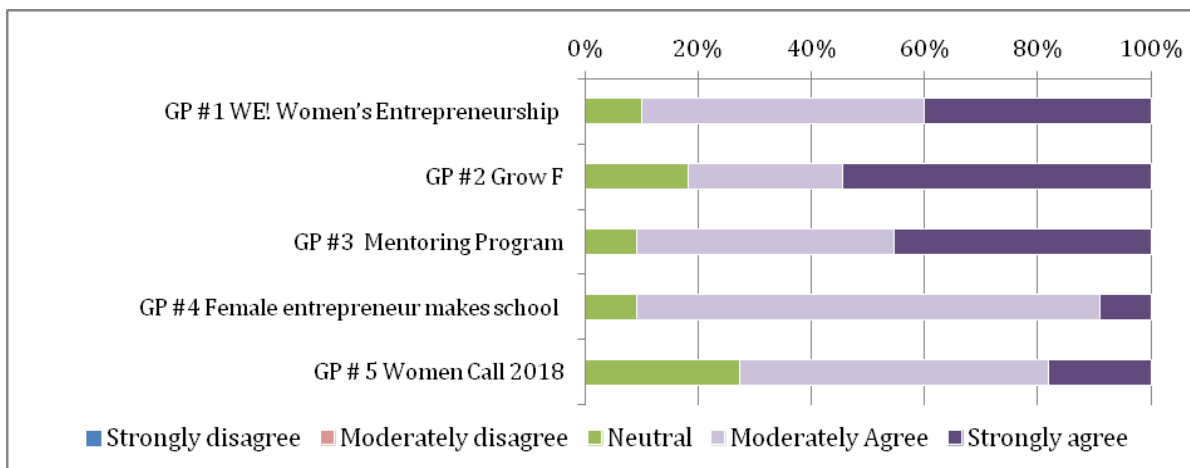
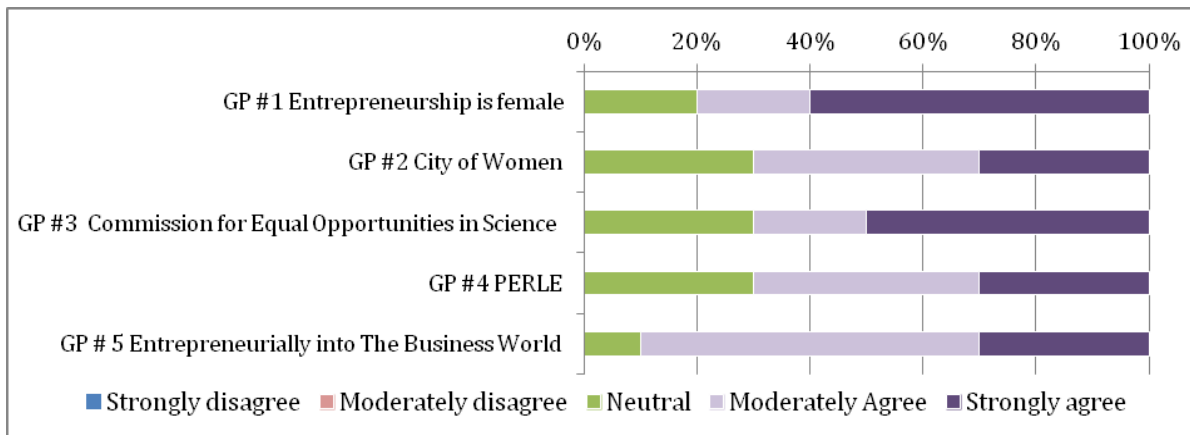


Q.2. Were the success factors of the presented GPs clearly identified?

