



Women for Economy proposals

What we need for a transition to a sustainable and human-centered economic system:

- Education to dialogue and mutual understanding: bringing civil topics into schools with a crucial involvement of parents.
- A new cultural mindset should also promote solidarity and cooperation rather than competitiveness.
- Let the invisible work of women emerge.
- New attitudes on failures, to be seen as unavoidable experiences of life to be accepted.

Our proposals to other villages:

- **Communication project – improving awareness by sharing stories:**
 - Sharing videos, podcasts, and texts, via social media or via a dedicated web platform
 - Key-topics: acceptance of failure; the role of men in encouraging women to speak up; motherhood as empowerment and not as a limitation.
- **App or E-book with content of simple financial education**, dedicated to mother and children together.
- **Bilingual platform to provide financial and legal knowledge** to women who want to run a business in a foreign country.
- **Advocacy - Ask government for specific policies:**
 - Protection against violence and harrssment
 - Longer and equal parental leaves for men and women

We are also working at the following projects:

- **EoF4All! - Education program**
- **Equal Value - Auditing of enterprises**

(Please see description on the EoF Website)

EoF4All! - Educational concept



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What problem are you helping to solve?

- Women and vulnerable people's participation in entrepreneurship, labor market and social life are often hindered by "default way" of thinking, social norms and unconscious biases.
- Standardized outcomes of economic courses and education in general that do not give space to personal growth and human flourishing.
- Lack of access to courses of socio-economic orientation, that leads to the increase of inequalities and female discouragement.
- Values and economic understandings are formed at an early age within family but are not accompanied pedagogically. The result is a general lack of awareness of what economics is in the light of Catholic Social Teaching.

What methodology are you proposing?

- Providing basic economic/managerial/technical knowledge to empower vulnerable groups (vulnerable women in particular) and helping them to fully integrate into social life.
- Planning and adapting courses specifically to every target group, that starts from addressing little children and young parents based on principles and values of EoF.
- Improving awareness of what economics is, in the light of Catholic Social Teaching (but open to dialogue with other religions/cultures/views).
- Creating a recognition (certification) system for EoF specific courses and educators to guarantee its full implementation.
- Buildup a multilingual, digital platform to permanently provide basic knowledge (videos, ebooks).

What solution are you proposing?

1. The **courses** that are designed according to the needs and interests of target groups.
2. **Pedagogical intervention that starts at an early age** as the most effective way to root out inequalities, change social norms and constitute a welcoming space.
3. A **form of collaboration** with already existing structures and professionals interested in promotion of the EoF worldwide.

Some ideas:

- **"EoF Essential" for women, vulnerable groups and people without economic background:** a basic course aimed to support the inclusion of vulnerable groups. Examples: basic legal and financial knowledge for women (and their kids) in rural areas, or migrants; courses to specialize and get higher salaries; teaching how to use digital tools; how to build a start-up for young social entrepreneurs. EoF Essential should also provide a **basic understanding** of what the Economy of Francesco is for people without economic education.
- **"We are a Family"** for 5-7 and 8-9 years-old children and young parents as pre-catechesis; **"EoF-teen"** for teenagers providing basic economic knowledge in the spirit of EoF, with programs designed from the **perspective of today's teens** with the use of digital content.
- **"EoF Advanced"** for professionals: this course should bring learning and discussion on economic issues through unusual trajectories based on the **teachings of St.**

Francis, allowing managers and professionals to experience a formative and spiritual dimension.

- **"EoF Academy"** a scientific society with a research center that provides empirical data: all the EoF courses should be **recognized (certified) and developed** by a relevant organization; hence a **research center** is needed, that should consist of several different **working groups focusing on specific topics** aimed to provide empirical and theoretical researches.



Equal Value”: A label to fight the gender pay gap

Problem statement: Recent studies show that the lack of transparency plays a prominent role in the persistence of the gender pay gap. In 2020, for every dollar a man makes a woman makes only \$0.81. This issue is prevalent all over the world, and with the pandemic and economic crisis the gap is getting bigger (Pay Scale, 2020).

Vision: We aim at a world with no discrimination between women and men, parents and non-parents, in the work environment in terms of salary, careers and opportunities in general.

Mission: Support companies that recognize gender equality as a fundamental value. Our role will be to help them evaluate the gap, analyze the issues and implement adequate policies.

Aims:

- Create a label to certify that companies are compliant with transparency, and are committed towards gender pay equality, and equality in family leave (studies have shown encouraging men to take the same amount of leave as women reduces earnings and achievement gaps over time, and is positive for father-child bonding)
- Offer a service to companies that want to be certified.

Recipients:

- Companies that are willing to work on transparency but still have no policies in place, or
- Companies that want to be certified because they have already implemented policies.

Our team

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Regional looks at women in economy

A report from the Women for Economy Village - 2020

The village Women for Economy has been divided into five regional groups to reflect on the main issues to be faced to foster the transition towards a new economic paradigm.

All groups have stressed the compounding impact of structural inequalities, that start from girlhood and concern education, health, wages, and so on. The general statistical evidence shows that women with children have less salary than women without children. This is also true for women who adopt, suggesting that the matter is not the physical toll of childbirth but the general perceptions on motherhood. Similar statements concern the percentage of women in positions of responsibility. Related to this point, some groups have highlighted that affirmative action has sometimes led to discomfort and prejudices towards women. This suggests that **what is needed most is to widen the opportunities to work and study while being a mother, for example with longer maternity leaves.** Another common issue is the practice of unpaid internships, that automatically exclude young people from lower-income backgrounds. **Being educated does not correlate with emancipation nor to personal safety or protection against violence and harassment.**

Rural areas may face specific problems, such as the lack of access to financial services, ICTs and mobility. Those issues have implications for work time. For example, transportation costs may prevent women from participating in the workforce. Related to this, there is a safety issue: for example, women can only travel by bus in Bangladesh and India, while they only take metro cars in Mexico City. International mobility is also an issue for women, due to the perception of women traveling and working abroad for longer terms: this is less socially acceptable for women than for men. Moreover, digital tools are controlled by men in many areas, generating isolation for women.

Men and boys need to change their mindsets. Discrimination against women and girls occurs everywhere, in every country of the world. However, the way this is translated in practice may vary a lot across local contexts. Expectations about parenting and care may have a strong impact on women's participation to the workforce. Women mothers may be pushed to quit their jobs, and mothers that stay home can face severe economic hardship in case of divorce. Wives can have the same job as their husbands, but still a man is seen as the head of household. Mental load on women is a related, severe issue as well. Another example: teen mothers often are seen as more "guilty" than the boys; boys can continue in school while girls cannot, compounding lifelong inequalities. On the other hand, there is also the expectation that women should want to have children young, and they do not meet that expectation they are considered not good enough.

Gender issues often overlap with racial issues to determine a person's success in life: "depending on ethnic origin, it is very hard to get equal jobs and pay; still, we feel like some people must work ten times harder".

Groups from Latin America have stressed that their countries suffer from very similar problems. However, a **language barrier** exists between Brazil and the other countries. Immigrants from Venezuela and Bolivia to Brazil need to have notions of entrepreneurship within this new reality of changing the country; and similarly, many Brazilians are scattered in Latin America with the same difficulty in undertaking their own business.