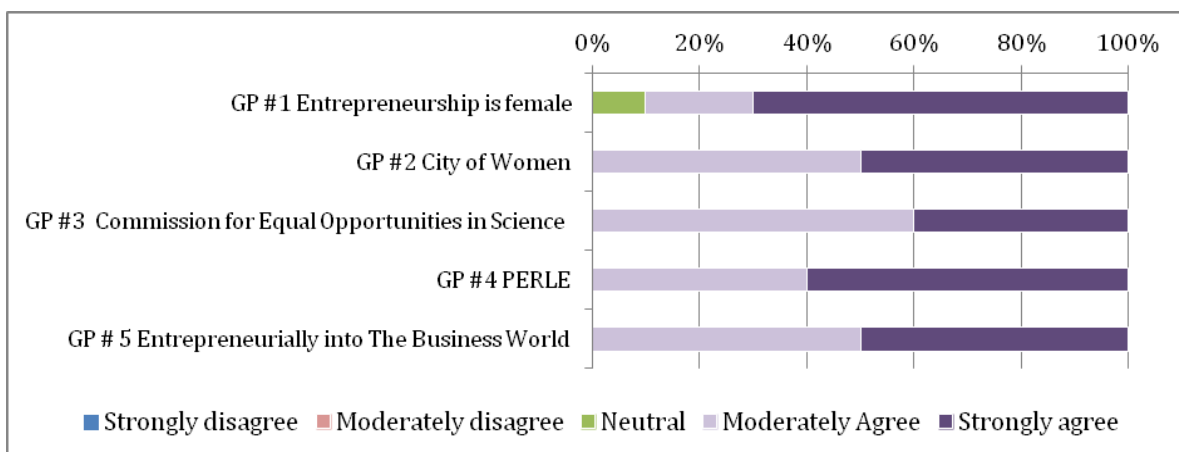


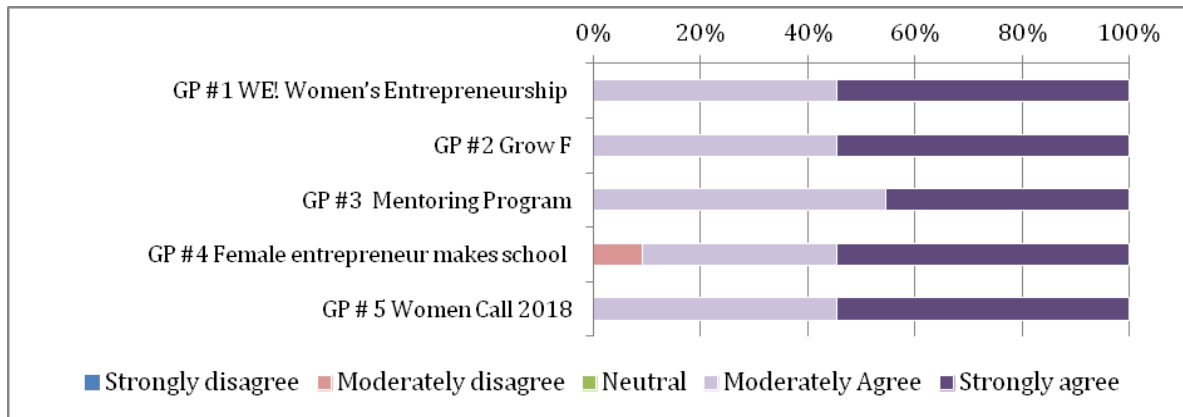
Q.3. Were the barriers and gaps which were overcome through the presented GPs

clearly identified?

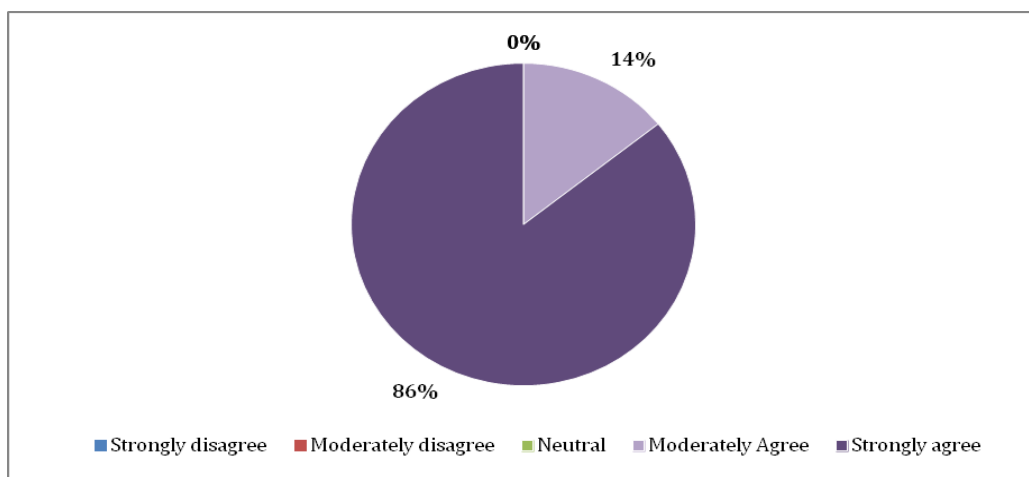


Q.4. Was the time duration for each presented GP appropriate?





Q.5. Did the TLE meet the stated objectives fully?



Finally, PP said that the 4th TLE met the stated objectives fully – 86% strongly agreed, 14% moderately agreed on this statement.

Q.6. What did/ didn't you like during the TLE?

- The event was good organized, enough time for questions and discussions.
- PPs liked about the event that all presentations were in English. All in all the whole event was organized perfectly, also the agenda so that they had to discuss all important aspects perfectly in time.
- The invited speakers were professional and experienced; PPs said that they enjoyed listening to their presentations.

9.4 Main conclusions for the event

It is positive that all recommendations from the previous TLEs were taken into account as the evaluation of the 4th TLE is quite positive. No recommendations on behalf of PPs are provided.

Even though, as it could be seen from the charts above, for the following TLEs it is strongly recommended that the speakers to present very clear “*barriers and gaps which were overcome through the presented GPs*” and “*success factors of the presented GPs*”.

10 5th Transnational Learning Event in Bosnia and Herzegovina

The 5th TLE of WOMEN IN BUSINESS project was held on 02nd and 3th of July 2019 in Sarajevo, Bosnia and Herzegovina. After the TLE PPs evaluated the TLE and provided to RAPIV 13 of Transnational Learning Event Reports

10.1 Good Practices

10.1.1 Bosnia and Herzegovina



The Good Practices selected by the host partner are:

- GP # 1 Business Cafe – new way of doing business, creating culture of success, creating winners entrepreneurial mindset
- GP # 2 ENTERPRISE EUROPE NETWORK - WOMEN ENTREPRENEURSHIP SECTOR GROUP
- GP # 3 IT Girls initiative
- GP # 4 Economic empowerment of

Women for Peaceful Local Communities

- GP #5 YEP Business Ideas Incubator (Youth Employment Project)

10.1.2 Germany

The Good Practices selected by BWCON are:

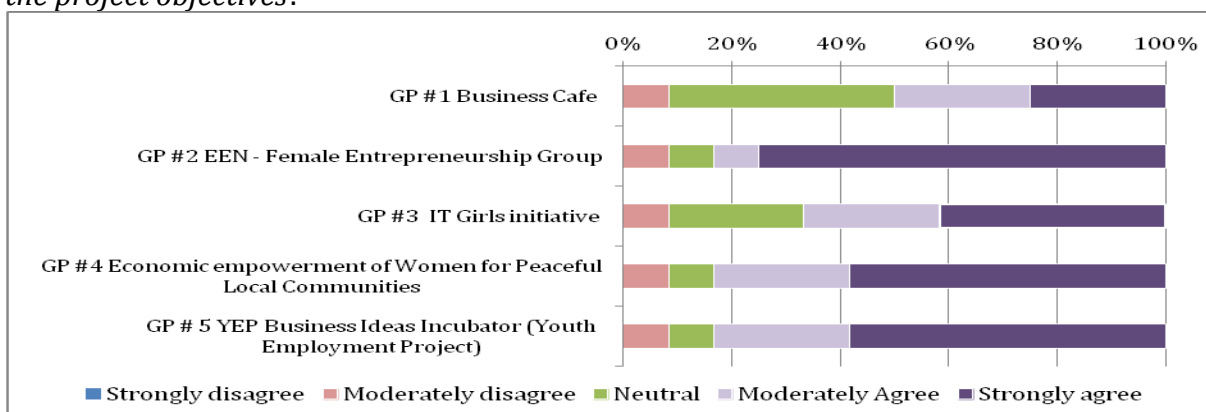
- GP # 1 GründerWERK – Zentrum für Unternehmensgründung der Hochschule Pforzheim

- GP # 2 She Potential – Online Academy
- GP # 3 How to become a Social Entrepreneur – Gail McCutcheon
- GP # 4 Ready to Code – teaching girls and women how to code

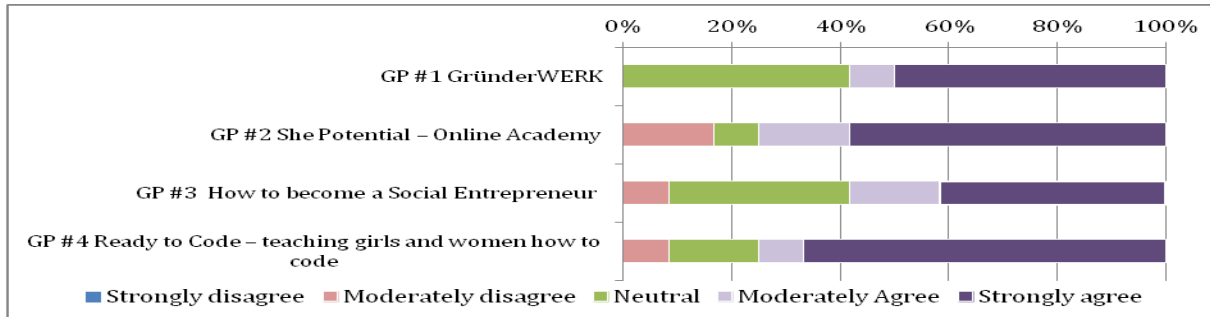


10.2 Evaluation of pre-event activities

Q. 1. Was the selection of the following Good Practices adequate and relevant to the project objectives?

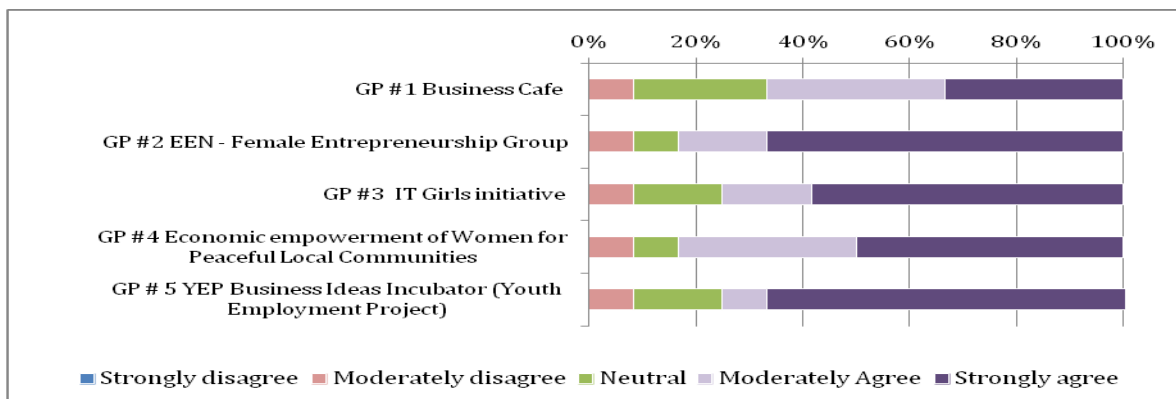


As it can be seen from the results, SEBS managed to identify GPs most of which are evaluated as adequate and relevant to the WOMEN IN BUSINESS project objectives except for GP #1 where 50% of PPs responded neutrally or moderately disagreed.

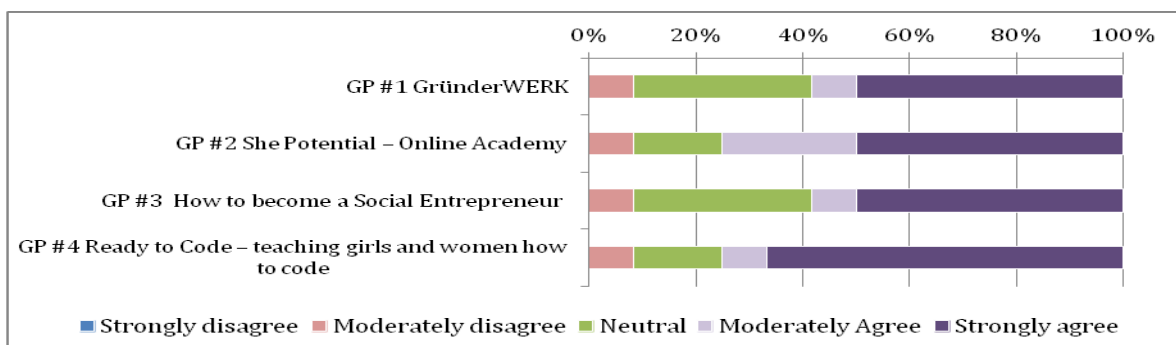


Comparing to other GPs it seems that some of them weren't exactly in line with the objectives of the WOMEN IN BUSINESS project. This is obvious for GP #3 and GP #1 for which almost half of the PPs think that are not in relation with the project objectives. Some of them even reported that GP# 3 do not correspond to the definition of the GP as agreed in the project but much more as a case study.

Q.2. Was the information in the documents related with the TLE (description of the GPs, Travel Kit, etc.), sent prior the event suitable and reliable?*



But when talking about the quality the neutral marks for the quality of some of the description of the Bosnian GPs were given because some of the descriptions were not detailed enough.



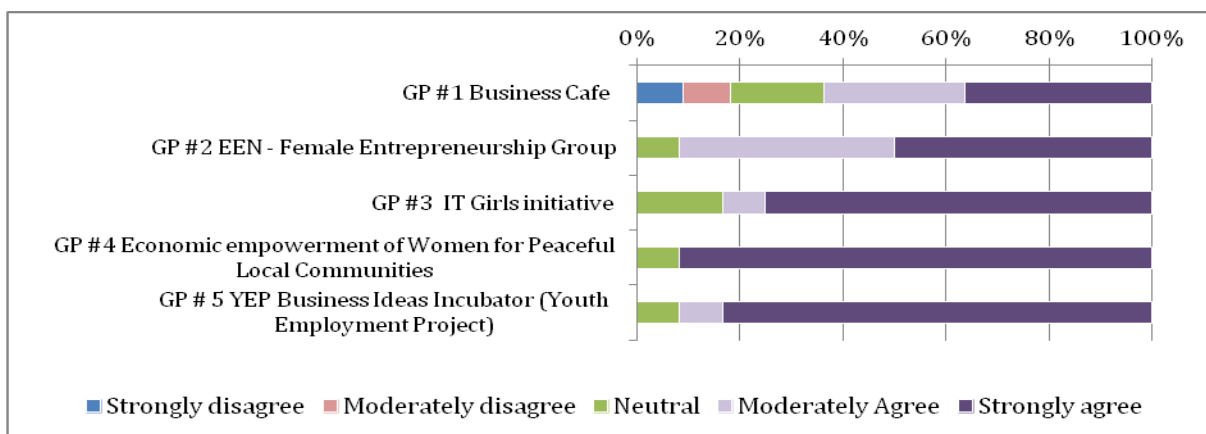
The evaluation for provided information about German GPs before the event is quite positive only for GP# 2 and GP#4. For the other two GPs PPs think that they could be better described.

Q.3 Please, share ideas for improving our future events.

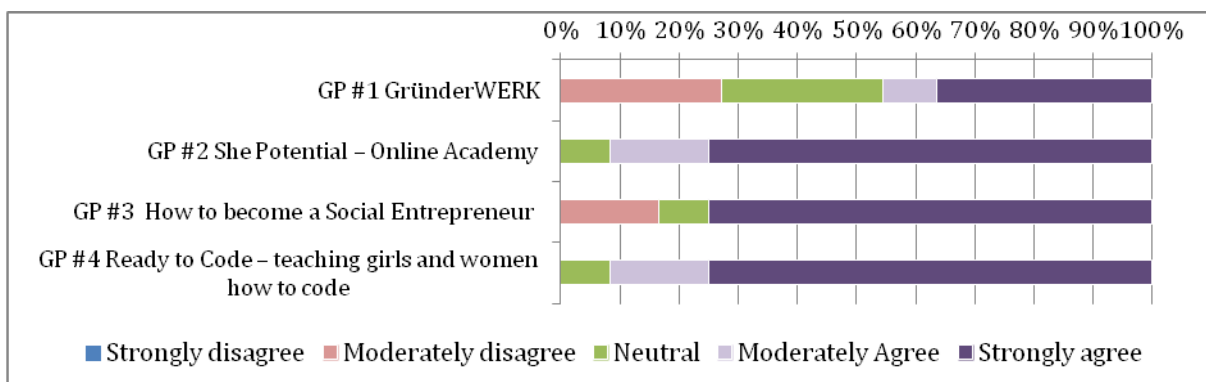
No ideas were shared for improving the last event.

10.3 Evaluation of on-day activities

Q.1. Were the selected GPs presented clearly?

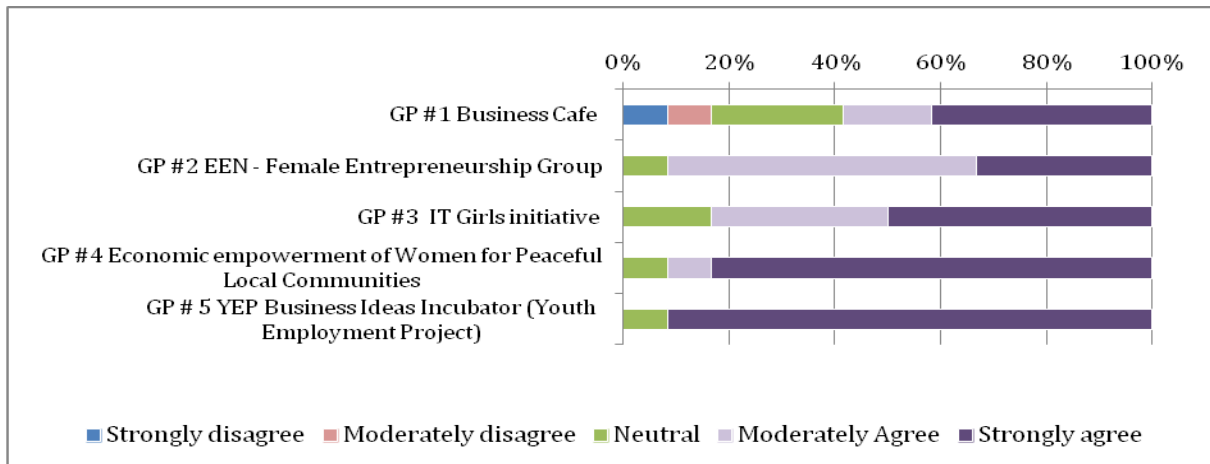


All of the Bosnian GPs were well presented except for GP#1.

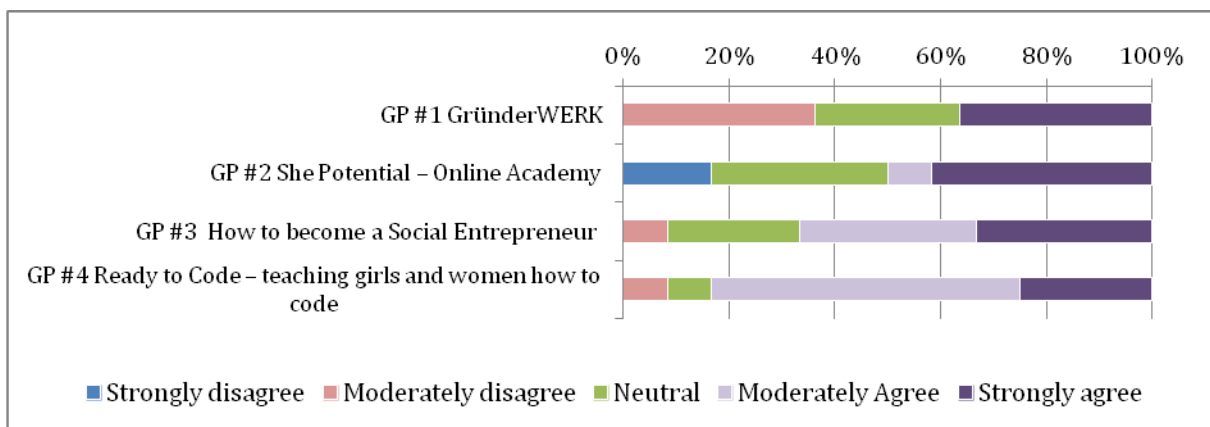


All the German GPs were well presented except GP#1 but it is understandable having in mind that the presenter of the GP couldn't attend the event due to health problems.

Q.2. Were the success factors of the presented GPs clearly identified?

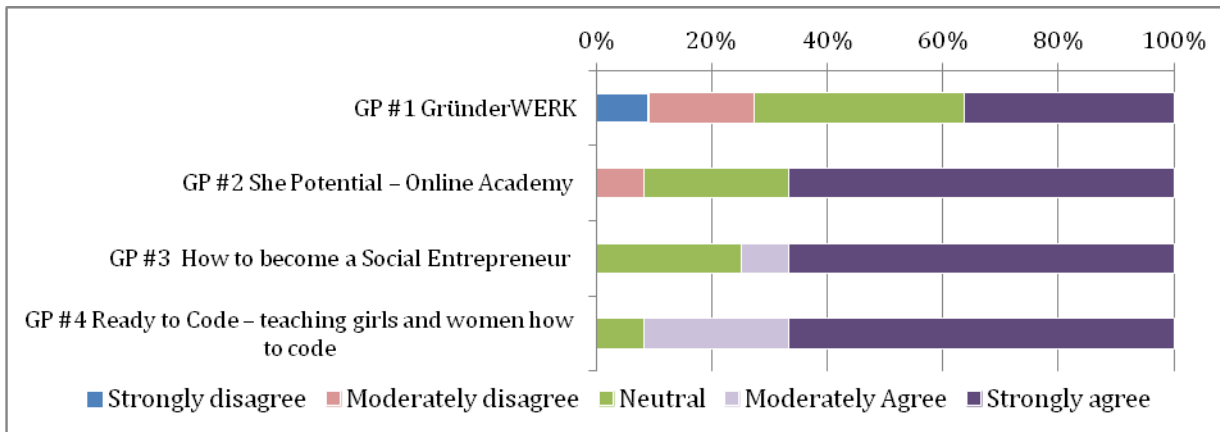
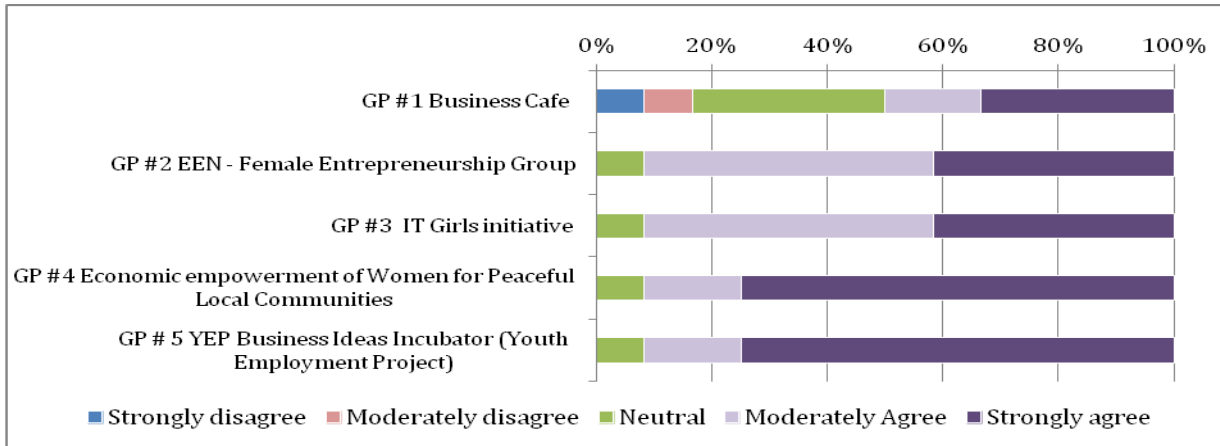


Even GPs gained negative score regarding provided descriptions before the event, most of the the key speakers managed to present clearly the success factors.

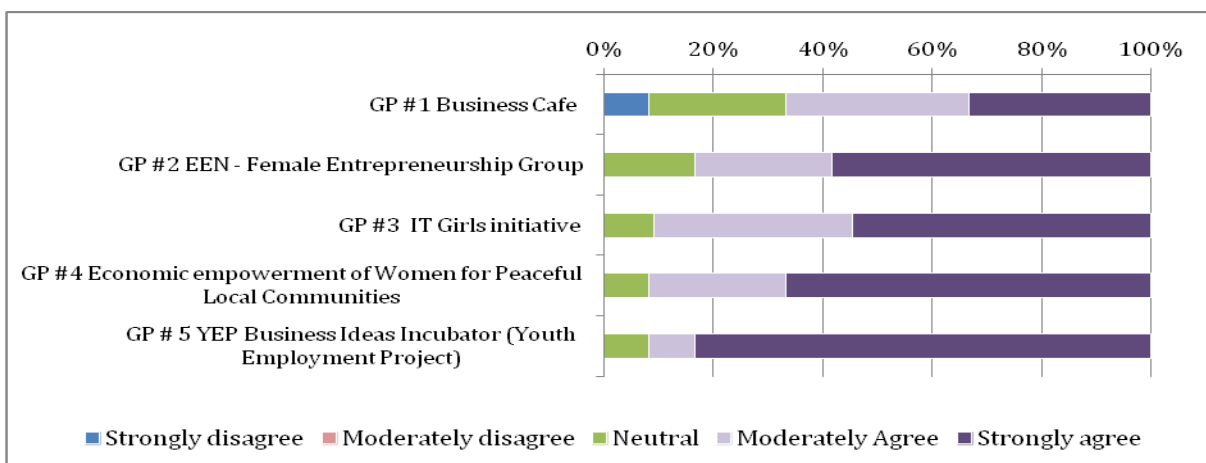


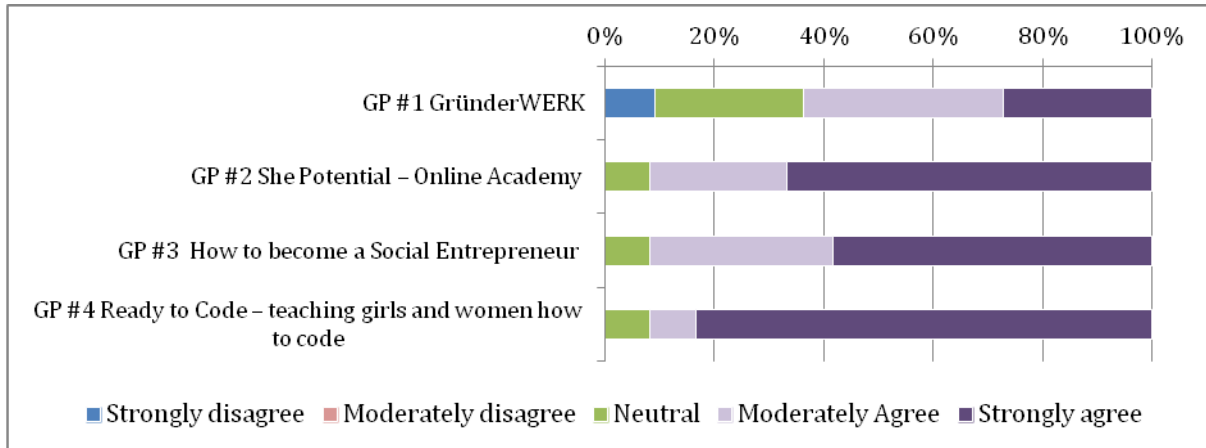
More than 50% of the PPs think the success factors of GP#1 and GP#2 were not clearly identified. The low result for GP#1 is due to the absence of the main presenter. The low result for GP#2 is due to the fact the the GP is actually on-going initiative in very beginning of its development, so the success of this GP is still not proved.

Q.3. Were the barriers and gaps which were overcome through the presented GPs clearly identified?

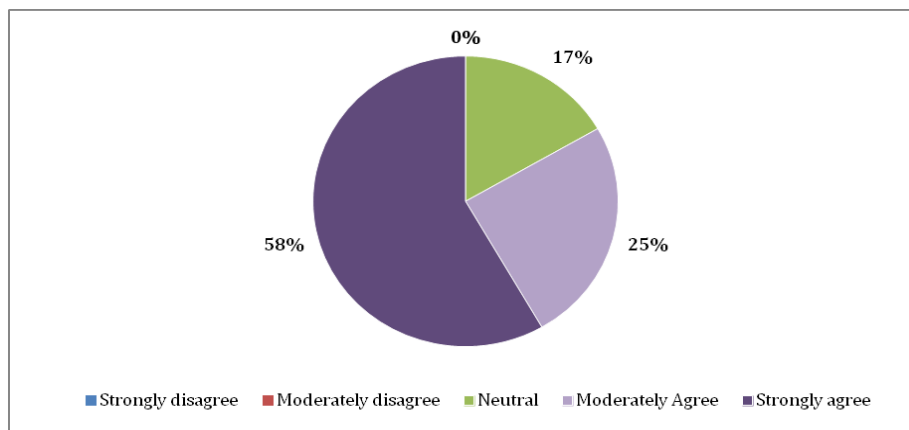


Q.4. Was the time duration for each presented GP appropriate?





Q.5. Did the TLE meet the stated objectives fully?



Finally, PP said that the 5th TLE met the stated objectives fully – 58% strongly agreed, 25% moderately agreed and 17% were neutral on this statement.

Q.6. What did/ didn't you like during the TLE?

- The location proposed for the presentation of the GPs from Bosnia and Herzegovina was nice and ideally to stimulate networking amongst participants and speakers. Moreover, we had the opportunity to visit Kutcha, its store and the story of the shop/initiative directly from the founders. This was interesting and also inspiring considering the founder is a young female entrepreneur as well.
- The German GPs were merely case studies of more or less successful WE with the exception of the Pforzheim UNI, which was not in detailed presented by the respective PP. The info contained in the descriptions of the GPs was not sufficient.
- There were no major negative aspects related to the content and organization of the event.

10.4 Main conclusions for the event

All the remarks and suggestions for improvement gathered around few main ideas:

- PPs have to follow the methodology set in the Guideline for GPs. It is necessary to be made a difference between GP and case study. On the other side PPs have to avoid selecting practices that do not have proven success. In the case of German GPs there are two practices that is hard to be classified as “good”. GP #2 could become a good practice after some success will be reported. For GP# 4 - it is hard to be linked with objectives of the WOMEN IN BUSINESS project
- It is very important when identifying, selecting and describing GPs to be in line with requirements set in the Good Practice Guide. Pre-screening of the GPs is needed to be done by the WP Leader – TPV, and if the GPs are not in line with the requirements, the relevant PP to be advised not presented them as GPs but as case studies

11 6th Transnational Learning Event in Croatia



The 6th TLE of WOMEN IN BUSINESS project was held on 01st and 2nd of October 2019 in Varazdin, Croatia. After the TLE all PPs evaluated the TLE and provided to RAPIV their Transnational Learning Event Reports except VFU.

11.1 Good Practices

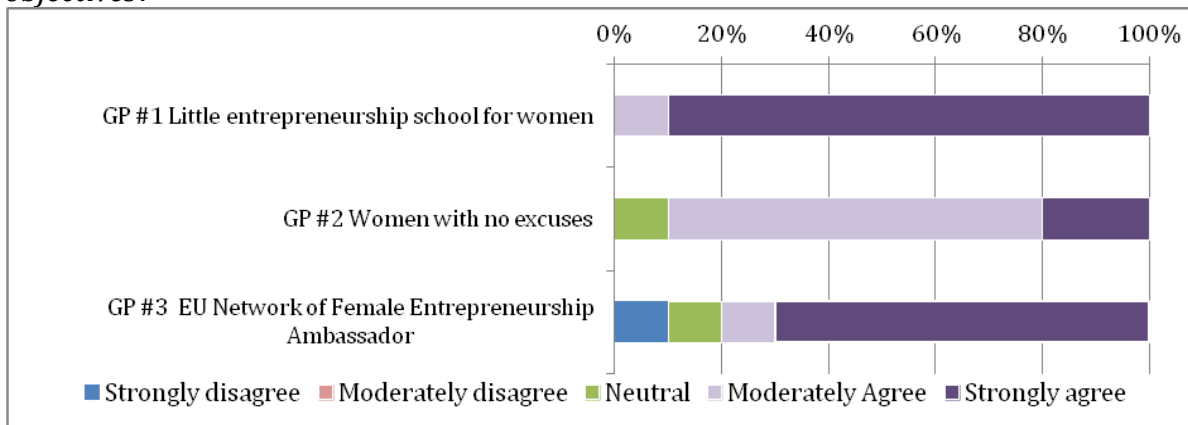
The Good Practices selected by the TPV are:

- GP # 1 Little entrepreneurship school for women

- GP # 2 Women with no excuses – conference that encourages networking as well as positive changes
- GP # 3 EUROPEAN NETWORK OF FEMALE ENTREPRENEURSHIP AMBASSADOR – entrepreneurSHEp Croatia

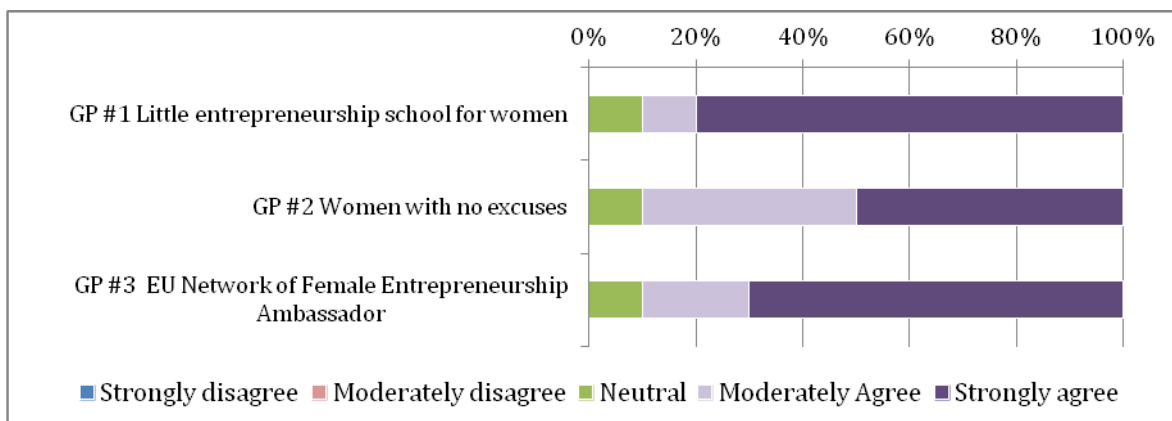
11.2 Evaluation of pre-event activities

Q. 1. Was the selection of the following Good Practices adequate and relevant to the project objectives?



As it can be seen from the results, TPV managed to identify GPs most of which are evaluated as adequate and relevant to the WOMEN IN BUSINESS project objectives except for GP #3 where 20% of PPs responded neutrally or moderately disagreed.

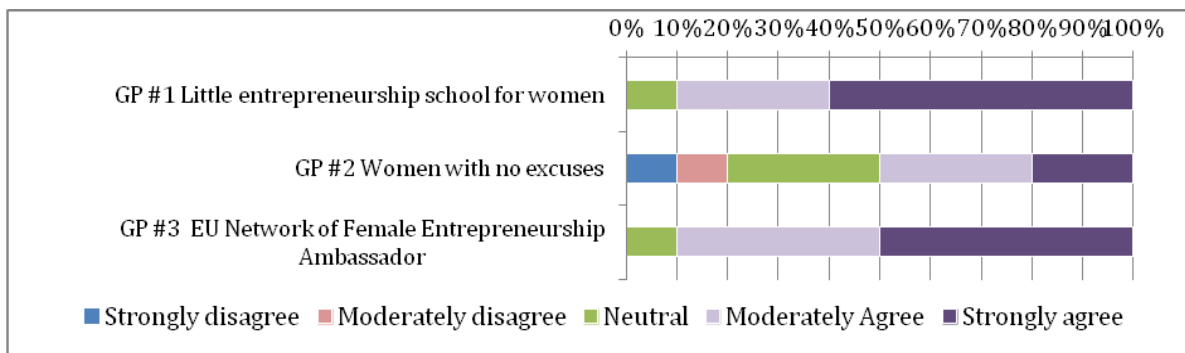
Q.2. Was the information in the documents related with the TLE (description of the GPs, Travel Kit, etc.), sent prior the event suitable and reliable?*



But when talking about the quality the few neutral marks for the quality of some of the description of the Croatian GPs were given because some of the descriptions does not detailed enough.

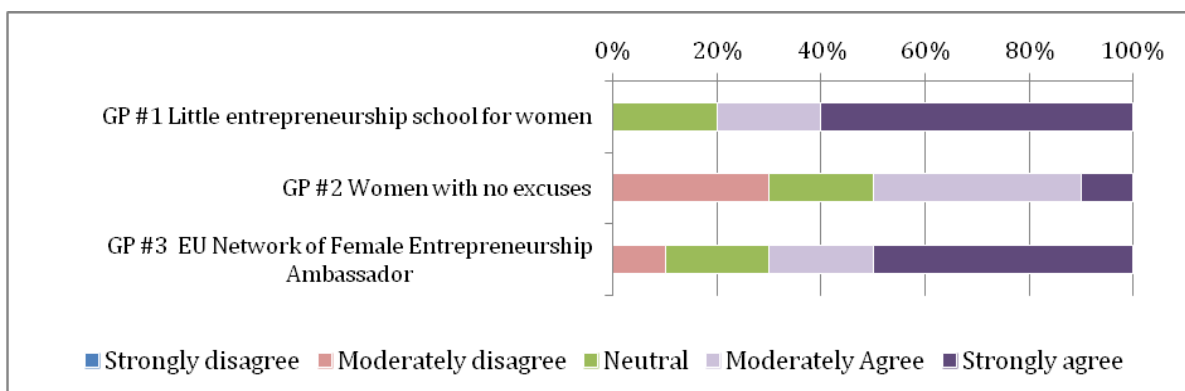
11.3 Evaluation of on-day activities

Q.1. Were the selected GPs presented clearly?



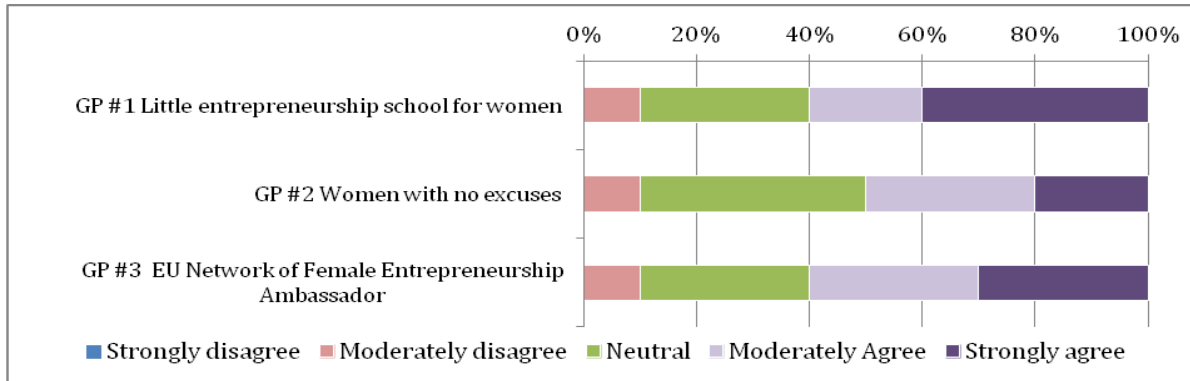
All of the Croatian GPs were well presented except for GP#2.

Q.2. Were the success factors of the presented GPs clearly identified?



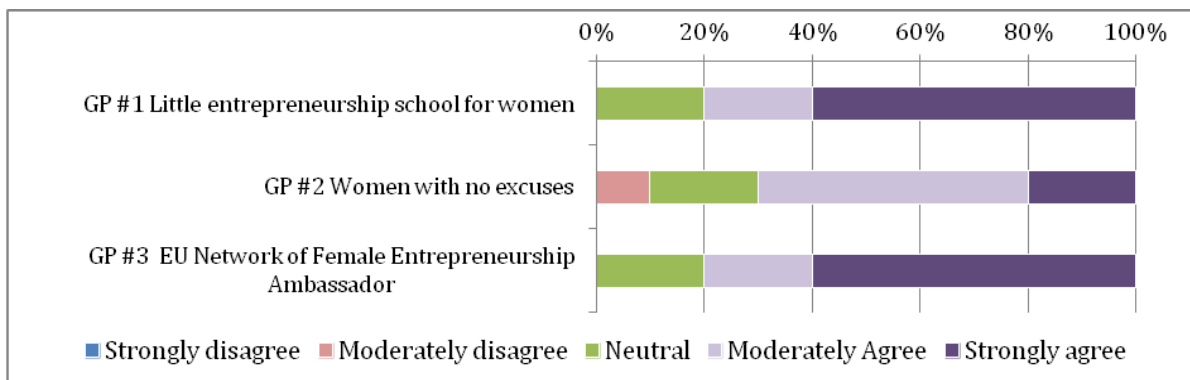
More than 50% of the PPs think the success factors of GP#2 were not clearly identified.

Q.3. Were the barriers and gaps which were overcome through the presented GPs clearly identified?

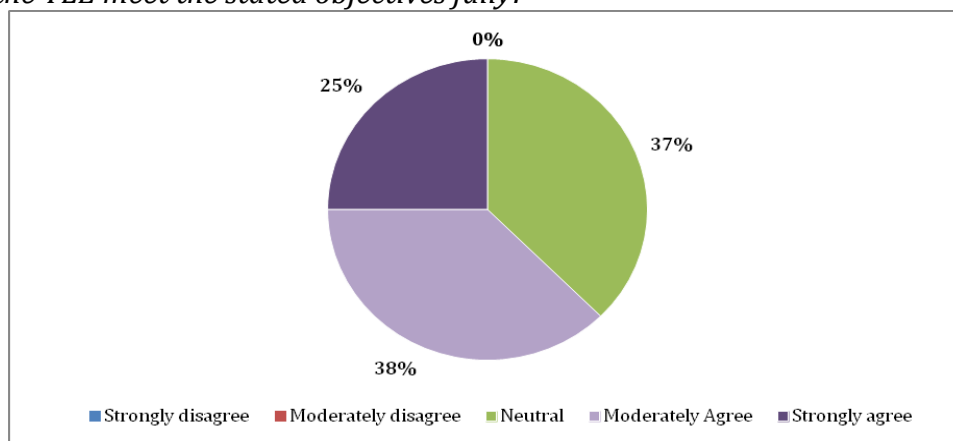


As far as there was no presentation of the current state in Croatia about YWE and what were the achievements of implementation of the National Strategy for WE support, it was quite difficult to understand from the presentations what kind of barriers and gaps had to be overcome through the presented GPs.

Q.4. Was the time duration for each presented GP appropriate?



Q.5. Did the TLE meet the stated objectives fully?



Finally, PP said that the 6th TLE met the stated objectives fully – 25% strongly agreed, 38% moderately agreed and 37% were neutral on this statement.

Q.6. What did/ didn't you like during the TLE?

- As a positive mark is that all presentations were in English. All in all the whole event was organized perfectly, also the agenda so that PPs had to discuss all important aspects perfectly in time.
- The presentation of the WE Strategy in Croatia was missing.

11.4 Main conclusions for the event

There were not significant remarks except the necessity to be presented the problems, needs and gaps for YWE in Croatia and WE Strategy, or better understanding of the importance and success of the relevant GPs.